



CLERICI TESSUTO

# SUSTAINABILITY REPORT 2023

December 2025



CLERICI TESSUTO

# SUSTAINABILITY REPORT 2023

December 2025



# TABLE OF CONTENTS

4 CLERICI TESSUTO STAKEHOLDER LETTER

6 METHODOLOGICAL NOTE

9 CLERICI TESSUTO GROUP

10 ITALIAN EXCELLENCE WOVEN OVER A HUNDRED YEARS OF HISTORY

10 [ABOUT US](#)

16 [MARKET](#)

18 [OUR PRODUCTS](#)

22 CORPORATE GOVERNANCE AND INTEGRITY

23 [GOVERNANCE STRUCTURE](#)

26 [CORPORATE COMPLIANCE](#)

29 SUSTAINABILITY AT CLERICI TESSUTO

30 SUSTAINABILITY AS A DELIBERATE CHOICE AND COMMITMENT

32 PRIVILEGED INTERLOCUTORS: STAKEHOLDERS

33 MATERIALITY ASSESSMENT

39 PRODUCT AND CUSTOMER RELATIONSHIP

40 PRODUCT: OUR IDENTITY

42 [TRACEABILITY](#)

44 [INNOVATION TOGETHER](#)

46 [RESPONSIBLE USE OF RESOURCES. SUSTAINABILITY AND SAFETY](#)

48 LETTING CUSTOMERS SET THE PACE

51 ACCOUNTABILITY IN THE SUPPLY CHAIN

52 SUPPLY CHAIN INTEGRATION: TOGETHER WE CREATE

52 [SUPPLIERS](#)



57 ENVIRONMENTAL IMPACT MANAGEMENT

58 ENERGY RESOURCES: A DRIVING FORCE TO BE MANAGED RESPONSIBLY

59 [ENERGY CONSUMPTION](#)

60 [GREENHOUSE GAS EMISSIONS](#)

60 [CLIMATE CHANGE MITIGATION STRATEGY AND POLICY](#)

61 POLLUTION: COMMITMENT AND MITIGATION ACTIONS

61 [OTHER FORMS OF POLLUTION: ACTIONS AND OBJECTIVES](#)

61 [EMISSIONS AND EFFLUENTS](#)

62 WATER: SUSTAINABLE MANAGEMENT OF A VITAL RESOURCE

62 [WATER MANAGEMENT](#)

63 [WATER CONSUMPTION](#)

64 CIRCULAR ECONOMY: A SUSTAINABLE APPROACH

65 [MATERIAL FLOWS](#)

69 PUTTING PEOPLE AT THE HEART OF OUR BUSINESS

70 WORKING AT CLERICI TESSUTO

72 [EMPLOYEE TRAINING AND DEVELOPMENT](#)

74 [WELLBEING AND WELFARE](#)

76 [HEALTH AND SAFETY MEASURES](#)

78 LOCAL COMMUNITY DEVELOPMENT

79 [EDUCATION](#)

80 [VOLUNTEERING AND DONATIONS](#)

81 [PLANET](#)

83 ANNEX: TABLES OF ESRS DISCLOSURES

93 GRI CONTENT INDEX AND ESRS GENERAL DISCLOSURES

94 [GRI STANDARD CONTENT INDEX](#)

99 [OTHER INDICATORS](#)

99 [ESRS CONTENT INDEX](#)



# CLERICI TESSUTO STAKEHOLDER LETTER

We are pleased to share Clerici Tessuto's third Sustainability Report with all our stakeholders. The result of a choice and commitment of our Company aimed at delimiting its scope of action in a time still characterized by major changes in the approach to sustainability issues and in the reference context.

A context that is becoming increasingly complex: the European Green Deal has turned the spotlight on our industry, pushing for a transition that involves the entire supply chain, from production to waste management. We at Clerici Tessuto are aware of this and want to continue, as protagonists, to propose and promote materials that are recyclable, durable and better managed at the end of their life. Our investments in research and development also take this into account and chart new courses by signing partnerships and working in synergy with players in the entire supply chain. We believe, in fact, that quality and sustainability should be considered intrinsic characteristics of our products.

In evolving to meet market standards, Clerici Tessuto has made the choice to prepare its financial statements using, a year in advance, the ESRS standards published by EFRAG as part of the EU Corporate Sustainability Reporting Directive (CSRD), which will affect our Company as of 2025. This decision will make it possible for us to align ourselves with best practices in the industry, and, more importantly, confirms our determination to be at the forefront of standardization of processes affecting sustainable development.

A choice that was made at the end of an important year for our Company in terms of sustainability goals achieved. Many actions and initiatives have been put in place: we have been authorized to install solar panels and continued to renew our fleet with electric vehicles; we have obtained other relevant certifications, in addition to the many others we already had, as formal and substantial proof of our commitment to sustainability; almost all of our waste is sent for recycling, which is our contribution to the promotion of a circular economy. The social dimension of sustainability is a key aspect for Clerici Tessuto, which is actively committed to this, with training projects in the area, an increasing number of hours of non-compulsory training for employees, and attentive monitoring of safety conditions in the workplace. Finally, we confirm that no incidents of regulatory noncompliance have been recorded, which proves that all aspects pertaining to corporate governance have been properly addressed.

At Clerici Tessuto, sustainability is always to be understood as Environmental, Social and Governance (ESG) as well as, of course, economic sustainability: we are determined to contribute to the sustainable development of the industry and the community and to once again renew our commitment to the transition to a circular economy.

**Stefano Bernasconi**  
CEO





# METHODOLOGICAL NOTE

## BOUNDARY, SCOPE AND CONTENT OF THE SUSTAINABILITY REPORT

The Sustainability Report 2023 presents the activities, projects and main results achieved during the fiscal year 2023 (1<sup>st</sup> January to 31<sup>st</sup> December), focusing on the economic, social and environmental issues identified as relevant for the Clerici Group as part of the materiality analysis, described in section 2.3 'Materiality Analysis'.

This is a document of a voluntary nature, anticipating the obligation on sustainability reporting introduced by the Corporate Sustainability Directive (CSRD), which will affect the Group starting from the fiscal year beginning 1<sup>st</sup> January 2025. The Group has decided to produce an autonomous document, separate from the Management Report, as the obligation to place sustainability information within the Financial Statements document has not yet come into force. This choice also responds to the Group's communication purposes towards its stakeholders.

The Report was prepared by the internal working group with the support of ALTIS Advisory Società Benefit, a Spin-off of the Università Cattolica del Sacro Cuore. The data included in the document were collected thanks to the participation of the function managers through the use of specific tools, where present, or internal filing systems. As regards quality information, this is collected in accordance with the ISO 9001 certified management system.

This Sustainability Report has not been externally audited; assurance activity will be introduced within the year of transposition of the Directive.

In order to anticipate the requirements of the new European legislation on sustainability reporting (CSRD - Corporate Sustainability Reporting Directive), the scope of reporting includes the entire consolidated perimeter, which includes the companies Clerici Tessuto & C. SpA and Sara Ink Srl. Where possible, data for 2023 have been compared with those for 2022 to allow for an assessment of performance.

The Sustainability Report was prepared in accordance with the GRI 2021 reporting standards, adopting the 'with reference to' approach. In addition, the document is inspired by the European Sustainability Reporting Standards (ESRS) developed by the European Financial Reporting Advisory Group (EFRAG) and officially adopted by the European Commission as the new single standard for sustainability reporting of companies subject to CSRD.

With regard to material impacts, risks and opportunities, the current and expected financial effects have not been described (SBM - 3 Material Impacts, Risks and Opportunities and their Interaction with the Strategy and Business Model 48 b).

For further information or clarification on this Report, please contact [sustainability@clericitessuto.it](mailto:sustainability@clericitessuto.it)





# CLERICI TESSUTO GROUP



# ITALIAN EXCELLENCE WOVEN OVER A HUNDRED YEARS OF HISTORY

## ABOUT US

Clerici Tessuto Group<sup>1</sup>, of which Clerici Tessuto & C. S.p.A. is the parent company, is one of the world's leading textile companies in the luxury industry in terms of creativity and production.

During the past 100 years, Clerici Tessuto has created a value chain by expertly combining craftsmanship, in-house creative and production resources and a carefully selected network of partners in the Italian textile industry. Rooted in the past, yet future-oriented, our company is now an authoritative reference point on the international scene for major fashion houses and textile players in the furniture industry.

Creativity, continuous training, specialization and passion are combined to create a peculiar integrated production process that is divided into stages that are managed and monitored rigorously and with attention to detail by the Group's companies and a fruitful network of partnerships:

- Design (product creation)
- Yarn dyeing
- Warping and weaving
- Textile dyeing, printing and finishing
- Sales and logistics

Our craftsmanship and experience in the conception, design and production of plain and jacquard fabrics was strengthened and enriched with new skills with the acquisition, in 2000, of Sara Ink, a wholly owned subsidiary based in Villa Guardia and a factory also in Montano Lucino. Clerici Tessuto ushers in a new era and area of specialization in the production of top quality digitally printed textile.

Today, Clerici Group consists of two companies under Italian law and two foreign companies:

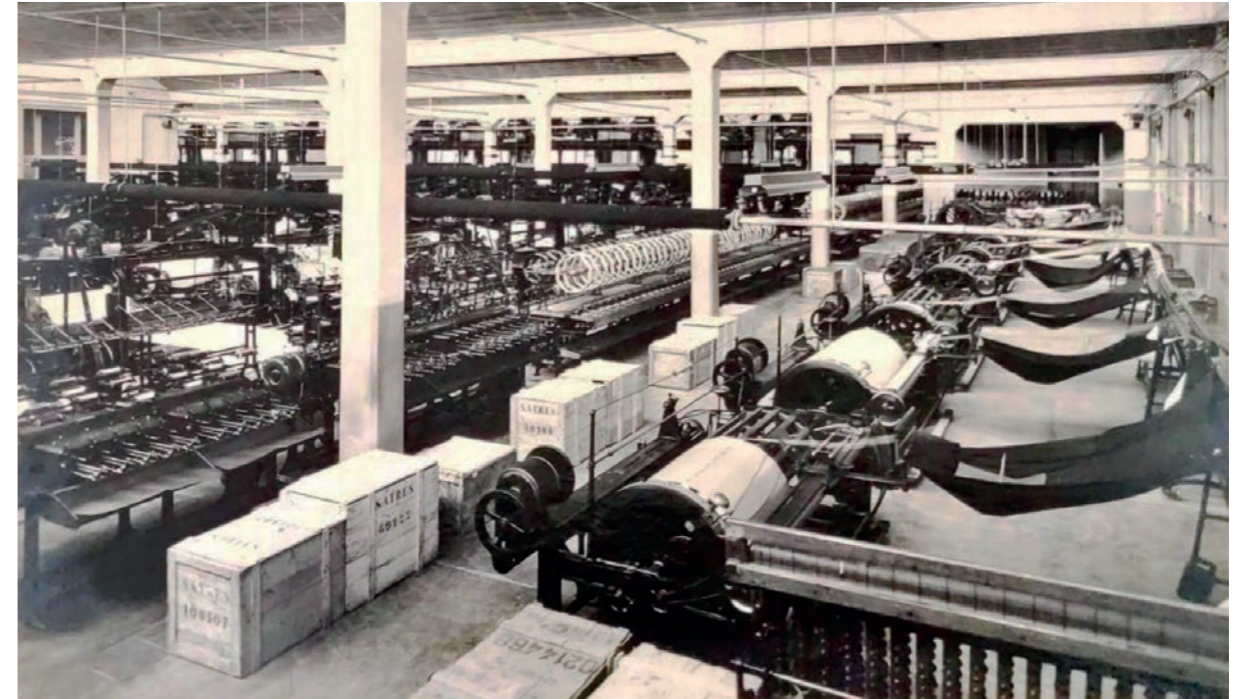
### Clerici Tessuto & C. SpA

The parent company controlling the entire production and sales chain. It is equipped with 100 state-of-the-art looms and a large warping department with 4 warping machines. The Company has two commercial subsidiaries, Clerici Tessuto France Sas and CTC USA CORP.

### Sara Ink Srl

A subsidiary company specializing in the production of top quality digitally printed textiles. Equipped with state-of-the-art equipment, including 10 ink jet digital printers, **Sara Ink** is an effective, flexible and environmentally friendly production unit within Clerici Tessuto Group.

<sup>1</sup> This document describes the main economic, social, and environmental results of Clerici Tessuto Group (also referred to in this document as "Clerici Tessuto," "Clerici Tessuto Group," "the Group," or "The Company,"), not only for the Parent Company, Clerici Tessuto & C. S.p.A, but also for its subsidiary Sara Ink. Any disclosures specific to a Group company are expressly specified in the document by notes and/or with specific references. For more details on how this document was prepared, please refer to the Methodology Note.



The Group also cooperates with related companies that are entrusted with specific production stages.

### Ambrogio Pessina Srl

A dyeing company specializing in the processing of silk yarns.

### Tot Srl

A company providing the entire Italian supply chain with natural and artificial yarns in stock, with delivery in 24 hours.

### Tintoria Iltep Srl

A company specializing in textile finishing and dyeing that uses methods and dyes aimed at ensuring fastnesses and reproducibility.

Since 1922, Clerici Tessuto has been promoting a business model geared towards satisfying the needs of its customers by constantly striving to improve, through its organization, business processes, the quality of products and services offered, while focusing on developing an eco-sustainable economic model aimed at reducing the social, environmental and economic impact of its business activities. In line with the principles and values of its Code of Ethics, the Company is committed to regularly sharing the progress, implemented actions and goals of its business with all its stakeholders.

Quality, innovation and creativity are the intrinsic characteristics of Clerici Tessuto, unquestionably appreciated worldwide. A goal achieved with a detailed and consistent plan of investment in multiple directions:

- materials innovation;
- product certification;
- creativity, expressed in the ability to interpret customer needs;
- customization of the services offered;
- creation of a local supply chain to reduce delivery time;
- international sourcing and product design for multiple price ranges;
- sustainability strategy.



### Historical Archive

A hallmark of Clerici Tessuto Group's design approach, the Historical Archive is one of the company's flagships, making it a creative hub of the global textile industry. Over 100 years of history in digital format, also searchable from the New York and Paris offices. It contains entire collections of textile samples, drawings, catalogs and antique books.

A priceless heritage and inspiring legacy, a testament to the passion for quality and craftsmanship typical of the area: a collection of 10,000 hand-drawn sketches and 20,000 books, a textile collection of 200,000 jacquard caps and 180,000 printed ones, 40,000 accessories, 7,000 finished garments and 2,000 embroidered items.

The Archive is the focal point of that collaborative dimension typical of Clerici Tessuto, which is always available to exchange creative ideas with its customers and build trust. Its interactive touchscreen table, from which the archive can be accessed in digital format, is a central element of this approach, as it makes it possible to speed up the searches made by the client and multiply the responses to requests, even complex ones, for designs, variants and color combinations.

### HISTORY CONTINUES

Clerici Tessuto was founded in 1922 by Rachele Clerici and Alessandro Tessuto. A business idea that comes from the offices in Como and the production facility (seven looms) located about ten kilometers away.

Clerici Tessuto is a company characterized by growth, innovation and continuous evolution: it has spanned the 20<sup>th</sup> century, a century marked by extraordinary events, and turned 100 in 2022. A major milestone that was celebrated by recalling the most significant events that have characterized the Company's journey and by thanking all those who, over the years, have contributed to shaping the company we have today.<sup>2</sup>

Currently, the Group controls a comprehensive micro textile mill that employs more than 300 people. It annually produces about 3.5 million meters of the highest quality fabric for apparel, accessories and furnishings, almost entirely Made in Italy. It has a sales network of up to 2,500 customers in 78 countries, with an export turnover of about 62 percent. In 2023, the total turnover amounted to 62 million euros.

### CLERICI TESSUTO: making history

As of 2023, Clerici Tessuto is officially listed in the National Register of Historic Enterprises, managed by Unioncamere (the Italian Union of Chambers of Commerce). This is an important milestone for our company, which was recognized as an "Impresa Storica d'Italia," for its business idea and activity, and for its ability to pass on to subsequent generations its heritage of skills and knowledge, as well as its founding values of "doing business" over a century.



<sup>2</sup> See section "6.3 Community development" for more details.





It was founded in 1922 by Rachele Clerici and Alessandro Tessuto as a silk fabric trading company.

The post-war period was characterised by the company's growth, thanks to investments to collaborate with leading Italian and French fashion houses and specialisation in yarn-dyed and jacquard fabrics.

The group diversifies its business by producing fabrics for men's accessories and furnishings.



1922

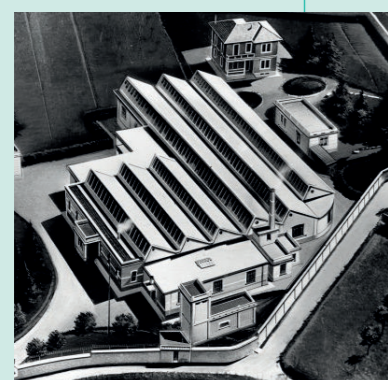
1937

1962

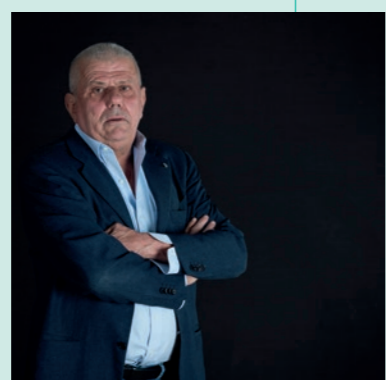
1975

1989-95

2000



Construction of the Grandate factory.



Alessandro Tessuto (third generation) introduces high-quality printed fabrics.



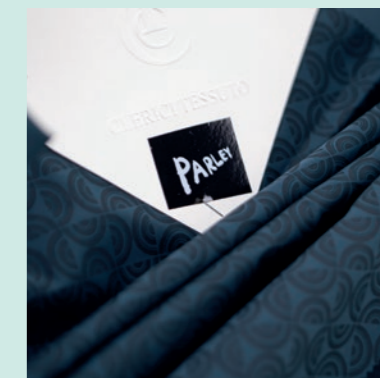
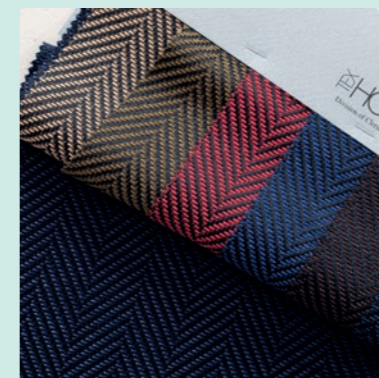
With the start of the new century, the Group enters the market industry and retail with the Guest and New Tess divisions and verticalised digital printing with the acquisition of Sara Ink.



The company entered the beachwear market and acquired the BROCHIER brand, a purveyor of fine upholstery fabrics.

The Group implements its new corporate sustainability strategy and enters the menswear fabric segment with the TEX HOMME collection.

Agreement with Parley for the Oceans to produce luxury fabrics with GRS-certified polyester yarns, created using plastic waste collected from the oceans.



2009

2013

2017

2019

2020

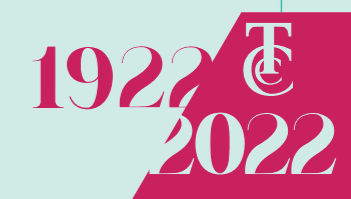
2022



Creation of the Filo d'Oro network, a group of textile companies integrated into a single micro-fabric.



Acquisition of the Larusmiani Tessuti brand licence for the production and marketing of men's drapery.



Clerici Tessuto, now in its third generation, celebrates 100 years since its foundation.

2023

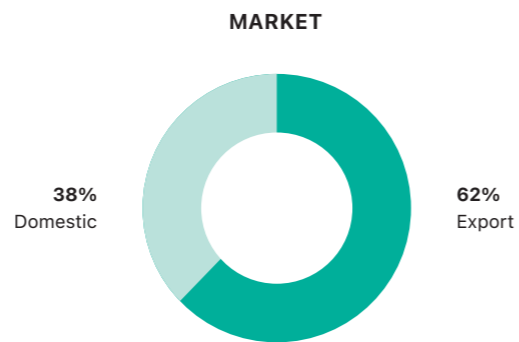
The company was listed in the National Register of Historical Enterprises



## MARKET

Clerici Tessuto partners with the world's leading brands in different market segments for women's and men's apparel, accessories and furniture.

The Company reaches the main markets from its Italian offices and sales branches in the United States and France, making use of a supply chain located in Italian textile districts, with global extensions. More specifically, about 38% of Clerici Tessuto's supply is for the domestic market, while the remaining 62% for export.



## OFFICES

### Italy

**Headquarters**  
Grandate (Como)

**Showroom**  
Milano

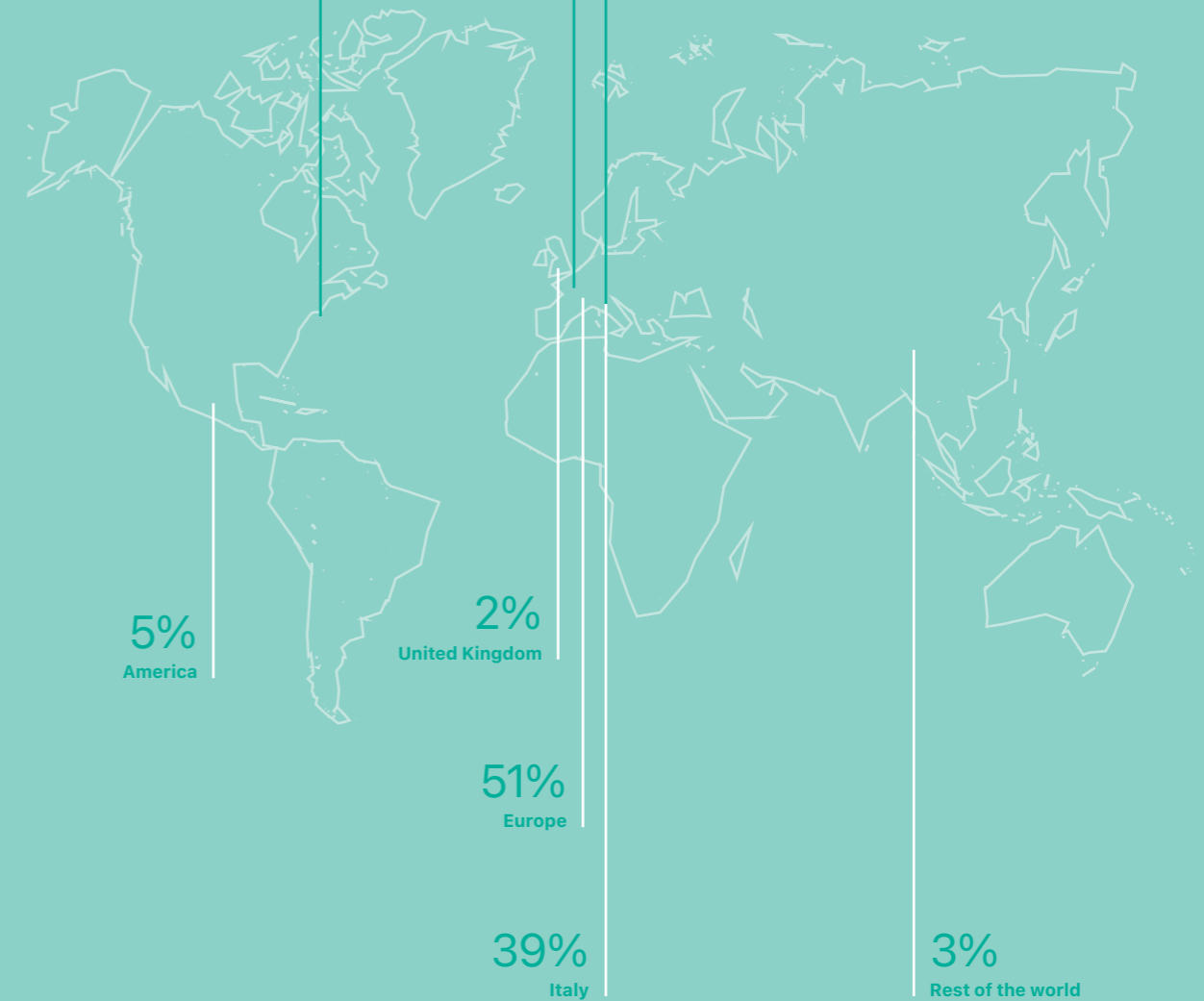
**Textile production**  
Grandate (Como)  
Villa Guardia (Como)

### United States

**Sales Office**  
New York

### France

**Sales Office**  
Paris



## MARKETS



## OUR PRODUCTS

Clerici Tessuto creates fabric collections for womenswear and menswear, accessories and furnishings. Its collections, inspired by beauty and driven by sustainable innovation, are a clear expression of Como's traditional craftsmanship and excellence. Each of its 3.5 million meters of fabric produced is the result of a research and innovation process implemented to produce yarns and fabrics from different fibers. A process that starts with quality raw materials and ends with a final product capable of excellent performance and meeting the highest quality standards. The quality, elegance and exclusivity of Clerici Tessuto fabrics can meet the specific requirements of Haute Couture, RTW and the middle market.

Creativity and design skills, combined with craftsmanship and a cutting-edge vision, are the main features of Clerici Tessuto's offer, which targets selected segments of customers and makes every request a top priority. The company makes its style and product development departments available to its partners, where experienced professionals deal with the custom manufacturing process.

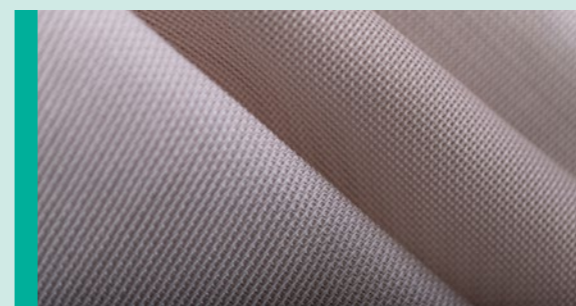
Its collections are always the result of a process of research and innovation involving yarns, fabrics and packaging. Moreover, the raw material procurement process is carried out in compliance with sustainability and traceability criteria so as to always ensure the development of a high-quality product.

Expertise, responsibility and quality characterize the entire product development process, as confirmed by the most important certifications in the industry obtained by the company: GOTS (Global Organic Textile Standard), GRS (Global Recycled Standard), FSC® (Forest Stewardship Council), European Flax®, OEKO-TEX®, For Textile; the company has also joined the BCI initiative and the ZDHC program.



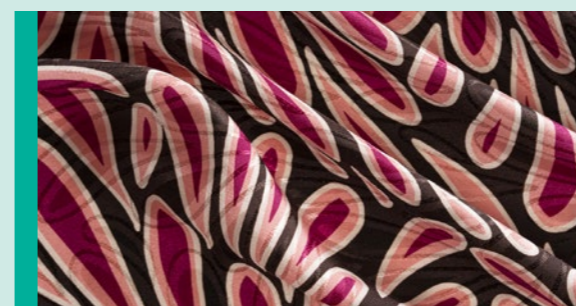
## WOMENSWEAR

The collections created for womenswear are characterized by textile, style and product innovation. They are a reference point for the world's leading brands: from Haute Couture and RTW (Ready-To-Wear), to Bridge and Diffusion brands.



### I Classici

Collection consisting of over 200 plain fabrics of the highest quality. Representing Clerici Tessuto since the company's foundation in 1922.



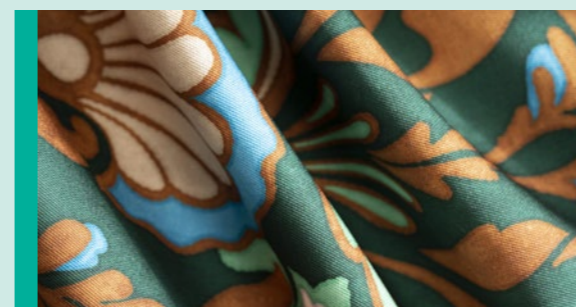
### Brochier Paris

A collection that revives the tradition of Italian and French textile craftsmanship in the name of luxury and refinement, designed for high fashion and a clientele that makes elegance a way of life.



### Clerici Tessuto

Trendy collection for the prêt-à-porter market, experimenting with new finishing techniques, using new natural or technical yarns and a wide range of eco-sustainable fabrics.



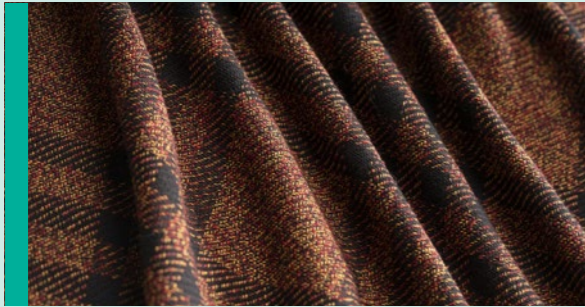
### Industry

A young and dynamic collection offering both natural and sustainable technical fabrics, designed to be functional and comfortable.



## MENSWEAR

The collections created for menswear are designed to promote new fashion paradigms. They naturally embody the two souls of Clerici Tessuto, combining its fresh and eclectic style with classic products reinvented for business casual and formal styles.



### **Larusmiani Tessuti**

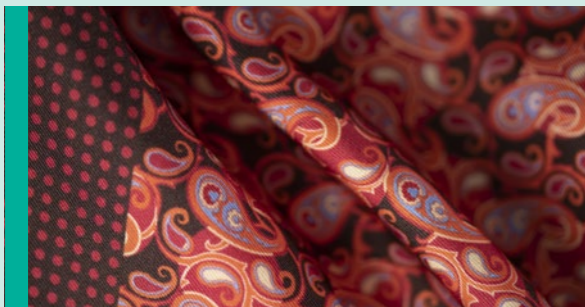
A collection of classic fabrics for men, where style, fibres and product structure are designed to meet the working and social needs of the contemporary man.



### **Tex Homme**

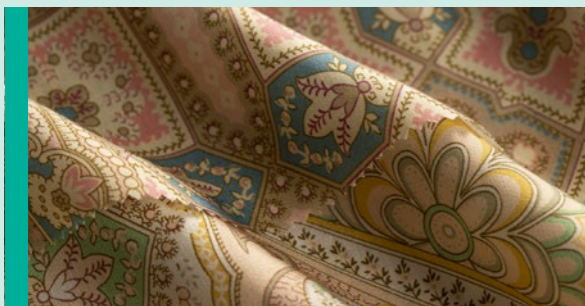
A contemporary, eclectic and unconventional collection offering fabrics for social life, sophisticated business casual looks and leisure wear, made with innovative yarns, original blends and new finishing techniques.

## ACCESSORY AND BEACH & BODY



### **Accessory**

This line was established in the early 1990s for the production of fabrics for men's accessories. Today, it collaborates with the world's top brands, producing customised accessories for both men and women.



### **Beach & Body**

Young and contemporary collection of fabrics in lycra, silk and polyester for the most demanding lingerie and beachwear manufacturers.



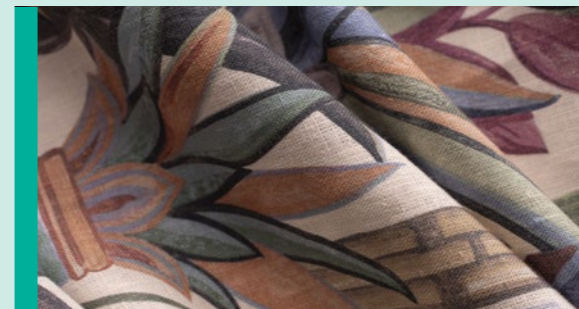
## FURNITURE

The upholstery fabrics division works for leading international brands in the industry. The offer of upholstery fabrics is complemented by the B2C collection, put on the main international markets under the brand BROCHIER Como.



### **Luna Home**

A collection renowned worldwide for the excellence of its yarns and workmanship, for its ability to produce complex articles and for its continuous research and innovation.



### **Brochier Como**

B2C upholstery collection with a wide range of fabrics, colours and combinations: fine silks, large prints and jacquards, soft velvets, brocades and damasks in natural fibres or special technical yarns.



# CORPORATE GOVERNANCE AND INTEGRITY

With its Code of Ethics, Clerici Tessuto Group<sup>3</sup> defines guiding principles and corporate values for employees and suppliers to help them conduct daily activities, which is why it must be signed by partners and employees in general. Both Group Companies – Clerici Tessuto S.p.A. and Sara Ink – have their own Codes of Ethics.

The Group has also implemented a Corporate Policy that outlines the founding principles of Clerici's *modus operandi*, characterized by a customer-centric approach, with the pursuit of innovation for yarns, fabrics and product packaging; improvement of the environmental performance associated with production processes and choice of raw materials; focus on workers, with the aim of making the most of people and creating a positive and inclusive work environment.

Sara Ink Company, with its own Environmental Policy and Social Responsibility Policy (see chapter Employee Training and Development) also embraces these Principles.

In addition to promoting guiding principles and corporate values, the Company also incorporates ESG<sup>4</sup> into its governance and practice. Medium- and long-term sustainability goals are defined by the CEO, while the

Board of Directors is responsible for monitoring, on a bi-monthly basis, the organization's impact on the economy, environment and people, and for approving the annual Sustainability Report. In 2023, the Clerici Group conducted, once again, the materiality assessment, according to the new European Sustainability Reporting Standards (ESRS). The assessment involved the Group's key management figures, and the results were discussed and finally approved by the CEO (see Drafting Criteria). As part of the materiality workshop, delivered by involving an external consulting firm, the textile industry's new European regulatory framework for sustainability was discussed, with a focus on the CSRD Directive. During the meeting, an industry benchmark was used to understand how the Clerici Group is implementing sustainability into its business strategy. For the preparation and drafting of this Sustainability Report, the function responsible for sustainability - CSR and certification – has supervised the flow of information exchange. For all management areas covered by system or product certification, the data provided are reviewed and certified by the relevant certification bodies. The Sustainability Report has not been externally audited. It should also be noted that assurance activities will be initiated by the year in which the CSRD Directive is implemented.



<sup>3</sup> This paragraph refers specifically to the parent company Clerici Tessuto & C. S.p.A.

<sup>4</sup> Environmental, Social, Governance.



## GOVERNANCE STRUCTURE

The company Clerici Tessuto S.p.A. implements a traditional governance model that consists of the three main bodies: the Shareholders' Meeting, the Board of Directors for the management of activities, and the Board of Statutory Auditors for the protection of business integrity in the company:

### The Shareholders' Meeting

Consists of all shareholders of the company. It makes decisions on issues reserved for it by law or the Articles of Incorporation/Bylaws during ordinary and extraordinary meetings. Shareholders are responsible for selecting and appointing the members of the Board of Directors and the Board of Statutory Auditors, based on criteria considered mandatory such as trust, experience and expertise.

### The Board of Directors

Is the key decision-making body and is responsible for defining the Company's strategies and directions<sup>5</sup>. Sometimes, in the case of projects involving a specific business area, the Board of Directors may delegate the development of activities to "C-level" managers<sup>6</sup> who, with the skills and technical knowledge acquired over the years, support the decision-making body.

### The Board of Statutory Auditors

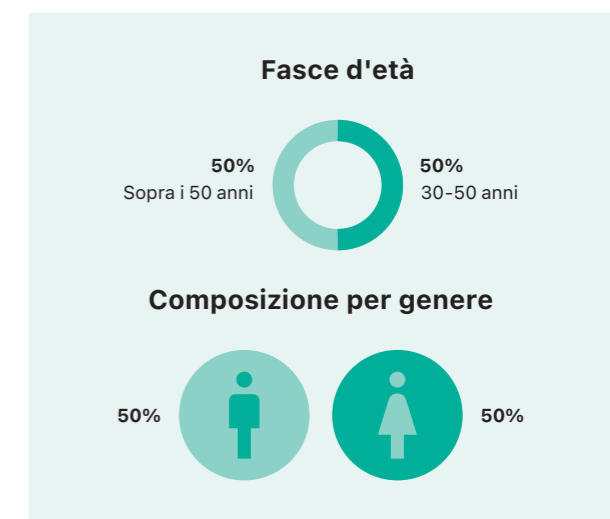
is a fully independent body supervising the management of the company in accordance with the law and fundamental budgetary principles. It consists of external and certified professionals, as required by Italian law.

The Company also has a risk management system tailored to the specific characteristics of its business for the proper and transparent management of business processes<sup>7</sup>. Procedures describing the approach to risk management and relevant instructions are documented in specific forms and include information on operating methods, responsibilities, and resources.

The Board of Directors currently consists of the principal shareholder and Chairman of the Board, minority shareholders, the Chief Executive Officer, and the Director of Finance & Administration.

The Chairman of the Board of Directors is the President of the Company and the principal shareholder. He is the "Employer," pursuant to Art. 2 of Legislative Decree 81/08.

The incumbent CEO, who has been with the company since 2017, manages the ordinary and extraordinary administration of the Company, coordinates production activities, defines corporate strategies, contributes to the development of the style line, and cooperates with the employer to promote compliance with mandatory safety and environmental regulations.



<sup>5</sup> Currently, there is no performance evaluation of the BOD regarding the management of the company's impact on the economy, environment and people.

<sup>6</sup> This term refers to top-level managers.

<sup>7</sup> There are no conflicts of interest since there are no significant crossholdings involving suppliers, other stakeholders, or related parties.

The following is the composition of the Board of Directors of Clerici Tessuto SpA as of 31 December 2023:

POSITION/ROLE	FIRST NAME AND SURNAME	COMPANY SENIORITY AS OF 12/31/2023	GENDER	AGE	EXECUTIVE /NON-EXECUTIVE MEMBER	INDEPENDENT /NON-INDEPENDENT MEMBER
President	Tessuto Alessandro	> 50	M	Over 50	Yes	No
Managing Director	Bernasconi Stefano	7	M	Over 50	Yes	No
Member of the Board	Ostinelli Luisa	25	F	30 to 50	Yes	No
Member of the Board	Tessuto Sara	13	F	30 to 50	Yes	No

### Remuneration in Clerici Tessuto<sup>8</sup>

Compensation for the Chairman of the Board of Directors and for the members of the Board of Statutory Auditors is established annually by the Board of Directors. The CEO's compensation, unlike that of other Board members, is variable and based on EBITDA, which is set by the Chairman of the Board of Directors and the Chairman of the Board of Statutory Auditors.

There are no signing or hiring bonuses, termination payments, claw backs, or retirement benefits (except for severance pay, as required by Italian law) for the highest governing body and senior executives.

The remuneration of Executives is defined annually by the Chief Executive Officer, the Director of Human Resources and the President of Clerici Tessuto. They also define employee remuneration based on what is suggested by the Functional Managers, the business environment, the informal benchmark of market remuneration, and the value generated in the company by each employee.

Sara Ink has a one-tier governance system with a Sole Director, who is responsible for the administration and control of the Company.

<sup>8</sup> The ratio of the annual total compensation ratio of the highest paid individual in the organization to the median annual total compensation for all employees (excluding the highest paid person) is 17.5 in 2023, the same as in 2022. In contrast, the ratio of the percentage increase in annual total compensation for the undertaking's highest-paid individual to the median percentage increase in annual total compensation for all employees (excluding the highest paid employee) is zero.



## CORPORATE COMPLIANCE<sup>9</sup>

Clerici Tessuto's Code of Ethics, first published in 2017, was updated in November 2022. The document defines the guiding principles and corporate values for the activities carried out by all the parties interacting with the Company based on their respective capacities. Of particular importance are the guiding principles that are considered the cornerstones of the Company's business operations: professional commitment, respect for people,

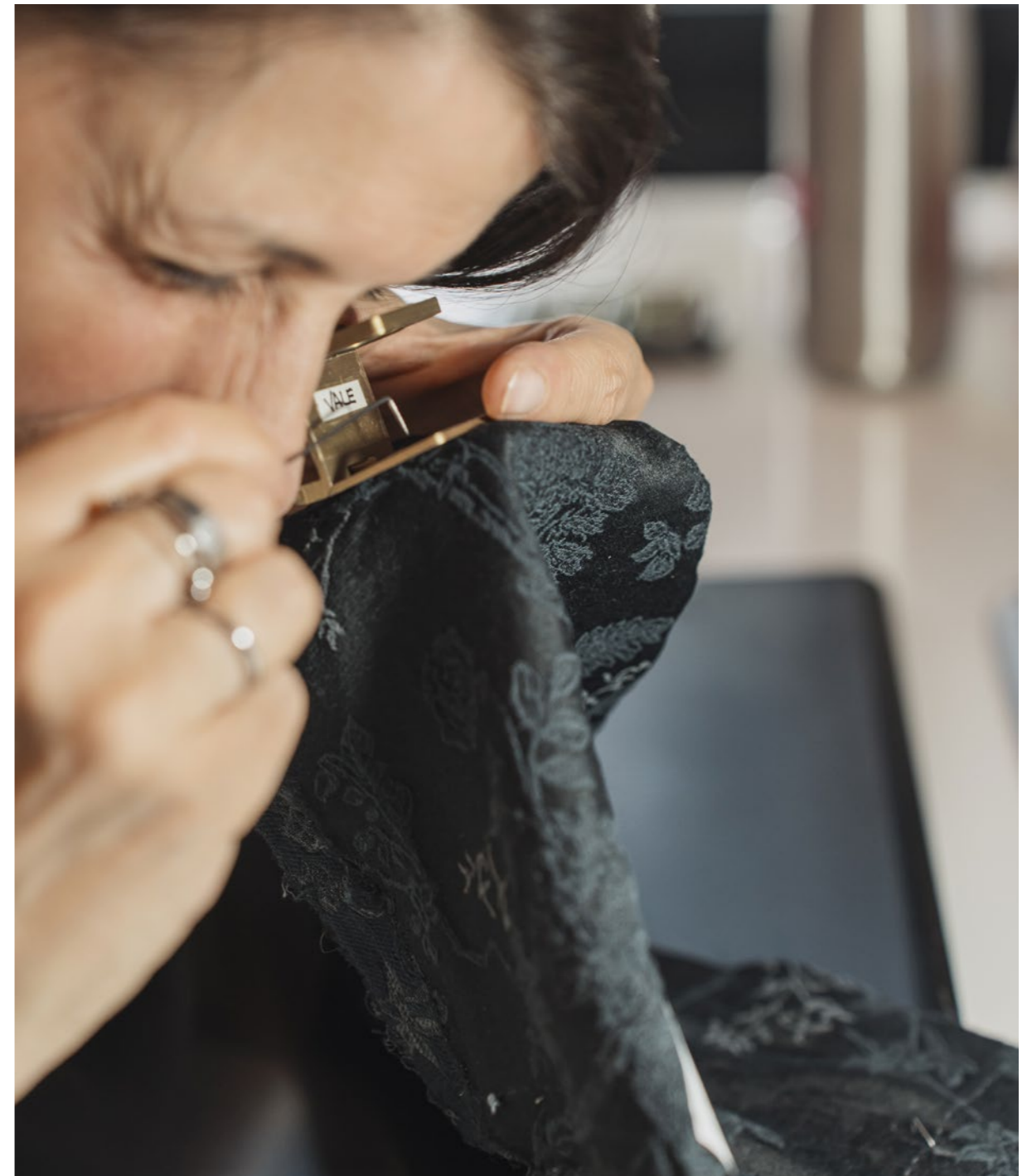
integrity, loyalty and engagement. The Code of Ethics is a supplementary tool adopted to ensure compliance of business activities not only with the laws and regulations in force, but also with those ethical standards considered essential for daily work activities. The updated version of the Code of Ethics is a document that complies with ISO 9001, 45001 and 14001.

### Clerici Tessuto's corporate values

Clerici Tessuto is committed to:

<b>People</b>	Ensure the best possible protection of health and safety in the working environment and prevention from all potential forms of risk.
	Maintain transparent and fair relations with its stakeholders, including customers, suppliers, institutions and the local community.
	Guarantee employees full freedom of association with trade unions without any interference or interference.
	Hiring employees on the basis of a regular employment contract in compliance with the forms made available by national legislation by applying the CCNL for the sector.
	Ensure, in relation to working hours, compliance with the regulatory limits and those of the collective bargaining agreement in force and applied.
	Do not use child and child labour.
	Prohibit all forms of forced labour.
<b>Environment</b>	Reject all forms of discrimination based on age, gender, race, religion, language, political belief, disability, trade union membership.
	Monitor the improvement of relevant environmental performance with respect to its processing (energy consumption, environmental impact).
<b>Business and Ethics</b>	Conduct business without compromising the ability of the local community to enjoy a safe and healthy environment.
	Ensure the integrity, confidentiality and availability of Company information.
	Protect Company assets, both physical and intangible.
	Protect the value of fair competition, refraining from unlawful conduct and abuse of a dominant position.

<sup>9</sup> During FY2023, there were no significant cases of non-compliance with laws and regulations within the Group.



In line with the principles of loyalty and integrity, Clerici Tessuto takes regular actions aimed at preventing and avoiding all types of unlawful behavior. Over the years, the Company has continuously invested in training its workers on the code of conduct and specific laws/regulations governing active and passive bribery and corruption, providing them with the necessary tools and resources to monitor these events.

As in the previous year, in 2023 there were no ascertained cases of corruption or legal action for anti-competitive, antitrust and monopolistic practices.

In order to raise awareness and make a concrete contribution to the environment, including through the establishment of a broader sustainability strategy, the Company monitors the surrounding areas of its production sites, periodically checking that its activities do not negatively impact the balance of the ecosystems concerned.



# SUSTAINABILITY AT CLERICI TESSUTO





# SUSTAINABILITY AS A DELIBERATE CHOICE AND COMMITMENT

Clerici Tessuto Group is fully aware of its responsibilities as a company operating within a community, whether local or more broadly understood. Therefore, it has defined the guiding principles and values that must characterize its business activities.

The Code of Ethics and Company Policy define the scope and provide the guidelines to be observed, taking into consideration the impact – even indirect – that Clerici Tessuto's production system can have on the economic and social development of the community, as well as on its wellbeing. The Company operationalizes these principles by committing itself to creating and promoting a sustainability and social responsibility culture. In doing so, Clerici Tessuto Group aims

to create value for the company, its stakeholders and the local area, while promoting balanced and long-run economic growth, improved quality of life and environmental protection and enhancement.

Having acknowledged the importance – also strategic – of supporting the transition of the textile industry to a circular economy, the Company has defined actions to counter and/or mitigate any negative impacts on the environment, the community and the area in which it operates. This means focusing on health and safety at work, on reducing its carbon footprint, on responsible management, on traceability throughout the supply chain, and on product innovation.



## HOW CLERICI TESSUTO GROUP IS DEALING WITH CHANGE

### Corporate governance and integrity<sup>10</sup>

In November 2022, Clerici Tessuto updated its Code of Ethics to renew its commitment to being competitive, working professionally and offering top quality products, while respecting the law and protecting the environment and occupational health and safety.

In November 2022, Clerici Tessuto also defined its Corporate Policy to formalize the organization's set of guidelines and directions. This document defines the course of action that guides the organization toward strategies and goals for (economic, social, and environmental) improvement.

### Corporate Culture and People<sup>11</sup>

Clerici Tessuto is committed to ensuring health and safety at work, in accordance with the Workers' Statute and current labor regulations.

The Company also promotes an inclusive workplace that rejects all forms of discrimination in the company, not just in its policies, and supports projects to improve and update the skills of its staff.

### Community development and education<sup>12</sup>

For over ten years, the Company has been promoting and supporting activities such as partnerships, projects, and sponsorships to make a positive impact on the community.

### Product responsibility throughout the Supply Chain

Clerici Tessuto is committed to carefully selecting its suppliers and monitoring the supply chain, by improving product traceability and collecting detailed and timely information.

### Environmental protection<sup>13</sup>

Clerici Tessuto Group is aware of the significant environmental impact of the textile industry, so it is committed to promoting actions to prevent and mitigate the environmental impact of its business processes.

The Company promotes environmental protection, prevention and mitigation of its environmental impact by carefully selecting its suppliers, evaluating and incentivizing the use of low-impact technologies and production methods, prioritizing investments in the installation of state-of-the-art low-emission machinery, and proposing environmentally sustainable fabrics in its collections and in the fulfillment of customer requests.

Clerici Tessuto's commitment to sustainability is confirmed by its third Sustainability Report, which provides more information on the strategies and actions implemented in 2023. In the very near future, the Group will draw up a Sustainability Plan that will take into account the provisions introduced by the European Sustainability Reporting Standards (ESRS), with which companies will have to comply from 2025 when the Corporate Sustainability Reporting Directive (CSRD) comes into force.

<sup>10</sup> See Section 1.2 "Corporate Governance and Integrity" for more information.

<sup>11</sup> See Chapter 6 "Putting People at the Heart of Our Business" for more information.

<sup>12</sup> See Section 6.3 "Local Community Development" for more information.

<sup>13</sup> See Chapter 3 "Responsible use of natural resources" for more information.

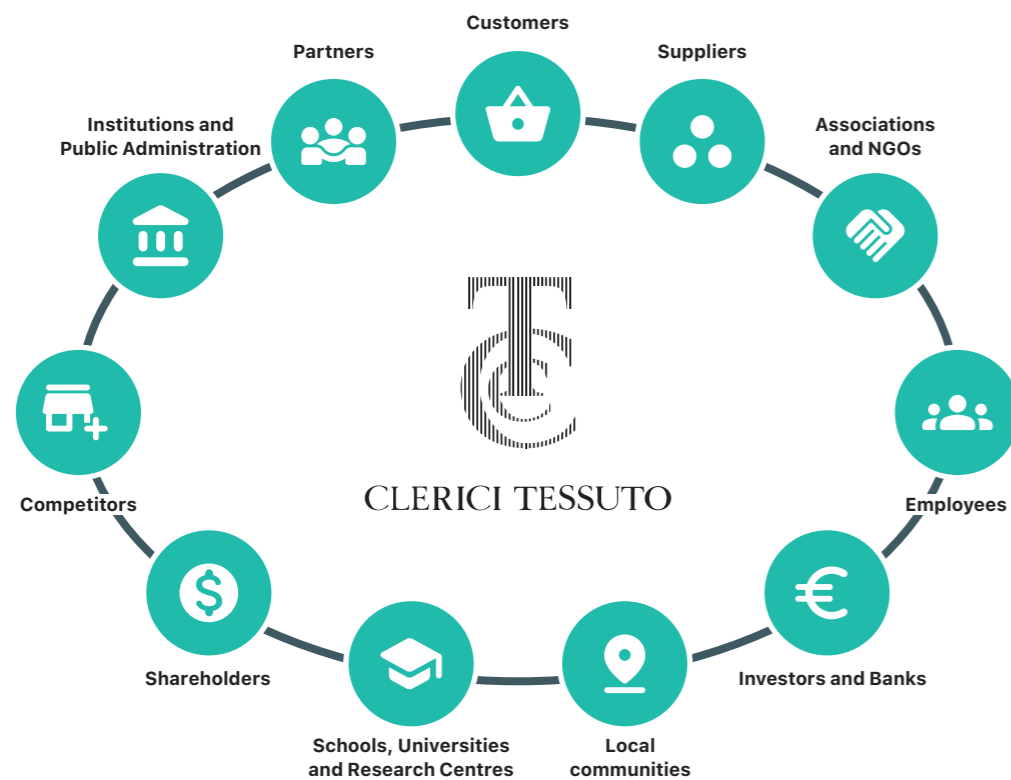


# PRIVILEGED INTERLOCUTORS: STAKEHOLDERS

Clerici Tessuto promotes the involvement of its stakeholders, encouraging them to exchange views and work together. This approach is based on reciprocity and aimed at building collaborative, long-lasting relationships capable of maintaining trust and creating value.

A network of stable relationships that have positive effects on business processes. In fact, identifying the expectations, priorities and perceptions of stakeholders and incorporating them into the company's strategy is decisive, as it makes it possible for Clerici Tessuto to carry out its business activities while addressing internal and external needs, creating value and strengthening the Company's credibility and relationships with all parties with whom it deals on a daily basis.

The Group's main Stakeholders can be grouped as follows:



Stakeholders are mainly involved<sup>14</sup> at the different stages of business activities and communication is regular and transparent, in line with the participatory approach adopted by the Group.

To draw up the 2023 Financial Statements, 5 customers and suppliers were involved in the materiality assessment, to hear the opinions of some significant stakeholders regarding the sustainability impact of the Clerici Tessuto Group, so as to include their views in the definition of the Group's strategy.

<sup>14</sup> For more information on how stakeholders are involved, see the "Stakeholder Engagement approach" Tables in the attachments section.



# MATERIALITY ASSESSMENT

Materiality assessment is a key tool for identifying and defining material issues, that is, all those aspects related to economic, social and environmental sustainability that are relevant to the company and its stakeholders, as described in the Sustainability Report. They are referred to as "material" since these aspects can influence both the performance and decisions of an organization and the opinions and views of its stakeholders.

With the entry into force, in January 2023, of the **Corporate Sustainability Reporting Directive (CSRD)**, Clerici Tessuto Group will be required to report, beginning January 2025, on the impact of its activities. In view of this regulatory change, the Group has decided to speed things up and **conduct a materiality assessment in advance**, according to the method provided by the **European Sustainability Reporting Standards (ESRS)**, adopting, for the first time, a "double materiality" approach. According to the double materiality assessment, an impact can be material both from a financial perspective, as ESG factors affect the company's operations and their financial performance, and from a non-financial perspective, that is, on its stakeholders (materiality of impacts).

The process was implemented, in line with the requirements of the ESRS, with the following activities:

- Assessment of the internal context** by compiling a list of questions addressed to the ESG Manager and the Head of Management Systems. The activity identified the Group's sustainability context and its value chain.
- Assessment of the external context** by using competitive benchmarking. The activity has identified sustainability issues relevant to the industry and positioned the Group against its competitors.
- Identification of a list of potential risks, opportunities and impacts.** A pre-selected list based on the activities carried out at stage 1 and stage 2 was identified as the most significant; a second list of impacts underwent internal and external assessment.

- Assessment of the relevance of impacts** by the management (internal materiality assessment) and by a group of stakeholders, selected from customers and suppliers.
- Assessment of financial relevance** by the CFO and ESG Manager.
- Data aggregation** and identification of risks, opportunities and impacts of the Clerici Group.
- Discussion and approval** of the materiality assessment by the Group CEO.

The implemented process is also in line with the **GRI Standards (Universal Standards 2021)** on the identification of the materiality of impacts, that is, the effects of the Group's actions on its stakeholders.

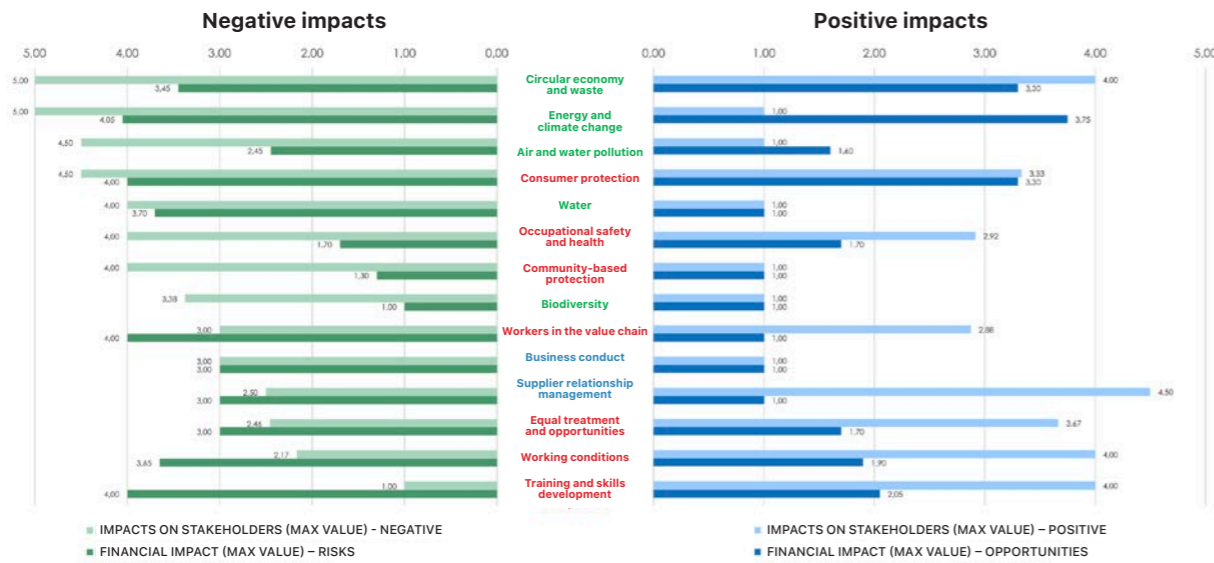
For **assessing the materiality of impacts (step 4)**, the following criteria were considered, as required by ESRS1: **magnitude, scope, and irreversibility**. All impacts were considered in the short term, with the aim of **making an accurate assessment** in the medium to long term time as well.

For assessing financial impacts, **intensity and probability** of occurrence were the parameters taken into account, considering two different time horizons: short and medium to long term.

The rating scale used was 1 to 5, where 1 is the minimum value of materiality and 5 the highest value. The materiality threshold was **set to 3**.

External stakeholders were presented with the same list of impacts assessed by the Sustainability Management, along with **qualitative questions** aimed at understanding **stakeholders' perceptions** of sustainability challenges with respect to certain social and environmental macro-issues.

Average ratings of positive and negative impacts, grouped by macro-issues, are presented in summary below. The only ESRS Standard excluded from the materiality assessment is "G1 - business conduct."



The following tables provide a description of all material impacts, risks and opportunities – based on the results of the assessment – grouped by ESRS Standard.

ENVIRONMENTAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
<b>E1 - CLIMATE CHANGE</b>	Energy consumption for carrying out production activities	Actual negative impact	Own operations
	Contribution to climate change with greenhouse gas emissions	Actual negative impact	Own operations
	Scope 1 and Scope 2 for fossil fuel use	Actual negative impact	Upstream operations (suppliers) and Downstream operations (customers)
	Contribution to climate change with greenhouse gas emissions throughout the value chain (Scope 3)	Risk: higher energy costs Opportunity: Supply from sources not subject to cost variability	Own and Upstream operations (suppliers)
	Economic impact of the level of preparedness in managing risks of extreme weather events or other natural disasters that may affect the normal course of the organization's activities	Risk: repair and restoration costs	Own operations



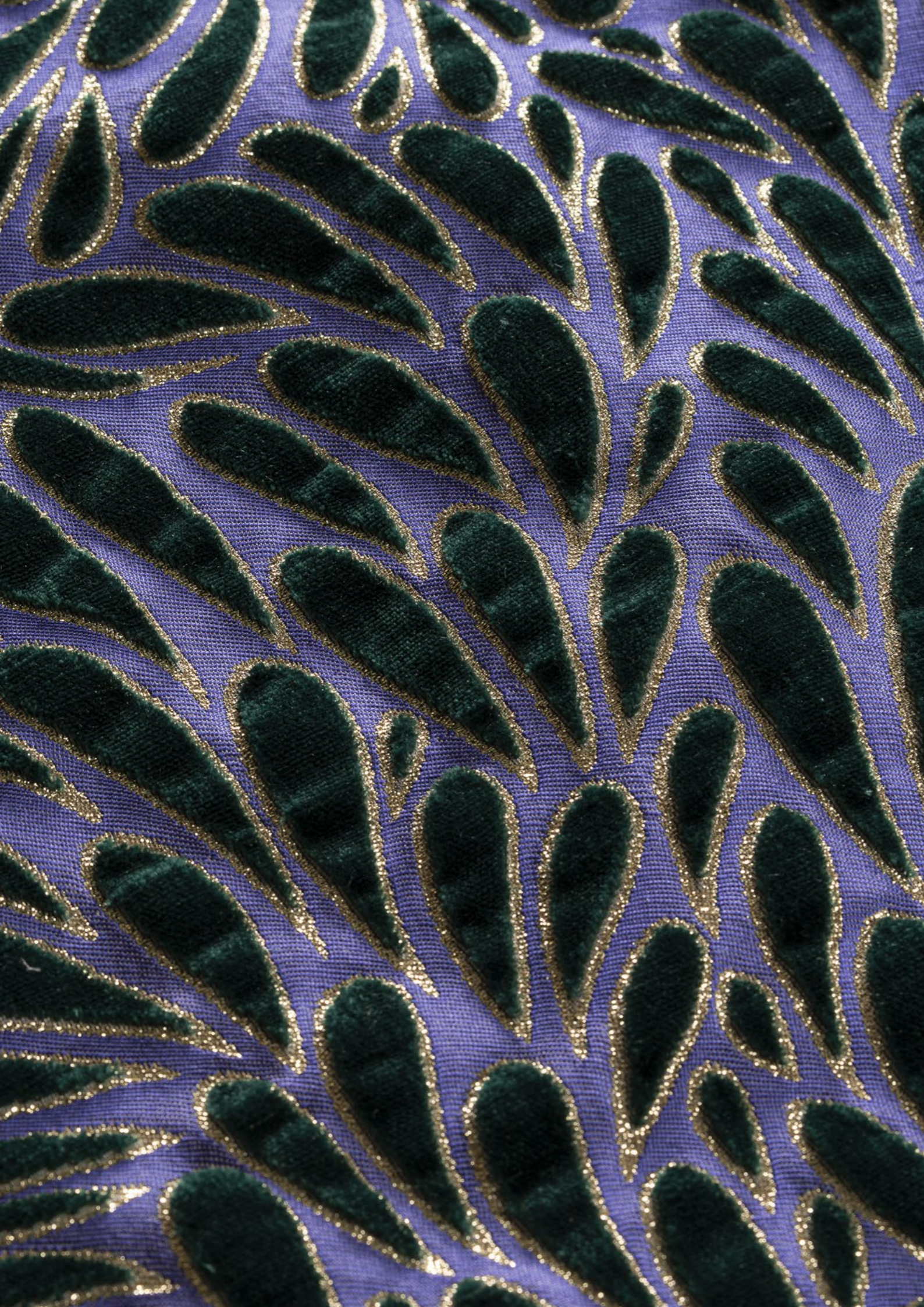
ENVIRONMENTAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
<b>E2 - AIR AND WATER POLLUTION</b>	Air pollution emissions other than GHGs from manufacturing plants	Actual negative impact	Own operations
	Production of industrial effluents from dyeing activities	Actual negative impact	Own operations
	Release of microplastics into water as a result of consumption (washing) of the product sold made from synthetic fibers	Actual negative impact	Downstream operations (customers and end consumers)
	Economic impact of any disputes and/or need for action to comply with emission and discharge limits	Risk: cost of sanctions and corrective actions	Own operations
		Opportunity: optimization of resource use	
Economic impact of constraints on microplastics introduced by the Global Plastics Treaty	Risk: costs associated with treaty constraints	Own operations, Upstream operations (suppliers) and Downstream operations (customers)	
<b>E3 - WATER AND MARINE RESOURCES</b>	Water consumption for production activities (especially dyeing) in regions that have been affected by drought in recent years	Actual negative impact	Own operations
<b>E4 - BIODIVERSITY AND ECOSYSTEMS</b>	Land consumption, pollution and deforestation in areas where natural fibers are produced	Potential negative impact	Upstream operations (suppliers)
	Different impacts associated with consumption of different types of fiber with different sustainability profiles	Actual negative impact	Own and Downstream operations (customers)
<b>E5 - RESOURCE USE AND CIRCULAR ECONOMY</b>	Impacts on the quality and durability of textiles marketed (according to the requirements of the European Strategy for Sustainable and Circular Textiles)	Potential positive impact	Own operations
	Production of waste that is still difficult to reuse/recycle (offcuts, scrap, end of life of final products, packaging)	Actual negative impact	Own operations
	Economic impact associated with product traceability requirements introduced by the European strategy for sustainable and circular textiles	Risk: costs associated with supply chain monitoring	Own and Upstream operations (suppliers)
		Opportunities: better management of the value chain	
	Economic impact associated with the costs of Consortium for textile waste recycling participation and with potential sourcing from raw material from recycling	Opportunities: new procurement opportunities	Downstream operations (waste collection)



SOCIAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
<b>S1 - OWN WORKFORCE</b>	Contribution to the improvement of employee wellbeing	Potential positive impact	Own operations
	Upgrading employees' knowledge and skills with development and training plans	Actual positive impact	Own operations
	Contribution to women's empowerment and professional growth of new generations	Actual positive impact	Own operations
	Contribution to the development of diversity and inclusion in the company by implementing specific training projects	Actual positive impact	Own operations
	Effects on health and safety conditions	Actual negative impact	Own operations
	Economic impact associated with the organization's ability/ inability to attract or retain skilled workforce by ensuring a good level of satisfaction for its employees (development and training plans, work-life balance, adequate salary, etc.)	Risk: inability to retain skills	Own operations
		Opportunities: talent retention, promotion of a positive climate	
	Economic impact in terms of employer attractiveness associated with the level of employee knowledge and skills development	Risk: inability to tackle new tasks	Own operations
		Opportunities: skills development	
	Economic impact associated with the risk of discrimination occurring within the company resulting in payment of compensation and loss of employer attractiveness	Risk: reputational damage, impact on business climate	Own operations
<b>S2 - WORKERS IN THE VALUE CHAIN</b>	Negative impact on the mental and physical conditions of the workers in the value chain caused by suboptimal work organization and personnel management	Actual negative impact	Upstream operations (suppliers) and Downstream operations (customers)
	Economic impact associated with the working conditions (safety, protection of rights) of the workers in the value chain (see the case of Xinjiang)	Risk: discontinuous supply and reputational damage	Upstream operations (suppliers) and Downstream operations (customers)
<b>S3 - AFFECTED COMMUNITIES</b>	Potential impact on the safety conditions of communities living near production facilities (accidents, chemical pollution, etc.).	Actual negative impact	Own operations
	Impact on the rights of communities living near the areas where natural fibers are made (e.g., deforestation and land expropriation, changes in water allocation)	Actual negative impact	Own operations



SOCIAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
<b>S4 - CONSUMERS AND END USERS</b>	Safety impact (potential nonconformities) for end users, in particular due to the chemicals used for manufacturing the product	Potential negative impact	Own and Upstream operations (suppliers)
	Impact of digital services in terms of data privacy and cyber security (data loss, breach and/or leakage)	Actual negative impact	Own and Upstream operations (suppliers)
	Facilitated access to quality information including through processes and technologies that ensure full product traceability	Actual positive impact	Own and Upstream operations (suppliers)
	Economic impact associated with customer dissatisfaction, especially with the quality and sustainability profile of the product	Risk: costs supply chain monitoring	Own and Upstream operations (suppliers)
		Opportunities: better management of the value chain	
	Economic impact associated with personal data (stored in information systems and concerning employees, suppliers, customers) confidentiality/integrity/availability issues	Risk: litigation, reputational risks	Own and Upstream operations (suppliers)
	Economic impact associated with unavailability and failures of IT systems and data networks due to cyber attacks	Risk: temporary dissatisfaction of customer demand	Own operations
	Economic impact associated with unavailability and failures of IT systems and data networks due to cyber attacks	Opportunities: improving protection and security to avoid incidents	Own operations



# PRODUCT AND CUSTOMER RELATIONSHIP



# PRODUCT: OUR IDENTITY

Sustainability and innovation are the hallmarks of Clerici Tessuto products. A strong identity that combines creativity, passion and quality and aims at the pursuit of beauty. Over one hundred years, the Company has consolidated its clear and strong approach focused on product quality and a supply chain characterized by innovation, transparency and traceability. Its know-how, the result of craftsmanship and production capacity, combined with a focus on continuous development, make it possible for the company to respond to changing customer needs and to build stable and long-lasting relationships. Every single step of the production process contributes to the creation of products with intrinsic characteristics of quality and excellence.

The different stages of product creation are perfectly coordinated, and each task is carried out with attention to detail by the staff of Clerici Tessuto and its production chain.

Clerici Tessuto's production process consists of different stages depending on the type of product: from (in-house or outsourced) warping and weaving, to yarn or textile dyeing or printing, finishing or any other special processing required for a product.



## The strength of the network: Filo d'Oro

Networking means promoting change and planning for the future, as well as growing together. This is where the idea of Filo d'Oro comes from. The determination of five entrepreneurs from different textile districts, united by a clear vision of networking, passion, creativity and style: Graziano Brenna, Ambrogio Taborelli and Sandro Tessuto from Como, Andrea Belli from Prato and Andrea Ongetta from Treviso.

Filo d'Oro takes its name from silk cocoons that, in the sun, become so bright that they appear to be made of gold, the most valuable metal.

Authoritative representatives of craftsmanship and savoir-faire, these five entrepreneurs have created a business network that is a true micro supply chain in the silk industry, to meet the needs of the market with an integrated and certified production chain that takes advantage of the individual skills of its links. The links are the different companies that joined the network: A. M. Taborelli and Clerici Tessuto & C. (weaving), Sara Ink. (textile printing), Ongetta (yarn making), G.T. 2000 (warping), Ambrogio Pessina, Comofil, Filati Portichetto di Como, Neon 1872 Srl, Tintoria Iltep (dyeing mill) and T.o.t. (commercial sector).

The need to adapt to the world market, which demands more and more flexibility and speed, has pushed these entrepreneurs to get out of the provincial dimension and join "individual forces and know-how to invest in a single project to be able to serve the entire production and distribution system".



### Inspiration

Large digitised archive with more than 300k models and designs.



### Innovation

Continuous innovation process on raw materials, product structure and style for cutting-edge solutions.



### Ideas

More than 40,00 new articles per year focusing on the most important market segments.



### Experience

50 professionals in the Style and Product Office for a total of ca 1,000 years of experience in the industry.



## TRACEABILITY

Quality and transparency are the key points of the strategy adopted by Clerici Tessuto for its transition to sustainability. A choice that characterizes the entire production process and lays the groundwork already with the selection of raw materials and suppliers and partners cooperating with the Group at different stages.

Such supply chain integration makes it possible for the Company to carefully monitor and trace the origin of raw materials, the processing and production steps, all the way to the finished product. Detailed

product traceability allows the Company to respond effectively to the growing demand for transparency from the market and, more generally, consumers, thus consolidating a relationship based on trust, which is essential for the credibility of the company and affects the way it is perceived from the outside. As proof of this open and transparency-oriented vision, Clerici Tessuto has implemented a management system for certified products, which ensures their traceability and full compliance with the requirements imposed by certification bodies. This system is designed to rigorously produce and manage documents and provide, at any time, tangible evidence of the characteristics

and origin of its certified textiles. Among the certifications obtained by the Company, we should mention GOTS or European Flax, which certify the traceability of the product (flax) at all stages. In addition to this certification policy, timely supervision of the supplier network also makes it possible for the Company to maintain the highest quality standards, in line with its principles. Clerici Tessuto's internal and external resources work together to offer unique, high-quality products, which confirms the Company's commitment to excellence and customer satisfaction. To foster connections and maintain a virtuous network, the Group, among other initiatives, has joined Filo

d'Oro, a supply chain with vertical integration in the textile industry, established as a business network (legal entity) with the aim of maintaining the highest excellence and product traceability standards.

Certifications are of paramount importance at Clerici Tessuto, where significant resources are allocated, and regular investments are made to certify the quality of products<sup>15</sup>:

2004



For Textile (evolution of the Seri.co brand) is a certification system based on the For Textile Certification System Disciplinary, the application of which aims to provide guarantees on the production process in compliance with the principles of quality, environment, health and safety, sustainability, social responsibility and chemical risk management; on the textile product, both for technological and performance characteristics and for eco-toxicological characteristics; on the chemical/formulated/dyed product for eco-toxicological characteristics.

2013



STANDARD 100

STANDARD 100 by OEKO-TEX® is an independent and internationally uniform testing and certification system for raw materials, semi-finished and finished products in the textile industry at all stages of processing, as well as for the auxiliaries used. OEKO-TEX® is an independent, internationally uniform testing and certification system for raw materials, semi-finished and finished products used in the textile industry at all stages of processing, as well as for the auxiliaries used. The aim of OEKO-TEX® is to create a label for consumers and a single standard for the control of harmful substances for manufacturers in the textile and clothing industry.

2017



Certified by ICEA ICEA-TX-311

International standard for the sustainable production of clothing and textile products made from natural fibres (at least 70% organic) such as cotton, silk and wool. The standard provides for the issuance of a third-party verified environmental declaration certifying the organic natural fibre content of intermediate and finished products, the maintenance of traceability throughout the production process, restrictions on the use of chemicals, and compliance with environmental and social criteria at all stages of the production chain.

2018



The mark of responsible forestry

This international independent third party certification guarantees that the FSC labelled product comes from a responsibly managed forest and supply chain. Three types of certification are available, linked to the different components of forest products, the stages of production and the subsequent movement of products through the chain of custody. Verification of all FSC requirements ensures that FSC-labelled material and products come from responsible sources.

The company also complies with the CanopyStyle initiative by verifying the performance of the fibre producer and the Hot Button Assessment at the point of purchase by consulting The Hot Button Report.

2019



Clerici Tessuto & C. SpA is GRS certified By ICEA ICEA-TX-311

International standard for the sustainable production of clothing and textile products made from recycled materials (at least 20%). The standard provides for certification of the entire supply chain, from production to labelling. The partnership with Parley for the Oceans guarantees the production of luxury fabrics using GRS-certified polyester yarn made from marine plastic waste.

2019



An initiative that promotes both environmental and social sustainability in cotton production in low-lying countries through a membership mechanism. Farmers who are members of the initiative implement crop protection practices (from responsible water use to maintaining soil and fibre quality). Given the critical economic and political conditions in which it operates, the scheme is also committed to ensuring decent working conditions for its farmers.

2021



This certification guarantees the quality and traceability of flax fibre grown in Western Europe (France, Belgium, the Netherlands). A vegetable fibre grown without irrigation (99.9% guaranteed by CELC) and GMO-free. European Flax® aims to inform the consumer by promoting the origin, traceability, social and environmental sustainability characteristics of flax fibre. European Flax® is a registered trademark of the European Confederation of Flax and Hemp (CELC).

2021



The Roadmap to Zero Programme, by ZDHC, leads the fashion industry to eliminate harmful chemicals from its global supply chain by building the foundation for more sustainable manufacturing to protect workers, consumers and our planet's ecosystems.

<sup>15</sup> The table summarizing the certifications obtained in the last ten years refers specifically to the parent company Clerici Tessuto & C. S.p.a. To date, Sara Ink has obtained the GOTS certification.



## INNOVATION TOGETHER

Future and product innovation are the guiding principles of Clerici Tessuto. The same ones that led to the creation of the **Innovation Committee**, a working group involving the staff of the Product Development and Style Departments, the Production Manager and some external consultants, and whose goal is to develop applied research and experimental projects.

In 2023, it was thanks to the work carried out by the Innovation Committee if Clerici Tessuto invested in research and study activities and development initiatives that produced concrete results, also with the help of new partners. These relationships have opened the door to new opportunities, consistent with the change required for the industry by the EU Strategy for Sustainable and Circular Textiles. Using innovative materials, discovering new applications, extending product life cycle, and contributing to the reduction of waste are all goals that the Clerici Group aims to pursue over time.

### SUSTAINABILITY AND INNOVATION: 2023 PARTNERSHIPS

Just like weaving consists in interlacing sets of threads at right angles, doing business is all about building relationships and partnerships capable of promoting change and innovation. With this in mind, the Company is committed to exploring and evaluating new partnership opportunities in its sector, so as to create the ideal conditions for providing customers with the best possible experience in terms of quality, performance, design, and, last but not least, sustainability. In line with the EU Strategy for Circular and Sustainable Textiles, the Group implements testing programs to identify new materials and applications with a positive impact in terms of resource recovery and recyclability and durability.

#### Graphene-coated yarn

Resistex Graphene is the thinnest natural material: it is as thick as a single atom. It can be incorporated into yarns and fabrics, during dyeing, to get a product that is antibacterial, odorless, anti-static and wear resistant. The finished product made with this special yarn can regulate the body and bring significant advantages especially to the fashion industry, including outdoor clothing and underwear.

Resistex Graphene is the latest innovation at Tecnofilati, a company that is part of the Abati Group and a symbol of Made in Italy that has always set trends in the textile industry by combining raw material and synthetic yarns. Thanks to a revolutionary approach, after years of research and testing conducted in-house, the company has finally given birth to the first graphene-coated yarn. A superior product compared to what is available on the market, whose atomic layers are carefully checked (average distribution of 6 ÷ 8 atomic layers). Chemical bonding to the yarn surface ensures, compared to traditional coating, excellent abrasion resistance and prevents the weight of the yarn from increasing or the yarn from stiffening. Once made, the yarn is tested to ensure the above technical characteristics (in particular, thermal conductivity).



### INNOVATION AND SUSTAINABILITY PARTNERSHIPS IN 2023



#### Outdoor industry sustainability: recycled polyester.

With the **"Recycled Polyester for the Outdoor industry"** project, the Group makes its commitment to combining sustainability, innovation and technical performance more concrete.

Outdoor products on the market have always been made of polypropylene or acrylic, yarns that make it difficult to apply decorative prints. Evidence from Clerici Tessuto's study of regenerated polyester, on the other hand, made it possible to improve technical performance (e.g., fire retardant characteristics) while at the same time using the fabric as a print base to customize the product as required by the market.



#### Parley for the Oceans. Sustainability from the sea.

The partnership between Clerici Tessuto and Parley for the Oceans did not end in 2023, but continued to create new luxury, eco-innovative fabrics made from plastic waste collected from the seabed, recycled and turned into Global Recycle Standard-certified polyester yarn.

This partnership with Parley for the Oceans, an environmental organization committed to globally addressing major threats to the oceans and laying the groundwork for promoting the Material Revolution, made it possible for Clerici Tessuto to take research and innovation, as well as sustainability, to the next level. In fact, the Company has completed the development of a production and finishing process aimed at achieving the quality required by the luxury segment (especially beachwear and women's brands) and obtaining the best characteristics for such a peculiar fabric, made of polyester.



#### Sustainability and technology: Resistex Graphene.

Thanks to a partnership with TECNOFILATI S.r.l., Clerici Tessuto has approached the production of fashion fabrics made of graphene-coated nylon yarn. An innovation that makes it possible to explore new possibilities by combining luxury, comfort and high technical performance.

Resistex Graphene (registered trademark) is a yarn with high electrical and thermal conductivity, which is also durable and wear-resistant, more than ordinary polyester or polyamide. This material can regulate body temperature, even during significant temperature changes due to environmental conditions or physical exertion; this is due to its ability to conduct heat along the entire surface of the fabric, distributing it from the warmest to the coldest parts.

The combination of high-end fabrics (both plain and jacquard) and cutting-edge technologies to create "smart" garments with excellent performance under all conditions is an important step forward.





## RESPONSIBLE USE OF RESOURCES. SUSTAINABILITY AND SAFETY

Product quality and durability are the main features of Clerici Tessuto's production, which, although intended for the B2B market and not for consumers, is designed to have a substantial impact on end users.

At each stage of the manufacturing process, from the choice of the material to the different steps of in-process monitoring, the Company ensures high standards of quality and safety, meeting customers' expectations as well as the requirements of the different technical specifications. Over the years, in fact, specific procedures have been formalized to manage the quality and safety of products, both for final checks and in the laboratories, all accompanied by the documents required to ensure traceability of each single activity.

The quality policy adopted by the Clerici Tessuto Group focuses on individual processes and involves rigorous scheduling of checks at all stages of the production process, that is:

- upon arrival of the raw fabrics and yarns
- at each production step planned for the fabric, either in-house or at third-party processing suppliers
- before products are shipped to customers (final inspection).

The types of checks performed include visual inspections and physicochemical tests, as required by the regulations applicable to the product's target markets and customers' specific needs.



### Sustainable packaging

Clerici Tessuto is committed to meeting sustainability requirements at every stage: from production to final product packaging, which is in fact FSC® certified. Most of the bags used as packaging for customer pieces are completely made of paper. Since 2020, the Company has also been using recycled plastic bags to package fabric samples.

### Responsible use of chemicals

Use of chemicals in the textile industry is a primary issue both in terms of consumer health and safety and in terms of disposal. Regarding the risk associated with the use of chemicals, this primarily impacts the Group's printing company, Sara Ink, as these substances are used exclusively for processes taking place there (printing, finishing and washing). The Company uses only products that meet the requirements of standards such as GOTS, ZDCH<sup>16</sup> and REACH regulation<sup>17</sup>. Moreover, in 2023, Sara Ink joined the ZDHC program to make further improvements to the use of chemicals.

In any case, Clerici Tessuto regularly conducts chemical tests to ensure that its fabrics meet the requirements of ZDCH MRLS (list of chemicals banned by the ZDHC program as harmful to human health).

This is extremely important for the Company, which has been committed to a responsible use of chemicals since it became Seri.Co (currently For Textile) certified in 2004.

<sup>16</sup> Zero Discharge of Hazardous Chemicals (ZDHC) is an international program that focuses on the principles of transparency and management of chemicals, according to the prevention-based approach and precautionary principle.

<sup>17</sup> REACH is a European Union regulation aimed at protecting human health and the environment from the risks that can be posed by chemicals.



# LETTING CUSTOMERS SET THE PACE<sup>18</sup>

Clerici Tessuto's authority and recognized identity make the Group a point of reference for players in the textile industry and a privileged partner for the world's biggest fashion brands. Such market positioning is also amplified by the key role that customers play in the creative and production process. In fact, their point of view is a priority for the Company, which is committed to continuously improving their experience by carefully monitoring customer satisfaction, to increase loyalty over time.

## MONITORING

The management system implemented by Clerici Tessuto involves the Commercial, Style and Production departments to conduct performance analysis with respect to customer satisfaction. This is done during meetings aimed at analyzing the different KPIs identified for specific activities to identify any areas that should be improved and/or take corrective actions, if necessary. The delivery service (e.g., punctuality, etc.), the number and extent of complaints, and quality of the products supplied are the most important aspects. These indicators are analyzed monthly. Furthermore, the results of performance analysis are shared with some key customers. For monitoring purposes, data on the number of returns of processed and final products are also considered. Based on the evidence, then, processes are readjusted always taking into account the characteristics of the products that must retain their custom-made characteristics..

## LOYALTY

Customers, with their needs and expectations, are at the heart of Clerici Tessuto's value chain and, therefore, drive the continuous improvement of its processes. From first contact to after-sales service, the Company focuses on all aspects of its customer experience using its expertise, management skills and creativity to identify appropriate solutions to any critical issues. This approach has helped the Company build, over time, stable and trusting relationships with major customers worldwide.

Customer loyalty statistics are encouraging; in the 2020-2023 period, in fact, customers who have terminated their supply agreement with the Company account for only 5 percent of its turnover<sup>19</sup>.

Customer loyalty is a goal achieved by implementing a strategy based on high product and service quality standards. However, for Clerici Tessuto, post-sale customer support is equally important, as it ensures the immediate resolution of problems associated with any nonconformities found later, even as a result of changing market needs.

Quality monitoring activities also cover nonconformities identified:

- in the warehouse, when the finished product is inspected
- by external control centers
- as a result of reprocessing.

In order to promptly define any corrective actions and certify progress, Clerici Tessuto keeps track of all nonconformities and compiles monthly statistics. To ensure transparency and promote dialogue, this information is shared with suppliers, so as to define together any improvement actions.

<sup>18</sup> This paragraph refers specifically to the parent company Clerici Tessuto & C. S.p.A.

<sup>19</sup> Customer loyalty index analysis was conducted exclusively for the apparel and accessory unit.





# ACCOUNTABILITY IN THE SUPPLY CHAIN



# SUPPLY CHAIN INTEGRATION: TOGETHER WE CREATE

## SUPPLIERS

Clerici Tessuto's production structure is divided into internal departments for the main processing operations and a network of specialized external suppliers carrying out specific production activities. The high-quality standards established by Clerici Tessuto apply to the entire supply chain involved in the production of the finished product, also by taking monitoring and performance evaluation actions.

The Group mainly deals with four types of suppliers:

- Raw material suppliers for the procurement of yarn and semi-finished fabrics (including raw fabrics).
- Subcontractors selected for some specific processes, such as dyeing, printing, finishing and garment manufacturing.
- Suppliers of production and auxiliary chemicals (mainly used by the printing company).
- Other material suppliers (packaging, stationery, etc.) and service providers.

For the supply of raw materials, Clerici Tessuto Group mainly deals with local importers<sup>20</sup> purchasing their products abroad. While, for processes carried out externally and involving yarns and fabrics, it uses an established network of Italian suppliers.

To ensure high quality standards, all suppliers are carefully selected according to the principles of competition law and based on objective assessments of indicators such as:

- financial soundness
- quality
- price
- delivery time
- late or early delivery
- implementation of a Code of Ethics and its assessment
- compliance with sustainability principles, such as voluntary (product and system) certifications, the ability to provide information on the traceability and sustainability of the items offered, and the provision of innovative products (e.g., biodegradable yarn).



## SUPPLY CHAIN INTEGRATION

The textile products to be placed on the market are the result of the synergistic work of several players in charge of the different production stages. The yarns and raw fabrics delivered to Clerici Tessuto, in fact, are then processed to get the final product. Some of these processes are carried out by Sara Ink (printing) or by external suppliers – mainly located in the Como district

– with whom the Company has business relations or networking arrangements made over the years, to implement a supply chain integration strategy. The fact that the Group has joined Filo d'Oro (a business network and a legal entity) validates this approach and contributes to keeping the level of product quality and traceability high.

### Monitoring and managing the entire supply chain

Clerici Tessuto, together with its main suppliers, is subject to regular external Audits carried out, on behalf of major customers or by certification bodies, to maintain the (product or system) certifications obtained.

#### CLERICI TESSUTO AUDITS IN 2023

4 audits	Required by customers to check that labor, ethics, health and safety, and environmental impacts are appropriately managed.	
4 audits	1 GOTS audit 1 GRS audit 1 European Flax® audit <sup>21</sup> 1 FSC® audit	Conducted annually to maintain voluntary product certifications.
~ 10/15 Subcontractor audits	Clerici Tessuto's subcontractors are monitored and controlled by external companies contracted by some customers. Upon receiving the list of the subcontractors used to produce the orders assigned to Clerici Tessuto, these customers have the supply chain monitored by contracted companies. Audits are aimed at checking that labor, ethics, health and safety, and environmental impacts are appropriately managed.	

#### SARA INK AUDITS IN 2023

4 audits	Required by customers to check that labor, ethics, health and safety, and environmental impacts are appropriately managed.	
2 audits	1 GOTS audit 1 GRS audit	

All reports with the results of the audits carried out are filed, so as to ensure traceability of the activities carried out and monitoring. To date, the audit activities carried out have shown positive results, which confirms compliance with the applicable criteria/standards and sometimes provides insights for improvement.

The Group works with suppliers who are also certified. This makes it possible for the Company to maintain its certifications throughout the internal supply chain.

<sup>20</sup> "Local" means all those suppliers whose registered offices are in Italy.

<sup>21</sup> The European Flax audit also involved the main subcontractors used by Clerici Tessuto to manage this certification.



Certifications	CERTIFIED SUPPLIERS OF EXTERNAL PROCESSING			CERTIFIED SUPPLIERS OF RAW MATERIAL		
	2021	2022	2023	2021	2022	2023
European Flax <sup>22</sup>	2	8	2	3	3	9
FSC <sup>23</sup>	10	14	17	10	12	15
GOTS	9	17	20	20	17	18
GRS	10	13	21	18	21	15
OEKO-TEX <sup>®</sup>	2	4	1	10	11	3
<b>Total suppliers</b>	<b>33</b>	<b>56</b>	<b>61</b>	<b>61</b>	<b>64</b>	<b>60</b>

During the three-year period 2021/2023, there was an increase in the number of suppliers involved in external processing with product certifications. In particular, there is an appreciable increase in the management of GOTS and GRS certifications.

Supply chain integration ensures a high level of product traceability, as it meets the transparency requirements established by the market and strongly desired by consumers. The supply chain consists of several stages (such as fiber harvesting, spinning, weaving, product manufacturing and marketing) and often requires the involvement and transfer of goods from one specialized company to the next.

For all its certified products, Clerici Tessuto has developed a management system focused on the improvement and transparency of the entire production process, to ensure full traceability and meet the requirements of certification bodies. This system is especially important for GOTS and GRS certified items that are tracked through the recording in the company's systems of the Transaction Certificate (also known as "TC"), which verifies that the goods being shipped from one company to the next conform to the standards. Clerici Tessuto, in fact, asks its suppliers to send this document already when the order is placed. Currently, almost 100 percent of GOTS and GRS certified products are associated with a TC, which confirms the Group's commitment to full product traceability<sup>24</sup>.

The TC is required for almost all GRS and GOTS certified yarns and semi-finished fabrics.

**99%**

22 According to the European Flax<sup>®</sup> Standard, suppliers where external processing takes place do not have to be certified, but an agreement must be signed for the proper handling of European Flax<sup>®</sup> certified goods.

23 According to the FSC<sup>®</sup> Standard, suppliers where external processing takes place do not have to be certified, but an agreement must be signed for the proper handling of European Flax<sup>®</sup> certified goods.

24 The TC is not filed when small quantities of items are purchased.



### Filo d'Oro: Companies connected by a golden thread

Clerici Tessuto is proud to be a co-founder and a member of "Filo d'Oro". Filo d'Oro is the business network that has made it possible to create a true micro supply chain in the Como silk district.

This means, in fact, having the opportunity to benefit from the expertise, reliability and flexibility of all the companies involved in the network at the different stages of yarn and fabric processing: spinning, twisting, warping, weaving, dyeing, printing and finishing.

Knowledge sharing, cooperation with these companies and geographic proximity make it possible for Clerici Tessuto, as well as for the other members of the business network, to better and more immediately address the evolving needs of customers. Among the first steps taken by Filo d'Oro was the creation of a chemical laboratory that conducts both functional research for the dyeing industry and development and research to promote and support product innovation.





# ENVIRONMENTAL IMPACT MANAGEMENT



# ENERGY RESOURCES: A DRIVING FORCE TO BE MANAGED RESPONSIBLY

As a leading global manufacturing company, Clerici Tessuto Group is fully aware of the impact its business processes have on the environment and its responsibilities.

The industrial sector in which the Group operates is notoriously characterized by the processing of raw materials that involves significant consumption of water and energy. One of the most significant impacts is – given the size of the problem – from greenhouse gas (GHG) emissions associated with energy consumption, which contribute to the phenomenon of climate change.

However, forms of pollution with local effects, such as the emission of air pollutants other than GHGs and industrial effluents, are also monitored and assessed, as well as the use of chemicals to prevent soil pollution.

Regarding environmental sustainability, the Group is committed to responsibly guarding the circular economy dimension, as it knows how important this model

is for the manufacturing sector. For this reason, this aspect is analyzed and evaluated in a dedicated section of this report, in which data on material inflows and outflows (including waste) are reported.

Clerici Tessuto S.p.A. shares its vision and position with all its stakeholders by publishing its Company Policy and Code of Ethics on the company website and organizing individual meetings aimed at updating some categories of stakeholders (e.g., customers).

Sara Ink has its own Environmental Policy, as required by ISO certification.

In addition to promoting the company's guiding principles and values, the Group also incorporates ESG criteria into its governance and day-to-day operations. Sustainability goals in the medium and long term are defined by the CEO. The BoD monitors the organization's impacts on the economy, environment and people on a bimonthly basis and is responsible for approving the Sustainability Report published annually.



## ENERGY CONSUMPTION

Both Group Companies use natural gas for their heating systems and production processes. The processes carried out by Sara Ink at its two printing units are the most energy consuming. Montano Lucino houses two industrial steam systems used by:

- textile washing machines (the steam line heats the water used for textile washing)
- steaming machines, which use the thermal energy directly produced by the systems
- preparation and finishing machines.

As for electricity, it is used both in the workplace and for production processes, by:

- looms and warpers
- washing and printing machines, steamers used at the ennobling and finishing stages.

The company fleet is relatively small and consists of 44 vehicles, including cars and vans, both owned and leased. The vehicles are mainly used to transport goods from the Grandate (weaving) site to the Villa

Guardia (logistics) site and to transfer products from one supplier to another (printing and dyeing companies) in the Como district. Finished products, on the other hand, are delivered to customers by third parties. Clerici Tessuto is committed to daily route optimization, while balancing environmental and customer needs. The company is also gradually transitioning to sustainable (electric and hybrid) vehicles, with the purchase of a first full hybrid vehicle in 2022, and, in 2023, of a full electric vehicle and other hybrid models.

Clerici Tessuto's commitment to reducing energy consumption is reflected not only in the installation of inverters and power factor correction systems, but also in the electricity monitoring systems implemented. These systems monitor energy consumption, which is crucial for setting realistic and sustainable medium-to long-term goals. In addition, in 2023, the Company was authorized to install a photovoltaic system for power generation, with works beginning in 2024.

Details of energy consumption are provided by the following table:

Energy consumption and energy mix	UOM	2022	2023
Total fossil fuel energy consumption	MWh	14.591,90	13.494,72
Share of total fossil fuel energy consumption	%	100%	100%
<b>Total energy consumption</b>	<b>MWh</b>	<b>14.592</b>	<b>13.495</b>
Group net revenues	€	62.605.845,00	61.856.257,00
Number of hours of energy consumption by the Group	h	463.549	491.178
Energy intensity based on net revenue	KWh/€	0,23	0,22
Energy intensity based on the number of hours used	MWh/100h	3,14	2,74

Energy intensity has improved for several reasons: on the one hand, efficiency gains in the printing stage due to the use of more energy-efficient machines; on the other hand, an increase in the average selling price and a change in the product mix (less energy-intensive processing carried out in 2023).



## GREENHOUSE GAS EMISSIONS

Greenhouse gas emissions are determined by energy consumption and are quantified in the following table:

GHG emissions	UOM	2022	2023	% 2023/2022
<b>Scope 1 emissions</b>				
Gross Scope 1 GHG Emissions	tCO <sub>2</sub> e	2.290,6	2.145,0	-6%
<b>Scope 2 emissions</b>				
Scope 2 - Location Based	tCO <sub>2</sub> e	896,9	793,0	-12%
Scope 2 - Market Based	tCO <sub>2</sub> e	1.572,0	1.389,9	-12%
<b>Total Emissions</b>				
Scope 1 + Scope 2 Location Based	tCO <sub>2</sub> e	3.187,5	2.938,0	-8%
Scope 1 + Scope 2 Market Based	tCO <sub>2</sub> e	3.862,5	3.534,9	-8%
<b>Carbon intensity</b>				
Group net revenue	€	62.605.845,00	61.856.257,00	-1%
Number of hours of consumption by the Group	h	463.549	491.178	+6%
Intensity of Emissions to Net Revenues (Location Based)	tCO <sub>2</sub> e/M€	50,913	47,498	-6,7%
Intensity of Emissions to Net Revenue (Market Based).	tCO <sub>2</sub> e/M€	61,696	57,147	-7,4%
Intensity of emissions based on hours used (Location Based)	tCO <sub>2</sub> e/100h	0,687	0,598	-13,0%
Intensity of emissions based on hours used (Market Based).	tCO <sub>2</sub> e/10h	0,833	0,719	-13,6%

Improved emission intensity is explained by the same dynamics as energy intensity.

To date, the Group has not implemented any CO<sub>2</sub> compensation programs, nor has it purchased carbon credits.

## CLIMATE CHANGE MITIGATION STRATEGY AND POLICY

Clerici Group is committed to ensuring the production and sale of responsibly made items, by promoting actions to prevent and mitigate impacts to address climate change and actively cooperating with the supply chain of all those suppliers involved in the procurement and ennobling stages.

Although there is still no comprehensive and formalized transition plan for climate change mitigation, the Group has set targets that will enable it, over the years, to reduce its CO<sub>2</sub> emissions:

- installation of solar panels to meet 10% of Clerici Tessuto's electricity needs
- refrigeration system efficiency improvement and reduction of compressed air leaks (Clerici Tessuto) and optimization of printing machines (Sara Ink) to reduce energy consumption and, consequently, CO<sub>2</sub> emissions
- replacement of existing boilers with high-efficiency boilers (Group target)
- replacement of existing vehicles with electric and hybrid vehicles (Group target)
- ISO 14001 certification for Sara Ink, to improve monitoring of all environmental impacts, including CO<sub>2</sub> emissions.



# POLLUTION: COMMITMENT AND MITIGATION ACTIONS

## OTHER FORMS OF POLLUTION: ACTIONS AND OBJECTIVES

In addition to greenhouse gas emissions, the Group, with its activities, is also responsible for other forms of pollution. Clerici Tessuto's commitment to reducing this pollution is closely linked to the constraints and opportunities of the ZDHC program.

Zero Discharge of Hazardous Chemicals (ZDHC) is a program that began in 2011 as a coordinated textile industry response to a Greenpeace-led campaign to raise awareness of chemical use in the industry. Initiated by six apparel brands, it also became a foundation in 2015 and is a global multi-stakeholder initiative joined by more than 160 players in the fashion and footwear industry, including manufacturers, chemical companies and brands.

The primary goal of this initiative is to reduce the impact of the textile industry by phasing out hazardous chemicals and guiding production toward the implementation and promotion of sustainable textile chemistry.

By participating in the ZDHC program, the Group has reaffirmed its commitment to the ongoing search for solutions aimed at minimizing the use of chemicals that are hazardous to people and the environment. The first report drawn up according to ESRS standards does not include data on hazardous substances used for production. One of the Group's goals is to include such data in the 2024 report.

## EMISSIONS AND EFFLUENTS

Air pollution mainly involves the stages of fabric preparation for printing and finishing. These processing stages generate air pollution emissions, with local effect, which are regulated by the specific environmental authorizations provided for in the current national environmental protection legislation. Therefore, Sara Ink is the only company in the group responsible for these emissions.

Air pollutants regulated by the Single Environmental Authorization (AUA) include:

- Volatile Organic Compounds (VOCs) produced by drying and burning equipment
- Nitrogen Oxide (NO<sub>x</sub>) and Carbon Monoxide (CO) produced by hot air generators.

The table below provides detailed information on these pollutants for 2023. It should also be noted that the emission limits were not exceeded during the year under analysis.

Air pollutants	Quantity in kg
	2023
COV	391,36
NO <sub>x</sub>	900,06
CO	897,26

Wastewater generated by Sara Ink's production processes is also characterized by the presence of pollutants, the concentration of which is analyzed periodically, as required by the AUA. In 2023, the emission limits were not exceeded. One of the goals for 2024 is to calculate the amount of pollutants in wastewater and disclose the results.





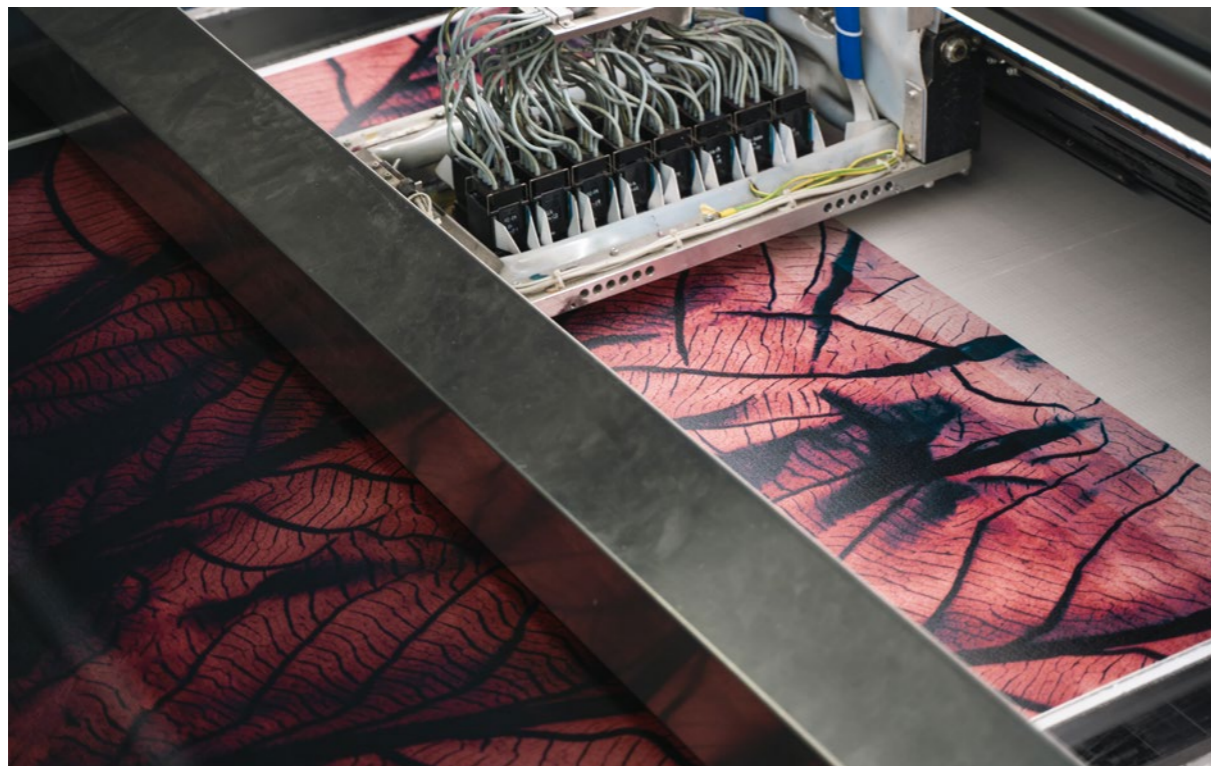
# WATER: SUSTAINABLE MANAGEMENT OF A VITAL RESOURCE

## WATER MANAGEMENT

Water plays a key role in the textile industry, as it is used not only for dyeing, but also at the finishing and ennobling stages. The Company knows how important this resource is and is therefore committed to ensuring its responsible use, both in terms of consumption and wastewater management. Water is supplied mainly from the municipal aqueducts of Grandate and Villa Guardia, while for the Montano Lucino site water is drawn from Lake Como Industrial Aqueduct. The geographic location of the Group's sites allows water to be withdrawn without altering the natural balances of the resource, since the affected areas are not characterized by water stress, as assessed by the World Resources Institute's Aqueduct Water Risk Atlas [wri.org/aqueduct](http://wri.org/aqueduct).

Water use at the company's Grandate and Villa Guardia sites is limited to domestic use, except for humidification of areas used for warping and weaving. In fact, in these areas, where specific production activities take place, maintaining a humid microclimate is critical to preserving fabric quality and ensuring the well-being of workers.

The Group's printing company uses significantly more water for fabric washing, finishing, and printing. Some of this water is directly consumed by the machinery without being treated, while another part is softened before use. At the end of the production cycle, the water that is not turned into steam is equalized as much as possible before being discharged and sent for treatment at the public treatment plant.



## WATER CONSUMPTION

Regarding the type of water consumption, there were no significant changes from 2022 to 2023: preparation and finishing activities are still the ones that require the highest water consumption in the Group.

The improvement in water intensity is due to two different factors: on the one hand, the reduction in consumption due to better scheduling and the use of chemicals (for the washing phase); on the other hand, it should be noted that water consumption depends on the type of process to be implemented, and, therefore, on customer needs.

Category	Subcategory	UOM	2022	2023	Δ 2023/2022
Water withdrawals	Total water withdrawals	m³	97.451	79.121	-18,81%
Water withdrawals	Total water withdrawals - water risk areas.	m³	0	0	-
Water withdrawals	Surface water	m³	66.630	53.154	-20,23%
Water withdrawals	Groundwater	m³	30.821	25.967	-15,75%
Water discharges	Total water discharges	m³	86.325	71.209	-17,51%
Water discharges	Groundwater	m³	86.325	71.209	-17,51%
Water consumption	Total water consumption	m³	11.126	7.912	-28,89%
Water intensity	Net revenue	€	62.605.845,00	61.856.257,00	-1,2%
Water intensity	Number of hours of work	h	463.549	491.178	+5,96%
Water intensity	Water intensity based on net revenue	m³ consumption/M€	177,72	127,91	-28,03%
Water intensity	Water intensity based on the hours used	m³ consumption/100h	2,40	1,61	-32,89%



# CIRCULAR ECONOMY: A SUSTAINABLE APPROACH

Responsible management of the supply chain, with a focus on people and the environment and adherence to high quality standards, is critical to the company's success and medium- to long-term value creation. This approach begins with the sourcing of raw materials, which are selected and certified according to strict sustainability and traceability criteria.

The excellence of Clerici Tessuto's products is closely linked to a careful selection of yarns and fabrics, combining the tradition and quality of Como's textile craftsmanship with creativity, innovation and sustainability, distinctive characteristics of the Group. Attention to detail, accuracy and expertise are crucial at this stage to meet customers' needs and keep up with market trends, which demand high quality production while respecting the environment and people.

The main raw materials used in production processes by the Company are:

- Raw and/or semi-finished fabrics
- yarns
- production and auxiliary chemicals (Sara Ink Printing).



## MATERIAL FLOWS

Details of material flows are given in the following table.

Category	Qualitative description of the material	% Certified organic/biobased materials	% recycled material	UOM	2022	2023
Raw materials for production	Natural fiber yarn	24,05%	0,00%	kg	88.226,43	83.447,36
Raw materials for production	Artificial fiber yarn	0,18%	/	kg	9.709,58	7.265,53
Raw materials for production	Synthetic fiber yarn	/	10,98%	kg	24.619,35	16.953,11
Raw materials for production	Natural fiber textile	13,08%	0,12%	m	1.669.385,33	1.051.418,97
Raw materials for production	Artificial fiber textile	58,27%	/	m	673.877,32	435.385,27
Raw materials for production	Synthetic fiber textile	16,45%	48,92%	m	493.272,73	403.345,26
Raw materials for production	Dyes	/	/	L	18.893	15.927
Raw materials for production	Auxiliary materials	/	/	kg	10.361	10.805
Raw materials for production	Basic chemicals	/	/	kg	296.382	244.924

Due to the characteristics of the products made by the Group, it was not possible to assess their durability and reparability. The recyclable content rate of final products is 100 percent, since all final materials are recyclable. For products resulting from lamination, however, there are

no effective separation processes to date, which negates the recyclability potential of the products. This is one of the major sustainability issues for the textile industry, which is expected to be solved in the coming years, given also the regulatory direction taken by the EU.

## The importance of certifications

As they already discussed in Chapter 4, several sustainability certifications and labels have been developed for the textile and fashion industry. Certifications are tools created to move towards sustainability in the absence of specific legislation. In this context, based on evolving EU regulations, it is likely that the industry will move towards greater and more systematized sustainability, with stricter certification standards.

The table below shows data (expressed in meters) on the certifications of incoming materials used for production (purchased fabrics and garments).

Type	Source	Not certified	GOTS	GRS	FSC	European Flax	OEKO TEX	TOT
Renewable	Natural	1.454.567	224.529	4.507	0	17.085	7.208	1.707.896
	Artificial	233.194	0	112	237.966	0	35.071	506.343
Non-renewable	Synthetics	186.472	4.174	315.855	0	0	6	506.507
<b>Sum</b>		1.874.233	228.703	320.474	237.966	17.085	42.285	2.720.746
%		68,89%	8,41%	11,78%	8,75%	0,63%	1,55%	100,00%

It should be noted that the number of certifications of incoming materials is lower than that of final products (both measured in meters), since in several cases the operations required by the customer do not allow certification to be maintained.



Clerici Tessuto Group is committed to applying circular economy principles at every stage of its value chain, promoting increasing use of recycled raw materials and efficiently managing waste that can be reused for other supply chains. Clerici Tessuto is also committed to giving surplus products and second-rate finished products a second life by reconditioning them for sale in its stores, subject to customer approval, or by using them to create new recycled yarns.

In 2022, the Company joined Retex.Green, a national consortium promoted by Sistema Moda Italia and Fondazione del Tessile Italiano, for the management of waste from apparel, home textiles, footwear and leather goods. The consortium aims to improve the sustainability of the textile supply chain and offer support for the implementation of new European regulations. This way, Clerici Tessuto can take advantage of the services made available and receive support in managing its regulatory obligations for textile waste.

Currently, waste generated from weaving is sent to a supplier who turns the materials into raw materials to be reused for other production processes.

Clerici Tessuto is committed to virtuously managing surplus products and second-rate finished products, subject to customer approval.

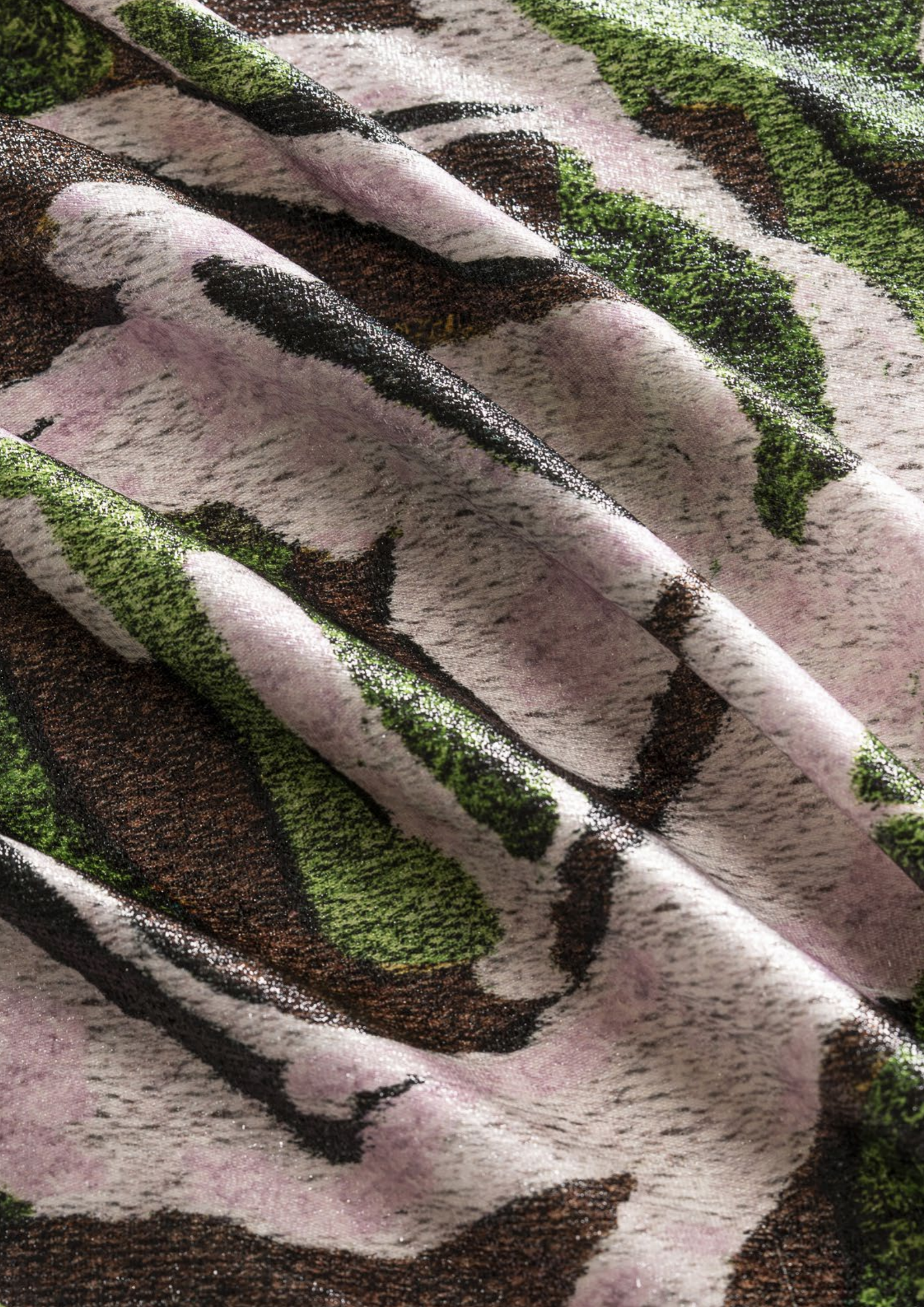
The Company also has joined two programs for used toner management:

- the HP program for free collection of used HP toners (the service is on demand and the last collection was in 2022)
- Berg's ZEROZEROTONER recovery project for the management of used toners from other suppliers. The program includes both logistical services (the shipping and collection of Ecoboxes) and administrative services (paperwork) and ensures that such waste is handled appropriately. In fact, the cartridges are weighed and sorted to be returned to the producers or shredded and processed into secondary raw materials, as proved by a cartridge recovery certificate. In 2023, 4 boxes were collected. Moreover, thanks to a partnership with PRINT RELEAF, an American company specializing exclusively in global reforestation, there is the possibility of the planting of a tree for every Eco-Box collected and choose the reforestation project you want to contribute to. Since 2021, when the collaboration began, Clerici Tessuto S.p.A. has offset the equivalent of 333,320 pages (paper usage).

Clerici Tessuto is committed to managing waste properly, and, with a view to continuous improvement, shares the results of such management with its suppliers and discusses with them any improvement actions.

The Group has also installed and implemented, as of early 2023, a waste management software solution for monitoring administrative and environmental compliance.

Type of waste		UOM	2022	2023
Non-Hazardous	Other recovery operations (R10-R13)	t	168,486	175,909
Hazardous	Other disposal operations (D2-D9; D12-D15)	t	8,280	11,660
Hazardous	Other recovery operations (R10-R13)	t	1,000	1,156
<b>Non-Hazardous</b>	Total non-hazardous waste		168,486	175,909
<b>Hazardous</b>	Total hazardous waste		9,280	12,816
<b>Non-hazardous + hazardous</b>	Total waste generation		177,766	188,725
<b>Non-hazardous + hazardous</b>	Total waste destined for recovery operations		169,486	177,065
<b>Non-hazardous + hazardous</b>	Share of recycled waste	%	0%	0%
<b>Non-hazardous + hazardous</b>	Share of waste destined for other recovery operations	%	95%	94%



# PUTTING PEOPLE AT THE HEART OF OUR BUSINESS



# WORKING AT CLERICI TESSUTO

People, expertise, knowledge. These are the cornerstones of Clerici Tessuto, which, in doing business, recognizes the importance of human resources and their professional contribution to the success of the company's processes and activities. A vision and commitment to recognizing and valuing the work of each employee in a context that promotes exchange and sharing.

The central role of people is enshrined in the Codes of Ethics of Clerici Tessuto S.p.A. and Sara INK, which are shared with all the Group's stakeholders and clarify the views of the companies and their core human-oriented guiding principles and values.

Respect for people, starting with its employees and partners, drives the Group's business, whose primary goal is to promote well-being and an inclusive workplace that rejects all forms of discrimination, in the company policies and in daily activities. Valuing professional and human assets also means protecting the quality of work and safety and encouraging initiatives aimed at promoting positive cooperation among employees.

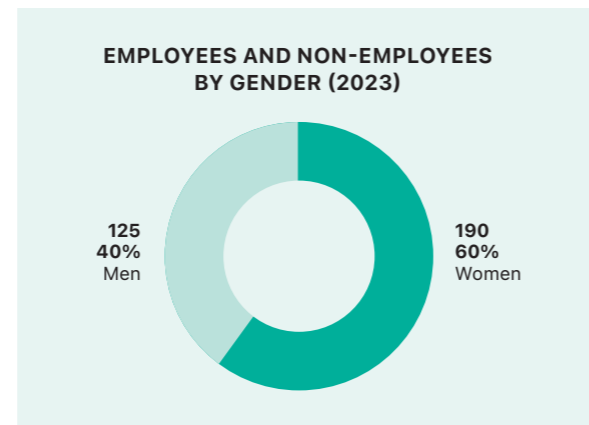
The Code of Ethics also explicitly refers to the protection of individual freedom in all its forms, as it rejects discrimination and violence, forced labor and child labor.

As for Sara Ink, the other company in the Group, respect for workers' rights is further enshrined in the Social Responsibility Policy, approved in 2017, according to which a person must be appointed to monitor compliance with social responsibility requirements.

The Group's commitment to its employees is confirmed by the fact that, in 2023, there were no discrimination incidents.

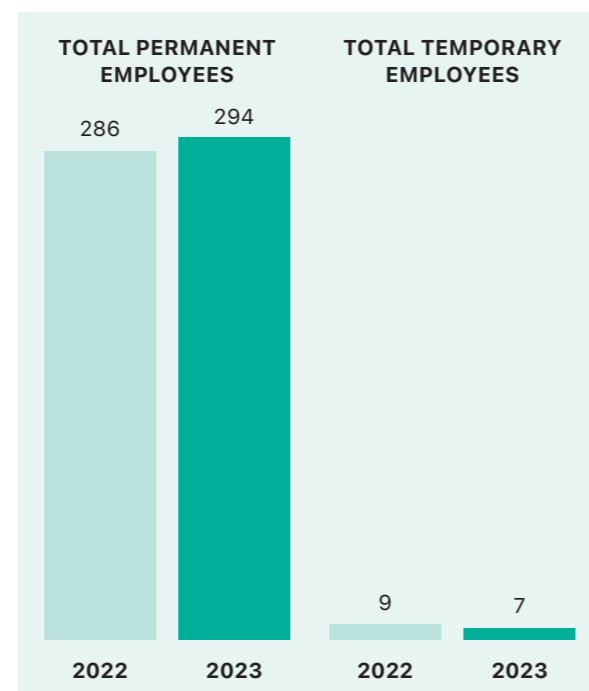
As of December 31, 2023, the total number of employees was 301, slightly increased compared to 2022 (+2%). This confirms a positive trend recorded for the first time in 2021, after a decrease in the year 2020 (-6%), mainly due to restrictions during the COVID-19 pan-

dem, some organizational changes, and the choice of some employees to take early retirement.



Considering the entire Clerici Group, there are more women than men.

Regarding the type of contract offered to employees, Clerici Tessuto prefers permanent contracts, which reiterates its desire to pursue a "long-term" retention strategy and invest in people. In line with the previous year, the percentage of employees with permanent contracts is 97.7%.



The number of employees and external contractors has changed little in recent years, confirming the stability of the company's workforce.

In 2023, the rate of outgoing employees was equal to 10.96%, slightly up from 2022 (9.83%), while the new hire turnover rate was 12.96%, slightly up from 2022 (11.53%).

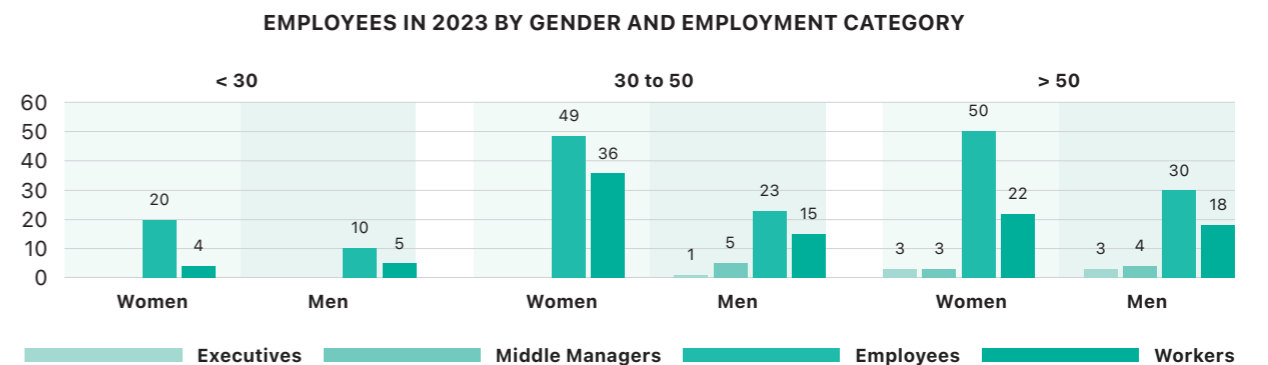
Clerici Tessuto's workforce also includes 14 non-employees (one less than in 2022\*): 4 self-employed workers, 5 workers hired from temporary agencies, and 5 interns. The Group's policy focuses on the engagement of young talent, including through internships offered to young students, so that they can increase their technical knowledge and improve their skills while completing their academic studies, with the opportunity to write about the Company's issues and activities for their thesis project.

\*The application of ESRS standards required a recount of contractors, which showed a difference from the number published in Clerici Tessuto Group's Sustainability Report 2022. The correct number is 15 and not 16, as previously stated.

As of December 31, 2023, there were 13 Clerici Tessuto employees belonging to legally protected categories, so there was an increase compared to 2022 (+23%).

As mentioned in the initial overview, the Group's workforce is mostly composed of women, belonging to the 30 to 50 and >50 age groups, mainly white-collar workers. That of white-collar workers is, indeed, the predominant category (60.5%), followed by blue-collar workers (33.2%), while middle managers and executives account for about 6% of the total. 87% of the workforce is over the age of 30, while 13% is under 30. In the white-collar category, women account for 65.4% of the total female workforce, while men for 34.6% of the male workforce.

All employees of both the parent company and Sara INK are hired under the national collective bargaining agreement for the textile, apparel and fashion industry and the national collective bargaining agreement for the service and tertiary sector. As for interns, there are specific agreements involving the training provider and/or the certified body. For employees reporting to the French commercial branch, the relevant national contract applies (National Collective Bargaining Agreement for Apparel, Haberdashery, Footwear and Toy Wholesalers CC IDCC 500), while for those in the U.S. commercial branch, bargaining between the employees and the company is private.





## EMPLOYEE TRAINING AND DEVELOPMENT

As part of its employee training and development policy, the Company supports specific life-long learning projects.

The Human Resources Department, in collaboration with the Functional Managers and the RSPP (for Health and Safety aspects), defines and updates the different professional profiles intended for the performance of the different company activities on an annual basis.

For each job profile identified, the minimum requirements for a given job assignment (educational background, work experience, education/training and other qualifications, skills and/or personal characteristics) are specified.

The Human Resources Manager, in collaboration with the Functional Managers, checks, during annual assessments, that each resource has the skills required to perform the specific task assigned. If any skills gaps are identified, specific training is requested by the Human Resources Manager and/or the Functional manager.

Based on the needs, legislative requirements, available financial resources, and corporate strategies and objectives, a "Training Plan" is defined by the HR Manager, in cooperation with the Functional managers, and updated at least annually.

Mandatory safety training to be provided is determined according to legal requirements, involving the RSPP, Workers' Representatives (RLS), Supervisors and all workers.

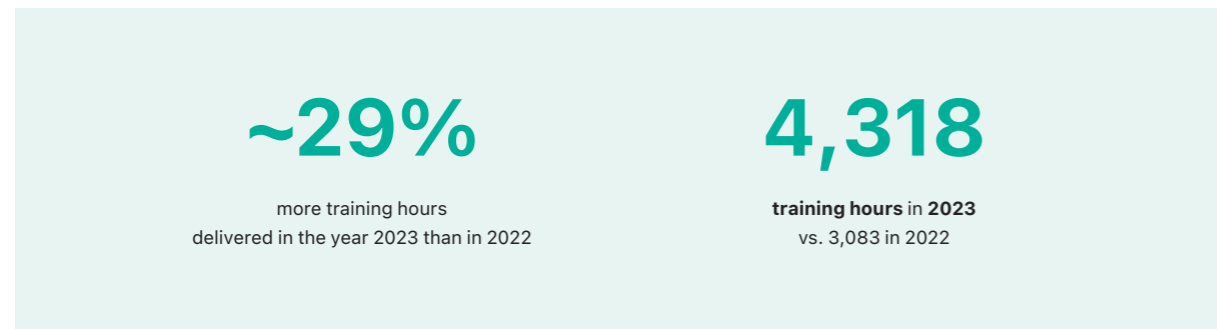
At least once a year (e.g., at the SPP Meeting, Art. 35 Legislative Decree 81/08 as amended, and during the Management Review), the Management/Employer assesses the effectiveness of the training actions undertaken and, if necessary, takes specific corrective actions, such as new training delivery.

Specific training is delivered to newly hired employees. New employees are shadowed for a certain period of time by experienced personnel (supervisors) who, at the end of the training period, assess the knowledge acquired. This activity is recorded on MOD\_03 - Worker shadowing/training evaluation form (new hires and job changes),

In 2023, in addition to mandatory occupational health and safety training, employee training focused on five macro-categories: software applications, foreign languages, soft skills, sustainability, and specific technical skills development.

Front-line and second-line managers were also trained on Agile Methodology and Group Coaching in order to improve their teamwork skills.

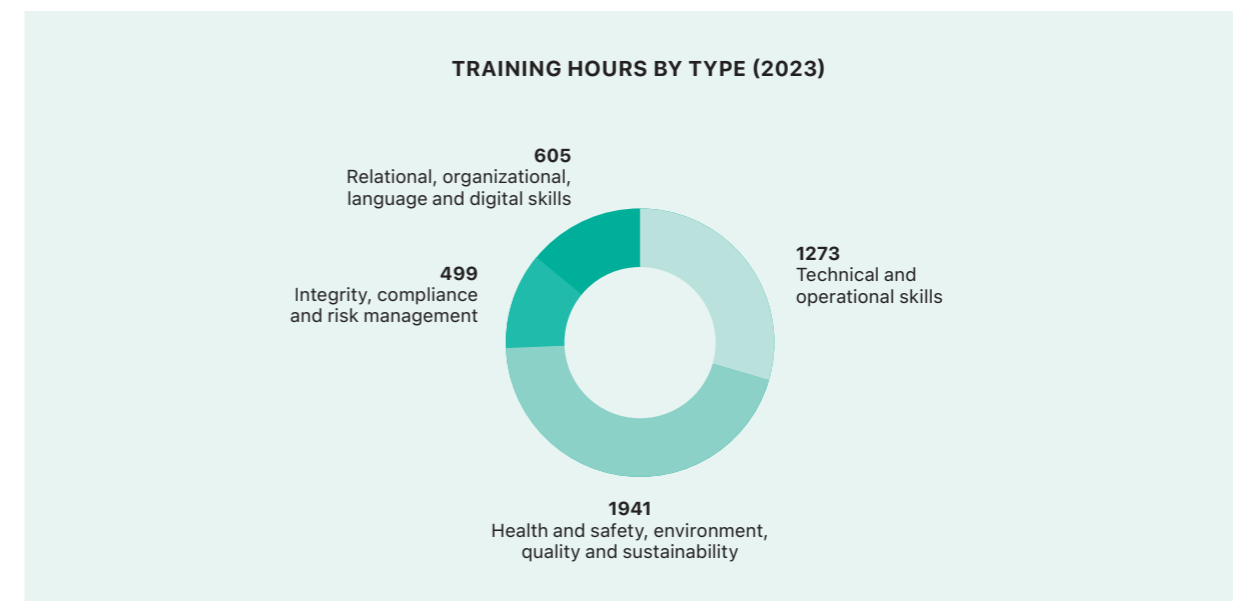
The Group believes and continues to regularly invest in the promotion and dissemination of a culture of sustainability, putting in place training activities on specific topics so as to raise awareness about waste management, including EPR, environmental labels and product certifications, product legislative compliance, and responsible sourcing.



A total of 4318 hours of training were delivered in 2023, a significant increase compared to 2022\* (3083). The goal was to improve skills and knowledge in order to provide the tools and promote the mindset needed to manage organizational and business changes imposed by market evolution and compliance with new requirements set by customers and suppliers.

In particular, there was a significant increase in training hours for Health and Safety, Environment, Quality and Sustainability, from 784 hours in 2022 to 1794 hours for 2023. In contrast, there were no courses on human rights.

\*The application of ESRS standards required a recount of training hours, which showed a difference from the number published in Clerici Tessuto Group's 2022 Sustainability Report. The correct number is 3083 and not 2923, as previously stated.



**GoodHabitZ Platform**

The Group provides continuous and easily accessible training for all its employees through the GoodHabitZ platform. More than 100 online courses, accessible from any device and updated monthly, aimed at developing soft skills. These training and refresher courses are voluntary. The Human Resources Department and functional managers design mandatory targeted course packages.

For each of the available courses, the number of hours attended can be displayed, but this information remains confidential. All courses offer the opportunity to take a final test and get a certificate of attendance. Employees can freely choose the number of training hours. Access to the platform and its classes is also allowed outside the company, so the courses can be extended to employees' family members.

## WELLBEING AND WELFARE

The Group's commitment to its people is also confirmed by the definition of a corporate welfare plan that aims to promote employee wellbeing by implementing actions to improve people's living and working conditions.

For Italian workers, contract conditions depend on the national collective bargaining agreement, while for Clerici France workers, on the collective bargaining agreement of companies involved in the distribution, import and export of footwear, toys, textiles and haberdashery.

Sanimoda Health Care Fund is the contribution made by the company – in accordance with the applicable collective agreement (textile, apparel and industry) – to all employees for the reimbursement of medical services provided by the National Health Service or private facilities. The company provides meal vouchers to employees up to level 4, while employees and contractors can benefit from discounts and promotions as part of agreements signed with local stores and cultural centres (e.g., Teatro Sociale Como) and through a company card offered by Confindustria Como and by the Company, as a member of the association. Holders of this card are eligible for discounts and benefits for the purchase of goods and services (e.g., clothing, food, insurance, books, bank services, etc.).

In addition to such personal benefits, corporate welfare also covers more strictly labor-related aspects, such as formalizing flexible working hours and part-time contracts that meet employees' personal needs. In 2023, 35 employees requested part-time hours.

Moreover, all white-collar employees can individually contract remote work, subject to the Manager's approval. In 2023, 28 employees chose remote work: an average of 1 to 2 days per week.

In December 2022, following an exceptional increase in the cost of living and at the end of the year of its hundredth anniversary, the Group decided to support employees by giving out, for 2022 only, an additional welfare bonus worth 400 euros in vouchers accepted by different stores. Also, to address the increase in fuel prices, gasoline vouchers were distributed based on the individual's use of private vehicles. These initiatives had inevitable reverberations on 2023, the year of actual use of these benefits.

Regardless of these benefits, Clerici Tessuto Group is committed to valuing its resources and maintaining a high level of satisfaction, which is why periodic meetings with Managers are organized, in which all employees are required to participate. In keeping with the spirit of these activities, in December 2023, the Questionnaire for the Assessment and Management of Work-Related Stress Risk and Business "Climate," first administered in 2022, was resubmitted to employees.

To encourage the professional growth of its employees and promote their active participation, Clerici Tessuto Group has implemented, for some employee categories, an MBO (Management by Objectives) incentive system for assessing human resources based on the achievement of predetermined goals, such as revenue targets achieved or specific KPIs associated with product quality, non-conformities and delivery time. An objective and performance monitoring and evaluation system has proven successful as of 2022 and that, in line with the company's objectives, the Group has decided to extend to other categories of employees, with the aim of incentivizing involvement and accountability for achieving a common goal. Moreover, this approach ensures a meritocratic and rewarding method of evaluation.

All employees can share reports or comments with the management and their supervisors via an online repository. A dedicated team, involving the HR function and employee representatives, is responsible for receiving and evaluating the feedback received. The goal is to identify the needs of employees and define improvement actions to be taken immediately, where possible, or scheduled with specific improvement plans.





## HEALTH AND SAFETY MEASURES

This is why the Company is committed to ensuring health and safety at work, in compliance with current regulations, and promotes the creation of safe and comfortable work environments by promoting a “culture of safety.”

### Safety management in the company

The company has developed a system that complies with the requirements of Legislative Decree 81/08, coordinated by a dedicated team that is composed of the RSPP, Safety Managers and Supervisors, RLS and a physician. The system is based on three basic aspects: risk assessment and management; accident monitoring and management; and worker training and engagement. The system manages all employees.

### Risk assessment and management

The Group carries out regular activities aimed at identifying and assessing risks to workers' health and safety, involving several expert resources in the company: specialized professionals, functional managers and workers' representatives.

Risk assessment and its outcomes are formalized in the Risk Assessment Document (DVR). The document is prepared for each unit and, in addition to being a regulatory requirement, is a fundamental tool, subject to regular revision, for the continuous improvement of safety in the workplace.

In addition to the assessment of specific risks, the activities include health surveillance conducted by a competent physician with a targeted schedule of preventive medical examinations, aimed at assessing a worker's fitness to perform the assigned tasks, and periodic medical examinations, aimed at reviewing their fitness for the tasks to be performed.

### Worker training and engagement

Informing workers and employers of the risks associated with work activities is one of the key points of Health and Safety management within the Company. For this reason, specific training on these issues, promoted by the Company and delivered by qualified personnel, is the first effective tool provided for preventing and managing any harmful events.

For this process to be successful, it must actively involve workers who are invited and encouraged to report potentially hazardous or risky situations.

### Accident monitoring and management

Accident and incident management is supported by formalized procedures that define the roles, responsibilities, actions to be taken to report accidents (as well as incidents or near misses) by employees, and ultimately the activities to be carried out following a report. These activities mainly consist of specific investigations aimed at identifying any nonconformities and implementing the required corrective and preventive actions.

The management of accidents and incidents is monitored and analyzed by the Employer, the Prevention and Protection Service Manager (RSPP), the Workers' Safety Manager (RLS) and all potentially involved figures. The main objective is to resolve any critical issues identified.

Since the accident management procedure has been implemented, none of the investigations conducted has required external intervention and, where necessary, corrective measures have been taken immediately, such as, for example, specific training of the personnel involved to avoid the reoccurrence of the event.

This structured system of policies, procedures and actions testifies to the Clerici Tessuto Group's commitment to health and safety protection and training, as also confirmed by the accident frequency rate, which was 4.07 in 2023, and therefore, higher than in 2022, when it was 0, but still very low. Moreover, there were no serious injuries that caused absences exceeding 180 days.



Compliance with national regulations and health and safety best practices is monitored according to a two-pronged approach: internally, by the people in charge and by implementing the procedures described above; externally, with periodic audits conducted by third parties on behalf of the company's main customers. During 2023, the Group underwent a total of 10 audits,

all of which concluded with positive results, including 6 conducted at the request of customers and 4 carried out by external bodies to check compliance for maintenance of voluntary product certification requirements.

# 2

employee injuries in 2023

# 0

contractor injuries in 2023



### Employee Feedback Strategy

In 2021, Clerici Tessuto made available the “Suggestion Box,” a virtual tool that allows employees to provide feedback, ideas and suggestions and encourage communication with the Company, according to its policy.

Employees can access it via a desktop connection installed on the company PC or, if there is no appropriate computer equipment, from a dedicated workstation (booth). Messages sent to the “Box” can refer to any company activity and can also be anonymous. They are read monthly by the CGS (Reports/Suggestions Management Committee) consisting of the Trade Union Representatives (RSUs), Workers' Safety Representatives (RLSs) and the Management, in equal numbers. If necessary, the CGS proceeds to investigate the reports and identify any preventive and/or corrective actions to be taken to solve the reported issues. In three years, a total of 33 suggestions/reports were received.





# LOCAL COMMUNITY DEVELOPMENT

## ACTIVITIES AND PROJECTS FOR THE COMMUNITY AND THE LOCAL AREA

Since its founding, the Clerici Tessuto Group has always operated in the same area, combining its development and business growth with the life of the local community, that is, the municipalities of Grandate, Villa Guardia and Montano Lucino, which host its production sites and offices. A strong connection to the local area that, in 2023, was confirmed by the company's inclusion in the National Register of Historic Enterprises, managed by Unioncamere.

Social responsibility leads the Group to assess and mitigate, where necessary, any negative impacts of its production activities on the local community and to make a positive impact by supporting the activities and initiatives of numerous associations and

organizations in the area. Projects pertaining to the education and skill development of young people are of particular interest and a priority for the Company. This is a forward-looking vision and a commitment to preserving the Know-how of the Como textile district. The goal of this approach is twofold: to incentivize young people to seek professional opportunities in the industry and to ensure that the company can bring in young and passionate talent.

The projects, implemented or designed during 2023, focus on three main topics: Education, Volunteering and Donations, and the Planet.



## EDUCATION

### Work-related learning projects

Since 2011, in collaboration with Fondazione Cometa, Clerici Tessuto has been running a work-related learning project focused on the educational and training potential of work. This project fosters flexible learning to combine classroom training and practice in the company. This well-established partnership has resulted in the placement of more than 100 students in internships and traineeships.

In 2023, the collaboration with Accademia Costume & Moda – Fashion school in Rome was renewed for the “Master in Fabrics Innovation Design” project. This training program gave a group of students the opportunity to engage with Clerici Tessuto's creative and sales team, and two of them could intern with the company in July, thus enriching their academic preparation with meaningful practical experience.

### Clerici Tessuto's school projects

Clerici Tessuto also implements its vocational education and training projects outside the company, in technical and vocational schools where some of the company's key resources go to give lectures:

- In March 2023, a collaboration was established with Fondazione Setificio for a program aimed at updating the professional skills of teachers from Paolo Carcano senior high school in Como. Two representatives of the company involved four teachers in a training session on “The Role of Textile Archives in the Creative Fashion Design Process.”
- In June 2023, two employees held classes at Paolo Carcano senior high school in Como.
- In December 2023 an employee held classes at Cometa vocational school in Como.

### Academy Project

Clerici Tessuto has launched a pilot training project in collaboration with Istituto Superiore Starting Work, a training provider that helps young people develop specialized and in-demand skills. A strategic move by the company, which is consistent with its active commitment to specialized vocational training and more generally to social responsibility, aimed at cultivating talent the industry.

This partnership resulted in a vocational training course that ended with the delivery, to the first 6 students selected for the pilot project, of a Higher Technical Education (IFTS) diploma in “MADE IN ITALY CRAFT TECHNIQUES” with a first-level apprenticeship.

The training program and apprenticeship started on Monday, January 16, 2023, and ended on July 14, with a final assessment of the skills acquired by examination committees appointed according to the relevant regional guidelines.

The program consisted of a total of 800 hours of training, including 560 hours of on-the-job training, shadowed by the tutor and company staff, and 240 hours of face-to-face training. Beginning February 16, classroom training hours were also supplemented by on-the-job training hours, bringing the total weekly commitment to 40 hours. Since April, however, the schedule has included only on-the-job training and working hours.

The educational program covered a variety of topics, including introduction to the concept of “district” and to textile materials and chemistry fundamentals; use of working tools such as CAD or archiving software; major production technologies; market approaches, creativity and customer orientation.

The project, designed for young people between the ages of 19 and 26 who already have a diploma, is the first step in a larger project aimed at creating an even stronger connection between education and the world of work, through the development of specific skills to shape the future workers the Company may need.

All six participants were hired by Clerici Tessuto at the end of the course.

### Company tours

Making itself known by opening the doors of its creative spaces and production areas is yet another way Clerici Tessuto is educating young people. In 2023, several local, Italian and international schools had the opportunity to visit the company and find out more about its behind-the-scenes activities. A total of 7 company tours were offered, involving 192 students who discovered the world of Clerici Tessuto.



## VOLUNTEERING AND DONATIONS

### Amici di Como

There is a strong connection between Clerici Tessuto and the Como area, confirmed by the fact that the Company's major shareholder is the President of Amici di Como, an association but also a group of friends. Its mission is to "give a contribution to the local area," which is also the basic principle that characterizes and guides every project and work carried out. The association plays a key role in supporting entrepreneurship in the area with conferences that are also an opportunity to bring together people in the area and promote discussion, while protecting intellectual independence.

### I Ragazzi Dicono

Clerici Tessuto was one of the sponsors of the "I Ragazzi Dicono" contest for high schools. In 2023, the topic of the contest was rooted in history: "PLINY'S CONTRIBUTION TO FASHION."

The starting point was Pliny the Elder's 2000-year-old writings on pigments. There were no constraints on the theme, but ample room was left for possible interpretations: from the in-depth study of the Latin work to the re-presentation of creative themes from painting in Roman art, and the identification of the role of silk in the Roman Empire.

### Donations to Cometa

Clerici Tessuto donated the proceeds from the book "Senza Perdere il Filo," published for its hundredth anniversary, to Cometa, an Italian nonprofit organization founded in 2000 with the aim of offering day and residential foster care and services to child-care family-houses. Cometa takes care of about 600 kids a year by involving them in its day care center, sports and after-school activities.

### Food donations

In the year 2023, Clerici Tessuto Group supported Banco di Solidarietà di Como with donations and by supporting its food drive.

### CouLture Migrante

In 2023, Clerici Tessuto supported CouLture Migrante, a tailoring project implemented in the Como area that involves migrant women and men at risk of social exclusion, who are offered vocational training and job placement courses. The resources made available by the company, which donated 10,000 euros, helped strengthen the organizational and management structure of the project, by involving new and indispensable professionals assigned to communication and fundraising, business development, and management of tailoring workshop activities. The results achieved during the year of collaboration between Clerici Tessuto and CouLture Migrante are noteworthy: the project included new training activities and an increased number of internships in the workshop; production activities were also implemented, which are important for future consolidation and development.

### Festival del Legno – Technical Sponsor

As for cultural activities, the company provided fabric samples and cuts for the exhibition "Multisensorialità e Design. Tatto, olfatto, udito ed esperienza sensoriale del legno. Come i sensi influenzano i nostri comportamenti" ("Multisensoriality and Design. Experiencing wood with all five senses. How the senses affect our behavior") that took place at Villa Calvi in Cantù (CO).

### WeWorld

Clerici Tessuto is involved in many volunteering activities, including the donation of accessories to charity markets, such as WeWorld. The fundraising has financed the "Spazio Donna" project, which involves shelters and centers for women in vulnerable situations and is aimed at boosting women's empowerment as a primary way to prevent and address gender-based violence.

### GO5 – Per mano con le donne

In 2023, Clerici Tessuto donated fabrics to a nonprofit organization, GO% - Per mano con le donne, for it to make turbans and bandanas.



## PLANET

### Venice Sustainable Fashion Forum

In line with its commitment to a sustainable transition to a circular economy, Clerici Tessuto sponsored the "Venice Sustainable Fashion Forum", an international summit on the sustainable future of the fashion industry held in October 2023 at the Fondazione Cini in Venice, organized by Camera Nazionale della Moda Italiana, Confindustria Venezia, Sistema Moda Italia and The European House – Ambrosetti. For its second edition, the event "Just fashion transition - Supply chains and brands toward sustainable transition," aimed to bring together brands and the complex world of supply chains in the Italian fashion system. Participants were involved in a debate on the sustainability of the industry that focused on identifying the main challenges and a shared action plan for a transition of the supply chain to sustainability.

### Noise impact assessment: protecting the communities of Montano Lucino and Grandate

To monitor and reduce the social and environmental impact on the community in which it operates, Clerici Tessuto Group, and, above all, Sara Ink printing company, commissioned a noise impact assessment starting in 2018, following its decision to keep the production site – which is in a high population density area, operational also at night.

According to this assessment, the noise impact of the Montano Lucino production site meets the legal requirements during the day and at night, and therefore does not affect the physical and mental well-being of the local community.

A noise impact assessment was also conducted in 2022 for the Grandate site, which is in a residential area. Also in this case, the noise levels complied with the legal requirements.





# ANNEX: TABLES OF ESRS DISCLOSURES



## E1-5 Energy consumption and mix

Energy consumption and mix	UOM	2022	2023
Fuel from crude oil and petroleum products	MWh	577,95	545,72
Fuel from natural gas	MWh	10.570,95	9.904,86
Fuel from other non-renewable sources	MWh	0,00	0,00
Electricity, heat, steam and cooling from fossil sources, purchased or acquired	MWh	3.443,00	3.044,14
<b>Total fossil fuel energy consumption</b>	<b>MWh</b>	<b>14.591,90</b>	<b>13.494,72</b>
Share of fossil sources in total energy consumption	%	100%	100%
Fuels from renewable sources, including biomass	MWh	0	0
Electricity, heat, steam and cooling from renewable sources, purchased or acquired	MWh	0	0
Self-generated renewable energy without relying on fuels	MWh	0	0
<b>Total renewable energy consumption</b>	<b>MWh</b>	<b>0</b>	<b>0</b>
Share of renewable sources in total energy consumption	%	0%	0%
Group net revenue	€	66.370.378,00	65.254.968,00
<b>Total energy consumption</b>	<b>MWh</b>	<b>14.592</b>	<b>13.495</b>
Group net revenue	€	62.605.845,00	61.856.257,00
Number of hours for the Group	h	463.549	491.178
<b>Energy intensity based on net revenue</b>	<b>KWh/€</b>	<b>0,23</b>	<b>0,22</b>
<b>Energy intensity based on the number of hours used</b>	<b>MWh/100h</b>	<b>3,14</b>	<b>2,74</b>

## E1-6 Scope 1 and 2 gross GHG emissions and total GHG emissions

GHG emissions	UOM	2022	2023	% 2023/2022
<b>Scope 1 emissions</b>				
Gross Emission of GES Scope 1	tCO <sub>2</sub> e	2.290,6	2.145,0	-6%
<b>Scope 2 emissions</b>				
Scope 2 - Location Based	tCO <sub>2</sub> e	896,9	793,0	-12%
Scope 2 - Market Based	tCO <sub>2</sub> e	1.572,0	1.389,9	-12%
<b>Total Emissions</b>				
Scope 1 + Scope 2 Location based	tCO <sub>2</sub> e	3.187,5	2.938,0	-8%
Scope 1 + Scope 2 Market Based	tCO <sub>2</sub> e	3.862,5	3.534,9	-8%
<b>Carbon intensity</b>				
Group net revenue	€	62.605.845,00	61.856.257,00	-1%
Number of hours used by the Group	h	463.549	491.178	+6%
Carbon intensity based on net revenue (Location Based)	tCO <sub>2</sub> e/M€	50,913	47,498	-6,7%
Carbon intensity based on net revenue (Market Based).	tCO <sub>2</sub> e/M€	61,696	57,147	-7,4%
Carbon intensity based on the hours used (Location Based)	tCO <sub>2</sub> e/100h	0,687	0,598	-13,0%
Carbon intensity based on the hours used (Market Based).	tCO <sub>2</sub> e/10h	0,833	0,719	-13,6%

Sources:

Scope 1 emissions: Defra Greenhouse gas reporting: conversion factors 2022/2023

Scope 2 emissions Location Based: Ispra 22-2

Scope 2 emissions Market Based: AIB 2023

It should be noted that Scope 1 emissions are affected by suboptimal tracking of liters of fuel consumed by company vehicles in mixed use, for which the number of kilometers traveled is monitored.



## E2-4 Other air pollution emissions

Air pollutants	Quantity in kg
	2023
COV	391,36
NO <sub>x</sub>	900,06
CO	897,26

Values are calculated based on standard plant operating hours

## E3-4 Water withdrawal, discharge and consumption

Category	Subcategory	UOM	2022	2023	Δ 2023/2022
<b>Water withdrawals</b>	<b>Total water withdrawals</b>	<b>m³</b>	<b>97.451</b>	<b>79.121</b>	<b>-18,81%</b>
<b>Water withdrawals</b>	<b>Total water withdrawals - water risk areas</b>	<b>m³</b>	<b>0</b>	<b>0</b>	<b>-</b>
Water withdrawals	Surface water	m³	66.630	53.154	-20,23%
Water withdrawals	Surface water - water risk areas	m³	0	0	-
Water withdrawals	Groundwater	m³	30.821	25.967	-15,75%
Water withdrawals	Groundwater - water risk areas	m³	0	0	-
<b>Water discharge</b>	<b>Total water discharge</b>	<b>m³</b>	<b>86.325</b>	<b>71.209</b>	<b>-17,51%</b>
<b>Water discharges</b>	<b>Total water discharges - water risk areas</b>	<b>m³</b>	<b>0</b>	<b>0</b>	<b>-</b>
Water discharges	Surface water	m³	0	0	-
Water discharges	Surface water - water risk areas	m³	0	0	-
Water discharges	Groundwater	m³	86.325	71.209	-17,51%
Water discharges	Groundwater - water risk areas	m³	0	0	-
<b>Water consumption</b>	<b>Total water consumption</b>	<b>m³</b>	<b>11.126</b>	<b>7.912</b>	<b>-28,89%</b>
<b>Water consumption</b>	<b>Total water consumption - water risk areas</b>	<b>m³</b>	<b>0</b>	<b>0</b>	<b>-</b>
Water intensity	Net revenue	€	62.605.845,00	61.856.257,00	-1,2 %
Water intensity	Number of hours used	h	463.549	491.178	+5,96%
<b>Water intensity</b>	<b>Water intensity based on net revenue</b>	<b>m³ consumption/M€</b>	<b>177,72</b>	<b>127,91</b>	<b>-28,03%</b>
<b>Water intensity</b>	<b>Water intensity based on the number of hours used</b>	<b>m³ consumption/100h</b>	<b>2,40</b>	<b>1,61</b>	<b>-32,89%</b>



#### E5-4 Resource inflows

Category	Qualitative description of the material	% Certified organic/biobased materials	% recycled material	UOM	2022	2023
Raw materials for production	Natural fiber yarn	24,05%	0,00%	kg	88.226,43	83.447,36
Raw materials for production	Artificial fiber yarn	0,18%	/	kg	9.709,58	7.265,53
Raw materials for production	Synthetic fiber yarn	/	10,98%	kg	24.619,35	16.953,11
Raw materials for production	Natural fiber textile	13,08%	0,12%	Mt	1.669.385,33	1.051.418,97
Raw materials for production	Artificial fiber textile	58,27%	/	Mt	673.877,32	435.385,27
Raw materials for production	Synthetic fiber textile	16,45%	48,92%	Mt	493.272,73	403.345,26
Raw materials for production	Dyes	/	/	Lt	18.893	15.927
Raw materials for production	Auxiliary materials	/	/	Kg	10.361	10.805
Raw materials for production	Basic chemicals	/	/	Kg	296.382	244.924

#### E5-5 Waste

Type of waste	UOM	2022	2023	
Non-Hazardous	Landfill (D1)	t	0	0
Non-Hazardous	Incineration (D10; D11)	t	0	0
Non-Hazardous	Other disposal operations (D2-D9; D12-D15)	t	0	0
Non-Hazardous	Recycling (R1; R3; R4; R5)	t	0	0
Non-Hazardous	Preparation for Reuse (R2; R6-R9)	t	0	0
Non-Hazardous	Other Recovery Operations (R10-R13)	t	168,486	175,909
Hazardous	Landfill (D1)	t	0	0
Hazardous	Incineration (D10; D11)	t	0	0
Hazardous	Other disposal operations (D2-D9; D12-D15)	t	8,280	11,660
Hazardous	Recycling (R1; R3; R4; R5)	t	0	0
Hazardous	Preparation for Reuse (R2; R6-R9)	t	0	0
Hazardous	Other Recovery Operations (R10-R13)	t	1,000	1,156
Radioactive	Radioactive waste		0	0
<b>Non-Hazardous</b>	<b>Total non-hazardous waste</b>		<b>168,486</b>	<b>175,909</b>
<b>Hazardous</b>	<b>Total hazardous waste</b>		<b>9,280</b>	<b>12,816</b>
<b>Non-hazardous + hazardous</b>	<b>Total waste generated</b>		<b>177,766</b>	<b>188,725</b>
<b>Non-hazardous + hazardous</b>	<b>Total waste for recovery</b>		<b>169,486</b>	<b>177,065</b>
<b>Non-hazardous + hazardous</b>	<b>Share of recycled waste</b>	%	<b>0%</b>	<b>0%</b>
<b>Non-hazardous + hazardous</b>	<b>Share of waste destined for other recovery operations</b>	%	<b>95%</b>	<b>94%</b>



#### S1-6 Workforce composition

Total workforce by employment contract and gender as of December 31	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Total</b>	<b>310</b>	<b>315</b>	<b>270</b>	<b>274</b>	<b>40</b>	<b>41</b>
Total women	187	190	177	179	10	11
Total men	123	125	93	95	30	30
<b>Permanent contract</b>	<b>286</b>	<b>294</b>	<b>253</b>	<b>258</b>	<b>33</b>	<b>36</b>
Women	180	185	170	174	10	11
Men	106	109	83	84	23	25
<b>Fixed-term contract</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>2</b>
Women	3	2	3	2	0	0
Men	6	5	4	3	2	2
<b>Total other staff/contractors</b>	<b>15</b>	<b>14</b>	<b>10</b>	<b>11</b>	<b>5</b>	<b>3</b>
Women	4	3	4	3	0	0
Men	11	11	6	8	5	3
<b>of which agency-supplied</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>
Women	0	0	0	0	0	0
Men	3	5	0	2	3	3
<b>of which self-employed</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	5	4	4	4	1	0
<b>of which with a project-based contract</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	0	0	0	0	0	0
<b>of which agents</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	0	0	0	0	0	0
<b>of which interns</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>
Women	4	3	4	3	0	0
Men	3	2	2	2	1	0

#### S1-6 Workforce composition

Employees (fixed-term and permanent contract) by employment contract and gender as of December 31	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Permanent contract</b>	<b>286</b>	<b>294</b>	<b>253</b>	<b>258</b>	<b>33</b>	<b>36</b>
Women	180	185	170	174	10	11
Men	106	109	83	84	23	25
<b>Fixed-term contract</b>	<b>9</b>	<b>7</b>	<b>7</b>	<b>5</b>	<b>2</b>	<b>2</b>
Women	3	2	3	2	0	0
Men	6	5	4	3	2	2
<b>Total employees with permanent and fixed-term contracts</b>	<b>295</b>	<b>301</b>	<b>260</b>	<b>263</b>	<b>35</b>	<b>38</b>



### S1-6 Workforce composition

Employees (fixed-term and permanent contracts) by employment contract and gender as of December 31	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Full time</b>	<b>265</b>	<b>265</b>	<b>231</b>	<b>230</b>	<b>34</b>	<b>35</b>
Women	155	157	145	146	10	11
Men	110	108	86	84	24	24
<b>Part time</b>	<b>30</b>	<b>36</b>	<b>29</b>	<b>33</b>	<b>1</b>	<b>3</b>
Women	28	30	28	30	0	0
Men	2	6	1	3	1	3
<b>Total employees with permanent and fixed-term contracts</b>	<b>295</b>	<b>301</b>	<b>260</b>	<b>263</b>	<b>35</b>	<b>38</b>

### S1-6 c. Total number of employees who left the company during the reporting period and employee turnover rate

Employee turnover rate (expressed as %) by gender and age group	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Number of employees who left the company during the reporting period</b>	<b>59</b>	<b>57</b>	<b>21</b>	<b>24</b>	<b>38</b>	<b>33</b>
<b>Overall turnover rate</b>	<b>21,36</b>	<b>23,92</b>	<b>20,38</b>	<b>23,19</b>	<b>28,57</b>	<b>28,95</b>
<b>New hire turnover rate</b>	<b>11,53</b>	<b>12,96</b>	<b>11,54</b>	<b>12,17</b>	<b>11,43</b>	<b>18,42</b>
Women	10,93	11,23	10,98	11,36	10,00	9,09
Men	12,50	15,79	12,64	13,79	12,00	22,22
<b>Under the age of 30</b>	<b>41,94</b>	<b>48,72</b>	<b>45,83</b>	<b>51,52</b>	<b>28,57</b>	<b>33,33</b>
Women	56,25	45,83	57,14	47,62	50,00	33,33
Men	26,67	53,33	30,00	58,33	20,00	33,33
<b>Aged 30-50</b>	<b>10,74</b>	<b>9,30</b>	<b>11,28</b>	<b>9,01</b>	<b>6,25</b>	<b>11,11</b>
Women	7,29	8,24	7,78	8,75	0,00	0,00
Men	16,98	11,36	18,60	9,68	10,00	15,38
<b>Over the age of 50</b>	<b>4,35</b>	<b>6,02</b>	<b>3,88</b>	<b>4,20</b>	<b>8,33</b>	<b>21,43</b>
Women	5,63	3,85	5,80	4,00	0,00	0,00
Men	2,27	9,09	0,00	4,55	10,00	27,27
<b>Exit turnover rate</b>	<b>9,83</b>	<b>10,96</b>	<b>8,85</b>	<b>11,03</b>	<b>17,14</b>	<b>10,53</b>
Women	8,20	9,09	8,09	9,66	10,00	0,00
Men	12,50	14,04	10,34	13,79	20,00	14,81
<b>Under the age of 30</b>	<b>3,23</b>	<b>12,82</b>	<b>4,17</b>	<b>12,12</b>	<b>0,00</b>	<b>16,67</b>
Women	6,25	4,17	7,14	4,76	0,00	0,00
Men	0,00	26,67	0,00	25,00	0,00	33,33
<b>Aged 30-50</b>	<b>10,74</b>	<b>8,53</b>	<b>8,27</b>	<b>9,01</b>	<b>31,25</b>	<b>5,56</b>
Women	8,33	4,71	7,78	5,00	16,67	0,00
Men	15,09	15,91	9,30	19,35	40,00	7,69
<b>Over the age of 50</b>	<b>10,43</b>	<b>12,78</b>	<b>10,68</b>	<b>12,61</b>	<b>8,33</b>	<b>14,29</b>
Women	8,45	15,38	8,70	16,00	0,00	0,00
Men	13,64	9,09	14,71	6,82	10,00	18,18



### S1-7 Non-employees in the workforce

Total non-employees by employment contract and gender as of December 31	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Total</b>	<b>15</b>	<b>14</b>	<b>10</b>	<b>11</b>	<b>5</b>	<b>3</b>
Women	4	3	4	3	0	0
Men	11	11	6	8	5	3
<b>of which agency-supplied</b>	<b>3</b>	<b>5</b>	<b>0</b>	<b>2</b>	<b>3</b>	<b>3</b>
Women	0	0	0	0	0	0
Men	3	5	0	2	3	3
<b>of which self-employed</b>	<b>5</b>	<b>4</b>	<b>4</b>	<b>4</b>	<b>1</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	5	4	4	4	1	0
<b>of which with a project-based contract</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	0	0	0	0	0	0
<b>of which agents</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Women	0	0	0	0	0	0
Men	0	0	0	0	0	0
<b>of which interns</b>	<b>7</b>	<b>5</b>	<b>6</b>	<b>5</b>	<b>1</b>	<b>0</b>
Women	4	3	4	3	0	0
Men	3	2	2	2	1	0

### S1-9 Diversity

Temporary and permanent staff, by contractual category, gender and age group	Group					
	2022			2023		
	Women	Men	Total	Women	Men	Total
<b>Executives</b>	<b>42,9%</b>	<b>57,1%</b>	<b>100,0%</b>	<b>42,9%</b>	<b>57,1%</b>	<b>100,0%</b>
Under the age of 30	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Aged 30-50	33,3%	25,0%	28,6%	0,0%	25,0%	14,3%
Over the age of 50	66,7%	75,0%	71,4%	100,0%	75,0%	85,7%
<b>Middle managers</b>	<b>21,4%</b>	<b>78,6%</b>	<b>100,0%</b>	<b>25,0%</b>	<b>75,0%</b>	<b>100,0%</b>
Under the age of 30	0,0%	0,0%	0,0%	0,0%	0,0%	0,0%
Aged 30-50	0,0%	54,5%	50,0%	0,0%	55,6%	41,7%
Over the age of 50	0,0%	45,5%	50,0%	100,0%	44,4%	58,3%
<b>Employees</b>	<b>65,5%</b>	<b>34,5%</b>	<b>100,0%</b>	<b>65,4%</b>	<b>34,6%</b>	<b>100,0%</b>
Under the age of 30	11,2%	13,1%	11,9%	16,8%	15,9%	16,5%
Aged 30-50	51,7%	45,9%	49,7%	41,2%	36,5%	39,6%
Over the age of 50	37,1%	41,0%	38,4%	42,0%	47,6%	44,0%
<b>Workers</b>	<b>62,9%</b>	<b>37,1%</b>	<b>100,0%</b>	<b>62,0%</b>	<b>38,0%</b>	<b>100,0%</b>
Under the age of 30	4,9%	19,4%	10,3%	6,5%	13,2%	9,0%
Aged 30-50	55,7%	50,0%	53,6%	58,1%	39,5%	51,0%
Over the age of 50	39,3%	30,6%	36,1%	35,5%	47,4%	40,0%
<b>Total</b>	<b>62,0%</b>	<b>38,0%</b>	<b>100,0%</b>	<b>62,1%</b>	<b>37,9%</b>	<b>100,0%</b>



## S1-9 Training and skill development

Average training hours by employee category and gender	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
Total executives	59,6	6,1	59,6	6,1	0,0	0,0
Women	58,0	5,0	58,0	5,0	0,0	0,0
Men	60,8	6,9	60,8	6,9	0,0	0,0
Total middle managers	27,1	28,6	29,2	27,0	0,0	46,5
Women	8,7	18,7	8,7	18,7	0,0	0,0
Men	32,2	31,9	35,4	30,1	0,0	46,5
Total employees	10,4	14,5	10,1	14,5	12,6	13,8
Women	10,5	14,3	10,5	14,3	10,4	13,8
Men	10,1	14,8	9,4	14,9	15,7	13,8
Total Workers	4,7	13,5	3,8	7,9	9,0	36,9
Women	3,3	6,2	3,3	6,2	0,0	0,0
Men	7,0	25,6	5,2	13,7	9,0	36,9
<b>Total</b>	<b>10,5</b>	<b>14,5</b>	<b>10,4</b>	<b>12,8</b>	<b>10,5</b>	<b>26,6</b>
Total women	8,8	11,5	8,8	11,4	10,4	13,8
Total men	13,1	19,5	13,8	15,7	10,5	32,0

## S1-14 Health and safety

Percentage of employees covered by a health and safety management system	Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023
% of total employees	100%	100%	100%	100%

## S1-14 Health and safety

Injuries	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Number of injuries recorded as of December 31</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
occurred to employees	1	2	0	2	0	0
occurred to non-employees	0	0	0	0	0	0
<b>Injuries not having serious consequences (24 hours and 180 days of sick leave)</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>0</b>	<b>0</b>
occurred to employees	1	2	0	2	0	0
occurred to non-employees	0	0	0	0	0	0
<b>Injuries with serious consequences (more than 180 days of absence from work)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
occurred to employees	0	0	0	0	0	0
occurred to non-employees	0	0	0	0	0	0
<b>Number of work-related deaths</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
occurred to employees	0	0	0	0	0	0
occurred to non-employees	0	0	0	0	0	0



## S1-14 Health and safety

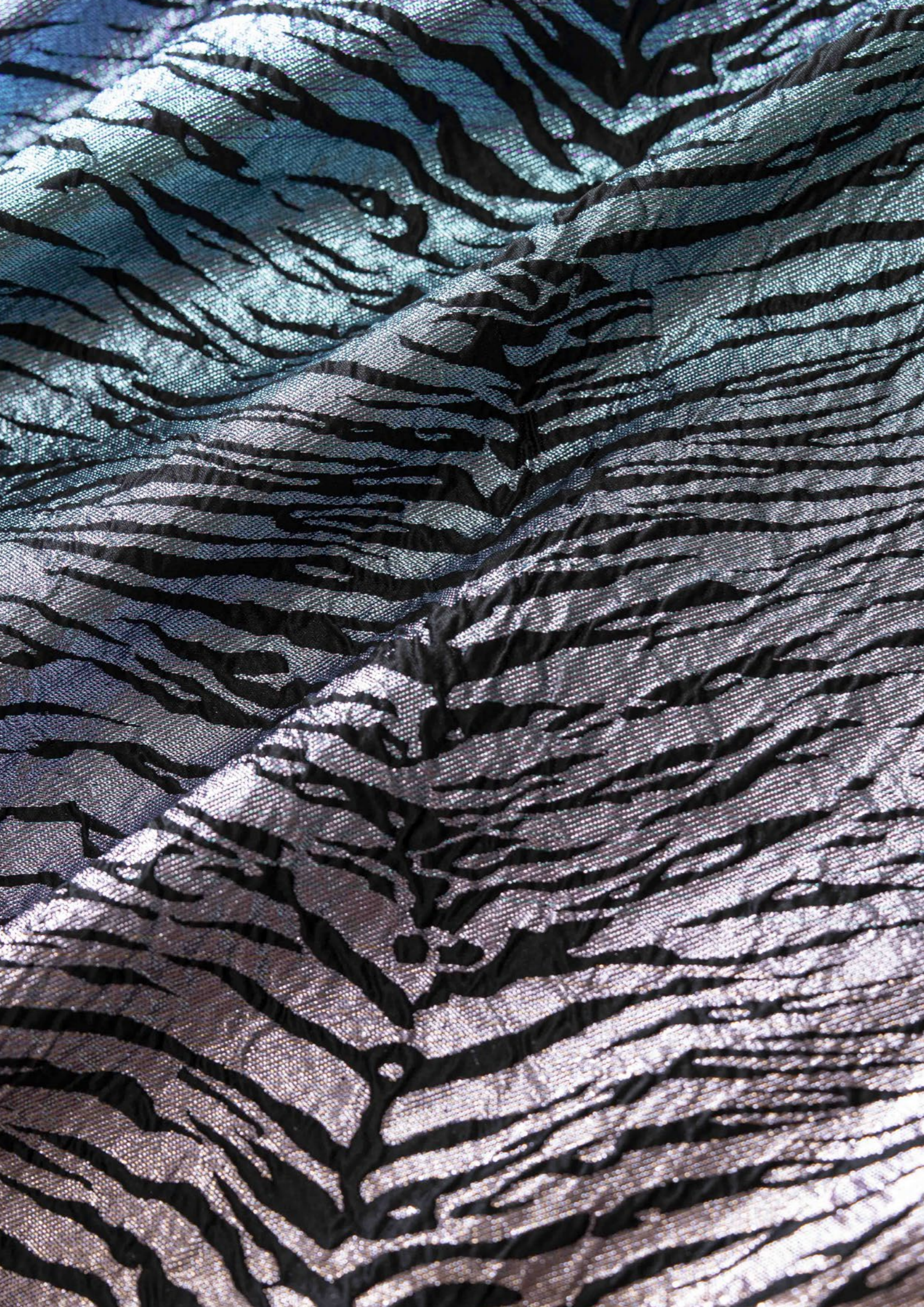
Injury rates	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Rate of recordable work-related injuries (including deaths)</b>	<b>0,00</b>	<b>4,07</b>	<b>0,00</b>	<b>4,79</b>	<b>0,00</b>	<b>0,00</b>
occurred to employees	0,00	4,14	0,00	4,81	0,00	0,00
occurred to non-employees	0,00	0,00	0,00	0,00	0,00	0,00
<b>Rate of work-related injuries with serious consequences (excluding deaths)</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>
occurred to employees	0,00	0,00	0,00	0,00	0,00	0,00
occurred to non-employees	0,00	0,00	0,00	0,00	0,00	0,00
<b>Rate of deaths resulting from occupational injuries</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
occurred to employees	0,00	0,00	0,00	0,00	0,00	0,00
occurred to non-employees	0,00	0,00	0,00	0,00	0,00	0,00
<b>Injury severity rate</b>	<b>0,00</b>	<b>0,13</b>	<b>0,00</b>	<b>0,16</b>	<b>0,00</b>	<b>0,00</b>

## S1-14 Health and safety

Recordable cases of work-related diseases	Group		Clerici Tessuto		Sara Ink	
	2022	2023	2022	2023	2022	2023
<b>Total number</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>	<b>0,00</b>
Cases of work-related diseases	0	0	0	0	0	0
Cases of work-related diseases	0	0	0	0	0	0
Cases of work-related disease deaths	0	0	0	0	0	0
Cases of work-related disease deaths	0	0	0	0	0	0

## S1-14 Health and safety

Recovery days	Group				Clerici Tessuto				Sara Ink			
	2022		2023		2022		2023		2022		2023	
	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men
<b>Total recovery days</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>7</b>	<b>58</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
Total recovery days - Executives	0	0	0	0	0	0	0	0	0	0	0	0
Total recovery days - Middle managers	0	0	0	58	0	0	0	58	0	0	0	0
Total recovery days - Employees	0	0	7	0	0	0	7	0	0	0	0	0
Total recovery days - Workers	0	0	0	0	0	0	0	0	0	0	0	0
Total recovery days - non-employees	0	0	0	0	0	0	0	0	0	0	0	0



# GRI CONTENT INDEX AND ESRS GENERAL DISCLOSURES





This section contains the GRI content index and ESRS general disclosures.

The ESRS content index is provided because, although the Sustainability Report is "inspired" by the requirements of the new ESRS Standards, Clerici Tessuto Group has decided to write an initial with quantitative metrics according to the new European Standards; this was a deliberate decision.

### GRI Standard Content Index

<b>Use</b>	Clerici Tessuto Group has submitted a report "with reference" to GRI standards for the period that goes from January 1, 2023 to December 31, 2023.
<b>GRI 1 used</b>	GRI 1 - Fundamental Principles - version 2021
<b>Relevant GRI standards</b>	Not implemented when this report was approved

GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>General Disclosure</b>					
<b>GRI 2: General Disclosure 2021</b>	2-1 Organizational details	Sec. 1.1 Italian excellence woven over a hundred years of history			
	2-2 Companies included in the sustainability report	The companies included in the sustainability report are Clerici Tessuto SpA and Sara Ink Srl			
	2-3 Reporting period, frequency and contacts	The reporting period is from January 1, 2023 to December 31, 2023; the Sustainability Report is prepared annually. To inquire about the document please send an email to: sustainability@clericitessuto.it			
	2-4 Review of information	Not available			
	2-5 External Assurance	Not available			
	2-6 Activities, value chain and others business relationships	Sec. 1.1 Italian excellence woven over a hundred years of history; 4.1 Supply chain integration: together we create			
	2-7 Employees	Sec. 5.1 Working in the Clerici Tessuto Group			
	2-8 Non-employees	Sec. 5.1 Working in the Clerici Tessuto Group			
	2-9 Governance structure and composition	Sec. 1.2 Governance Structure			
	2-10 Appointment and selection of the highest governing body	Shareholders are responsible for selecting and appointing the members of the Board of Directors and the Board of Statutory Auditors, based on criteria considered mandatory such as trust, experience, and expertise			
	2-11 Chairman of the highest governing body	Sec. 1.2 Governance Structure			
	2-12 Role of the highest governing body in impact management control	Sec. 1.2 Governance Structure			



GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>GRI 2: General Disclosure 2021</b>	2-13 Delegation of impact management responsibilities.	Sec. 1.2 Governance Structure			
	2-14 Role of the highest governing body in sustainability reporting	Sec. 1.2 Governance Structure			
	2-15 Conflicts of Interest	As of 12/31/2023, there were no conflicts of interest affecting business activities			
	2-16 Critical issues reporting	In 2024, the Clerici Group adopted Model 231 and provided a special "whistleblowing" reporting channel accessible from the Group's corporate website			
	2-19 Remuneration policies	Compensation for the Chairman of the Board of Directors and for the members of the Board of Statutory Auditors is established annually by the Board of Directors. The CEO's compensation, unlike that of other Board members, is variable and based on EBITDA, which is set by the Chairman of the Board of Directors and the Chairman of the Board of Statutory Auditors.  There are no signing or hiring bonuses, termination payments, claw backs, or retirement benefits (except for severance pay, as required by Italian law) for the highest governing body and senior executives.			
	2-20 Pay determination process	The remuneration of Executives is defined annually by the Chief Executive Officer, the Director of Human Resources and the President of Clerici Tessuto. They also define employee remuneration based on what is suggested by the Function Managers, the business environment, the informal benchmark of market remuneration, and the value generated in the company by each employee			
	2-21 Pay ratio	Sec. 1.2 Governance Structure			
	2-22 Sustainable development strategy statement	Sec. 2.1 Sustainability as a deliberate choice and commitment			
	2-23 Policy Commitment	Sec. 2.1 Sustainability as a deliberate choice and commitment			
	2-24 Policy Integration	Sec. 1.2 Governance Structure			
	2-25 Processes to mitigate negative impacts	Sec. 1.2 Governance Structure			



GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>GRI 2: General Disclosure 2021</b>	2-26 Procedures for requesting clarification and raising concerns	Sec. 1.2 Governance Structure			
	2-27 Compliance with laws and regulations	Sec. 1.2 Governance Structure			
	2-28 Participation in associations	Sec. 5.2 Local community development			
	2-29 Stakeholder engagement approach	Sec. 2.2 Privileged interlocutors: stakeholders			
	2-30 Collective Bargaining Agreements	Sec. 1.2 Governance Structure; 6.1 Working in the Clerici Tessuto Group.			
<b>Materiality</b>					
<b>GRI 3: 2021 Materiality</b>	3-1 Process for determining sustainability issues	Sec. 2.3 Materiality assessment			
	3-2 List of material issues	Sec. 2.3 Materiality assessment			
<b>Business conduct</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 1.2 Governance Structure			
<b>GRI 205: 2016 Anti-Corruption</b>	205-2 Anti-corruption policy and procedure sharing and training	Sec. 1.2 Governance Structure			
	205-3 Confirmed corruption cases and actions taken	Sec. 1.2 Governance Structure			
<b>Circular economy and waste</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 5.4 Circular economy: a sustainable approach			
<b>GRI 301: 2016 Materiality</b>	301-1 Materials used by weight or volume	Sec. 5.4 Circular economy: a sustainable approach			
<b>GRI 301: 2016 Materiality</b>	301-2 Recycled materials used	Sec. 5.4 Circular economy: a sustainable approach			
<b>GRI 306: Waste</b>	3-3 Management of material issues	Sec. 5.4 Circular economy: a sustainable approach			
	306-2 Management of significant waste impacts	Sec. 5.4 Circular economy: a sustainable approach			
	306-3 Waste generation	Sec. 5.4 Circular economy: a sustainable approach			
	306-4 Waste diversion	Sec. 5.4 Circular economy: a sustainable approach			
	306-5 Waste disposal	Sec. 5.4 Circular economy: a sustainable approach			



GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>Energy and climate change</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 5.1 Energy resources: a driving force to be managed responsibly			
<b>GRI 302: 2016 Energy</b>	302-1 Energy used within the organization.	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Annex - Energy consumption and energy mix.</i>			
<b>GRI 305: 2016 Emissions</b>	305-1 Direct GHG Emissions (Scope 1)	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Annex - Scope 1 and 2 gross GHG emissions and total GHG emissions.</i>			
	305-2 Indirect GHG emissions from energy consumption (Scope 2).	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Annex - Scope 1 and 2 gross GHG emissions and total GHG emissions.</i>			
	305-7 Other indirect emissions	Sec. 5.2 Air pollution impact. Commitment and mitigation actions; <i>Annex - Other air pollution emissions.</i>			
<b>Water</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 5.3. Water: sustainable management of a vital resource			
<b>GRI 303: Water and Effluents.</b>	303-1 Interaction with water as a shared resource	Sec. 5.3. Water: sustainable management of a vital resource			
	303-2 Water management and impacts related to discharges.	Sec. 5.3. Water: sustainable management of a vital resource			
	303-3 Water Discharges	Sec. 5.3. Water: sustainable management of a vital resource; <i>Annex - Water withdrawals, discharges and consumption</i>			
<b>Working conditions</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of sustainability issues	Sec. 6.1 Working at Clerici Tessuto			
<b>GRI 401: Employment 2016</b>	401-1 New hires and turnover	Section 6.1 Working at Clerici Tessuto; <i>Annex - Total number of employees who left the company in the reporting period and turnover rate</i>			
<b>Safety and health at work</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 6.1 Working at Clerici Tessuto - <i>Protection of workers' health and safety</i>			



GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>GRI 403: 2018 Occupational Health and Safety</b>	403-1 Occupational health and safety management system	Sec. 6.1 Working at Clerici Tessuto - <i>Protection of workers' health and safety</i>			
	403-2 Hazard identification, risk assessment and incident investigation	Sec. 6.1 Working at Clerici Tessuto - <i>Protection of workers' health and safety</i>			
	403-3 Occupational health services	Sec. 6.1 Working at Clerici Tessuto - <i>Protection of workers' health and safety</i>			
	403-4 Worker participation and communication in OHS	Sec. 6.1 Working at Clerici Tessuto - <i>Protection of workers' health and safety</i>			
	403-5 Worker training in occupational health and safety	Sec. 6.1 Working at Clerici Tessuto - <i>Valuing and training personnel</i>			
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships				
	403-9 Occupational Injuries.	Sec. 6.1 Working at Clerici Tessuto - <i>Health and safety protection of workers; Annex - Health and safety metrics</i>			
<b>Training and skills development</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 6.1 Working at Clerici Tessuto - <i>Employee training and development</i>			
<b>GRI 404: Training 2016</b>	404-1 Average hours of training provided by employment contract and gender	Sec. 6.1 Working at Clerici Tessuto - <i>Employee training and development; Annex - Training and skills development metrics</i>			
	404-2 Employee skills upgrading and transition support programs	Sec. 5.1 Working at Clerici Tessuto			
<b>Equal treatment and opportunities</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 6.1 Working at Clerici Tessuto - <i>Employee training and development</i>			
<b>GRI 405: 2016 Diversity and Equal Opportunities</b>	405-1 Governance and workforce diversity	Sec. 1.2 Governance Structure; 6.1 Working at Clerici Tessuto - <i>Employee training and development; Annex - Diversity Metrics.</i>			
<b>GRI 406: 2016 Non-Discrimination</b>	406-1 Cases of discrimination and corrective measures taken	No cases of discrimination involving employees occurred in 2023			
<b>Consumer and end user protection</b>					
<b>GRI 3: 2021 Materiality</b>	3-3 Management of material issues	Sec. 3.1 Product: our identity - <i>Responsible use of resources. Sustainability and safety</i>			



GRI Standard	Type of disclosure	Location	Omission		
			Omitted Requirements	Reason	Explanation
<b>GRI 416: 2016 Customer Health and Safety</b>	416-1 Assessing the impacts of products on customer health and safety	Sec. 3.1 Product: our identity - <i>Responsible use of resources. Sustainability and safety</i>			
	416-2 Incidents of noncompliance associated with the impact of products on customer health and safety	No incidents affecting end-user health and safety in 2023.			

**Other indicators**

Topic	Indicator	Location
<b>Quality and customer satisfaction</b>	3-3 Management of material issues	
	Customer satisfaction	Sec. 3.2 Letting customers set the pace

**ESRS Content Index**

ESRS 2 - General Information	Location	Notes
BP- 1 General criteria for drafting the sustainability statement.	Sec. 1.2 Governance Structure	
BP-2 Disclosure in connection specific circumstances		During the reporting year, there were no specific circumstances (e.g., extraordinary events, significant regulatory changes, takeovers or new partnerships), or specific risks to the environment or social environment in which the company operates.
GOV-1 Role of administrative, management and supervisory bodies.	Sec. 1.2 Governance Structure; Governance Structure.	
GOV-2 Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by them	Sec. 1.2 Governance Structure	
GOV-3 Integrating sustainability performance into incentive systems	Sec. 1.2 Governance Structure	
GOV-4 Duty of Care Statement		This information is not currently in the Report. When the obligation introduced by CSRD comes into effect, it will be complied with this disclosure requirement.
GOV-5 - Risk management and internal controls over sustainability reporting.	Sec. 1.2 Governance Structure	
SBM-1 Strategy, business model and value chain	Sec. 1.2 Governance Structure	
SBM-2 Interests and views of stakeholders	Sec. 2.3 Materiality assessment	
SBM-3 - Significant impacts, risks and opportunities and their interaction with strategy and business model	Sec. 2.1 Sustainability as a deliberate choice and commitment; 2.3 Materiality assessment	
IRO-1 Description of the process to identify and assess material impacts, risks, and opportunities	Sec. 2.3 Materiality assessment	



ESRS 2 - General Information	Location	Notes
IRO-2 Disclosure requirements in ESRS covered by the undertaking's sustainability statement	Sec. 2.3 Materiality assessment	The table containing additional information from other EU legislation listed in Appendix B has not been published in this document. This content will be included from the year when the sustainability transparency requirement comes into effect (fiscal year 2025)

ESRS E1 - Climate Change	Text reference	Notes
E1-1 Transition plan for climate change mitigation	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Strategy and policy for climate change mitigation.</i>	
ESRS 2 SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
ESRS 2 IRO-1 - Description of processes to identify and assess material climate-related impacts, risks, and opportunities	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-2 - Policies related to climate change mitigation and adaptation	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-3 - Actions and resources in relation to climate change policies.	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-4 - Targets related to climate change mitigation and adaptation	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-5 - Energy consumption and mix	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-6 - Gross scopes 1, 2, 3 and total GHG emissions	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Climate change mitigation strategy and policy</i>	
E1-7 - GHG removals and GHG mitigation projects financed through carbon credits	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Energy consumption.</i>	
E1-8 - Internal carbon pricing	Sec. 5.1 Energy resources: a driving force to be managed responsibly; <i>Energy consumption.</i>	
E1-9 - Potential financial effects from material physical and transition risks and potential climate-related opportunities		Regarding material impacts, risks, and opportunities, current and potential financial effects have not been described. This information was collected for the purpose of conducting gap analysis and reporting if when the obligation introduced by CSRD comes into force (fiscal year 2025)

ESRS E2 - Pollution	Text reference	Notes
ESRS 2 IRO-1 - Description of processes to identify and assess material pollution-related impacts, risks and opportunities	Sec. 5.1 Energy resources: a driving force to be managed responsibly	
E2-1 - Policies related to pollution	Sec. 5.1 Energy resources: a driving force to be managed responsibly	
E2-2 - Pollution-related actions and resources	Sec. 5.1 Energy resources: a driving force to be managed responsibly	



ESRS E2 - Pollution	Text reference	Notes
E2-3 - Targets related to pollution	Sec. 5.1 Energy resources: a driving force to be managed responsibly	
E5-4 - Air, water and soil pollution	Sec. 5.1 Energy resources: a driving force to be managed responsibly	
E2-5 - Substances of concern and substances of very high concern	Sec. 5.2 Pollutant impact. Commitment and mitigation actions; <i>Other forms of pollution: actions and objectives.</i>	
E2-6 - Potential financial effects of pollution-related impacts, risks and opportunities		Regarding material impacts, risks, and opportunities, current and potential financial effects have not been described. This information was collected for the purpose of conducting gap analysis and reporting if when the obligation introduced by CSRD comes into force (fiscal year 2025)

ESRS E3 - Marine Waters and Resources	Text reference	Notes
ESRS 2 IRO-1 - Description of the processes to identify and assess material water and marine resources-related impacts, risks and opportunities	Sec. 5.3 Water: sustainable management of a vital resource	
E3-1 - Policies related to water and marine resources	Sec. 5.3 Water: sustainable management of a vital resource; <i>Management of the water resource.</i>	
E3-2 - Actions and resources related to water and marine resources	Sec. 5.3 Water: sustainable management of a vital resource; <i>Management of the water resource.</i>	
E3-3 - Targets related to water and marine resources.	Sec. 5.3 Water: sustainable management of a vital resource; <i>Management of the water resource.</i>	
E3-4 - Water Consumption.	Sec. 5.3 Water: sustainable management of a vital resource; <i>Water consumption.</i>	
E3-5 - Potential financial effects from water and marine-related impacts, risks, and opportunities		Regarding material impacts, risks, and opportunities, current and potential financial effects have not been described. This information was collected for the purpose of conducting gap analysis and reporting if when the obligation introduced by CSRD comes into force (fiscal year 2025)

ESRS E5 - Resource use and circular economy	Text reference	Notes
ESRS 2 IRO-1 - Description of the processes to identify and assess material resource use and circular economy-related impacts, risks, and opportunities	Sec. 5.4 Circular economy: a sustainable approach	
E5-1 - Policies related to resource use and circular economy	Sec. 5.4 Circular economy: a sustainable approach	
E5-2 - Actions and resources related to resource use and circular economy	Sec. 5.4 Circular economy: a sustainable approach	
E5-3 - Targets related to resource use and circular economy	Sec. 5.4 Circular economy: a sustainable approach	
E5-4 - Resource inflows	Sec. 5.4 Circular economy: a sustainable approach; <i>Inflows and Outflows.</i>	
E5-5 - Resource outflows	Sec. 5.4 Circular economy: a sustainable approach; <i>Inflows and Outflows.</i>	



ESRS E5 - Resource use and circular economy	Text reference	Notes
E5-6 - Potential financial effects from impacts, risks and opportunities related to resource use and circular economy		Regarding material impacts, risks, and opportunities, current and potential financial effects have not been described. This information was collected for the purpose of conducting gap analysis and reporting if when the obligation introduced by CSRD comes into force (fiscal year 2025)

ESRS S1- Own Workforce	Text reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Sec. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 - Relevant impacts, risks, and opportunities and their interaction with strategy and business model	Sec. 2.3 Materiality assessment	
S1-1 - Policies related to own workforce	Sec. 6.1 Working at Clerici Tessuto	
S1-2 - Processes for engaging with own workers and workers' representatives about impacts	Sec. 2.2 Privileged interlocutors: stakeholders	
S1-3 - Processes to remediate negative impacts and channels for own workers to raise concerns	Sec. 6.1 Working at Clerici Tessuto; <i>Employee training and development</i>	
S1-4 - Taking action on material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Sec. 6.1 Working at Clerici Tessuto; <i>Employee training and development; Health and safety measures; Wellbeing and welfare</i>	
S1-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		In this document, we have voluntarily chosen not to report objectives linked to improvement targets and KPIs, as Clerici Tessuto Group is in the process of defining its Strategic Sustainability Plan. Once the Plan is formalized, the Group's targets related to Standard S1 will be disclosed.
S1-6 - Characteristics of the undertaking's employees	Sec. 6.1 Working at Clerici Tessuto; <i>Characteristics of the undertaking's employees</i>	
S1-7 - Characteristics of non-employees in the undertaking's own workforce	Section 6.1 Working at Clerici Tessuto; <i>Characteristics of non-employees in the undertaking's own workforce</i>	
S1-8 - Collective bargaining coverage and social dialogue	Sec. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-9 - Diversity Metrics.	Sec. 6.1 Working at Clerici Tessuto; <i>Diversity Metrics.</i>	
S1-10 - Adequate Wages		
S1-11 Social protection	Sec. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-13 - Training and skills development metrics	Sec. 6.1 Working at Clerici Tessuto; <i>Employee training and development</i>	
S1-14 - Health and safety metrics	Sec. 6.1 Working at Clerici Tessuto; <i>Protection of workers' health and safety</i>	
S1-15 - Work-life balance metrics	Sec. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-17 - Incidents, complaints and severe human rights impacts		



ESRS S3 – Affected communities	Text reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Sec. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 - Material impacts, risks, and opportunities and their interaction with strategy and business model	Sec. 2.3 Materiality assessment	
S3-1 - Policies related to affected communities	Sec. 5.2 Local community development	
S3-2 - Processes for engaging with affected communities about impacts	Sec. 2.3 Materiality assessment	
S3-3 - Processes to remediate negative impacts and channels for affected communities to raise concerns		
S3-4 - Taking action on material impacts on affected communities, and approaches to managing material risks and pursuing material opportunities related to affected communities, and effectiveness of those actions		
S3-5 - Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities		

ESRS S4 - Consumers and end users	Text reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Sec. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 - Material impacts, risks, and opportunities and their interaction with strategy and business model	Sec. 2.3 Materiality assessment	
S4-1 - Policies related to consumers and end users	Sec. 3.1 Product: our identity	
S4-2 - Processes for engaging with consumers and end users about impacts	Sec. 3.1 Product: our identity	
S4-3 - Processes to remedy negative impacts and channels for consumers and end users to raise concerns	Sec. 3.1 Product: our identity	
S4-4 – Taking action on relevant consumer and end-user impacts and approaches to and approaches to managing material risks and pursuing material opportunities related to consumers and end-users, and effectiveness of those actions	Sec. 3.1 Product: our identity	
S4-5 - Targets related to managing relevant negative impacts, advancing positive impacts, and managing material risks and opportunities	Sec. 3.1 Product: our identity	

**Clerici Tessuto & C. SpA**

Via Belvedere, 1/A  
22070 – Grandate (CO) Italy  
+39 031 455 111  
info@clericitessuto.it  
clericitessuto.it

*Foreign trading companies:*

**Clerici Tessuto France Sas**

37, Rue Jean Goujon  
75008 – Paris, France  
+33 1 42259525  
commerciale@ctcfrance.com

**CTC USA Corp.**

110 West 40th Street - Suite 903  
New York NY 10018 – USA  
+1 212 8691123  
info@ctcusacorp.com

