



CLERICI TESSUTO

SUSTAINABILITY REPORT 2024

November 2025



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CLERICI TESSUTO STAKEHOLDER LETTER

We are pleased to share Clerici Tessuto's fourth Sustainability Report with all our stakeholders. This is an important milestone for our company, as it reaffirms our commitment to transparency and accountability in reporting the results and progress of our efforts toward a more sustainable future.

For us, sustainability is not just a strategy or a set of projects, but a way of thinking and acting that guides our decisions every day. It is a culture based on respect: for people, for the environment, and for work. It translates into concrete behaviors—such as avoiding waste of resources of any kind, accepting that customers reduce their order volumes so as not to produce more than they need, or consciously choosing suppliers who share our values. With this in mind, we put our commitment to sustainability into practice every day.

On an operational level, we keep investing in innovation and environmental responsibility. The installation of new photovoltaic panels, which will significantly reduce our energy consumption, is a tangible example of our commitment to improving processes and reducing the environmental impact of our activities. But cultural change is what really makes the difference: the ability of the entire organization to make more conscious and respectful choices every day.

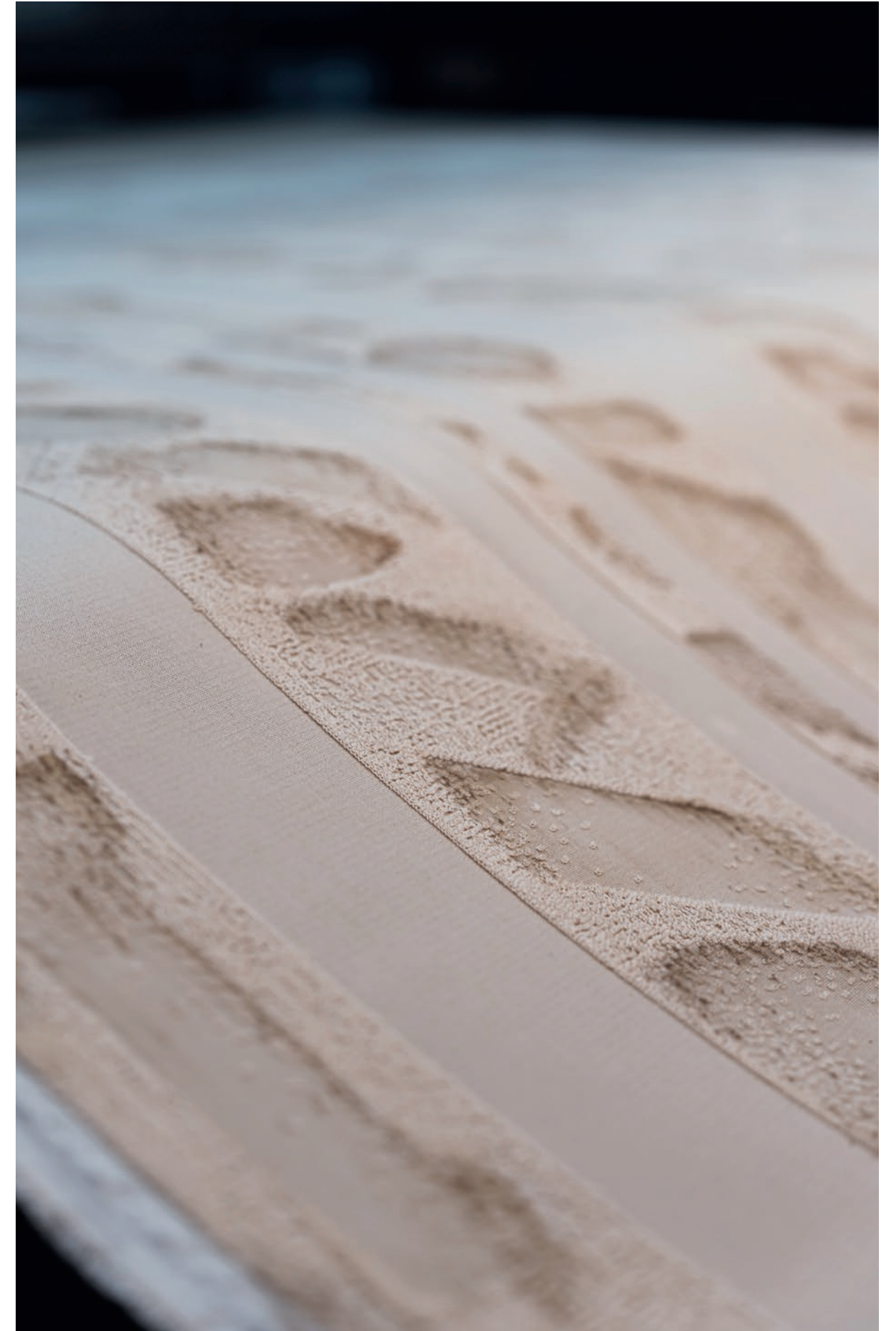


Matteo Rossini
CEO

For Clerici Tessuto, sustainability is also and above all an ethical choice. It means providing a safe, inclusive, and respectful working environment, valuing skills, and promoting professional growth. It means working to bridge gender gaps, offering the same opportunities for development and growth to everyone, without distinction.

2024 was marked by important achievements: we consolidated our quality and sustainability certifications, strengthened internal training, and expanded projects with the local community, making a real contribution to the dissemination of a culture of responsibility. We have also chosen to prepare this report in accordance with the ESRS standards published by EFRAG, and in line with European best practices on transparency and reporting.

At Clerici Tessuto, sustainability is always to be understood as Environmental, Social and Governance (ESG) as well as, of course, economic sustainability, as this is the only way to create value over time. We will continue to strive for harmonious and circular development, and ensure that innovation, compliance, and balance will always guide our way of doing business.





METHODOLOGICAL NOTE

The 2024 Sustainability Report presents the activities, projects, and main results achieved during the 2024 fiscal year (from January 1 to December 31), focusing on the economic, social, and environmental issues identified as relevant to the Clerici Tessuto Group in the materiality assessment described in paragraph 2.3 “Materiality Assessment”.

Despite the publication of the Omnibus package, which contains the European Commission's proposals to simplify the Corporate Sustainability Reporting Directive (CSRD), the Group nevertheless considered it appropriate to continue on the path it had taken in implementing the ESRS reporting standards. This choice also supports the Group in its communication with its stakeholders.

The report was prepared by an internal team with the support of ALTIS Advisory Società Benefit, a spin-off of the Catholic University of the Sacred Heart. The data included in the document was collected with the participation of department managers using specific tools, where available, or internal filing systems. Information on quality was collected in accordance with the ISO 9001 certified management system.

This Sustainability Report has not been subject to external audit.

The report covers the entire consolidated scope, which comprises Clerici Tessuto & C. SpA and Sara Ink Srl. Where possible, data for 2024 has been compared with that for 2023 and 2022 for the purpose of performance assessment.

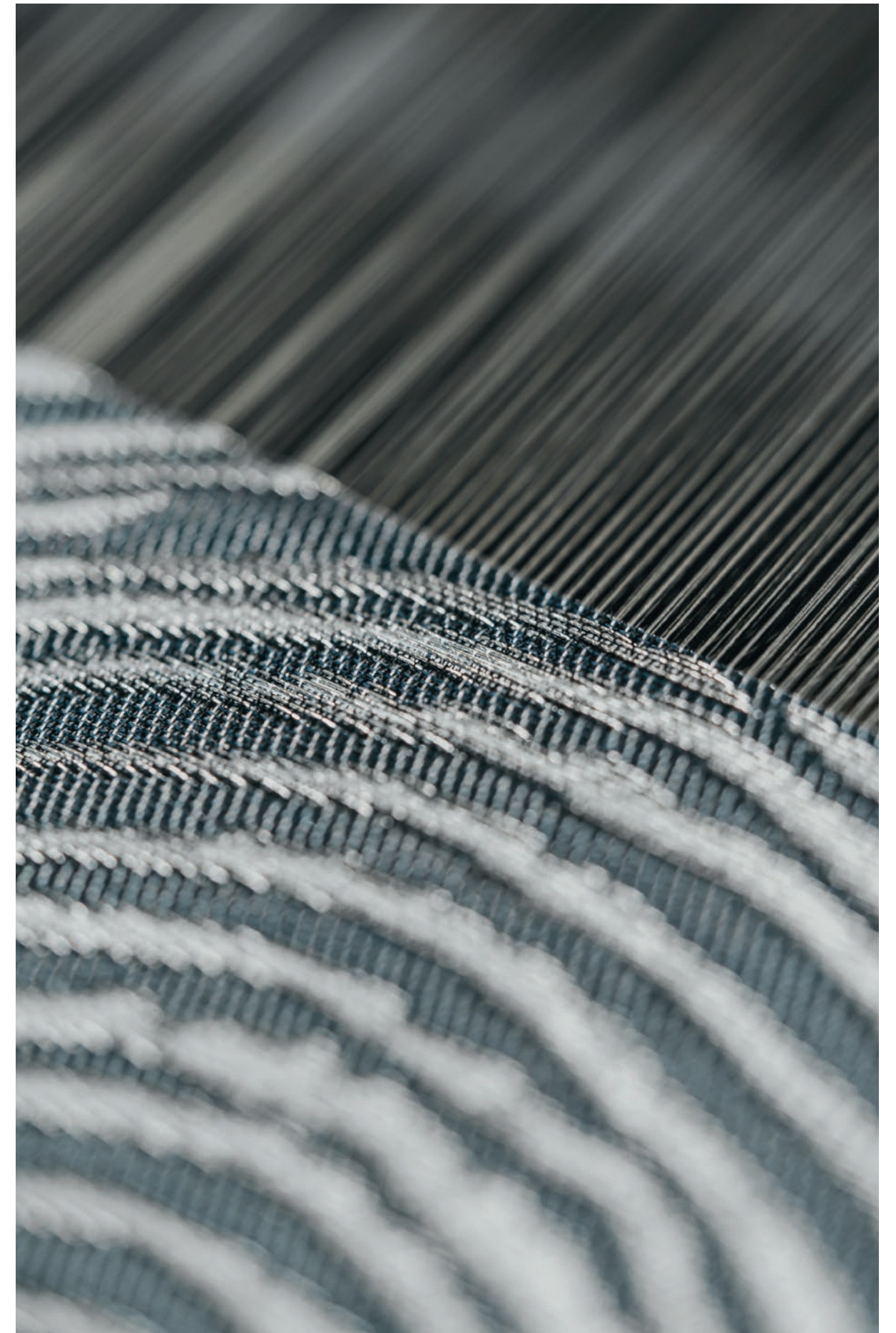
Having structured ESG data collection using the Integrated Management System, the data from previous years show, in some cases, minor changes that are reported to better understand the evolution of individual KPIs.

This Sustainability Report has been prepared in accordance with the GRI 2021 reporting standards, according to the "with reference to" approach. The document was also 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 new single standards for sustainability reporting by companies subject to the CSRD.

With regard to impacts, risks, and opportunities, the current and expected financial effects have not been described (SBM – 3 Significant impacts, risks, and opportunities and their interaction with the business strategy and model 48 b).

Clerici Tessuto Group reserves the right to assess, following regulatory developments in the CSRD, any changes to be made to its reporting process and, consequently, to the contents of this Sustainability Report.

For further information or clarification on this Report, please contact: filieraecertificazioni@clerictessuto.it





CLERICI TESSUTO GROUP



ITALIAN EXCELLENCE WOVEN OVER A HUNDRED YEARS OF HISTORY

ABOUT US

Clerici Tessuto Group¹, 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
- Fabric 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.

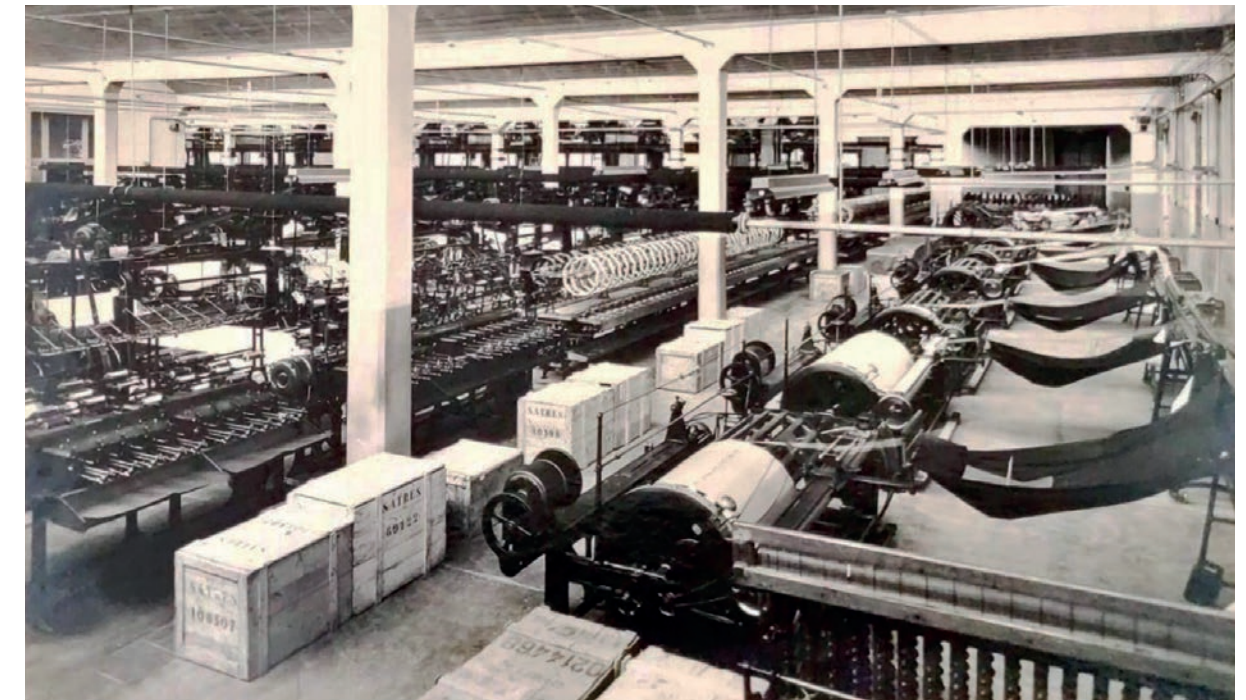
Today, Clerici Tessuto Group consists of two companies under Italian law and two foreign companies:

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.



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 certifications;
- 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.

¹ 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 Methodological Note.



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 20th 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 today².

Currently, the Group controls a comprehensive micro textile mill that employs over 276 people. It produces approximately 2.3 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 2,100 customers in 73 countries, with export sales accounting for approximately 55% of its turnover. In 2024, the Group's turnover amounted to 44 million euros.

CLERICI TESSUTO: making history

Since 2023, Clerici Tessuto has been officially listed in the National Register of Historic Companies, 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, with an eye always on the future and a firm grasp on the quality of its offerings.



² 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.



2009

2013

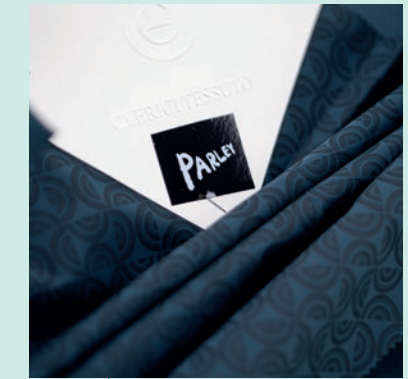
2017



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

2019

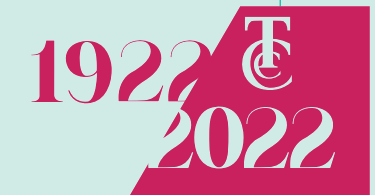
2020



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

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

2022



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

2023

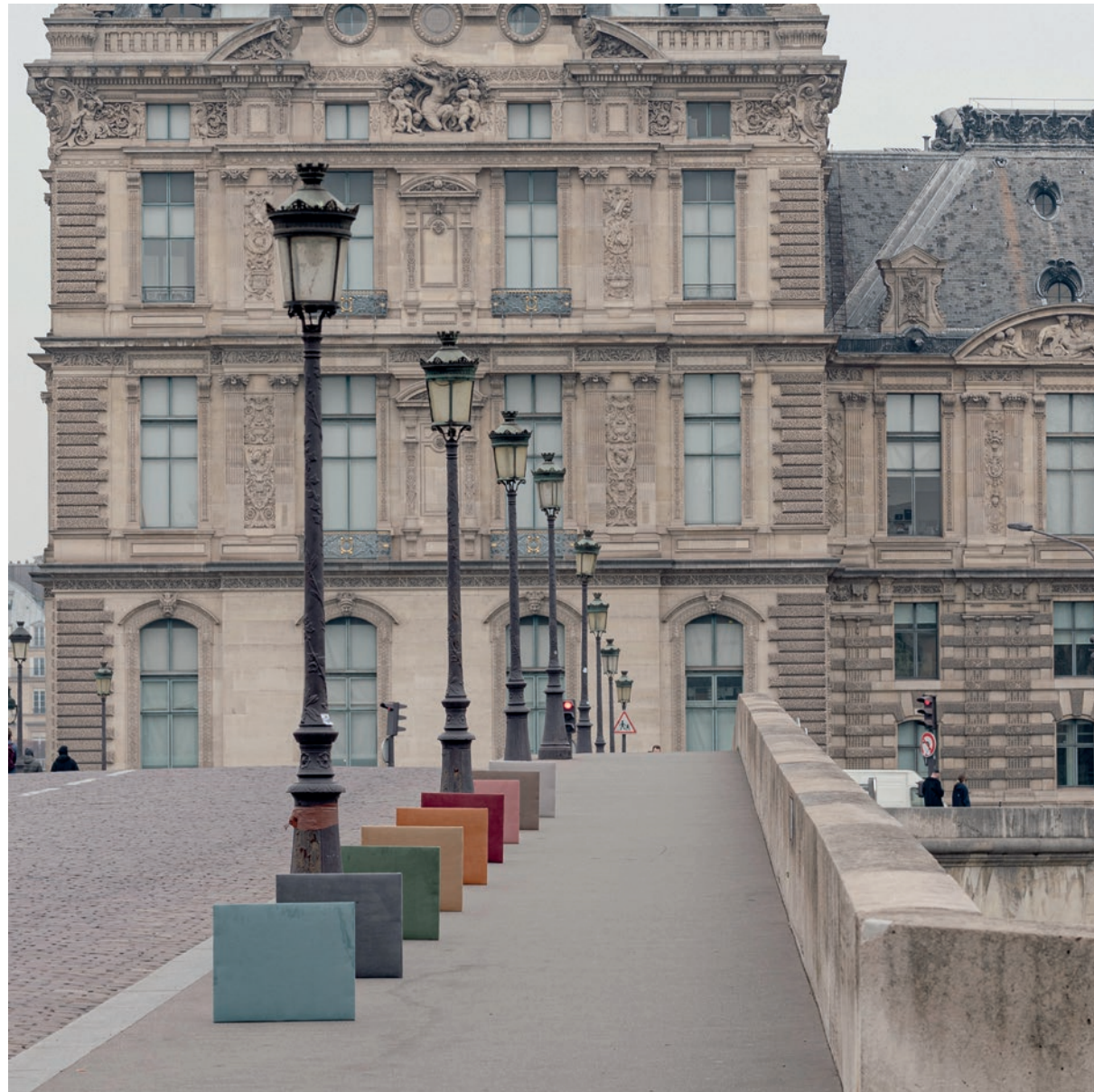
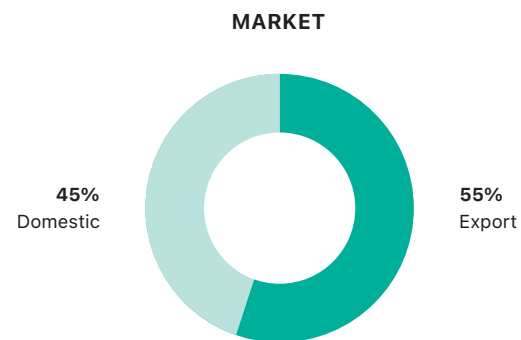
The company was listed in the National Register of Historical Enterprises



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 45% of Clerici Tessuto's supply is for the domestic market, while the remaining 55% for export.



OFFICES

Italy

Headquarters
Grandate (Como)

Showroom
Milano

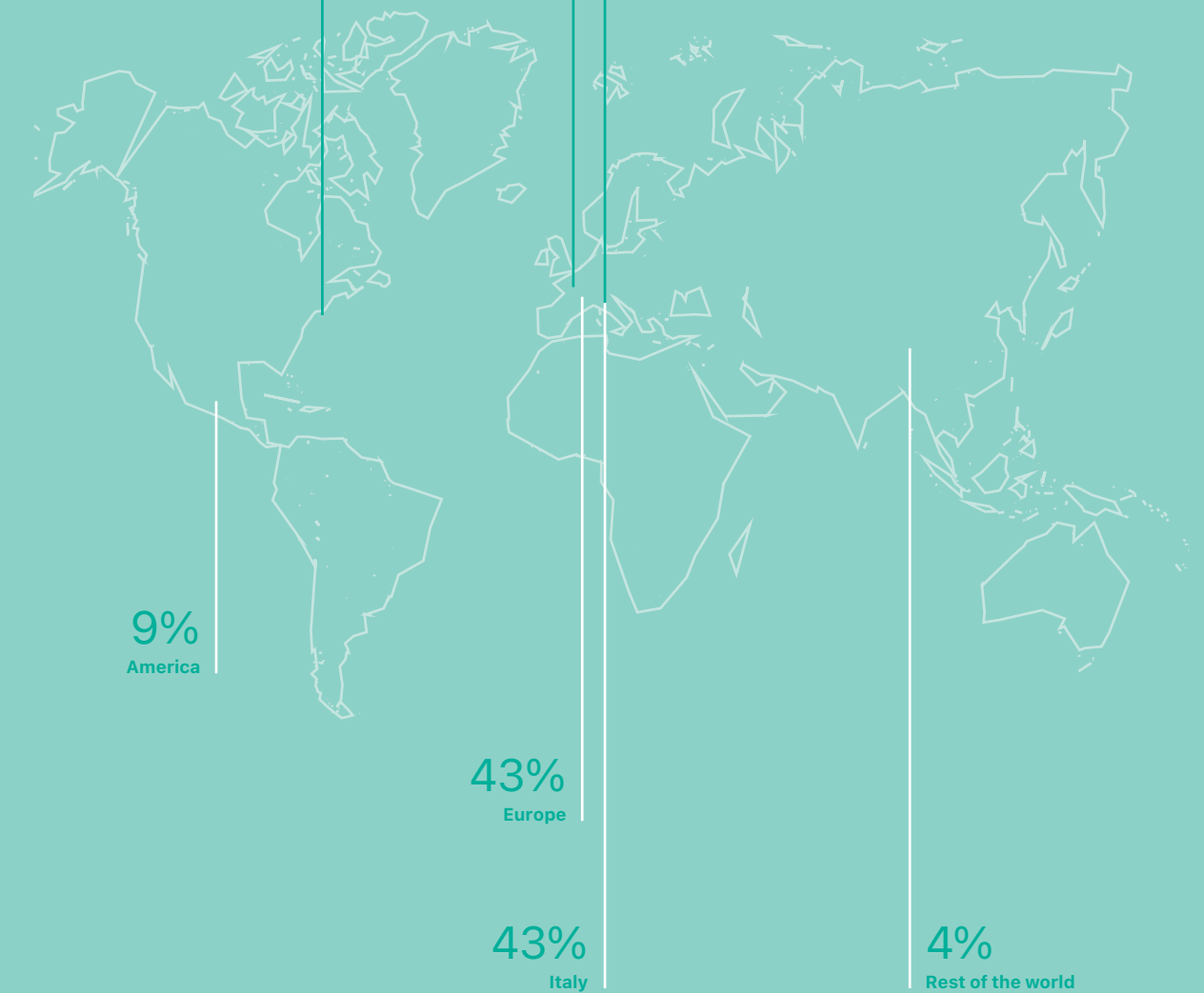
Textile production
Grandate (Como)
Villa Guardia (Como)

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 the 2.3 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.



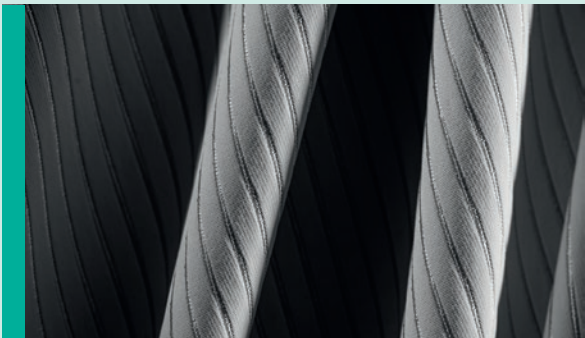
I Classici

A collection consisting of more than 200 plain weave fabrics, representing Clerici Tessuto since it was founded, in 1922.



Brochier Paris

Silk excellence is proposed as a return to the origins of fine Italian and French textile craftsmanship. An expression of craft traditions and techniques, the fabrics in this collection are all of the highest quality.



Clerici Tessuto

A trendsetting collection for the ready-to-wear market, experimenting with new finishing techniques by using new natural or technical yarns to offer a wide selection of eco-sustainable fabrics.



Industry

A young and dynamic collection offering natural fabrics and sustainable technical textiles 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 that results from the transformation of the world's finest cottons and incorporates style, fiber, and product structure designed to meet every need.

ACCESSORIO AND BEACH & BODY



Accessorio

A line that was created in the early 1990s to produce fabrics for men's accessories. Particularly popular with the world's leading brands involved in the production of women's scarves and men's ties.



Beach & Body

A young and contemporary collection of Lycra, silk and polyester fabrics for the most demanding underwear and beachwear manufacturing companies.



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 characterized by fine yarns and sophisticated workmanship, as well as the ability to produce complex items and continuous innovation.



Brochier Como

A B2C collection that includes a wide range of fabrics, colors and combinations: fine silks, large prints and jacquards, soft velvets, brocades and damasks, made of natural fibers or special technical yarns.



CORPORATE GOVERNANCE AND INTEGRITY

With its Code of Ethics, Clerici Tessuto Group³ 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 has also adopted these principles, thanks to the adoption of an Environmental Policy and a Social Responsibility Policy (see chapter on Valuing People).

Alongside the promotion of corporate values and principles of conduct, the Group is committed to integrating ESG⁴ criteria into its governance and daily operations. Medium- and long-term sustainability objectives are defined by the Chief Executive Officer, while the Board of Directors is responsible for monitoring the organization's impact on the economy, the environment, and people on a bimonthly basis and approving the annual Sustainability Report.



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

⁴ Environmental, Social, and 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 directions⁵. Sometimes, in the case of projects involving a specific business area, the Board of Directors may delegate the development of activities to "C-level" managers⁶ who, with the skills and technical knowledge acquired over the years, support the decision-making body.

The Board of Statutory Auditors

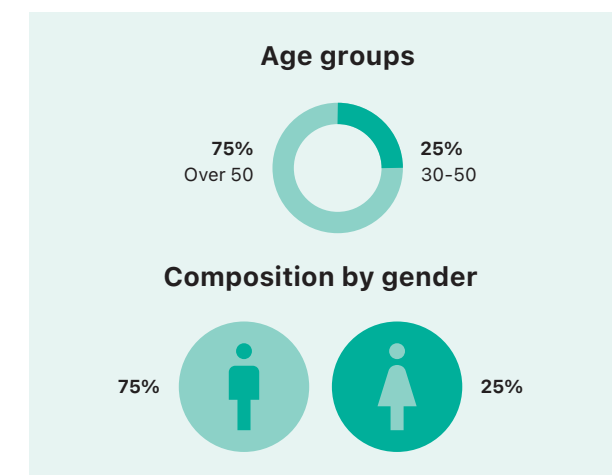
Is a fully independent body supervising the management of the company in accordance with the law and fundamental budgetary principles. It consists of external and certified professionals, as required by Italian law.

The Company also has a risk management system tailored to the specific characteristics of its business for the proper and transparent management of business processes⁷. 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 Chief Executive Officer, who has been with the Company since December 2024, 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.



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

⁶ This term refers to top-level managers.

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



The current composition of the Board of Directors of Clerici Tessuto SpA is as follows:

POSITION/ROLE	FIRST AND LAST NAME	GENDER	AGE	EXECUTIVE /NON-EXECUTIVE MEMBER	INDEPENDENT /NON-INDEPENDENT MEMBER
President	Tessuto Alessandro	M	Over 50	Yes	No
Managing Director	Rossini Matteo	M	Over 50	Yes	No
Member of the Board	Brenna Mario	M	Over 50	No	Yes
Member of the Board	Tessuto Sara	F	30-50	No	No

Remuneration in Clerici Tessuto

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.





CORPORATE COMPLIANCE⁸

Clerici Tessuto's Code of Ethics, first published in 2017, was updated in November 2022 and revised at the end of 2024. This 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:

People	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.
Environment	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).
Business and Ethics	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.

8 During 2024, 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 constantly implements measures to prevent and avoid any type of unlawful behavior. In 2024, Clerici Tessuto & C. S.p.A. implemented Model 231 and provided a dedicated whistleblowing channel accessible from the corporate website. 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.

The goal for 2025 is to implement a training program on Model 231 for all its employees, in line with the provisions of the legislation, in order to update them on the principles and provisions of the organizational model adopted by the Company.

As in the previous year, in 2024 there were no ascertained cases of corruption or legal action for anti-competitive, antitrust and monopolistic practices.



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. 2024 was a difficult year for the Group, which had to resort to ordinary lay-offs (a measure in place until April 2025). This measure was implemented in accordance with the fundamental values that guide the Group in its relations with people, ensuring fair and sustainable management of the tool for all employees (for further information, please refer to section 6).



HOW CLERICI TESSUTO GROUP IS DEALING WITH CHANGE	
<div>Corporate governance and integrity⁹</div> <div>At the end of 2024, 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.</div> <div>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.</div>	<div>Corporate culture and people¹⁰</div> <div>Clerici Tessuto is committed to ensuring health and safety at work, in accordance with the Workers' Statute and current labor regulations.</div> <div>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.</div>
<div>Community development and education¹¹</div> <div>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.</div>	<div>Product responsibility throughout the Supply Chain</div> <div>Clerici Tessuto is committed to carefully selecting its suppliers and monitoring the supply chain, by improving product traceability and collecting detailed and timely information.</div>
<div>Environmental protection¹²</div> <div>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.</div>	

Clerici Tessuto's commitment to sustainability is confirmed by its fourth Sustainability Report, which provides more information on the strategies and actions implemented in 2024.

9 See paragraph 1.2 "Corporate Governance and Integrity" for more information.
10 See Section 6, "Putting People at the Heart of Our Business," for more information.
11 See paragraph 6.3 "Local Community Development" for more information.
12 See section 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.



¹³ 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.

The Group has decided to carry out a materiality assessment in 2023 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 analysis, 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 materiality assessment process has not been updated in this document, as the process implemented for the previous Financial Statements was still considered as fully representative. However, the assessment will be updated in 2025 to reflect any developments in the industry and recent organizational changes.

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

1. 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.
2. 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.
3. 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.

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

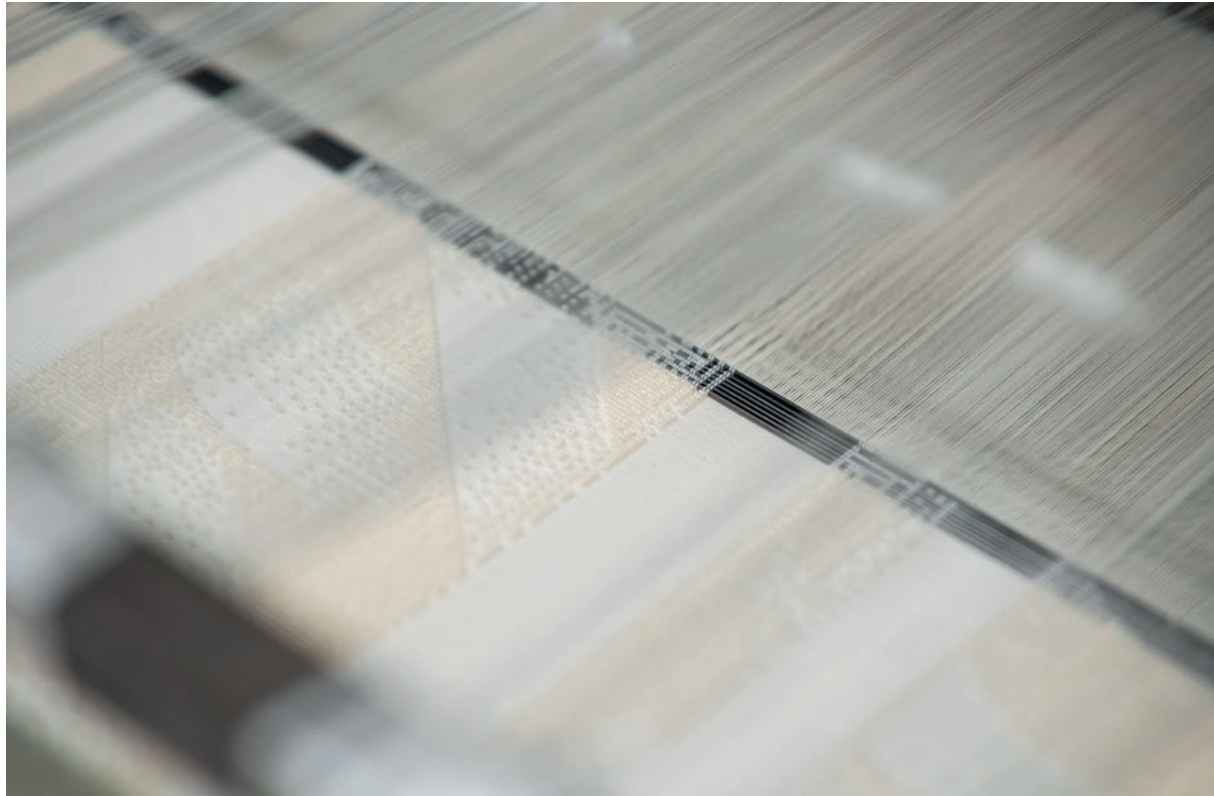
The implemented process is also in line with the GRI Standards (Universal Standards 2021) on the identification of the materiality of impacts, that is, the effects of the Group's actions on its stakeholders.

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.



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
E1 - CLIMATE CHANGE	Energy consumption for production activities	Actual negative impact	Own operations
	Contribution to climate change with greenhouse gas emissions Scope 1 and Scope 2 for fossil fuel use	Actual negative impact	Own operations
	Contribution to climate change with greenhouse gas emissions throughout the value chain (Scope 3)	Actual negative impact	Upstream operations (suppliers) and Downstream operations (customers)
	Economic impact of variability in energy supply costs	Risk: higher energy costs	Own operations and Upstream operations (suppliers)
		Opportunity: procurement from sources not subject to cost variability	
	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
E2-AIR AND WATER POLLUTION	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 (suppliers) and Downstream (customers)
E3 - WATER AND MARINE RESOURCES	Water consumption for production activities (especially dyeing) in regions that have been affected by drought in recent years	Actual negative impact	Own operations
E4 - BIODIVERSITY AND ECOSYSTEMS	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)
E5 - RESOURCE USE AND CIRCULAR ECONOMY	Impacts on the quality and durability of the 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)
		Opportunity: 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	Opportunity: new procurement opportunities	Downstream operations (waste collection)



SOCIAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
S1 - OWN WORKFORCE	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
		Opportunity: 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
S2 - WORKERS IN THE VALUE CHAIN	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 (suppliers) and Downstream (customers) operations
	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 (suppliers) and Downstream (customers) operations
S3 - AFFECTED COMMUNITIES	Potential impact in terms of enhancement of local communities, thanks to educational projects, donations, and sponsorships	Potential positive impact	Downstream operations (local communities)



SOCIAL STANDARDS			
ESRS STANDARD	DESCRIPTION	TYPE	SCOPE
S4 - CONSUMERS AND END USERS	Safety impact (potential nonconformities) for end users, in particular due to the chemicals used for manufacturing the product	Potential negative impact	Own and Downstream operations (customers)
	Impact of digital services in terms of data privacy and cyber security (data loss, breach and/or leakage)	Actual negative impact	Own and Downstream operations (customers)
	Facilitated access to quality information including through processes and technologies that ensure full product traceability	Effective positive impact	Own and Downstream operations (customers)
	Economic impact associated with customer dissatisfaction, especially with the quality and sustainability profile of the product	Risk: costs for supply chain monitoring	Own and Downstream operations (customers)
		Opportunity: 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: litigations, reputational risks	Own and Downstream operations (customers)
	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	Opportunity: improving protection and security to avoid incidents	Own operations

PRODUCT AND CUSTOMER RELATIONS



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.



Inspiration

Large digital archive with more than 300k patterns and drawings.



Innovation

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



Ideas

More than 40,000 new items per year for major market segments.



Experience

50 people working in the Style and Product Development departments for a total of about 1,000 years of experience.



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 Tadorelli 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. Being part of this supply chain means benefiting from the expertise, reliability, and flexibility of all the companies in the network, which are involved in different capacities and specialize in all the different stages of yarn and textile processing: spinning, twisting, warping, weaving, dyeing, printing, and finishing. One of the first steps taken by Filo d'Oro was the creation of a chemical laboratory that carries out both research activities for the dyeing process and development and research activities to promote and support product innovation.

The links are the different companies that joined the network: A. M. Tadorelli and Clerici Tessuto & C. (weaving), Saraink. (textile printing), Ongetta (spinning), G.T. 2000 (warping), Ambrogio Pessina, Comofil, Filati Portichetto di Como, Neon 1872 srl, Tintoria Iltep (dyeing) and T.o.t. (commercial sector).

This shared path is also reflected in the joint commitment to quality and compliance with key industry standards, including the ZDHC program, the GOTS standard, and process certifications such as ISO 14001, which is particularly relevant for dyeing activities.

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.*”



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 its products¹⁴ and services:

2004



For Textile (formerly Seri.co) is a certification system based on the For Textile Certification System Specifications, the application of which aims to guarantee: the production process and, in particular, quality, environment, health and safety; sustainability, social responsibility and chemical risk management; the textile product, in terms of both technological characteristics and performance and eco-toxicological properties; the chemical product/formula/dye in terms of eco-toxicological properties.

2013



OEKO-TEX® STANDARD 100 is an independent and international testing and certification system for textile raw materials, intermediate and end products at every level of processing, as well as for accessories. Its goal is to provide a consumer label and a single standard for testing harmful substances in the textile and apparel industry.

2017



International standard for sustainable production of garments and textiles made from natural fibers from organic farming (at least 70%), such as cotton, silk and wool. GOTS third-party certification applies to the organic natural fiber content in intermediate and finished products, 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



This international, independent, third-party certification guarantees that FSC-labeled products come from a forest and supply chain that are managed responsibly.

The Company also joined the CanopyStyle initiative, which assesses - at the procurement stage - the performance of the fiber manufacturer and the rating obtained (Hot Button Assessment) based on "The Hot Button Report."

2019



A product certified according to the Global Recycled Standard (GRS), promoted by Textile Exchange, contains recycled materials that are independently checked at every stage of the supply chain, from source to final product. This certification also ensures compliance with strict environmental and social requirements, as well as the responsible use of chemicals during processing.

2019



This initiative promotes, with the help of the members of its global community, sustainable cotton farming, both environmentally and socially, in least-developed countries. Farmers who join the initiative implement crop protection practices (from responsible water use to preserving soil and fiber quality). The system, given the critical economic and political conditions in which it operates, is also committed to ensuring decent working conditions for its farmers.

2021



European Flax® certifies the quality and traceability of flax fiber grown in Western Europe (France, Belgium, Netherlands). A vegetable fiber, grown without irrigation (99.9% guaranteed by CELC) and GMO-free. European Flax® aims to provide information to consumers on fiber origin, traceability, and the social and environmental sustainability of flax. European Flax® is a registered trademark owned by the European Confederation of Flax and Hemp (CELC).

2021



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.

2023



ISO 9001 is a standard defining the minimum requirements that an organization's Quality Management System must meet in order to guarantee the level of product and service quality that it claims to possess both internally and externally.

2023

ISO 14001 provides a systematic framework for integrating practices designed to protect the environment by preventing pollution and reducing waste and the consumption of energy and materials.

2023

ISO 45001 is an international standard for the development of a workplace health and safety management system. A framework for increasing safety, reducing risks, and improving worker well-being and business performance.

14 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

The future and product innovation are the guiding principles of Clerici Tessuto. These principles to the creation of the **Research and Development** collection, managed by a team involving staff from the Product Department and Style Department, whose goal is to develop and experiment with new techniques to improve the quality that already characterizes our collections.

In 2024, thanks to the work carried out, Clerici Tessuto Group invested in research and study activities and development initiatives that brought tangible results, also thanks to some important partnerships established with valuable partners. This network of relationships has resulted in new opportunities that are consistent with the changes required for the industry by the EU Strategy for Sustainable and Circular Textiles. The use of innovative materials, the discovery of new applications, longer product life cycles, and contributions to reducing waste production are all goals that Clerici Tessuto Group aims to pursue over time.

SUSTAINABILITY AND INNOVATION: 2024 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.



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 of the 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 Group carries out a wide range of checks, from visual inspections to physical and chemical analyses, in accordance with the different regulations in force in the markets where the products are sold and the specific requirements of its customers.

Clerici Tessuto prioritizes the use of natural fibers for more than half of its supply. These fibers are both plant and animal-based, such as cotton, silk, linen, ramie, and wool. Where possible, the company prefers organically grown and certified fibers to offer products that are environmentally friendly according to the standards imposed by the different certifications obtained over the years and to ensure consumer safety. In 2023, the Company reduced its purchase of non-certified natural fibers and increased its purchase of GOTS, FSC, and European Flax certified fibers. This trend continued in 2024: certified renewable fibers rose from 16% in 2022 to 20% in 2023 and 35% in 2024.

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 for the packaging of fabric samples.



LETTING CUSTOMERS SET THE PACE¹⁵

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 on a monthly basis. Furthermore, the results of this performance analysis are shared with some key customers. For monitoring purposes, data on the number of returns of processed and finals 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.

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.

Due to structural issues that have affected the textile industry since 2024 (such as rising raw material prices, tight delivery times, and access to the unemployment insurance fund for the entire supply chain, which have affected the operations), service disruptions have unfortunately increased as a result. Despite this, the Group's performance quality and customer loyalty remained unchanged.

In 2024, final returns and refunds rose from -2.2% to -2.4%. In addition, there was an increase in returns for reprocessing, with waiting times rising from -1.4% to -3.5%. The index for non-quality fabrics in stock also increased, rising from -1.9% to -4.1%. With the increase in second-choice stock, Clerici Tessuto has focused more on possible solutions for reusing or recycling these fabrics. KPIs for delivery performance have been analyzed and divided into three main areas: Apparel, Furniture, and Accessories. This differentiation was made in consideration of the different transit times that characterize each type of product. Analysis of the data shows stability in the Apparel sector, an improvement in the Furniture sector, and unfortunately a deterioration in the Accessories sector.



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 2021-2024 period, period, in fact, customers who have terminated their supply agreement with the Company account for only 4.6% of its turnover, down from 5.3% in the previous period.¹⁶

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.

KPI Apparel	2023	2024
By delivery date	59%	57%
80% of Deliveries	8 days	8 days

KPI Furniture	2023	2024
By delivery date	62%	71%
80% of Deliveries	8 days	5 days

KPI Accessories	2023	2024
By delivery date	72%	66%
80% of Deliveries	6 days	7 days

	2018-2019 2020-2021	2019-2020 2021-2022	2020-2021 2022-2023	2021-2022 2023-2024
LOYAL CUSTOMERS	350 customers 92.6%	371 customers 93.7%	349 customers 94.7%	304 customers 95.4%
DISLOYAL CUSTOMERS	998 7.4%	907 6.3%	779 5.3%	688 4.6%
TOTAL	1348 100.0%	1278 100.0%	1128 100.0%	992 100.0%
Loyalty Index	26.0%	29.0%	30.9%	30.6%

¹⁵ This paragraph refers specifically to the parent company Clerici Tessuto & C. S.p.a.

¹⁶ Customer loyalty analysis was conducted exclusively for the clothing and accessories division.

ACCOUNTABILITY IN THE SUPPLY CHAIN



SUPPLY CHAIN INTEGRATION: TOGETHER WE CREATE

OUR 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 packaging;
- 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 importers¹⁷ 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 of services and products offered;
- price;
- delivery times and punctuality (late vs 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.

¹⁷ "Local" refers to all suppliers whose registered office is located in Italy.



IMPROVING SUPPLY CHAIN MONITORING AND SUSTAINABILITY

Since the end of 2024, customer demands for our supply chain traceability have increased, making it necessary to improve internal monitoring and assessment procedures. To meet these needs, Clerici Tessuto is developing a supply chain assessment protocol aimed at monitoring supplier performance in terms of both quality and regulatory compliance. This system is a first step towards implementing the protocol promoted by the National Chamber of Italian Fashion (CNMI) to tackle illegality in the fashion industry.

During the onboarding process, several documents are requested to certify the transparency of the corporate structure and the supplier's commitment to complying with corporate values. Suppliers are required to sign Clerici Tessuto Group's Code of Ethics and commit to avoiding any unauthorized subcontracting. If the supplier has any relevant certifications or documents, these must be submitted.

To keep the supply chain up to date and under control, Clerici Tessuto monitors document deadlines, requests the submission of the required certificates, and flags any shortcomings. Throughout the year, it also collects information from internal and external audits, which is useful for assessing any critical issues and promoting continuous improvement in collaboration with its stakeholders.

Thanks to its internal product traceability system, the company already monitors the production stages it manages directly and is gradually expanding its control to include outsourced processes, in view of the implementation of the digital product passport (DPP), which will collect and integrate all relevant information throughout the supply chain.

In order to collect more accurate information on sustainability, in addition to that already acquired during the onboarding and auditing process, starting in 2025, the Group will launch two assessment questionnaires to acquire ESG information and the data necessary to estimate the Group's scope 3 emissions, one for its suppliers and one for their subcontractors.





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.

	CLERICI TESSUTO AUDITS	
	2023	2024
Customers	4 Audits	4 Audits
	Requested by customers to check that labor, ethics, health and safety, and environmental impacts are appropriately managed.	
Product certification schemes	4 Audits	5 Audits
	1 GOTS Audit 1 GRS Audit 1 European Flax® Audit 1 FSC® Audit	1 GOTS Audit 1 GRS Audit 1 European Flax® Audit 1 FSC® Audit 1 For Textile Audit
	Conducted annually to maintain voluntary product certifications.	
Subcontractors	~ 10-15 Subcontractor audits	20 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.	
ISO	3 Audits	3 Audits
	1 Audit - 9001 1 Audit - 14001 1 Audit - 45001	1 Audit - 9001 1 Audit - 14001 1 Audit - 45001
Internal	15 Audits	4 Audits

	SARA INK AUDITS	
	2023	2024
Customers	4 Audits	4 Audits
	Requested by customers to check that labor, ethics, health and safety, and environmental impacts are appropriately managed.	
Product certification schemes	2 Audits	2 Audits
	1 GOTS Audit 1 GRS Audit	1 GOTS Audit 1 GRS Audit
	Performed annually to maintain voluntary product certifications.	
Internal		3 Audits



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 lower number of internal audits compared to 2023 is mainly due to the reorganization of the certification team. While the internal audit management system was launched in 2023, 2024 saw the consolidation and optimization of processes. On the hand, the number of external subcontractor audits increased in 2024, rising from a range of 10 to 15 to 20, also because of customers requiring constant monitoring of the quality performance of suppliers throughout the value chain.

Certifications	CERTIFIED SUPPLIERS OF EXTERNAL PROCESSING			CERTIFIED SUPPLIERS OF RAW MATERIAL		
	2022	2023	2024	2022	2023	2024
European Flax ^{*18}	10	9	9	3	2	4
FSC ^{*19}	23	19	22	12	17	17
GOTS	23	28	28	21	25	27
GRS	21	21	18	23	24	15
OEKO-TEX®	7	9	7	14	13	13
RWS	0	0	0	0	0	2
Total suppliers	84	86	84	73	81	78

The table of Certified Suppliers has been updated with respect to the 2023 Sustainability Report, including all certified suppliers, or those with agreements, used by Clerici Tessuto in the reported years. Being part of an integrated supply chain makes it possible for Clerici Tessuto to ensure a high level of product traceability, increasingly meeting the demands for transparency coming from the market and consumers. There are numerous steps in the supply chain (fiber harvesting, spinning, weaving, product finishing and marketing), which often require the involvement of, and transfer of goods between several specialized companies. 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. This system is especially important for GOTS and GRS certified items that are tracked by recording the Transaction Certificate (also known as “TC”) in both internal systems and on dedicated platforms. Clerici Tessuto, in fact, asks its suppliers to send this document already when the order is placed. Currently, 97.8% of GOTS-certified products and 78.9% of GRS-certified products are associated with a TC, and 78.9% of GRS-certified products are associated with a TC, i.e., 54,286 kg of fabrics out of a total of 57,631.5 kg, which confirms the Group's commitment to full product traceability²⁰.

18 According to the European Flax® Standard, suppliers outsourced for processing do not need to be certified, but they must sign an agreement for the proper management of European Flax® certified goods.
19 According to the FSC® Standard, suppliers outsourced for processing do not need to be certified, but they must sign an agreement for the proper management of FSC®-certified goods.
20 Items for which no TC is required are purchased in small quantities.

ENVIRONMENTAL IMPACT MANAGEMENT



ENERGY RESOURCES. A DRIVING FORCE TO BE MANAGED RESPONSIBLY BY REDUCING EMISSIONS

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.

Moreover, 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.

The Group currently has an Environmental Policy for the GOTS standard, which is being revised following the implementation of the 4Sustainability Chem program scheduled for 2025. This Policy will be incorporated into a single document governed by the ISO 14001 standard. Sara Ink, on the other hand, has implemented an environmental policy that has not yet been standardized to ISO 14001.

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).

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 based on market demands and evidence submitted by the Sustainability Team. 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, especially by:

- Looms (weaving) and warping machines (warping);
- 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. These 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. In 2024, the trend of abandoning diesel in favor of hybrid vehicles continued. Clerici Tessuto Group's commitment to reducing energy consumption is demonstrated not only by the installation of inverters and power factor correction systems, but also by the electricity monitoring systems implemented. These systems make it possible for the company to monitor its consumption, which is essential for setting realistic and sustainable medium- to long-term goals.



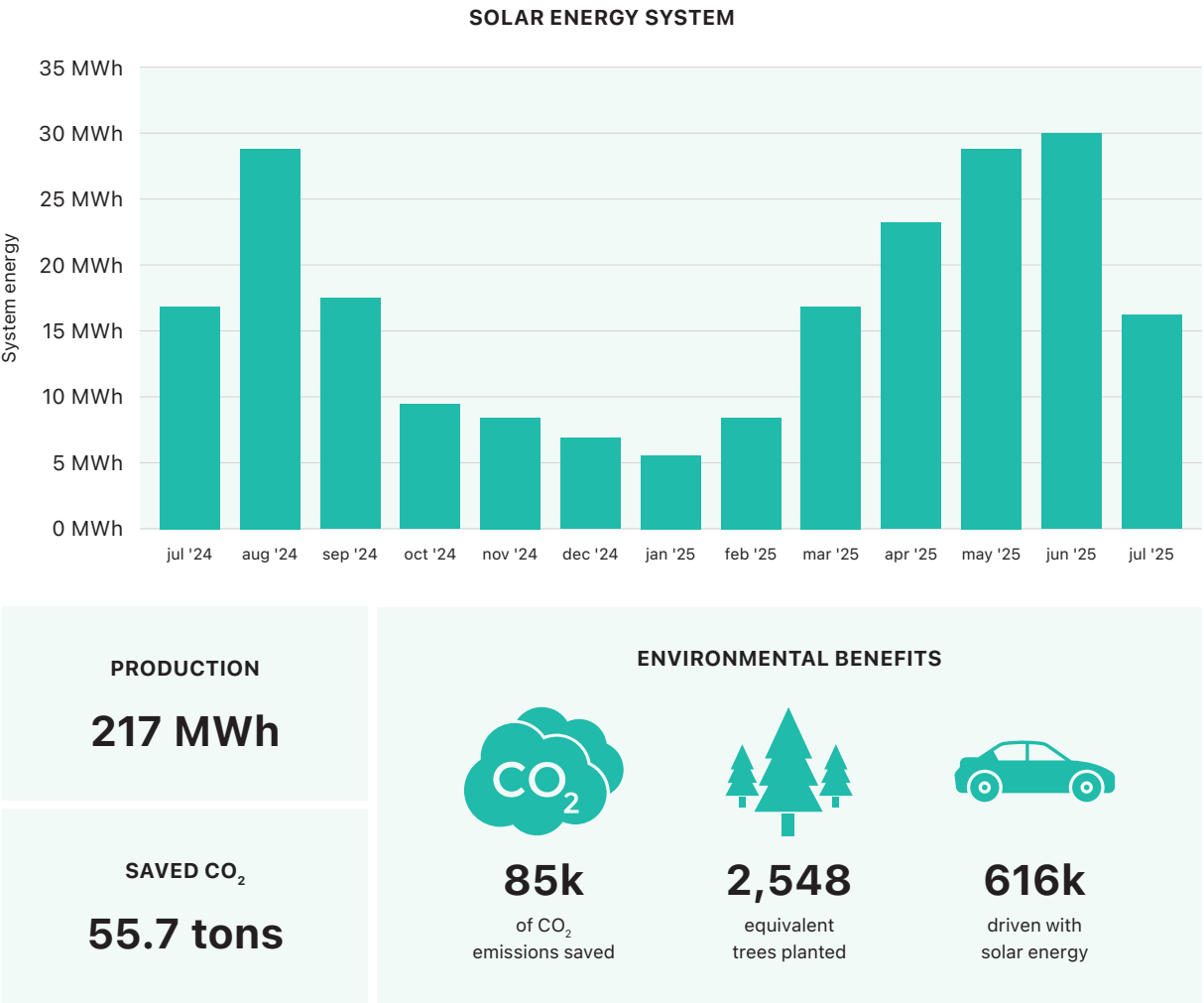
The photovoltaic system became operational on July 15, 2024, and in the last five months it has made possible to self-produce 87.9 MWh of clean energy and reduce CO₂e. emissions for 22.5 tons. Much of this energy was used to power the plant (68.4 MWh, or 3% of the energy consumed), while the remaining portion (19.5 MWh) was sold to the energy operator. 97% of the electricity consumption not covered by the photovoltaic system was purchased as renewable energy with a Guarantee of Origin, thus zeroing Clerici Tessuto's consumption of non-renewable energy.

Sara Ink consumes a significant amount of thermal energy. To improve energy efficiency, a new high-efficiency energy-saving smoke tube boiler was purchased at the end of 2024 to replace the previous boilers, which is expected to achieve energy savings of around 10% of thermal production.

As shown in the table, energy intensity has improved with respect to both net revenue and material outputs. The change in the two KPIs compared to 2023 is similar (+27% for the monetary KPI, +26% for the product KPI). This increase is due to the fact that, in 2024, the company's strategy aimed to internalize as much as possible the work that had been outsourced to subcontractors and external suppliers until 2023.

Energy consumption and energy mix	UOM	2022	2023	2024
Non-renewable energy				
Consumption of fuel from crude oil and petroleum products	MWh	627	546	497
Consumption of natural gas fuel	MWh	10,440	9,905	9,054
Consumption of fuels from other non-renewable sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from fossil fuels, purchased or acquired	MWh	3,443	3,044	662
Total energy consumption from fossil fuels	MWh	14,510	13,495	10,213
Renewable energy				
Solar energy self-production	MWh	0	0	88
Energy consumption with guarantee of origin certification	MWh	0	0	2,169
Self-produced energy sold	MWh	0	0	20
Share of total fossil fuel energy consumption	%	100	100	82
Total energy consumption	MWh	14,510	13,495	12,381
Group net revenue	€	62,595,263	61,823,956	44,200,377
Material outputs	kg	518,296	431,279	316,913
Energy intensity compared to net revenue	kWh/€	0.23	0.22	0.28
Energy intensity for material outputs	MWh/kg	0.28	0.31	0.39

Some data from previous years differ from those reported in previous editions of the sustainability report because, with a view to continuous improvement, the company has improved its data management in terms of collection and processing.



Infographic showing the performance of the photovoltaic system installed by Clerici Tessuto S.p.A.





GREENHOUSE GAS EMISSIONS

Clerici Tessuto's decision to invest in the installation of a photovoltaic system and to purchase only renewable energy with a Guarantee of Origin has resulted in a reduction of more than 75% in Scope 2 Market Based emissions for the entire Group. This is clearly confirmed by the emission intensity values per ton of product, which show a 6.9% reduction in emissions.

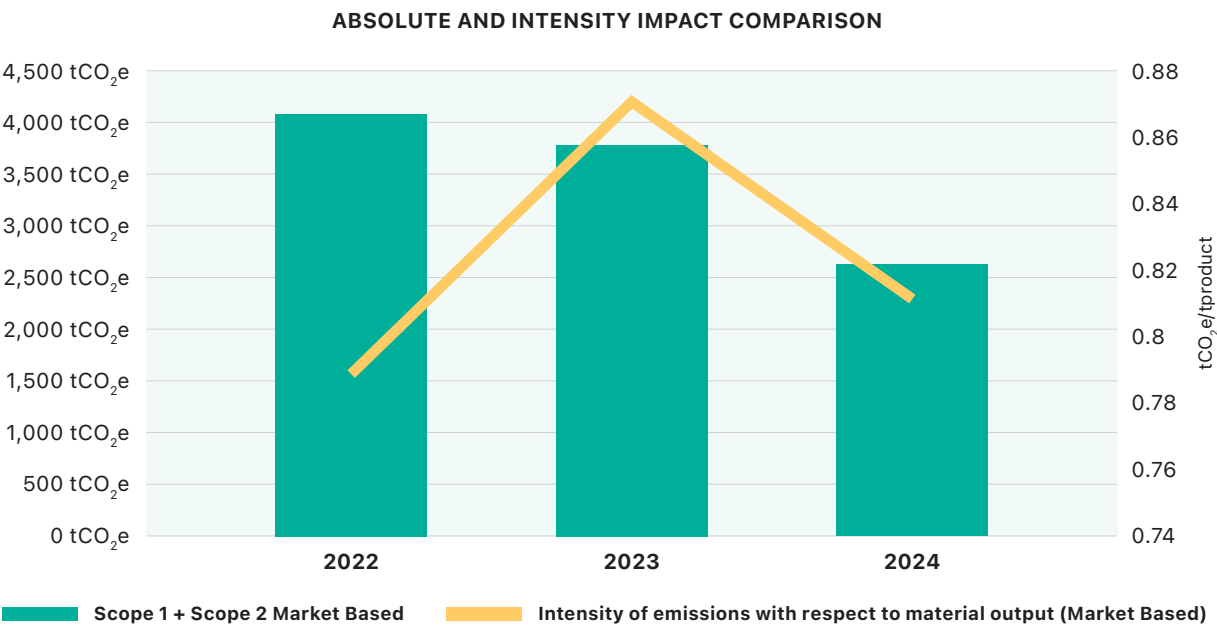
GHG emissions	UOM	2022	2023	2024	Δ 2024-2023
Scope 1 emissions					
Gross Scope 1 GHG emissions	tCO ₂ e	2,483	2,337	2,222	-4.9%
Scope 2 emissions					
Scope 2 (Location Based)	tCO ₂ e	1,085	959	1,191	+24.2%
Scope 2 (Market Based)	tCO ₂ e	1,572	1,390	331	-76.2%
Total Emissions					
Scope 1 + Scope 2 (Location Based)	tCO ₂ e	3,614	3,332	3,433	+3.1%
Scope 1 + Scope 2 (Market Based)	tCO ₂ e	4,101	3,763	2,574	-31.6%
Carbon intensity					
Group net revenue	€	62,595,263	61,823,956	44,200,377	-28.5%
Material outputs	kg	518,296	431,279	316,913	-26.5%
Emissions intensity with respect to net revenue (Location Based)	tCO ₂ e/M€	57.736	53.890	77.676	44.1%
Emissions intensity with respect to net revenue (Market Based)	tCO ₂ e/M€	65.523	60.861	58.232	-4.3%
Emissions intensity with respect to material outputs (Location Based)	tCO ₂ e/kg	0.697	0.773	1.083	+40.2%
Emissions intensity with respect to material outputs (Market Based)	tCO ₂ e/kg	0.791	0.872	0.812	-6.9%

Some data from previous years are different from those reported in previous editions of the sustainability report because, with a view to continuous improvement, the company has improved its data management in terms of collection and processing.

Increased energy consumption inevitably results in increased emissions. However, this consequence has been mitigated by Clerici Tessuto Group with its investments in renewable energy supply. This is clearly demonstrated by a 6.9% decrease in market-based emissions compared to material outputs, despite a 40.2% increase in consumption.

The reduction in Scope 1 emissions is partly due to the electrification of the company fleet and the energy efficiency measures implemented by Clerici Tessuto and Sara Ink.

Both carbon intensity KPIs improve with market-based data. Considering the inverse trend in energy data shown above, this is a significant environmental sustainability factor.



Trend in emission intensity per ton of product compared to absolute emissions.

Focus on fleet

Clerici Tessuto Group's decarbonization plan aims to build a fleet consisting solely of electric or hybrid vehicles. To this end, the company is gradually phasing out internal combustion engine vehicles and replacing them with electric and hybrid ones. The table shows the results of this investment, which has led to a 26.7% reduction n in CO₂e emissions.

Vehicle type	2022		2023		2024	
	Cars	Vans	Cars	Vans	Cars	Vans
BEV	0	0	1	0	1	0
HEV	1	0	2	0	6	0
3 – GASOLINE	9	1	11	2	11	2
4 – DIESEL	21	10	18	9	12	9
Diesel consumption [l]	59,442		48,782		36,458	
Gasoline consumption [l]	6,158		11,797		14,905	
Total emissions [tCO ₂ e]	152		129		116	

The table shows a reduction in fuel consumption compared to the previous year, with a consequent reduction in emissions. The increase in gasoline consumption is due to the fact that hybrid cars have gasoline-electric traction. Obviously, these are replacing diesel cars, whose consumption is decreasing as a result.



CLIMATE CHANGE MITIGATION STRATEGY AND POLICY

Clerici Tessuto 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 finishing 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 CO₂ emissions:

2025

- Clerici Tessuto:** Supplier qualification questionnaire and mapping of emission sources throughout the supply chain. Continued electrification of the vehicle fleet.
- Sara Ink:** Replacement of existing boilers with new high-efficiency boilers. Purchase of electricity with guarantee of origin (Villa Guardia plant).
- Clerici Tessuto Group:** Plan to join the 4S chem platform for better chemical control in internal production and throughout the supply chain.

2026

- Clerici Tessuto Group:** Carbon footprint calculation for certain product categories, identification of priority areas for reduction (energy, transport, and packaging), feasibility analysis of participation in carbon offset projects and/or purchase of carbon credits.
- Clerici Tessuto Group:** Achieve ZDHC Level 2 by the first quarter of 2026, starting with Sara Ink.
- Clerici Tessuto:** Renewal of ISO 14001 certification, optimization of F-gas system, corrective actions for compressed air leaks.
- Sara Ink:** Optimization of the printing machine and optimization of the finishing machines (Montano Lucino plant).

2027-2028

- Clerici Tessuto Group:** Annual purchase of certified carbon credits, carbon footprint monitoring and updating, transparent communication (ESG reports, website, labels).

Clerici Tessuto Group Objectives.

In addition to the objectives outlined in the chart, which aim to minimize energy consumption, Clerici Tessuto and Sara Ink aim to obtain ISO 50001 certification in order to certify the efficient energy management and performance of their plants with a view to continuous improvement.

In an effort to further minimize its impact on the climate, Clerici Tessuto is planning a series of measures to improve its warehouse management processes from a logistical standpoint. In addition to reducing GHG emissions from transportation, this will also lower costs.

To date, Clerici Tessuto has no plans to offset emissions generated or purchase carbon credits, nor are there any initiatives planned to set an internal carbon price.



OTHER FORMS OF POLLUTION

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 launched in 2011 as a coordinated response by the textile industry to a Greenpeace awareness campaign on the use of chemicals in the industry.

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. Another objective is to reduce water consumption.

Clerici Tessuto Group joined the ZDHC program years ago to fulfill its commitment to continuously seeking solutions aimed at reducing the use of chemicals that are hazardous to people and the environment and achieving Level 1 certification by participating in the "Road Map to 0."

As a result, the Group is investing in the purchase of ZDHC products, especially Level 3 products, which ensure better environmental performance.

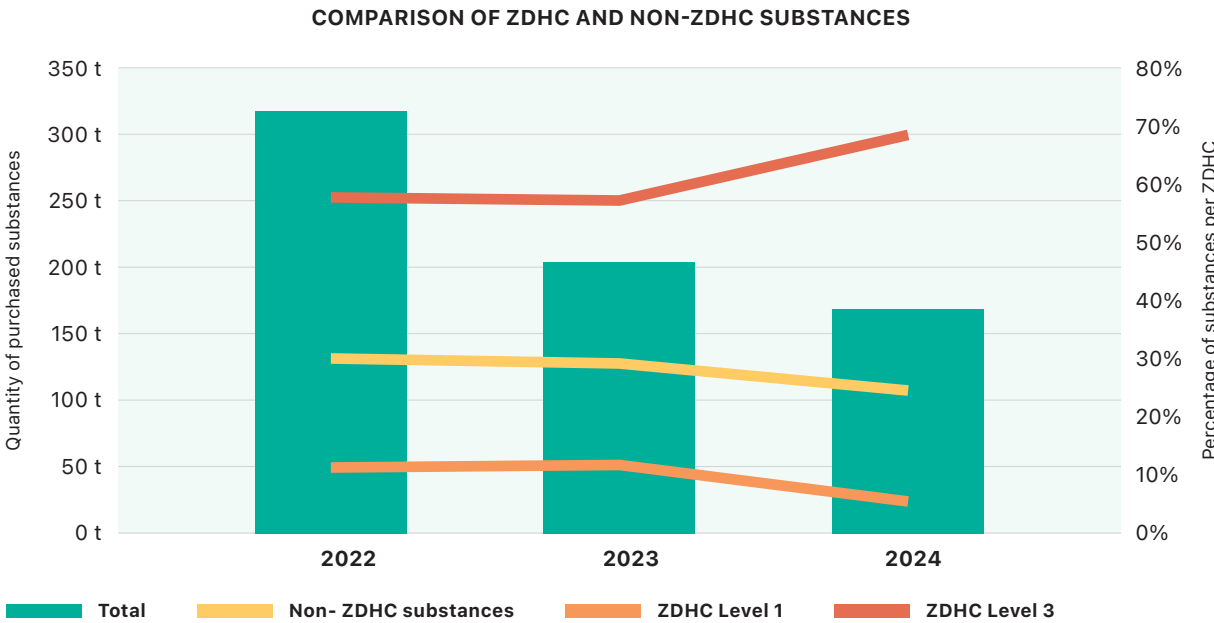
Quantities expressed in kg	UOM	2022	2023	2024
ZDHC-free dyes	t	2.321	1.306	0.565
ZDHC Level 1	t	0.158	0.102	0.046
ZDHC Level 2	t	0	0	0
ZDHC Level 3	t	1.532	1.014	656
SUB-TOTAL	t	4.011	2.422	1.267
Other chemical products	t	84.808	74.735	52.020
ZDHC Level 1	t	35.874	32.976	11.860
ZDHC Level 2	t	0	0	0
ZDHC Level 3	t	165.788	146.171	143.645
SUB-TOTAL	t	286.470	253.882	207.525
TOTAL	t	290.481	256.304	208.792

Substances purchased by product type.



	2022		2023		2024	
	t	% of total	t	% of total	t	% of total
Non-ZDHC substances	87.129	30.0	76.041	29.7	52.585	25.2
ZDHC Level 1	36.032	12.4	33.078	12.9	11.906	5.7
ZDHC Level 3	167.320	57.6	147.185	57.4	144.301	69.1
TOTAL	290.323	100	256.202	100	208.746	100

Consolidated purchasing of substances.



The Group has succeeded in increasing its procurement of ZDHC Level 3 substances.

The chart shows Clerici's commitment to moving towards the use of ZDHC Level 3 certified dyes and chemicals. In fact, in 2024, these increased by 11.7% with a 4.5% reduction in non-certified substances and a 7.2% reduction in ZDHC Level 1 certified substances from the total.

With regard to the reporting criteria of the E2 standard, which refers to the EU Reach Regulation, details of the quantities of chemicals of concern are provided below. It should be noted that neither Clerici Tessuto nor Sara Ink use substances of very high concern. The data in the table below refer to substances of concern used by the printing and finishing departments.

Chemicals	Total quantity (t)	Total substances of high concern (t)	Quantity of substances/mixtures used by H hazard class (t)					
			317	361	373	410	411	
Dyes	1,267	1,267	0.28	0.00	0.09	0.00	0.00	0.13
Chemicals	207,525	18,302	10.50	0.06	0.04	17.80	7.39	0.38
Total	207,792	19,569	10.78	0.06	0.13	17.80	7.39	0.51

Sara INK – Substances of concern used in 2024



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 (Montano Lucino site) is the only company in the group responsible for these emissions.

The table below provides detailed information on these pollutants for 2023 and 2024. It should also be noted that the emission limits were not exceeded during the year under analysis.

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 2024, the emission limits were not exceeded, according to the checks performed by authorized companies, as required by law.

Air pollutants	UOM	2023	2024	Δ 2024-2023
VOC	kg	573.82	615.11	+7.2%
Formaldehyde	kg	0.69	0.74	+7.2%
NO _x	kg	1,065.65	825.67	-22.5%
CO	kg	111.26	109.05	-2.0%
Ammonia	kg	-	19.76	-

The data shown in the table refer to the sampling required by the AUA. In 2023, ammonia detection was not required under the authorization. These samples are not taken continuously but in accordance with the provisions of the law. Therefore, these fluctuations are due to the level of activity at the plant on the day of detection.

Pollutants in wastewater	UOM	2023	2024
Suspended solids	kg	0.0014	0.0015
COD	kg	0.057	0.047
BOD	kg	0.014	0.009
Nitrous oxide	kg	3.62*10 ⁻⁷	3.06*10 ⁻⁷
Nitric oxide	kg	3*10 ⁻⁶	2.54*10 ⁻⁶
Organic nitrogen	kg	0.008	0.005
Ammoniacal nitrogen	kg	0.007	0.007

Pollutants in wastewater. The wastewater data refer to the Montano Lucino plants. No data were reported for the Villa Guardia plant due to discontinuity in data collection (in accordance with the AUA).



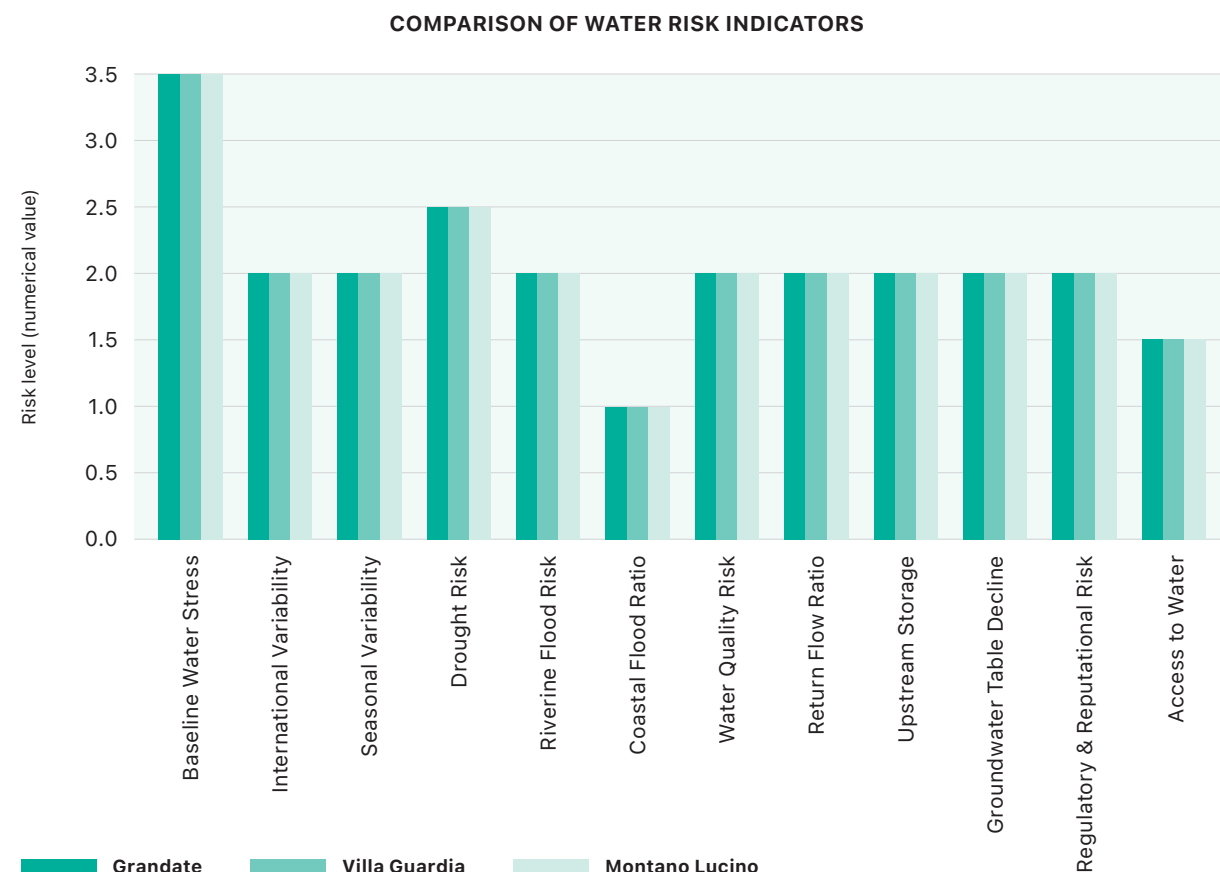
WATER: SUSTAINABLE MANAGEMENT OF A VITAL RESOURCE

WATER RESOURCE MANAGEMENT

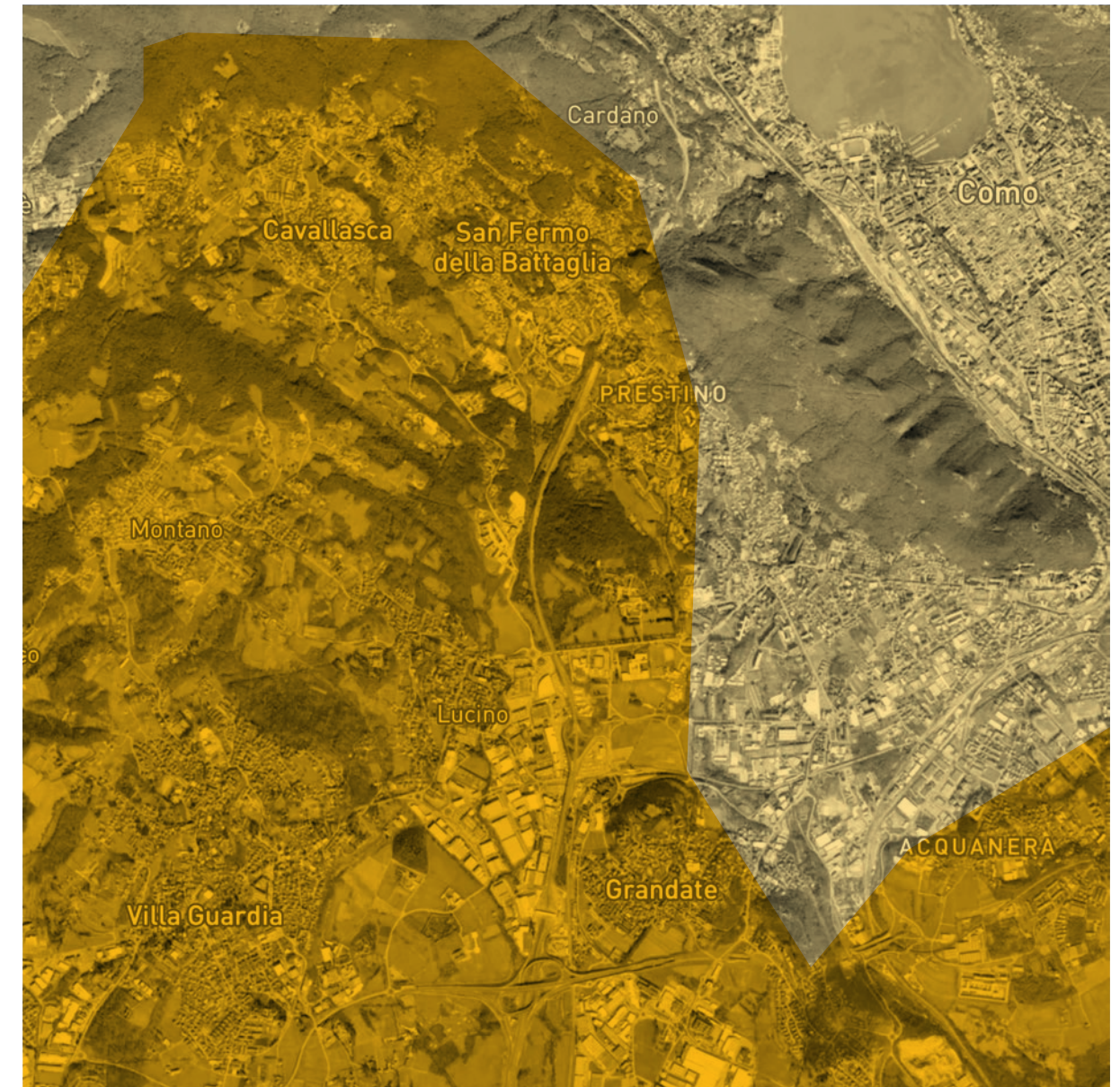
Water plays a key role in the textile industry, as it is used not only for dyeing, but also at the finishing and ennobling stages. The Company knows how important this resource is and is therefore committed to ensuring its responsible use, both in terms of consumption and wastewater management. Water is mainly supplied by 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.

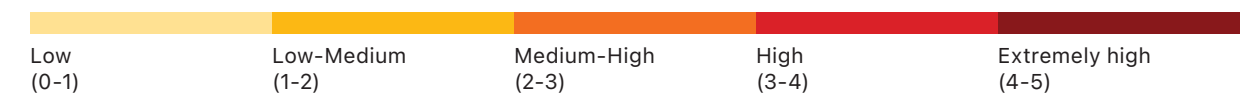
As shown in the chart, the plants are located in areas with medium-low water risk and moderate-high drought risk.



The level of water risk in the municipalities of Grandate, Villa Guardia, and Montano Lucino is based on regional data from northern Lombardy.



OVERALL WATER RISK



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 ma-

chinery 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.

Sara Ink's goal by 2026 is to monitor the water resources used for production and, if possible, to obtain GTW certification.



WATER CONSUMPTION

With regard to water consumption, there were no significant changes between 2023 and 2024: preparation and finishing activities are still the Group's main source of water consumption.

In general, there was a 19% reduction in water consumption. Considering the cubic meters of water consumed per ton of product, the reduction amounts to approximately 6%.

Category	Subcategory	UOM	2022	2023	2024	Δ 2024-2023
Water withdrawals	Total water withdrawals	m³	97,451	79,121	66,824	-15.5%
Water withdrawals	Total water withdrawals - water risk areas	m³	97,451	79,121	66,824	-15.5%
Water withdrawals	Of which surface water	m³	66,630	53,154	47,338	-10.9%
Water withdrawals	Of which groundwater	m³	30,821	25,967	19,486	-25.0%
Water discharges	Total water discharges	m³	86,325	71,209	60,449	-15.1%
Water discharges	Of which groundwater	m³	86,325	71,209	60,449	-15.1%
Water consumption	Total water consumption	m³	11,126	7,912	6,375	-19.4%
Water intensity	Net revenue	€	62,595,263	61,823,956	44,200,377	-28.5%
Water intensity	Material outputs	kg	518,296	431,279	316,913	-26.5%
Water intensity	Water intensity with respect to net revenue	m³ consumption /M€	177.7	128.0	144.2	12.7%
Water intensity	Water intensity with respect to material outputs	m³ consumption /kg	0.021	0.018	0.020	9.6%

Use of water resources.

As shown in the table, there has been a decrease in water consumption due to lower production compared to previous years. However, water intensity with respect to revenue and material outputs has increased again (as already seen for energy KPIs) due to the internalization of certain production processes.



CIRCULAR ECONOMY:
A SUSTAINABLE APPROACH

Responsible management of the supply chain, with a focus on people and the environment and compliance with 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 same direction taken by the market in view of the Digital Product Passport (DPP), in accordance with European regulations such as the EU Green Deal. This translates into a continuous and costly commitment on the part of Clerici Tessuto Group to make the supply chain increasingly transparent.

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 for production processes by the Company are:

- raw and/or semi-finished fabric;
- yarn;
- production and auxiliary chemicals for the Sara Ink printing plant (the quantities have already been detailed in the “Other forms of pollution” section).

Clerici Tessuto Group is committed to incorporating the principle of the circular economy into every stage of its value chain: the Group works to give a second life to surplus production and second-choice finished products, by reconditioning them for retail sale in its own store, subject to customer authorization, or by finding solutions for the creation of new recycled yarns. Clerici Tessuto has also sought to make surplus material available through digital tools such as dedicated e-commerce sites.

2024 was characterized by growing customer interest in ESG indicators for monitoring supply chains. Clerici Tessuto Group intensified its collaboration with its suppliers, by strengthening key relationships and implementing tools for continuous monitoring.

As a matter of fact, the Group keeps improving its supply chain management by purchasing more and more certified materials to ensure the environmental and social sustainability of its products. This approach is in line with the market trend that sees certifications as a competitive tool.

Committed to producing high-quality fabrics while preserving the environment, Clerici Tessuto aims to maintain and implement system certifications, including ISO 14001. It also intends to revise the environmental policy published in 2022, expanding and updating it in order to implement strategies that align with the 2030 Sustainable Development Goals (SDGs) set by the United Nations.



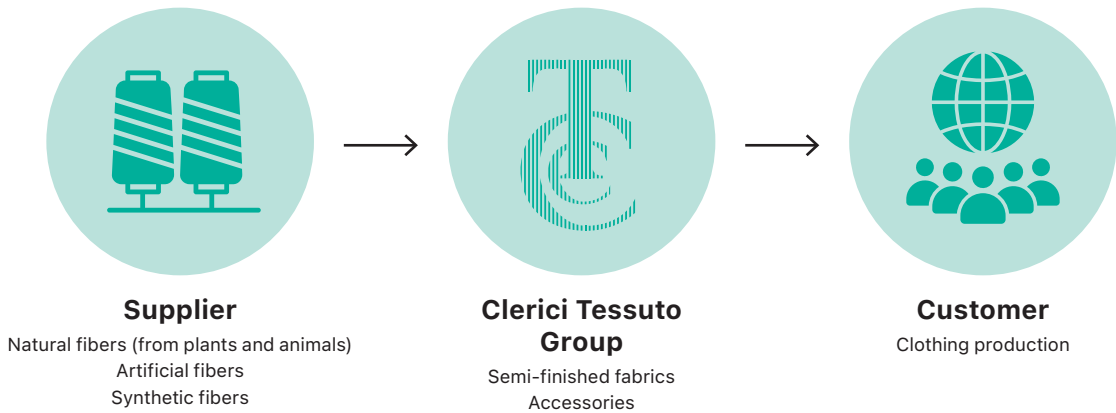


INPUT AND OUTPUT FLOWS

Clerici Tessuto Group purchases fibers and textiles to produce semi-finished products and accessories that will be used to make clothing for the luxury fashion industry, as shown in the figure.

This sector seeks high-quality materials from its suppliers, especially those of natural origin, which is why Clerici Tessuto has increased its purchase of natural fibers, which have risen by approximately 5% compared to last year and 10% compared to 2022. At the same time, the Group remains committed to building a fully certified supply chain: in 2024, it increased its use of bio-based materials by 15%. For more information on certifications, please refer to the dedicated box.

Overview of Clerici Tessuto Group's supply chain



Details of material flows are given in the following table.

Fiber type	2022		2023		2024		Δ 2024-2023
	kg	% of total	kg	% of total	kg	% of total	
Artificial	162,383	26	74,493	18	68,906	20	2.18%
Natural	350,650	55	244,457	60	219,428	65	5.18%
Summary	121,248	19	89,127	22	48,806	14	-7.36%
Total	634,281	100	408,077	100	337,140	100	

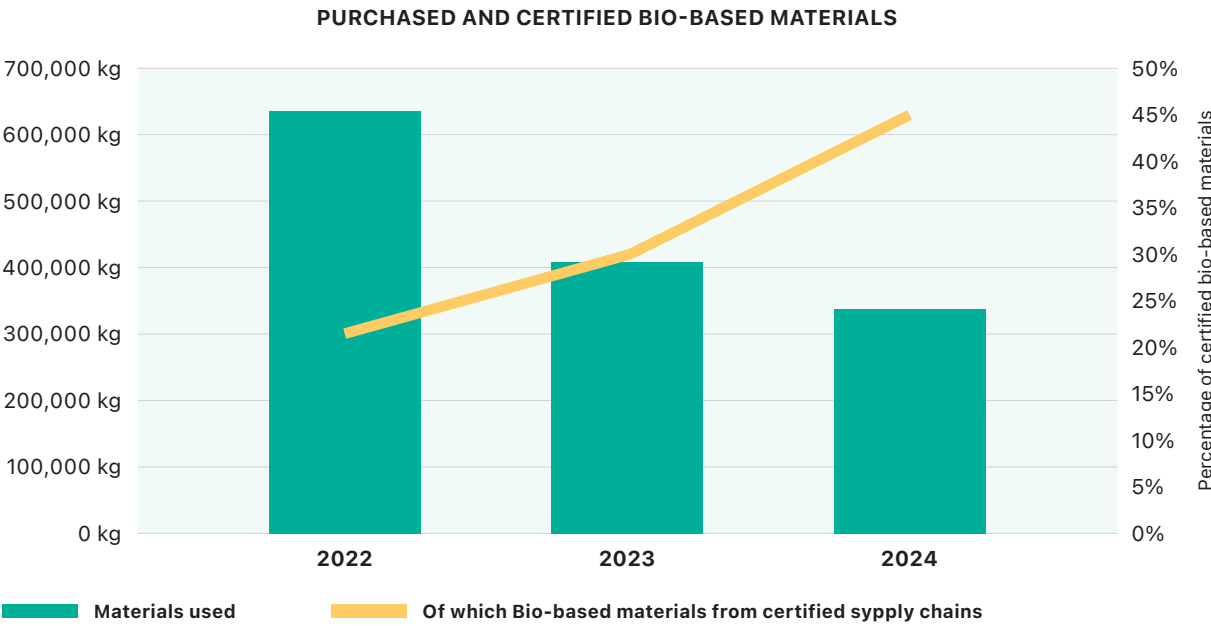
Incoming raw materials.

	UOM	2022	2023	2024
Materials used	kg	634,281	408,077	337,140
Bio-based from certified supply chain	%	22	30	45
From recycling	%	5.1	6.4	2.4

Bio-based and recycled materials.



The following chart shows how Clerici Tessuto Group remains committed to purchasing high-quality certified products.



Percentage of certified materials compared to purchases.

Clerici Tessuto Group is currently considering possible developments in the natural fabrics market as a result of climate change, which could affect the production of high-quality plant and animal raw materials. The company is therefore planning to analyze the risks associated with the supply of these materials in order to promptly implement measures aimed at avoiding potential financial damage.

The European Commission is undertaking eco-design initiatives (following the implementation of the Digital Passport) that also include the durability and recyclability of fabrics, which is why the Group is working on designing items that reflect these characteristics. The content of its products is considered 100% recyclable, as all the materials used are potentially and technically recyclable. Unfortunately, there is currently no common European system for large-scale recycling/reuse of textile items.



The importance of certifications

Several sustainability certifications and labels have been developed for the textile and fashion industry. Certifications are tools designed to transition to sustainability in the absence of a clear and structured regulatory framework.

In this context, Clerici Tessuto Group is not only committed to purchasing sustainable raw materials, but also to improving its production processes in order to maintain its certifications throughout the supply chain. This is also done with the aim of providing its customers with materials that comply with the most relevant certifications in the industry.

The following tables show the data on materials purchased and sold by certification, expressed in kg.

MATERIAL INPUTS										
Type	Origin	Non-certified	GOTS	GRS	FSC	European Flax	OEKO TEX	RW	BCI	TOT
Renewable	Natural	111,175	46,868	481	13	14,064	7	6	46,868	219,428
	Artificial	25,745	0	10	43,152	0	0	N/A	N/A	68,906
Non-renewable	Synthetic	25,736	N/A	10,010	N/A	N/A	13,060	N/A	N/A	48,806
Total		162,655	46,868	10,500	43,166	14,064	13,067	6	46,814	337,140
%		48.25	13.90	3.11	12.80	4.17	3.88	0	13.89	100.00

MATERIAL OUTPUTS										
Type	Origin	Non-certified	GOTS	GRS	FSC	European Flax	OEKO-TEX	RW	BCI	TOT
Renewable	Natural	119,621	28,616	481	13	13,306	4	0	35,520	197,067
	Artificial	24,904	0	0	44,680	0	0	N/A	N/A	69,584
Non-renewable	Synthetic	26,940	N/A	12,724	N/A	N/A	10,597	N/A	N/A	50,262
Total		171,465	28,616	12,724	44,680	13,306	10,601	0	35,520	316,913
%		54.10	9.03	4.02	14.10	4.20	3.35	0	11.21	100.00

Clerici Tessuto Group customers always seek high-quality products that are also certified. However, in order to meet the requirements of certain customers, it may be necessary to implement processes that do not allow the certification of material outputs to be maintained. This explains the differences in the table above.

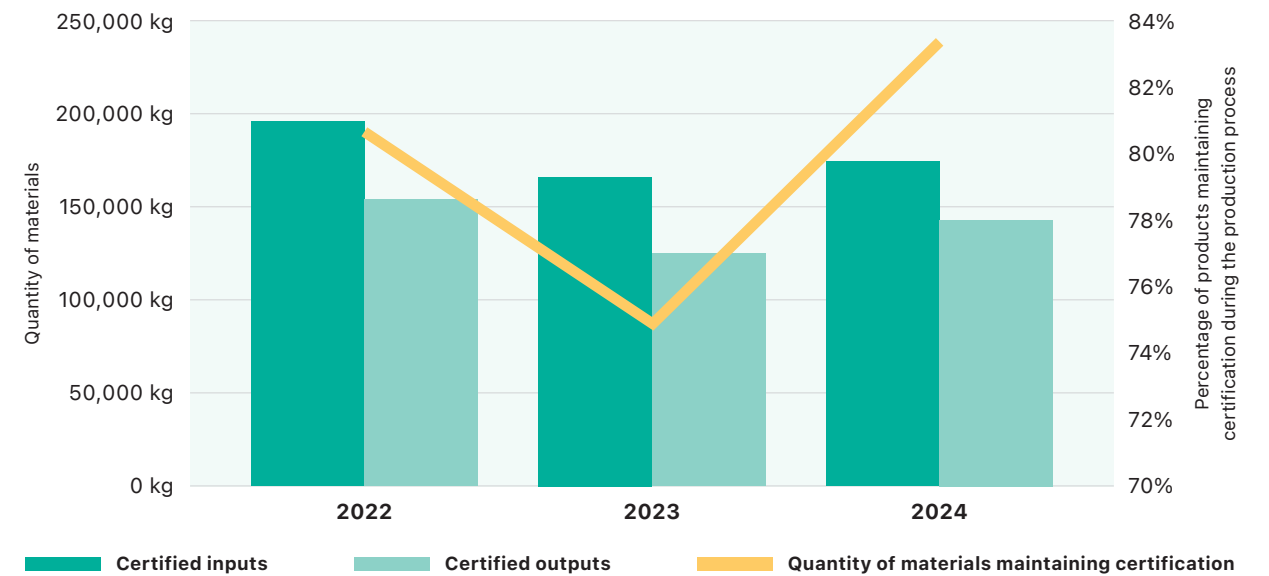
The Group can manage the production process so that customers can buy high-quality certified materials. In 2024, 83% of material outputs retained their certification following processing controlled by Clerici Tessuto Group. In this regard, there was an 8% increase compared to 2023. It should be noted that this increase is driven by market demand, which the Group can meet thanks to its production structure.

	UOM	2022	2023	2024
Certified material inputs	kg	194,751	164,054	174,485
Certified material outputs	kg	156,979	123,282	145,448
Quantity of materials maintaining certification	%	81	75	83

Comparison between certified material inputs and outputs.



CERTIFICATION MAINTENANCE



Comparison between certified material inputs and outputs.

By 2025, the Group also aims to obtain RAF, OCS, and RCS certifications.

With regard to waste, 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 has also joined in two programs for used toner management: the HP program for free collection of used HP toners, and Berg's ZEROZEROTONER recovery project for the management of used toners from other suppliers.

The latter is a first step towards collaboration with PRINT RELEAF, an American company specializing exclusively in global reforestation, which offers the possibility of planting a tree for every EcoBox collected and choose the reforestation project you want to contribute to. Since 2021, when the company was certified and began its collaboration with PRINT RELEAF, around 40 trees have been planted, with more to be added based on the number of EcoBoxes delivered each year.

PRINTRELEAF				
Year	2021	2022	2023	2024
Offset ID	TX_3EB45D299EC5	TX_87729CF9FF87	BX_ED6FBBA6898C	BX_451774C59AD9
Offset Date	29/07/2021	13/07/2022	19/07/2023	08/07/2024
Paper Consumed	183.326	49.998	49.998	49.998
Standard Trees Reforested	22	6	6	6
Reforestation Project	Dominican Republic	Madagascar	France (Torcé)	Northern Ireland



The Group 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 requirements, including those recently implemented, such as integration with “RENTRI” (National Electronic Register for Waste Traceability).

Type of waste		UOM	2022	2023	2024
Non-hazardous	Other recovery operations (R10-R13)	t	168.47	175.91	182.67
Hazardous	Other disposal operations (D2-D9; D12-D15)	t	8.28	11.66	11.15
Hazardous	Other recovery operations (R10-R13)	t	1.00	1.16	1.09
Non-hazardous	Total non-hazardous waste	t	168.47	175.91	182.67
Hazardous	Total hazardous waste	t	9.28	12.81	11.16
Non-hazardous + hazardous	Total waste production	t	177.77	188.72	193.83
Non-hazardous + hazardous	Total waste destined for recovery operations	t	169.49	177.07	183.76
Non-hazardous + hazardous	Share of recycled waste	%	0	0	0
Non-hazardous + hazardous	Share of waste destined for other recovery operations	%	95	94	95

Amount of waste generated between 2022 and 2024.

There was an increase in waste generation in 2024, caused by construction work carried out for the installation of the new boiler at the Montano Lucino plant. The Group has set itself the goal of reducing the amount of packaging waste by 2025 in line with new regulations and its environmental policy.



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, a reference document for all Group stakeholders, which clearly defines the principles guiding the Group's values, with a focus on the human dimension of professional relationships.

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 fosters equal treatment and values human and professional resources, also with initiatives focused on well-being and internal collaboration. The Code of Ethics also rejects any form of discrimination, violence, forced or child labor, and protects individual freedom in all its forms.

In line with these principles, Sara INK has also implemented a Social Responsibility Policy, approved in 2017, according to which a person responsible for monitoring its application – especially with regard to the protection of workers' rights – shall be appointed.

In 2024, the Group faced a complex economic situation, which made it necessary to resort to ordinary layoffs. This measure, in place from January 2024 to April 2025, was adopted to safeguard its economic equilibrium and ensure operational continuity. This decision was handled flexibly, taking into account the specific needs of departments and workloads, with two objectives: ensuring timely delivery and a fair and sustainable management of this measure. Nevertheless, compared to 2023, some personnel indicators show significant changes, which reflect the organizational impact of the measure taken.

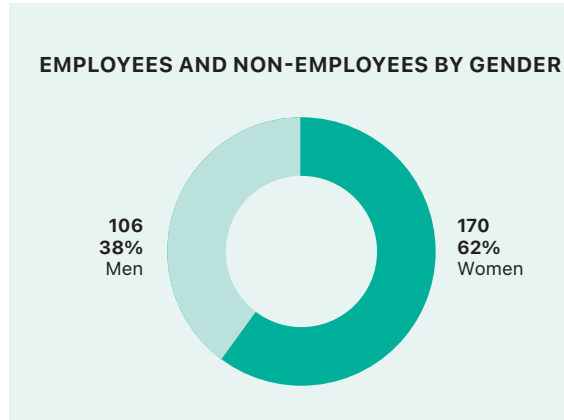
Even in such a difficult context, Clerici Tessuto has remained true to its values and strengthened its internal communication channels. In October 2024, a weekly meeting of executives and area managers was established, to be held every Monday, with the aim of analyzing sales indicators and addressing key business issues, but also of providing an opportunity for direct discussion with the CEO. Today, this meeting is a strategic internal communication tool, aimed at promoting alignment, timeliness, and shared decision-making.

At the same time, the company has strengthened its commitment to legality and transparency by updating its Organizational, Management, and Control Model in accordance with Legislative Decree 231/2001, formally incorporating the existing whistleblowing procedure. This was done with the aim of improving its risk prevention system and ensure compliance with current legislation. This procedure has been designed to give employees and collaborators the opportunity to confidentially report any violations of the law or company values, thus contributing to a safe, fair, and compliant workplace.

The Group's commitment to its employees is confirmed by the fact that, in 2024, there were no discrimination incidents. As of December 31, 2024, the company had 276 employees, a slight decrease compared to 2023 (-12.4%), marking a growth trend inversion for the first time since 2021.

In 2024, the number of women employed is still higher than that of men – 170 compared to 106 – for the entire Clerici Tessuto Group.

Clerici Tessuto's approach has always been geared towards job stability, with the signing of permanent contracts. This decision reflects the company's commitment to building lasting relationships with its employees and to valuing human capital in the long term. In line with the previous year, the percentage of employees with permanent contracts stands at 99.6%.



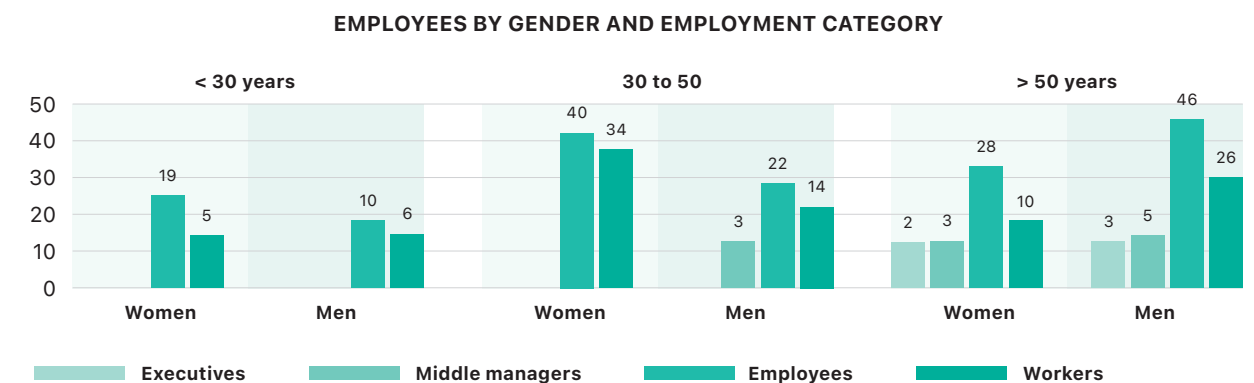
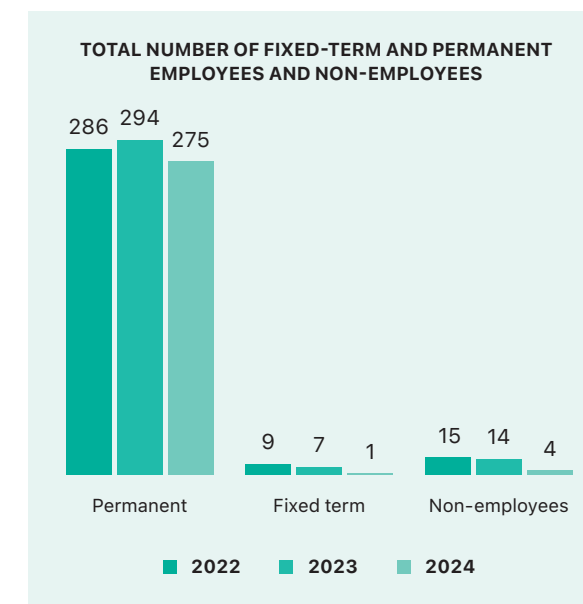
In 2024, the number of employees who left the Group was 13.8%, slightly up on 2023 (10.9%), while the number of people joining the Group was equal to 4.7%, which is definitely lower compared to 2023 (12.9%).

Clerici Tessuto's workforce also includes four non-employee working relationships (10 less compared to 2023): three self-employed workers and one worker hired through temporary employment agencies.

As of December 31, 2024, Clerici Tessuto had 13 employees belonging to legally protected categories, as in 2023.

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 (59.8%), followed by blue-collar workers (34.4%), while middle managers and executives account for about 5.8% of the total. 86% of the workforce is over the age of 30, while 14% is under 30. In the white-collar category, women account for 61.7% of the total workforce, while men for 38.3%.

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. For executives, reference is made to the National Agreement for Industry Executives.





61.6%

women in the workforce

99.6%

permanent contracts

40%

women in the executive team

EMPLOYEE TRAINING AND DEVELOPMENT

Under 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 Department 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 Department 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 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).

The Group continues to regularly and wholeheartedly invest in promoting a corporate culture focused on sustainability through awareness-raising activities and targeted training courses. The goal is to raise awareness and empower employees on issues relevant to the business, including waste management (also from an EPR perspective), environmental labels, product certifications, legislative compliance, and responsible procurement.

Overall, 2,452 hours of training were delivered in 2024, which is fewer hours than in 2023 (4,318 hours). However, this decrease did not affect the quality and relevance of the initiatives, which focused on consolidating key skills to address organizational changes and new market demands, also to meet the requests of customers and suppliers.



2,452

training hours in 2024

1,371

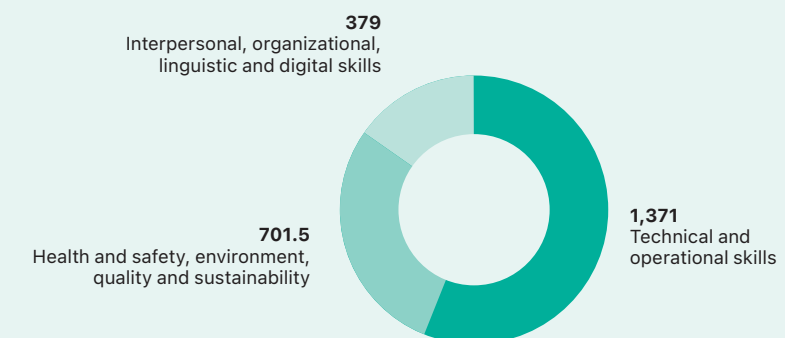
Number of technical training hours in 2024, compared to 1,273 in 2023

In a changing environment that has also affected the company's workforce, Clerici Tessuto has chosen to value internal skills, promoting the professional growth of its employees and assigning new responsibilities to individuals already working for the company.

Technical training, in particular, increased from 1,273 hours in 2023 to 1,371 hours in 2024. This increase was also driven by the need to develop specific skills for which gaps had been identified during the year. To this end, thematic webinars were organized—delivered by external entities—on crucial topics such as exports,

customs, sustainability, and regulatory impacts, with the aim of filling training gaps and strengthening collaboration between the different teams. However, no specific training on human rights has been delivered. The company also takes the issue of inclusion very seriously and employs a significant number of foreign workers. Its commitment to promoting the integration of these workers is confirmed, for example, by the activation of an Italian language course for a production worker, with the aim of supporting his integration and promoting full and informed participation in the life of the company.

TRAINING HOURS BY TYPE (2024)



Looking ahead, training on Model 231 and the whistleblowing procedure is planned for 2025, with the

aim of further strengthening the corporate culture of legality and integrity.

GoodHabitx platform

Clerici Tessuto Group provides continuous and easily accessible training for all its employees through the GoodHabitx platform, made available in 2024 and much appreciated by employees and non-employees. The platform was used to deliver both voluntary training, particularly on soft skills also suggested through dedicated newsletters, and mandatory training on topics such as remote work.

More than 100 online courses, accessible from any device and updated on a monthly basis, to build personalized training programs that are available on demand. GoodHabitx has also been incorporated into blended learning programs, to combine online sessions and in-person training. The Human Resources Department and department managers use this platform to define targeted and mandatory course packages, while the use of resources available for individual training is still voluntary.

For each completed course, there is a final test and a certificate of attendance is issued. The number of hours attended can also be monitored, but individual data remains confidential. Access to the platform and its classes is also allowed outside the company, so the courses can be extended to employees' family members.

The platform is regularly promoted through internal communications detailing the available content. In 2025, the Group will discuss the possibility to further increase the training opportunities available to its employees.



WELLBEING AND WELFARE

The Group's commitment to its people is also confirmed by the definition of a corporate welfare plan that aims at promoting employee wellbeing by implementing actions to improve people's living and working conditions, as well as their satisfaction, motivation, and engagement.

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.

Among the main measures taken, 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 6, 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. 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 flexible working hours and part-time contracts that meet employees' personal needs – especially parents. In 2024, 31 employees took this opportunity. During the year, solutions with different schedules and lengths were offered; for the future, this initiative is expected to be streamlined, with the implementation of standard models.

Remote work is also an important welfare measure, implemented during the COVID-19 pandemic and confirmed in 2024 as a structural arrangement, although not regulated by a collective agreement. It is applicable to office workers, subject to assessment by their manager, with an average of one or two days per week. Individual contracts are tailored to the characteristics of individual roles and needs, confirming that the company is open to more flexible working arrangements.

In 2024, on the occasion of the renewal of the National Collective Labor Agreement for the Textile, Clothing, and Fashion industry, the company gave all employees a €200 shopping voucher to be spent at supermarkets, as it was considered the most accessible and useful voucher format.

In addition to material benefits, to encourage the professional growth of its employees and promote their active participation, Clerici Tessuto Group has also 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. This system has shown positive results since 2022 and, in line with the company's objectives, has been progressively extended with the aim of fostering engagement, accountability, and meritocracy.



HEALTH AND SAFETY MEASURES

As stated in its Company Policy and Code of Ethics, the physical integrity of its employees is a core value for Clerici Tessuto. For this reason, it is committed to ensuring health and safety at work, in compliance with current legislation and in line with the Company's "safety culture."

Safety management in the company

The company has developed a system that complies with the requirements of Legislative Decree 81/08, supported by a dedicated team that consists of the Prevention and Protection Service Manager (RSPP), Prevention and Protection Service Officer (ASPP), Safety Managers and Supervisors, the Workers' Safety Representatives (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 in the Group.

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, department 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, a key element of this process is the active involvement of workers, who are invited and encouraged to report potentially dangerous or risky situations for health and safety to the Prevention and Protection Service Manager (RSPP).

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. According to ISO 45001, internal audits must be carried out by qualified personnel to verify compliance with health and safety legislation. This tool, together with the other tools described, allows for timely intervention in the event of potential risks.

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 7.1 in 2024, and therefore, higher than in 2023, when it was 4.1, 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. In 2024, the Group underwent a total of 25 audits, all of which concluded with positive results, including 8 conducted at the request of customers 7 carried out by external bodies to check compliance for maintenance of voluntary product certification requirements, 3 audits for the maintenance of ISO certifications, and 7 internal audits.



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 four years, a total of 50 suggestions/reports were received.



LOCAL COMMUNITY DEVELOPMENT

ACTIVITIES AND PROJECTS FOR THE COMMUNITY AND THE LOCAL AREA

Since its founding, 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.



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 2024, the partnership with Accademia Costume & Moda 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 June.

Between September and November 2024, Clerici Tessuto opened its doors to an intern from Centrocot in Busto Arsizio, who had completed a training course on sustainability. This internship made it possible to develop a project aimed at qualifying company suppliers by collecting and analyzing information on social, economic, governance, and certification profiles. The result was a structured supplier sheet, now used for qualification processes in line with ISO 9001 and market demands in terms of transparency and accountability.

Clerici Tessuto's School Projects

Clerici Tessuto also implements its vocational education and training projects outside the company, in technical and vocational schools:

- In 2024, Clerici Tessuto donated several meters of fabric to the IED Institute in Milan, contributing to the completion of three students' dissertations.
- The company has supported university dissertation projects by offering first-hand accounts on topics such as sustainability, innovation, supply chains, and artificial intelligence. One example is an interview given to a student at the University of Turin on the impact of AI on business internationalization.

- In December 2024, a company employee held a training session at the Cometa Professional Institute in Como.
- Once again in 2024, the company's commitment to training young people was rewarded by Confindustria with the Bollino per l'Alternanza di Qualità (BAQ) award, which recognizes companies that excel in providing high-quality work-study programs.

Company Tours

During the year, there were eight company tours by Italian and international educational institutions, involving a total of 160 students. These tours gave young people the opportunity to learn more about the Company's production and creative departments.

In October, Clerici Tessuto hosted the winners of the Silk Contest promoted by Confindustria Como. The students visited the company's archive and weaving mill, enjoying an immersive experience in the world of textiles. In September, three students from the Paolo Carcano Institute in Como took part in a training session on corporate sustainability strategy, exploring the contents of the sustainability report for the development of their high school graduation project.

Textile Job Day

On May 22, 2024, Clerici Tessuto participated in Textile Job Day, organized by the Provincia di Como and the Regione Lombardia at the Istituto Paolo Carcano. This event brought together students and local companies to share job opportunities in the textile industry. Through first-hand accounts, Clerici Tessuto helped guide participants in their career choices.

VOLUNTEERING AND DONATIONS

Amici di Como

Clerici Tessuto's main shareholder is the president of the *Amici di Como* association, which was created to strengthen ties with the local community. The association promotes opportunities for entrepreneurs to meet and share ideas, inspired by the principle of "being useful to the Earth."

CouLture Migrante

Clerici Tessuto has supported CouLture Migrante, a tailoring project implemented in the Como area that involves migrant women and men at risk of social exclusion. The Company donated 10,000 euros, to help 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. In 2024, the project's range of productive activities, internships, and training courses was expanded.

GO5 – Per mano con le donne

In 2024, the Company donated fabrics to a nonprofit organization, GO% - Per Mano con le Donne, for it to make turbans and bandanas for women undergoing cancer treatment.



TEDx Lake Como

Clerici Tessuto was a sponsor of TEDx Lake Como 2024. By participating in this event, the company sought to confirm its commitment to innovation, knowledge, and the dissemination of ideas that promote positive change.

Banco di Solidarietà di Como

In 2024, Clerici Tessuto supported the Banco di Solidarietà di Como with donations and by promoting their "Food Drive." It also launched the internal campaign "Dona la spesa" (Donate your grocery shopping) with monthly food collections for families in need. The company received the Ethical and Social Responsibility Certificate for its commitment.

Galtrucco. Tessuti Moda Architettura – Palazzo Morando

Clerici Tessuto contributed to the *Galtrucco. Tessuti Moda Architettura* exhibition at Palazzo Morando in Milan (December 2024 – June 2025), by providing materials and samples from its archive. The exhibition traced the evolution of Italian fashion and textile design in the 20th century, with contributions from historic brands such as Krizia, Chloé, and Armani.

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*, held in October 2024 at the Cini Foundation in Venice. Now in its second edition, this event brought together brands and players in the textile supply chain to reflect on common challenges and actions to be taken for more responsible fashion. Organized by the Camera Nazionale della Moda Italiana, Confindustria Venezia, Sistema Moda Italia, and The European House – Ambrosetti, the forum focused on the theme "*Just fashion transition – Supply chains and brands towards sustainable transition*", with the aim of outlining a shared path towards sustainability of the industry.



ANNEX: TABLES OF ESRS DISCLOSURES



E1-5 Energy consumption and energy mix

Energy consumption and energy mix	UOM	2022	2023	2024
Non-renewable energy				
Consumption of fuel from crude oil and petroleum products	MWh	627	546	497
Consumption of natural gas fuel	MWh	10,440	9,905	9,054
Consumption of fuels from other non-renewable sources	MWh	0	0	0
Consumption of electricity, heat, steam, and cooling from fossil fuels, purchased or acquired	MWh	3,443	3,044	662
Total energy consumption from fossil fuels	MWh	14,510	13,495	10,213
Renewable energy				
Solar energy self-production	MWh	0	0	88
Energy consumption with guarantee of origin certification	MWh	0	0	2,169
Self-produced energy sold	MWh	0	0	20
Share of total fossil fuel energy consumption	%	100	100	82
Total energy consumption	MWh	14,510	13,495	12,381
Group net revenue	€	62,595,263	61,823,956	44,200,377
Material outputs	kg	518,296	431,279	316,913
Energy intensity compared to net revenue	kWh/€	0.23	0.22	0.28
Energy intensity for material outputs	MWh/kg	0.28	0.31	0.39

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

GHG emissions	UOM	2022	2023	2024	Δ 2024-2023
Scope 1 emissions					
Gross Scope 1 GHG emissions	tCO ₂ e	2,483	2,337	2,222	-4.9%
Scope 2 emissions					
Scope 2 (Location Based)	tCO ₂ e	1,085	959	1,191	+24.2%
Scope 2 (Market Based)	tCO ₂ e	1,572	1,390	331	-76.2%
Total Emissions					
Scope 1 + Scope 2 (Location Based)	tCO ₂ e	3,614	3,332	3,433	+3.1%
Scope 1 + Scope 2 (Market Based)	tCO ₂ e	4,101	3,763	2,574	-31.6%
Carbon intensity					
Group net revenue	€	62,595,263	61,823,956	44,200,377	-28.5%
Material outputs	kg	518,296	431,279	316,913	-26.5%
Emissions intensity with respect to net revenue (Location Based)	tCO ₂ e/M€	57.736	53.890	77.676	44.1%
Emissions intensity with respect to net revenue (Market Based)	tCO ₂ e/M€	65.523	60.861	58.232	-4.3%
Emissions intensity with respect to material outputs (Location Based)	tCO ₂ e/kg	0.697	0.773	1.083	+40.2%
Emissions intensity with respect to material outputs (Market Based)	tCO ₂ e/kg	0.791	0.872	0.812	-6.9%

Sources:

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

Scope 2 Location-based emissions: AIB 2023

Scope 2 Market-based emissions: 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 and water emissions

Values are calculated based on standard plant operating hours.

Air pollutants	UOM	2023	2024	Δ 2024-2023
VOC	kg	573.82	615.11	+7.2%
Formaldehyde	kg	0.69	0.74	+7.2%
NO _x	kg	1,065.65	825.67	-22.5%
CO	kg	111.26	109.05	-2.0%
Ammonia	kg	-	19.76	-

The data in the table refer to the sampling required by the AUA. In 2023, ammonia detection was not required by the authorization. These samples are not taken continuously but in accordance with the provisions of the law. Therefore, these fluctuations are due to the level of plant activity on the day of detection.

Wastewater pollutants	UOM	2023	2024
Suspended solids	kg	0.0014	0.0015
COD	kg	0.057	0.047
BOD	kg	0.014	0.009
Nitrous oxide	kg	3.62*10 ⁻⁷	3.06*10 ⁻⁷
Nitric oxide	kg	3*10 ⁻⁶	2.54*10 ⁻⁶
Organic nitrogen	kg	0.008	0.005
Ammoniacal nitrogen	kg	0.007	0.007

Wastewater pollutants. Wastewater data refer to the Montano Lucino plants. No data were reported for the Villa Guardia plant due to discontinuity in data collection (in accordance with the AUA).

E2-5 Substances of concern and substances of very high concern

Chemicals	Total quantity (t)	Total substances of high concern (t)	Quantity of substances/mixtures used by H hazard class (t)					
			317	361	373	410	411	412
Dyes	1,267	1,267	0.28	0.00	0.09	0.00	0.00	0.13
Chemicals	207,525	18,302	10.50	0.06	0.04	17.80	7.39	0.38
Total	207,792	19,569	10.78	0.06	0.13	17.80	7.39	0.51



E3-4 Water withdrawal, discharge and consumption

Category	Subcategory	UOM	2022	2023	2024	Δ 2024-2023
Water withdrawals	Total water withdrawals	m³	97,451	79,121	66,824	-15.5%
Water withdrawals	Total water withdrawals - water risk areas	m³	97,451	79,121	66,824	-15.5%
Water withdrawals	Of which surface water	m³	66,630	53,154	47,338	-10.9%
Water withdrawals	Of which groundwater	m³	30,821	25,967	19,486	-25.0%
Water discharges	Total water discharges	m³	86,325	71,209	60,449	-15.1%
Water discharges	Of which groundwater	m³	86,325	71,209	60,449	-15.1%
Water consumption	Total water consumption	m³	11,126	7,912	6,375	-19.4%
Water intensity	Net revenue	€	62,595,263	61,823,956	44,200,377	-28.5%
Water intensity	Material outputs	kg	518,296	431,279	316,913	-26.5%
Water intensity	Water intensity with respect to net revenue	m³ consumption /M€	177.7	128.0	144.2	12.7%
Water intensity	Water intensity with re-spect to material outputs	m³ consumption /kg	0.021	0.018	0.020	9.6%

E5-4 Resource inflows

Fiber type	2022		2023		2024		Δ 2024-2023
	kg	% of total	kg	% of total	kg	% of total	
Artificial	162,383	26	74,493	18	68,906	20	2.18%
Natural	350,650	55	244,457	60	219,428	65	5.18%
Summary	121,248	19	89,127	22	48,806	14	-7.36%
Total	634,281	100	408,077	100	337,140	100	

Incoming raw materials.

	UOM	2022	2023	2024
Materials used	kg	634,281	408,077	337,140
Bio-based from certified supply chain	%	22	30	45
From recycling	%	5.1	6.4	2.4

Percentage of bio-based and recycled material.



E5-5 Waste

Type of waste		UOM	2022	2023	2024
Non-hazardous	Other recovery operations (R10-R13)	t	168.47	175.91	182.67
Hazardous	Other disposal operations (D2-D9; D12-D15)	t	8.28	11.66	11.15
Hazardous	Other recovery operations (R10-R13)	t	1.00	1.16	1.09
Non-hazardous	Total non-hazardous waste	t	168.47	175.91	182.67
Hazardous	Total hazardous waste	t	9.28	12.81	11.16
Non-hazardous + hazardous	Total generated waste	t	177.77	188.72	193.83
Non-hazardous + hazardous	Total waste for recovery	t	169.49	177.07	183.76
Non-hazardous + hazardous	Share of recycled waste	%	0	0	0
Non-hazardous + hazardous	Share of waste destined for other recovery operations	%	95	94	95



S1-6 Workforce composition

Total workforce by employment contract and gender as of December 31	Group			Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total	310	315	280	270	274	247	40	41	33
Total women	187	190	171	177	179	162	10	11	9
Total men	123	125	109	93	95	85	30	30	24
Permanent contract	286	294	275	253	258	242	33	36	33
Women	180	185	170	170	174	161	10	11	9
Men	106	109	105	83	84	81	23	25	24
Fixed-term contract	9	7	1	7	5	1	2	2	0
Women	3	2	0	3	2	0	0	0	0
Men	6	5	1	4	3	1	2	2	0
Total non-employees	15	14	4	10	11	4	5	3	0
Women	4	3	1	4	3	0	0	0	0
Men	11	11	3	6	8	4	5	3	0
of which agency-supplied	3	5	1	0	2	1	3	3	0
Women	0	0	1	0	0	1	0	0	0
Men	3	5	0	0	2	0	3	3	0
of which self-employed	5	4	3	4	4	3	1	0	0
Women	0	0	0	0	0	0	0	0	0
Men	5	4	3	4	4	3	1	0	0
of which with a project-based contract	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0
of which agents	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0
of which interns	7	5	0	6	5	0	1	0	0
Women	4	3	0	4	3	0	0	0	0
Men	3	2	0	2	2	0	1	0	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	2024	2022	2023	2024	2022	2023	2024
Permanent contract	286	294	275	253	258	242	33	36	33
Women	180	185	170	170	174	161	10	11	9
Men	106	109	105	83	84	81	23	25	24
Fixed-term contract	9	7	1	7	5	1	2	2	0
Women	3	2	0	3	2	0	0	0	0
Men	6	5	1	4	3	1	2	2	0
Total employees with permanent and fixed-term contracts	295	301	276	260	263	243	35	38	33



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	2024	2022	2023	2024	2022	2023	2024
Full time	265	265	245	231	230	213	34	35	32
Women	155	157	143	145	146	134	10	11	9
Men	110	108	102	86	84	79	24	24	23
Part time	30	36	31	29	33	30	1	3	1
Women	28	30	27	28	30	27	0	0	0
Men	2	6	4	1	3	3	1	3	1
Total employees with permanent and fixed-term contracts	295	301	276	260	263	243	35	38	33

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	2024	2022	2023	2024	2022	2023	2024
Number of employees who left the company during the reporting period	59	57	38	21	24	29	38	33	9
Overall turnover rate	21.36	23.92	18.48	20.38	23.19	15.64	28.57	28.95	39.39
New hire turnover rate	11.53	12.96	4.71	11.54	12.17	3.70	11.43	18.42	12.12
Women	10.93	11.23	0.00	10.98	11.36	2.27	10.00	9.09	0.00
Men	12.50	15.79	0.00	12.64	13.79	5.41	12.00	22.22	16.67
Under the age of 30	41.94	48.72	0.00	45.83	51.52	0.00	28.57	33.33	0.00
Women	56.25	45.83	0.00	57.14	47.62	0.00	50.00	33.33	0.00
Men	26.67	53.33	0.00	30.00	58.33	0.00	20.00	33.33	0.00
Aged 30-50	10.74	9.30	0.00	11.28	9.01	0.00	6.25	11.11	0.00
Women	7.29	8.24	0.00	7.78	8.75	0.00	0.00	0.00	0.00
Men	16.98	11.36	0.00	18.60	9.68	0.00	10.00	15.38	0.00
Over the age of 50	4.35	6.02	0.00	3.88	4.20	0.00	8.33	21.43	0.00
Women	5.63	3.85	0.00	5.80	4.00	0.00	0.00	0.00	0.00
Men	2.27	9.09	0.00	0.00	4.55	0.00	10.00	27.27	0.00
Exit turnover rate	9.83	10.96	13.77	8.85	11.03	11.93	17.14	10.53	27.27
Women	8.20	9.09	0.00	8.09	9.66	13.64	10.00	0.00	22.22
Men	12.50	14.04	0.00	10.34	13.79	9.91	20.00	14.81	29.17
Under the age of 30	3.23	12.82	0.00	4.17	12.12	0.00	0.00	16.67	0.00
Women	6.25	4.17	0.00	7.14	4.76	0.00	0.00	0.00	0.00
Men	0.00	26.67	0.00	0.00	25.00	0.00	0.00	33.33	0.00
Aged 30-50	10.74	8.53	0.00	8.27	9.01	0.00	31.25	5.56	0.00
Women	8.33	4.71	0.00	7.78	5.00	0.00	16.67	0.00	0.00
Men	15.09	15.91	0.00	9.30	19.35	0.00	40.00	7.69	0.00
Over the age of 50	10.43	12.78	0.00	10.68	12.61	0.00	8.33	14.29	0.00
Women	8.45	15.38	0.00	8.70	16.00	0.00	0.00	0.00	0.00
Men	13.64	9.09	0.00	14.71	6.82	0.00	10.00	18.18	0.00



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	2024	2022	2023	2024	2022	2023	2024
Total	15	14	4	10	11	4	5	3	0
Women	4	3	0	4	3	0	0	0	0
Men	11	11	0	6	8	0	5	3	0
of which agency-supplied	3	5	1	0	2	1	3	3	0
Women	0	0	0	0	0	0	0	0	0
Men	3	5	1	0	2	1	3	3	0
of which self-employed	5	4	3	4	4	3	1	0	0
Women	0	0	0	0	0	0	0	0	0
Men	5	4	3	4	4	3	1	0	0
of which with a project-based contract	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0
of which agents	0	0	0	0	0	0	0	0	0
Women	0	0	0	0	0	0	0	0	0
Men	0	0	0	0	0	0	0	0	0
of which interns	7	5	0	6	5	0	1	0	0
Women	4	3	0	4	3	0	0	0	0
Men	3	2	0	2	2	0	1	0	0

S1-9 Diversity

Temporary and permanent staff. by contractual category, gender and age group	Group								
	2022			2023			2024		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	42.9%	57.1%	100.0%	42.9%	57.1%	100.0%	40.0%	60.0%	100.0%
Under the age of 30	0.0%	0.0%	0.0%	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%	0.0%	0.0%	0.0%
Over the age of 50	66.7%	75.0%	71.4%	100.0%	75.0%	85.7%	100.0%	100.0%	100.0%
Middle management	21.4%	78.6%	100.0%	25.0%	75.0%	100.0%	27.3%	72.7%	100.0%
Under the age of 30	0.0%	0.0%	0.0%	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%	0.0%	37.5%	27.3%
Over the age of 50	0.0%	45.5%	50.0%	100.0%	44.4%	58.3%	100.0%	62.5%	72.7%
White-collar workers	65.5%	34.5%	100.0%	65.4%	34.6%	100.0%	52.7%	47.3%	100.0%
Under the age of 30	11.2%	13.1%	11.9%	16.8%	15.9%	16.5%	21.8%	12.8%	17.6%
Aged 30-50	51.7%	45.9%	49.7%	41.2%	36.5%	39.6%	46.0%	28.2%	37.6%
Over the age of 50	37.1%	41.0%	38.4%	42.0%	47.6%	44.0%	32.2%	59.0%	44.8%
Workers	62.9%	37.1%	100.0%	62.0%	38.0%	100.0%	51.6%	48.4%	100.0%
Under the age of 30	4.9%	19.4%	10.3%	6.5%	13.2%	9.0%	10.2%	13.0%	11.6%
Aged 30-50	55.7%	50.0%	53.6%	58.1%	39.5%	51.0%	69.4%	30.4%	50.5%
Over the age of 50	39.3%	30.6%	36.1%	35.5%	47.4%	40.0%	20.4%	56.5%	37.9%
Total	62.0%	38.0%	100.0%	62.1%	37.9%	100.0%	51.1%	48.9%	100.0%



S1-9 Training and skill development

Average training hours by employee category and gender	Group			Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total executives	59.6	6.1	10.0	59.6	6.1	10.0	0.0	0.0	0.0
Women	58.0	5.0	4.3	58.0	5.0	4.3	0.0	0.0	0.0
Men	60.8	6.9	18.5	60.8	6.9	18.5	0.0	0.0	0.0
Total middle managers	27.1	28.6	4.2	29.2	27.0	4.2	0.0	46.5	0.0
Women	8.7	18.7	0.0	8.7	18.7	0.0	0.0	0.0	0.0
Men	32.2	31.9	5.8	35.4	30.1	5.8	0.0	46.5	0.0
Total employees	10.4	14.3	10.4	10.1	14.4	9.3	12.6	13.8	0.0
Women	10.5	14.2	9.4	10.5	14.2	8.5	10.4	13.8	0.0
Men	10.1	14.6	12.0	9.4	14.7	10.8	15.7	13.8	0.0
Total Workers	4.7	13.3	9.8	3.8	7.8	7.9	9.0	35.1	0.0
Women	3.3	6.1	2.8	3.3	6.1	2.8	0.0	0.0	0.0
Men	7.0	25.0	33.9	5.2	13.7	25.8	9.0	35.1	0.0
Total	10.5	14.3	9.9	10.4	12.7	8.7	10.5	25.9	0.0
Total women	8.8	11.4	6.7	8.8	11.3	6.2	10.4	13.8	0.0
Total men	13.1	19.1	16.1	13.8	15.5	13.6	10.5	30.8	0.0

S1-14 Health and safety

Percentage of employees covered by a health and safety management system	Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024
% of total employees	100	100	100	100	100	100

S1-14 Health and safety

Injuries	Group			Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Number of recorded injuries as of December 31	1	2	3	1	2	2	0	0	1
occurred to employees	1	2	3	1	2	2	0	0	1
occurred to non-employees	0	0	0	0	0	0	0	0	0
Injuries not having serious consequences (24 hours and 180 days of sick leave)	1	2	2	1	2	2	0	0	0
occurred to employees	1	2	2	1	2	2	0	0	0
occurred to non-employees	0	0	0	0	0	0	0	0	0
Injuries with serious consequences (more than 180 days of absence from work)	0	0	0	0	0	0	0	0	0
occurred to employees	0	0	0	0	0	0	0	0	0
occurred to non-employees	0	0	0	0	0	0	0	0	0
Number of work-related deaths	0	0	0	0	0	0	0	0	0
occurred to employees	0	0	0	0	0	0	0	0	0
occurred to non-employees	0	0	0	0	0	0	0	0	0



S1-14 Health and safety

Injury rates	Group			Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Rate of recorded work-related injuries (including deaths)	2.16	4.07	7.09	2.54	4.79	5.51	0.00	0.00	16.56
occurred to employees	2.19	4.14	7.21	2.54	4.81	5.60	0.00	0.00	16.95
occurred to non-employees	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Rate of work-related injuries with serious consequences (excluding deaths)	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
occurred to employees	0.00	0.00	0.00	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	0.00	0.00	0.00
Rate of deaths resulting from occupational injuries	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
occurred to employees	0.00	0.00	0.00	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	0.00	0.00	0.00
Injury severity rate	0.01	0.13	0.15	0.01	0.16	0.16	0.00	0.00	0.00

S1-14 Health and safety

Recorded cases of work-related diseases	Group			Clerici Tessuto			Sara Ink		
	2022	2023	2024	2022	2023	2024	2022	2023	2024
Total number	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Recorded cases of work-related diseases	0	0	0	0	0	0	0	0	0
Recorded cases of work-related diseases	0	0	0	0	0	0	0	0	0
Cases of work-related disease deaths	0	0	0	0	0	0	0	0	0
Cases of work-related disease deaths	0	0	0	0	0	0	0	0	0

S1-14 Health and safety

Recovery days	Group		
	2022	2023	2024
Total recovery days	4	65	50

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

Use	Clerici Tessuto Group has submitted a report "with reference" to GRI standards for the period that goes from January 1, 2024 to December 31, 2024.
GRI 1 used	GRI 1 - Fundamental Principles - version 2021
Relevant GRI industry standards	Not implemented when this report was approved

GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
General information					
GRI 2: General disclosure 2021	2-1 Organizational details	Par. 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, 2024 - December 31, 2024; the Sustainability Report is prepared annually. To inquire about the document please send an email to: filieraecertificazioni@clericitessuto.it			
	2-4 Review of information	Not applicable			
	2-5 External assurance	Not applicable			
	2-6 Activities, value chain and others business relationships	Par. 1.1 Italian excellence woven over a hundred years of history; 4.1 Supply chain integration: together we create			
	2-7 Employees	Par. 5.1 Working at Clerici Tessuto			
	2-8 Non-employees	Par. 5.1 Working at Clerici Tessuto			
	2-9 Governance structure and composition	Par. 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	Par. 1.2 Governance structure			
	2-12 Role of the highest governing body in impact management control	Par. 1.2 Governance structure			



GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
GRI 2: General disclosure 2021	2-13 Delegation of impact management responsibilities	Par. 1.2 Governance structure			
	2-14 Role of the highest governing body in sustainability reporting	Par. 1.2 Governance structure			
	2-15 Conflicts of interest	As of December 31, 2024, there were no conflicts of interest affecting business activities.			
	2-16 Critical issues reporting	In 2024, Clerici Tessuto Group implemented 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	Par. 1.2 Governance structure			
	2-22 Sustainable development strategy statement	Par. 2.1 Sustainability as a deliberate choice and commitment			
	2-23 Policy Commitment	Par. 2.1 Sustainability as a deliberate choice and commitment			
	2-24 Policy Integration	Par. 1.2 Governance structure			
	2-25 Negative impact mitigation procedures	Par. 1.2 Governance structure			



GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
GRI 2: General disclosure 2021	2-26 Procedures for requesting clarification and raising concerns	Par. 1.2 Governance structure			
	2-27 Compliance with Laws and Regulations	Par. 1.2 Governance structure			
	2-28 Participation in associations	Par. 5.2 Local community development			
	2-29 Stakeholder engagement approach	Par. 2.2 Privileged interlocutors: stakeholders			
	2-30 Collective Bargaining Agreements	Par. 1.2 Governance Structure; 6.1 Working in the Clerici Tessuto Group.			
Material issues					
GRI 3: 2021 Materiality	3-1 Process for determining sustainability issues	Par. 2.3 Materiality assessment			
	3-2 List of material issues	Par. 2.3 Materiality assessment			
Business conduct					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 1.2 Governance structure			
GRI 205: 2016 Anti-Corruption	205-2 Anti-corruption policy and procedure sharing and training	Par. 1.2 Governance structure			
	205-3 Confirmed corruption cases and actions taken	Par. 1.2 Governance structure			
Circular economy and waste					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 5.4 Circular economy: a sustainable approach			
GRI 301: 2016 Materiality	301-1 Materials used by weight or volume	Par. 5.4 Circular economy: a sustainable approach	The data entered refers to purchased material	Compliance with ESRS E5-4 requirements	Alignment with ESRS E5-4
GRI 301: 2016 Materiality	301-2 Recycled materials used	Par. 5.4 Circular economy: a sustainable approach	The data entered refers to purchased material	Compliance with ESRS E5-4 requirements	Alignment with ESRS E5-4
GRI 306: Waste	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	Par. 5.4 Circular economy: a sustainable approach; <i>Annex - E5-5 Waste</i>			



GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
GRI 306: Waste	306-4 Waste diversion	Par. 5.4 Circular economy: a sustainable approach; <i>Annex - E5-5 Waste</i>			
	306-5 Waste disposal	Par. 5.4 Circular economy: a sustainable approach; <i>Annex - E5-5 Waste</i>			
Energy and climate change					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions			
GRI 302: 2016 Energy	302-1 Energy used within the organization.	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Annex – E1-5 Energy consumption and energy mix</i>			
GRI 305: 2016 Emissions	305-1 Direct GHG Emissions (Scope 1)	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Annex – E1-6 Scope 1 and 2 gross GHG emissions and total GHG emissions</i>			
	305-2 Indirect GHG emissions from energy consumption (Scope 2)	Par. 5.1 Energy resources. A driving force to be managed responsibly, minimizing emissions; <i>Annex – E1-6 Gross GHG emissions from scope 1 and 2 and total GHG emissions</i>			
	305-7 Other indirect emissions	Par. 5.2 Air pollution impact. Commitment and mitigation actions; <i>Annex – E2-4 Other air and water pollution emissions</i>			
Water					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 5.3. Water: sustainable management of a vital resource			
GRI 303: Water and effluents	303-1 Interaction with water as a shared resource	Par. 5.3. Water: sustainable management of a vital resource			
	303-2 Water management and discharge impact	Par. 5.3. Water: sustainable management of a vital resource			
	303-3 Water discharges	Par. 5.3. Water: sustainable management of a vital resource; <i>Annex - Water withdrawals, discharges and consumption</i>			
Working conditions					
GRI 3: 2021 Materiality	3-3 Management of sustainability issues	Par. 6.1 Working at Clerici Tessuto			



GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
GRI 401: Employment 2016	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>			
Worker health and safety					
GRI 3: 2021 Materiality	3-3 Management of material issues	Sec. 6.1 Working at Clerici Tessuto – <i>Protection of workers' health and safety</i>			
GRI 403: Occupational health and safety 2018	403-1 Occupational health and safety management system	Par. 6.1 Working at Clerici Tessuto Group – <i>Protecting workers' health and safety</i>			
	403-2 Hazard identification, risk assessment, and accident investigation	Par. 6.1 Working in the Clerici Tessuto Group – <i>Protection of workers' health and safety</i>			
	403-1 Occupational health and safety management system	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 occupational health and safety training	Par. 6.1 Working at Clerici Tessuto – <i>Staff development and training</i>			
	403-7 Prevention and mitigation of occupational health and safety impacts within business relationships				
	403-9 Occupational Injuries	Par. 6.1 Working at Clerici Tessuto – <i>Protection of workers' health and safety; Annex – Health and safety</i>			
Training and skills development					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 6.1 Working at Clerici Tessuto – <i>Employee training and development</i>			
GRI 404: Training 2016	404-1 Average hours of training provided by employment contract and gender	Working at Clerici Tessuto – <i>Employee training and development</i>			
	404-2 Employee skills upgrading and transition support programs	Par. 5.1 Working at Clerici Tessuto Group			
Equal treatment and opportunities for all					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 6.1 Working at Clerici Tessuto – <i>Employee training and development</i>			



GRI Standard	Information	Location	Omission		
			Omitted requirements	Reason	Explanation
GRI 405: 2016 Diversity and Equal Opportunities	405-1 Governance and workforce diversity	Par. 1.2 Governance structure; 6.1 Working at Clerici Tessuto – <i>Employee training and development; Annex - Diversity</i>			
GRI 406: 2016 Non-Discrimination	406-1 Cases of discrimination and corrective measures taken	No cases of discrimination involving employees occurred in 2024.			
Consumer and end user protection					
GRI 3: 2021 Materiality	3-3 Management of material issues	Par. 3.1 Product: our identity – <i>Responsible use of resources. Sustainability and safety</i>			
GRI 416: 2016 Customer Health and Safety	416-1 Assessing the impacts of products on customer health and safety	Par. 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 2024.			

Other indicators

Topic	Indicator	Location
Quality and customer satisfaction	3-3 Management of material issues	
	Customer satisfaction	Par. 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	



ESRS 2 - General Information	Location	Notes
GOV-2 Information provided to the company's administrative, management and supervisory bodies and sustainability issues addressed by them	Par. 1.2 Governance structure	
GOV-3 Integrating sustainability performance into incentive systems	Par. 1.2 Governance structure	
GOV-4 Statement on due diligence		This information is not currently in the Report. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.
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	
IRO-2 ESRS disclosure requirements covered by the undertaking's sustainability statement	Sec. 2.3 Materiality assessment	The table containing additional information from other EU laws listed in Appendix B has not been published in this document. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.

ESRS E1 - Climate Change	Text reference	Notes
E1-1 Transition plan for climate change mitigation		Actions pertaining to energy and GHG emissions are not published in the form of a plan
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 by reducing emissions; <i>Strategy and policy for climate change mitigation</i>	
ESRS 2 IRO-1 - Description of processes for identifying and assessing material climate-related impacts, risks, and opportunities	Sec. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Strategy and policy for climate change mitigation</i>	
E1-2 - Policies related to climate change mitigation and adaptation	Sec. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Strategy and policy for climate change mitigation</i>	
E1-3 - Actions and resources in relation to climate change policies.	Sec. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Strategy and policy for climate change mitigation</i>	



ESRS E1 - Climate Change	Text reference	Notes
E1-4 - Targets related to climate change mitigation and adaptation	Sec. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Strategy and policy for climate change mitigation</i>	
E1-5 - Energy consumption and mix	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Annex - E1-5 Energy consumption and energy mix</i>	
E1-6 - Gross scopes 1, 2, 3 and total GHG emissions	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Annex - E1-6 Gross GHG emissions from Scope 1 and 2 and total GHG emissions</i>	Scope 3 emissions not calculated
E1-7 - GHG removals and GHG mitigation projects financed through carbon credits	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Energy consumption</i>	
E1-8 - Internal carbon pricing	Par. 5.1 Energy resources: a driving force to be managed responsibly by reducing emissions; <i>Energy consumption</i>	
E1-9 - Expected financial effects of significant physical and transition risks and potential opportunities associated with climate change		Regarding material impacts, risks, and opportunities, current and potential financial effects have not been described. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.

ESRS E2 - Pollution	Text reference	Notes
ESRS 2 IRO-1 - Description of processes for identifying and assessing relevant impacts, risks, and opportunities associated with pollution	Par. 5.2 Other forms of pollution	
E2-1 - Pollution policies	Par. 5.2 Other forms of pollution	
E2-2 - Pollution-related actions and resources	Par. 5.2 Other forms of pollution	
E2-3 - Pollution-related objectives	Par. 5.1 Climate change mitigation and strategy	
E2-4 - Air, water, and soil pollution	Par. 5.2 Other forms of pollution; <i>Annex - E2-4 Other air and water emissions</i>	Soil pollution not reported as it poses no actual or potential risk. With regard to water pollution, no data has been reported for the Villa Guardia plant due to discontinuity in data collection.
E2-5 - Substances of concern and substances of very high concern	Par. 5.2 Other forms of pollution; <i>Annex - E2-5 Substances of concern and substances of very high concern</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. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.



ESRS E3 - Marine Waters and Resources	Text Reference	Notes
ESRS 2 IRO-1 — Description of processes for identifying and assessing impacts, risks, and opportunities associated with water and marine resources	Par. 5.3 Water: sustainable management of a vital resource	
E3-1 — Policies related to water and marine resources	Par. 5.3 Water: sustainable management of a vital resource; <i>Water resource management</i>	
E3-2 — Actions and resources related to water and marine resources	Par. 5.3 Water: sustainable management of a vital resource; <i>Water resource management</i>	
E3-3 — Targets related to water and marine resources.	Par. 5.3 Water: sustainable management of a vital resource; <i>Water resource management</i>	
E3-4 — Water consumption	Par. 5.3 Water: sustainable management of a vital resource; <i>Annex - E3-4 Water withdrawals, discharge and 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. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.

ESRS E5 - Resource use and circular economy	Text Reference	Notes
ESRS 2 IRO-1 — Description of processes for identifying and assessing relevant impacts, risks, and opportunities associated with resource use and circular economy	Par. 5.4 Circular economy: a sustainable approach	
E5-1 — Policies related to resource use and the circular economy	Par. 5.4 Circular economy: a sustainable approach	
E5-2 — Actions and resources related to resource use and circular economy	Par. 5.4 Circular economy: a sustainable approach	
E5-3 — Targets related to resource use and circular economy	Par. 5.4 Circular economy: a sustainable approach	
E5-4 — Resource inflows	Par. 5.4 Circular economy: a sustainable approach; <i>Annex - E5-4 Resource inflows</i>	
E5-5 — Resource outflows	Par. 5.4 Circular economy: a sustainable approach	
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. When the obligation introduced by CSRD comes into effect, this disclosure requirement will be met.

ESRS S1- Own Workforce	Text Reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Par. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 – Relevant impacts, risks, and opportunities and their interaction with strategy and business model	Par. 2.3 Materiality assessment	

ESRS S1- Own Workforce	Text Reference	Notes
S1-1 – Policies relating to own workforce	Par. 6.1 Working at Clerici Tessuto	
S1-2 – Processes for engaging with own workers and workers' representatives about impacts	Par. 2.2 Privileged interlocutors: stakeholders	
S1-3 – Processes for addressing negative impacts and channels for own workers to raise concerns	Par. 6.1 Working at Clerici Tessuto; <i>Sharing initiatives</i>	
S1-4 – Actions taken to address material impacts on own workforce, and approaches to managing material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	Par. 6.1 Working at Clerici Tessuto; <i>Sharing initiatives; 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 – Workforce composition – employees	Par. 6.1 Working at Clerici Tessuto; <i>Workforce composition – employees</i>	
S1-7 – Workforce composition – non-employees	Par. 6.1 Working at Clerici Tessuto; <i>Workforce composition – non-employees</i>	
S1-8 – Collective bargaining coverage and social dialogue	Par. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-9 – Diversity	Par. 6.1 Working at Clerici Tessuto; <i>Diversity</i>	
S1-10 – Adequate wages		
S1-11 – Social protection	Par. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-13 – Training and skills development	Par. 6.1 Working at Clerici Tessuto; <i>Staff development and training</i>	
S1-14 – Health and safety	Par. 6.1 Working at Clerici Tessuto; <i>Protection of workers' health and safety</i>	
S1-15 – Work-life balance	Par. 6.1 Working at Clerici Tessuto; <i>Wellbeing and welfare</i>	
S1-17 – Incidents, complaints and severe human rights impacts		There have been no complaints or reports concerning human rights

ESRS S3 – Affected communities	Text Reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Par. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Par. 2.3 Materiality assessment	
S3-2 – Processes for engaging with affected communities about impacts	Par. 2.3 Materiality assessment	



ESRS S4 – Consumers and end users	Text Reference	Notes
ESRS 2 SBM-2 – Interests and views of stakeholders	Par. 2.2 Privileged interlocutors: stakeholders	
ESRS 2 SBM-3 – Material impacts, risks, and opportunities and their interaction with strategy and business model	Par. 2.3 Materiality assessment	
S4-1 – Policies related to consumers and end users	Par. 3.1 Product: our identity	
S4-2 – Processes for engaging with consumers and end users about impacts	Par. 3.1 Product: our identity	
S4-3 – Processes for addressing negative impacts and channels for consumers and end users to raise concerns	Par. 3.1 Product: our identity	
S4-4 – Actions taken 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	Par. 3.1 Product: our identity	
S4-5 – Targets related to managing relevant negative impacts, advancing positive impacts, and managing material risks and opportunities	Par. 3.1 Product: our identity	

Clerici Tessuto & C. SpA

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

Foreign trading companies:

Clerici Tessuto France Sas

33 Rue de Ponthieu
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

