



**FOOTPRINT
REPORT
2024**

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Letter to Stakeholders

In a complex and constantly evolving socio-economic context, EUROJERSEY continues to believe that sustainability is a strategic and distinctive element of its "doing business".

Now in its fifth edition, the Footprint Report describes EUROJERSEY's responsibility towards the environment, society and people. We support and confirm this commitment, despite the European Commission's decision, with the Omnibus Package, to postpone the implementation of the Corporate Sustainability Reporting Directive (CSRD), delaying the obligation for many companies to prepare non-financial reporting documents. We remain convinced that **measurement** is crucial for **continuous improvement** and for **structured and transparent reporting**.

In the year that the Eco design Regulation (ESPR) came into force, we emphasise the **durability** of our fabrics, an intrinsic value of Made in Italy, which has always been a distinctive pillar of Sensitive® Fabrics. Quality means longevity. And longevity means **'doing better with less'**.

In 2025 we gave further strength to our commitment by updating the 2030 Sustainability Plan, defined in 2024 with a time frame aligned to the United Nations Sustainable Development Goals. This is not just a tool for improving sustainability performance, but a real **strategic plan** for EUROJERSEY, which promotes the integration of **ESG** factors - Environmental, Social and Governance - into every business decision. As proof of its commitment to **producing a well-made product** through a **responsible process**, in 2024 EUROJERSEY became the first Italian textile company to obtain the **Made Green in Italy** certification. Our focus on the environment goes hand in hand with a strong commitment to **people**, who are the real **heartbeat** of the Company. In 2024, we supported initiatives dedicated to promoting health, well-being and professional growth by nurturing talent, especially in light of the ongoing generational change, which is bringing new needs and expectations to the world of work.

We also conclude this year with a wish. In a sector such as fashion textiles, which is particularly exposed to economic and regulatory pressures, we believe it is essential to play an **active role in supply chain collaboration**, by making a valuable contribution to industry associations such as Confindustria Moda, supply chain projects such as Beyond Tailoring, multistakeholder projects such as the SDA Bocconi Monitor for Circular Fashion, and thematic working groups within organisations such as ZDHC and YHub. The aim is to share best practices, define guidelines, contribute to harmonisation and implement innovative programmes and projects.

We believe that only through a systematic approach can we **generate a lasting impact and redistribute value** in a fair and sustainable way throughout the entire textile and clothing value chain, which is being urged to implement a significant change.

This Report recounts our evolutionary journey, our challenges and choices, and the vision that guides us. A vision that does not merely respond to the present, but looks to the future with the awareness that **it is time to act for prosperity**.

Andrea Crespi
Managing Director EUROJERSEY S.p.A



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1.0 EUROJERSEY's culture of sustainability



1.1 EUROJERSEY Identity

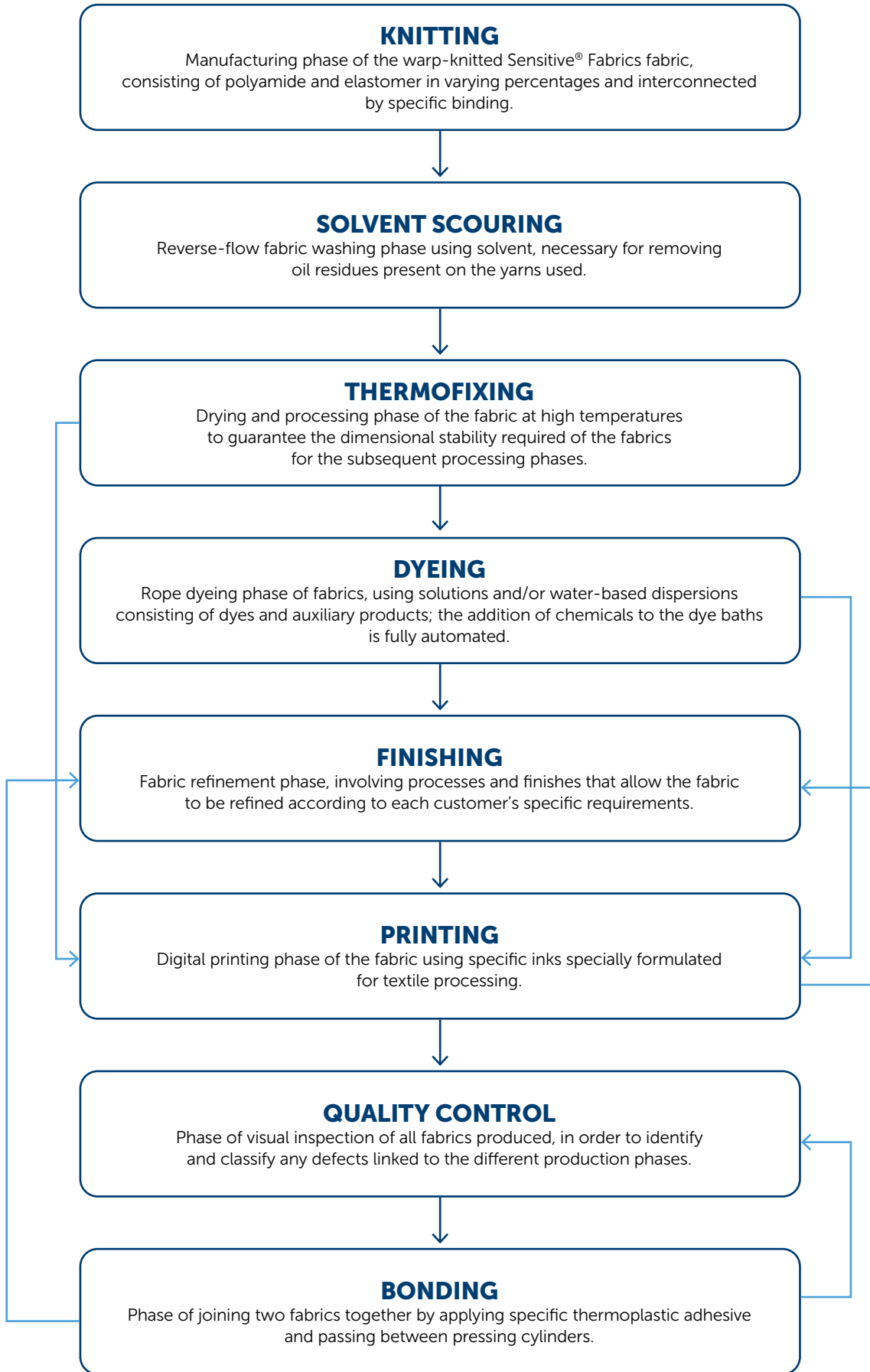
Founded in 1960, EUROJERSEY has specialised since its origins in the production of high-end Made in Italy fabrics, with an offer characterised by creativity and style.

In 1989, the Company created a new category of warp-knitted products, the patented Sensitive® Fabrics, which are still the hallmark product of EUROJERSEY today; at the same time, it became part of the Carvico Group.

Today EUROJERSEY is at the top of the textile industry, thanks to a state-of-the-art factory designed by the famous architect Antonio Citterio, which is a unique example of efficiency and productivity. The Company has an area of 40,000 square metres with **a single, completely verticalised cycle plant**, from knitting, dyeing and finishing, to printing and bonding with an annual production capacity of 13 million metres of fabric. At the basis of the Company's success is a strategy that combines a strong drive for innovation with a continuous search for quality - through the production of high-quality products with long-lasting performance - while constantly pursuing sustainable development. Sensitive® Fabrics, in fact, are among the most chosen by the leading brands in the sports, clothing, underwear and swimwear sectors, not only for their high aesthetic and functional characteristics, but also **by virtue of their production processes, aimed at mitigating environmental impacts.**



↓ 1. The EUROJERSEY production process



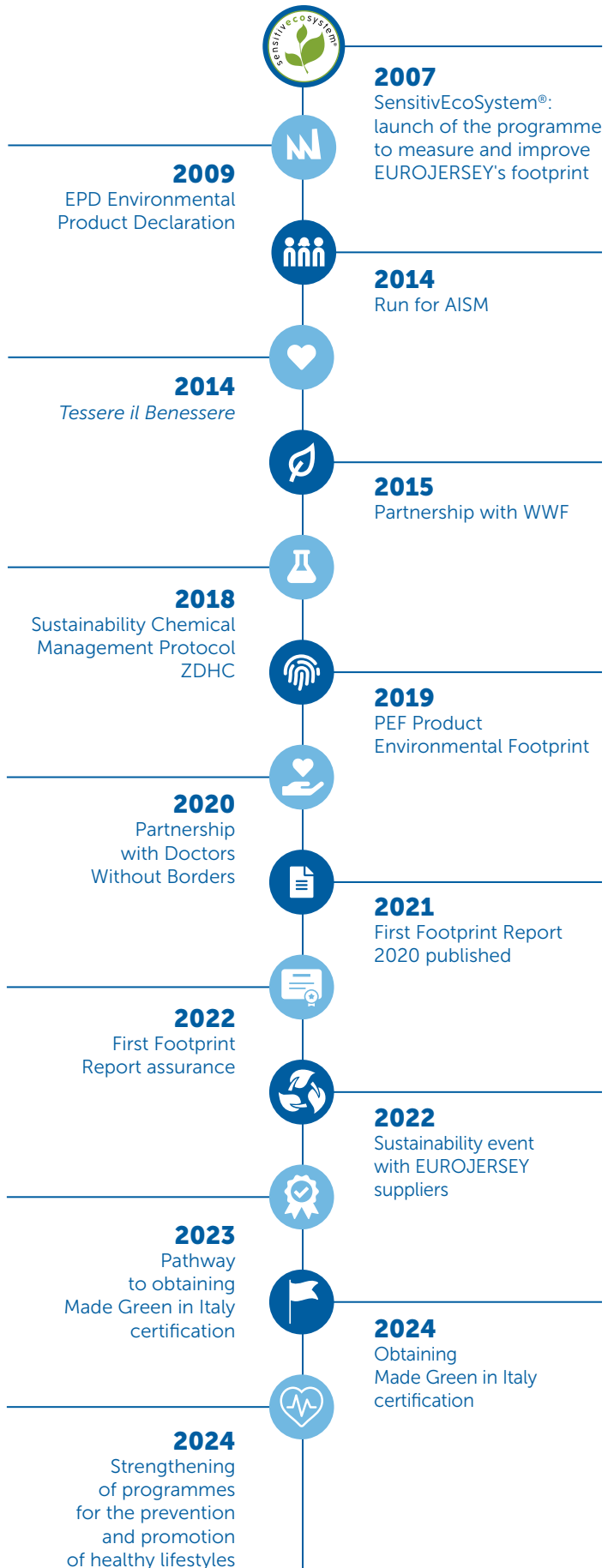
A holistic approach to sustainability

SensitivEcoSystem®

Transparency and a **sense of responsibility** are the values that guide EUROJERSEY's journey towards sustainability. The decision to embark on this path is linked to an important awareness: the responsibility of operating in the present to create value without compromising the possibilities of future generations. For this reason, **sustainability is a principle that is reflected daily throughout the entire company**, guiding management decisions and solutions adopted in the production cycle.

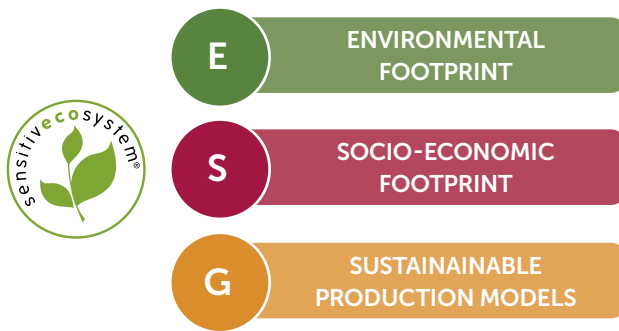
Since 2007, with its ambitious SensitivEcoSystem® programme, EUROJERSEY has been committed to ensuring the utmost respect for the environment at every stage of its business, via the implementation of processes capable of reducing the impact associated with the production of Sensitive® Fabrics. From the beginning, the programme has provided **a holistic vision** aimed at developing more sustainable approaches for all players in the supply chain, involving employees, suppliers, customers and consumers.

The path to sustainability necessarily passes through the need to **track and measure one's own footprint**. The SensitivEcoSystem® project, which began as a set of best practices and technologies to reduce the environmental impact of business processes, has evolved through the daily commitment of every person in the Company, to become **an inclusive and universal approach** that is reflected in every decision and choice of EUROJERSEY, allowing the sharing of common values.



The culture of sustainability inherent in the SensitivEcoSystem project® directly involves the three areas of sustainability - **Environmental, Social and Governance** - in a model that is expressed in:

- Monitoring the environmental footprint;
- Managing the social and economic footprint;
- Defining responsible production models.



↑ 3. SensitivEcoSystem® approach

The pillars of the SensitivEcoSystem® programme, consistent with the ten principles of the UN Global Compact¹, also correlate with the 17 goals of the **2030 Agenda for Sustainable Development**, the 'Programme of Action for People, Planet and Prosperity'² defined by the United Nations in 2015.

¹ The UN Global Compact is the world's largest corporate sustainability initiative and supports companies to do business responsibly by aligning their strategies and operations with the Ten Principles on Human Rights, Labour, Environment and Corruption; and take strategic actions to promote broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

² UN Regional Information Centre, SDGs, <https://unric.org/it/agenda-2030/>. The 2023 Agenda for Sustainable Development, signed by the 193 member countries of the UN in September 2015, includes 17 Sustainable Development Goals, or 'SDGs', which in turn are broken down into 169 'targets' or goals.

1.2 To whom is the Footprint Report addressed?

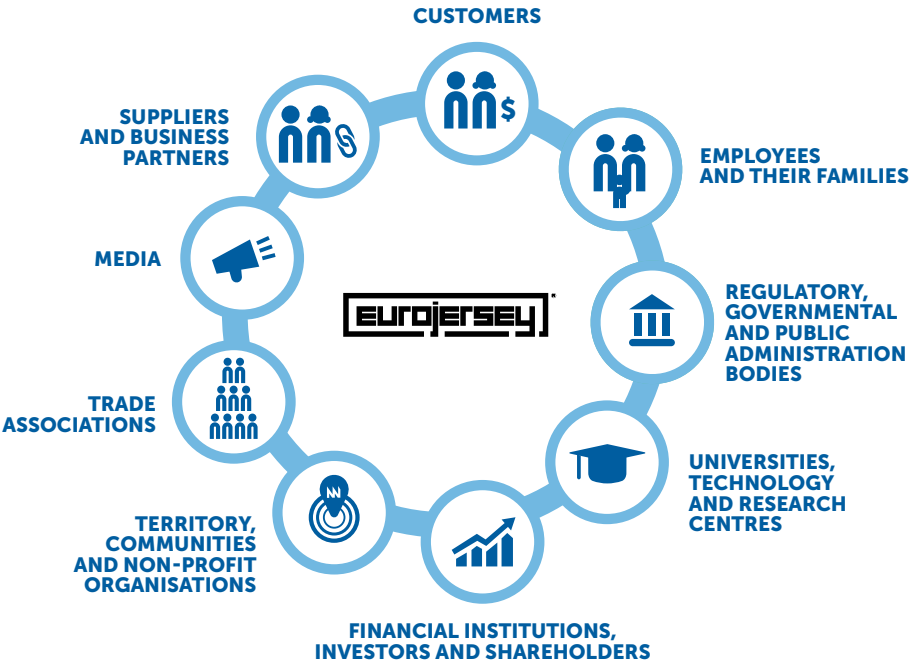
EUROJERSEY’s Footprint Report 2024 aims to **communicate in a simple and straightforward manner the Company’s ESG (Environment, Social and Governance) footprint**, with a focus on environmental aspects and the main strategies and actions implemented to mitigate the negative impacts related to the production process, while maximising the positive ones. This document is addressed to all those who, for various reasons, are interested in, influence and/or are affected by EUROJERSEY’s work and ESG footprint (the so-called Stakeholders).

Through its fabrics, EUROJERSEY aims to create shared value, in the knowledge that Stakeholders are the cornerstone of its success.

With them, therefore, the Company intends to continue and continuously strengthen **a relationship based on transparency, trust and commitment**, addressing this Report to them.

The image below shows the main macro-categories of entities and subjects with which EUROJERSEY relates and interfaces in the management of its business.³

The process of identifying and categorising relevant Stakeholders lays the basis for strengthening dialogue and collaboration with all the entities and individuals with whom the Company interacts, as well as for identifying the elements to be communicated in reporting activities.



↑ 4. Stakeholder mapping

³In order to best represent the relations established with the main Stakeholders, the mapping of the Stakeholder categories involved was reviewed in the 2024 financial year and the categories selected for 2023 were confirmed.

Stakeholder	Involvement actions	Stakeholder expectations
 Customers	<ul style="list-style-type: none"> • Constant dialogue and discussion with the customer • Continuous monitoring of changes in market demand • Measuring the environmental footprint of products 	<ul style="list-style-type: none"> • Product quality and sustainability • Safety and traceability of materials • Measuring the environmental footprint of products
 Employees and their families	<ul style="list-style-type: none"> • Involvement in relation to welfare initiatives, including the Welfare Platform for all employees and family benefits (education reimbursement, mortgage interest reimbursement, health, culture and travel vouchers) • Comparison and dialogue to ensure part/time hours for work-life balance • Confrontation for smart-working 	<ul style="list-style-type: none"> • Safe and inclusive workplaces • Respect for the principles of diversity and non-discrimination • High employment stability and corporate welfare • Fair remuneration policies and meritocratic systems
 Regulatory, governmental and public administration bodies	<ul style="list-style-type: none"> • Formal communications, in the various areas of reference (e.g. Governance, Tax) 	<ul style="list-style-type: none"> • Compliance with regulations • Combating active and passive corruption • Seriousness and transparency in relations with the PA
 Universities, technology centres and research centres	<ul style="list-style-type: none"> • Dialogue with training organisations for the offer of school/work alternation courses and monetary rewards (scholarships) • Collaboration with technology and research centres to achieve strategic R&D synergies 	<ul style="list-style-type: none"> • Promotion of youth employment and R&D
 Financial institutions, investors and shareholders	<ul style="list-style-type: none"> • Regular meetings with shareholders and investors • Constant dialogue 	<ul style="list-style-type: none"> • Transparency • Continuous improvement in the ESG area
 Territory, communities and non-profit organisations	<ul style="list-style-type: none"> • Dialogue and participation in events and activities • Involvement, support and collaboration in environmental and social projects 	<ul style="list-style-type: none"> • Participation in and support for ESG projects
 Media	<ul style="list-style-type: none"> • Dialogue and contribution to events and activities 	<ul style="list-style-type: none"> • Transparency • Social and environmental initiatives
 Suppliers and Business Partners	<ul style="list-style-type: none"> • Procurement relations • Involvement and discussion in relation to internal regulations aimed at protecting relations with suppliers and partners (Code of Ethics) • Involvement and discussion in relation to the traceability and measurement of the environmental impact of raw materials 	<ul style="list-style-type: none"> • Fair and equal treatment • Respect for contractual conditions
 Trade associations	<ul style="list-style-type: none"> • Participation in working tables and moments of dialogue or confrontation with other actors in the supply chain for the activation of synergies 	<ul style="list-style-type: none"> • Protection of the interests of the professional and production categories involved • Promotion of good practices

1.3 Materiality Analysis

The contents of the Report have been identified starting from the Company's **material** themes, i.e. the most relevant ESG issues, which are the basis for reporting non-financial information.

On this basis, EUROJERSEY involved its top management, a group of functionally responsible employees and a group of employees from the production departments in a workshop dedicated to reviewing and evaluating the material issues identified during the previous reporting period, in order to update the list of material issues.

The result of this analysis led to the list shown below, which therefore represents the material issues for EUROJERSEY in order of importance for internal Stakeholders.

List of material topics for EUROJERSEY

Responsible waste and water management
Employee development and well-being
Product durability and quality
Health and safety
Level of service
Combating climate change, energy consumption and atmospheric emissions
Responsible procurement and supply chain traceability
Sustainable research, development and innovation
Product footprint
Circular economy and raw material management
Certifications
Talent attraction, retention and development
Diversity and equal opportunities
Ethics, business integrity and information protection

LEGENDS

Environmental
Social
Governance
Responsibility towards the customer and the product

↑ 5. List of material topics

In line with the requirements of the GRI Standards (2021)⁴, sustainability reporting standards adopted for the drafting of this Footprint Report, in order to update the materiality analysis, the Company has examined its reference context in order to identify the actual and potential impacts, both positive and negative, then associated with the material themes, as better detailed in the table below.

The Report thus presents all the information necessary to understand the impact generated by the Company's activities in relation to ESG issues, as well as the possible impacts capable of affecting the Company's ability to create value over time.

⁴For further details on the methodology used, please refer to the Methodological Note.

ENVIRONMENTAL

GOVERNANCE

Relevant issues	Positive impact	Negative impact
Combating climate change, energy consumption and emissions into the atmosphere		<ul style="list-style-type: none"> • Energy consumption and atmospheric emissions with negative impacts in relation to climate change
Responsible waste and water management		<ul style="list-style-type: none"> • Water consumption • Microplastics and other substances dispersed in waste water during the textile washing process with negative impacts on the ecosystem and the health of end users • Improper/incorrect management of water discharges from textile processing with negative impacts on water quality and the health of local communities
Circular economy and raw material management	<ul style="list-style-type: none"> • Dialogue and synergies with suppliers, consortia and research centres in order to develop technological solutions that enable the regeneration of materials 	<ul style="list-style-type: none"> • Use of materials and resources that are guaranteed to be used only during a production cycle and possible inability to guarantee reuse • Possible contamination, via the use of aggressive chemicals in waste recovery processes, of reusable materials • Potential negative impact on the environment due to the non-virtuous management of off-cuts and scraps in terms of volumes produced and the non-use of recovery treatments
Ethics, business integrity and information protection	<ul style="list-style-type: none"> • Diffusion of responsible practices and ethical behaviour 	<ul style="list-style-type: none"> • Non-compliance with applicable laws, regulations, internal and external standards with associated social/ environmental/economic impacts, including potential corruption and anti-competitive behaviour • Potential loss of sensitive data and privacy breaches could result in damage to corporate reputation and consequent loss of public trust, customers and business partners

Involvement	Mitigation
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Investments to reduce energy consumption • Investments to increase the share of renewable energy, including the installation of photovoltaic panels
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Reduced water consumption thanks to investments to make production processes more efficient • Reduced risk of waste contamination thanks to innovative systems • Training and awareness-raising on waste disposal
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Initiatives aimed at creating a recovery and reuse process within the supply chain of scraps and off-cuts of Sensitive® Fabrics
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Code of Ethics

	Relevant issues	Positive impact	Negative impact
GOVERNANCE	Responsible procurement and supply chain traceability	<ul style="list-style-type: none"> Positive impacts on the value chain via the promotion and dissemination of fair and sustainable business practices 	<ul style="list-style-type: none"> Potential negative impacts on consumer satisfaction due to lower quality of products and services because of possible change of suppliers Cases of non-compliance with rules and regulations or violation of human rights by suppliers, with consequent negative impact on the Company Violation of fair and compliant business practices resulting in reputational damage and consequent loss of public trust
	Sustainable research, development and innovation	<ul style="list-style-type: none"> Promotion of sustainable development of the textile industry via research and an innovative approach, with direct and indirect benefits for all Stakeholders Sustainability and durability of products offered with positive impacts on the economy, environment and people 	<ul style="list-style-type: none"> Potential risk of misalignment with innovations on the market
	Certifications	<ul style="list-style-type: none"> Positive impact on the Company thanks to certified process management systems and the production of products with high quality standards and tested and certified characteristics 	
SOCIAL	Diversity and equal opportunities	<ul style="list-style-type: none"> Decent employment, with positive impacts on local communities and families Dissemination of daily practices aimed at promoting corporate awareness of issues such as inclusiveness and equal opportunities, in order to prevent forms of discrimination 	<ul style="list-style-type: none"> Potential discrimination in the area of diversity, with particular reference to responsibilities, remuneration and career advancement Potential high staff exit rates (turnover), loss of know-how and key competencies due to lack of diversity, equity and inclusion initiatives could cause direct and indirect negative impacts on business operations and Stakeholder expectations

Involvement	Mitigation
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Code of Ethics
Caused by EUROJERSEY and directly related to its business relations	<ul style="list-style-type: none"> • Initiation of synergies with suppliers and partners for research and development • Study and experimentation of new materials and technologies to reduce the Company's impact
Caused by EUROJERSEY and directly related to its business relations	
Caused by EUROJERSEY	<ul style="list-style-type: none"> • Equal treatment of employees

SOCIAL

RESPONSABILITY TOWARDS THE CUSTOMER AND THE PRODUCT

Relevant issues	Positive impact	Negative impact
Employee development and well-being	<ul style="list-style-type: none"> • Protection of the well-being of employees and their families, with positive impacts on the local community • Positive impacts on the growth of corporate know-how, management efficiency and effectiveness and organisational well-being • Positive impacts on personal growth, via the enhancement of talents and inclinations 	<ul style="list-style-type: none"> • Potential lack of staff skills and motivation caused by insufficient training and development initiatives
Health and safety		<ul style="list-style-type: none"> • Potential cases of accidents at work and occupational diseases, also due to the lack of monitoring and application of management systems in the health and safety field
Talent attraction, retention and development	<ul style="list-style-type: none"> • Positive impacts on personal growth via the enhancement of talents and vocations 	
Product durability and quality	<ul style="list-style-type: none"> • Promotion of Made in Italy and Italian creativity, with direct and indirect benefits to the positioning of Italian industry and the textile sector on national and international markets • Responding to customer and investor needs for high-quality, high-performance products 	
Product footprint	<ul style="list-style-type: none"> • Promotion, also among sector peers, of good practices for measuring the impact generated on the environment 	
Level of service	<ul style="list-style-type: none"> • Positive impact on the reference market, due to the satisfaction of the needs and requirements of customers, guaranteeing high standards of quality and performance 	

Involvement	Mitigation
Caused by EUROJERSEY	<ul style="list-style-type: none"> • Listening to staff • Definition and implementation of welfare and well-being initiatives
Caused by EUROJERSEY	<ul style="list-style-type: none"> • Training and development of employees via health and safety courses • Constant improvement of the working environment to mitigate possible risks • Compliance with applicable regulations
Caused by EUROJERSEY	
Caused by EUROJERSEY and directly related to its business relations	
Caused by EUROJERSEY and directly related to its business relations	
Caused by EUROJERSEY and directly related to its business relations	

1.4 The EUROJERSEY Sustainability Plan

During 2024, EUROJERSEY defined its **Sustainability Plan to 2030**, with the aim of consolidating its strategy and strengthening its governance in environmental, social and economic matters. The first step involved the identification of specific strategic levers, divided into **four macro-areas - Environment; Social; Governance; Customer and Product** - which represent the areas on which the Company intends to focus its efforts in the short and long term.







These levers also include issues that, although not prioritised by the Stakeholder engagement activities conducted in 2023, are considered relevant by EUROJERSEY and in keeping with its founding values and with the challenges facing the textile sector.

Based on these levers, strategic objectives have been formulated in the form of qualitative-quantitative targets, accompanied by a set of KPIs **enabling their progress to be monitored** in a structured manner. This threefold granularity - **strategic lever, target, KPI** - makes it possible to define a clear, measurable and progressively improvable management system, capable of guiding corporate actions towards concrete goals.



Each strategic lever has also been associated with the **Sustainable Development Goals (SDGs)** of the United Nations 2030 Agenda, based on the coherence between EUROJERSEY's areas of intervention and global sustainability issues. This association makes it possible not only to give an internationally shared reference to the Company's commitment, but also to orient the evolution of the Plan along lines aligned with the major collective goals, which will be updated as appropriate in the coming years in relation to the UN Post-2030 Agenda.

In its sustainability journey, EUROJERSEY will systematically keep track of the progress made with respect to the defined objectives, arranging for periodic reviews consistent with the established time frames.




ENVIRONMENT

Strategic levers	Target	KPI
 		
Combating climate change, energy consumption and atmospheric emissions		
Contribute to combating climate change	Contribute to combating climate change via measures to reduce and/or offset greenhouse gas emissions	Carry out an annual calculation of direct emissions (Scope 1) and indirect emissions from purchased energy (Scope 2) to identify operational solutions aimed at their reduction
Support energy efficiency and the use of 100% renewable energy	Evaluate complementary energy sources in order to identify and adopt the most efficient ones for EUROJERSEY's business needs	<ul style="list-style-type: none"> • Complete a feasibility study by 2025 to incorporate a cogeneration plant in the Company • Complete a feasibility study by 2025 to include a geothermal plant for refrigeration in the Company
	Promote initiatives to pursue energy efficiency and consumption reduction in buildings	Implement a gradual replacement of lighting systems in favour of LED technology by 2026
	Purchase electricity from renewable sources	Continue to purchase 100% electricity from renewable sources
Promote sustainable mobility	Reduce the environmental impact of company operations by adopting environmentally-friendly means of transport	Gradually renew the Company car fleet with vehicles with a lower environmental impact
		
Responsible water management		
Efficient use of water resources	Reduce EUROJERSEY's water via the implementation of new technological processes	Monitor new technological solutions for the recovery and reuse of process water
	Monitor and optimise water consumption	Carry out an annual calculation of the Company's water footprint to identify and monitor improvement actions
  		
Circular economy and material flows		
Implement solutions for the collection and regeneration of unused textile material	Offer fabrics with regenerated fibres thanks to a circular supply chain, giving value to textile waste	Implement a programme by 2030 to regenerate textile waste by working with supply chain partners
Promote the sourcing of regenerated material	Evaluate regenerated materials to implement a circular textile process	Prioritise the use of regenerated materials according to their availability, as an integral part of EUROJERSEY's strategy for sustainability and circularity

ENVIRONMENT

Strategic levers	Target	KPI
 		
Circular economy and material flows		
Support continuous improvement in the responsible management of chemical products	Foster responsible and controlled management of chemical products in collaboration with suppliers, promoting sustainable practices along the supply chain	Working with chemical suppliers to continuously increase the percentage of products that comply with the MSRL (Manufacturing Restricted Substances List) ZDHC
Biodiversity protection		
Promote the preservation of ecosystems and biodiversity	Confirming its contribution to species conservation and habitat restoration	Evaluate new partnerships for the protection of marine ecosystems and biodiversity

SOCIAL

Strategic levers	Target	KPI
		
Protection of human and workers' rights		
Contribute to the protection of human and workers' rights	Demonstrate its commitment to the respect and protection of human and workers' rights	Conclude a feasibility study to determine the most suitable certification for the Company to achieve, considering its background, and study its level of maturity by 2026
	Formalise EUROJERSEY's commitment to human rights via a policy	Adopt and implement a corporate policy on human rights and working conditions by 2025, to be shared within the organisation and with business partners throughout the value chain
 		
Employee development and well-being		
Promote a corporate culture that fosters collaboration and a sense of belonging	Improve cross-functional communication, encouraging the sharing of knowledge and skills and creating a common sense of belonging within the organisation	Implement moments of aggregation within the organisation, to encourage interaction and collaboration between employees belonging to different departments
Support the balance between professional and personal life	Promote holistic personal wellbeing via a welfare system that facilitates work-life balance	Draw up a corporate welfare regulation outlining all the initiatives and commitments the Company undertakes to improve employee welfare by 2025

SOCIAL

Strategic levers

Target




KPI

Attracting, retaining and developing human resources




Facilitate generational exchange between top management and new generations	Train top management in inclusive leadership	Implement an ongoing training programme on inclusive leadership practices aimed at top management, providing them with the necessary tools to understand and effectively address the challenges and opportunities related to the new generations
	Strengthen the management skills of top managers to improve their effectiveness in leading teams and enhancing resources	By 2026, implement a coaching course for top management to strengthen leadership and coordination skills
Enhance training and development activities and foster talent incubation	Provide employees with the skills and know-how they need to maximise their work performance and contribute to the Company's success	Encourage employees to participate in a minimum of 8 hours of non-compulsory training each year, in order to acquire functional skills to face professional and personal challenges
		Implement dedicated professional development programmes to enhance, by 2026, the resources between 25 and 40 years of age identified by the 'Talent Project' assessment on the basis of distinctive skills
Attract and integrate high-potential resources into the Company	Enrich the Company population with qualified and motivated resources, fostering the Company's long-term growth and competitiveness	Complete a detailed assessment of the factors that make the Company attractive to talent, and define by 2030 a strategy aimed at fostering the entry of high-potential resources
Welcome young people and students into the Company and consolidate collaboration with training institutions	Raise students' awareness of job opportunities in the textile sector	Maintain partnerships with schools and universities to promote greater awareness of professional development opportunities in the textile sector
	Host PCTO and/or ITS students annually for work experience within the Company	Host at least 4 PCTO (Percorsi per le Competenze Trasversali e l'Orientamento) and/or ITS (Istruzione Tecnica Superiore) students per year, offering them significant work-school alternation experiences in the textile sector

SOCIAL

Leve strategische	Target	KPI
Creating value for the community		 
Strengthen collaboration with local, national and international authorities	Promote the well-being of the community via joint initiatives with local, national and international bodies that have a positive and lasting impact	Annually validate a partnership plan with local, national and international bodies to expand its environmental and social impact
		Annually feed a programme of donations to entities or associations that promote causes aligned with the Company's core values
Health and safety		
Maintain the highest standards of health and safety	Ensure the highest standards of health and safety for employees, in accordance with current regulations	Continue to monitor regulatory developments and company dynamics in order to maintain the highest standards of employee health, safety and welfare
Strengthen programmes for the prevention and promotion of healthy lifestyles	Spread a culture of health and well-being among employees, with a focus on proper nutrition, physical activity and prevention of at-risk behaviour	Consolidate and renew annually information and prevention paths on relevant health issues, fostering awareness and the adoption of preventive behaviour by employees
		Consolidate and strengthen initiatives dedicated to the integrated well-being of employees, encouraging active participation and the perceived improvement of their physical and mental balance

GOVERNANCE

Strategic levers	Target	KPI
Corporate governance		
 		
Strengthen sustainability governance	Improve governance structures, processes and practices to fully integrate sustainability principles into business operations	Define by 2026 a Sustainability Policy that includes environmental, social, governance and quality aspects, outlining strategies and actions to promote responsible practices in line with corporate standards and regulations
		Pursue the strengthening and continuous improvement of ESG information collection in line with evolving sustainability reporting regulations
		Conclude a feasibility analysis by 2027 to be accredited with an ESG rating, assessing the necessary requirements and defining strategic actions to meet the required criteria
Manage the transformation into a Benefit Corporation	Become a Benefit Corporation	Update the Articles of Association highlighting the common benefit purpose of EUROJERSEY's activities, with a view to transformation into a Benefit Corporation by 2030
Anticipate the regulatory framework while maintaining product quality and performance	Consolidate EUROJERSEY's reputation by anticipating regulatory obligations while maintaining high standards of product quality and performance	Monitor local, national and international industry regulations to identify legislative changes early and adapt its strategy while maintaining high standards of product quality and performance
Responsible value chain management		
 		
Evaluate and monitor suppliers according to ESG criteria	Standardise the procedure for selecting and auditing suppliers according to ESG criteria	Adopt a formal procedure for the periodic evaluation of suppliers by 2030 in order to monitor their ESG performance and verify potential new suppliers prior to their entry
	Monitor the compliance of suppliers and business partners with environmental, human rights and company ethical standards	Implement a plan for monitoring suppliers and business partners, based on a specific risk analysis, and identify possible remedial actions

GOVERNANCE

Strategic levers

Target

KPI

Responsible value chain management



Promote collaboration along the value chain to improve the sustainability performance of the sector

Promote effective and integrated collaboration along the entire value chain

Actively involve supply chain actors to optimise sustainability performance via sharing best practices, collaborative innovation and implementing joint strategies aimed at reducing environmental impact

Contribute to the transparency and traceability of the supply chain

Ensure transparency and traceability of manufactured products

Implement an automated system to track the fabric production cycle to foster information transparency along the value chain

Operational Excellence



Continuously improve production process efficiency

Improve the management of production processes via the analysis of data collected by means of an increasingly advanced digital system

Improve the data analysis system on production and plant use for better planning, scheduling and optimisation of manufacturing and maintenance activities

Strengthen the cybersecurity and data protection system

Implement solutions to enhance the protection of IT infrastructure and corporate data

Strengthen access security to corporate systems for all users enabled via two-factor authentication (MFA) by 2025

Make operational training support available to users to improve IT skills and strengthen data protection measures by 2026

Disseminate a corporate culture aware of cyber security best practices

Draft and adopt a corporate policy on the use of information systems to be shared within the organisation by 2025

Monitor the adoption of IT best practices and regularly inform users with targeted communications, with the aim of strengthening the security culture and the protection of sensitive data

CUSTOMERS AND PRODUCT

Strategic levers	Target	KPI
 		
Responsible communication and marketing		
Strengthen responsible communication activities	Strengthen digital Stakeholder engagement to foster understanding of the technical performance and impacts of Sensitive® Fabrics	Progressively consolidate an integrated digital strategy focusing on the subject of product performance as a USP and the Company's sustainability performance via a restyling of the website, a dedicated social schedule on all company channels in order to increase awareness of the distinctive characteristics of the product
Promote awareness activities	Implement brand awareness of Sensitive® Fabrics and EUROJERSEY's positioning and brand reputation	Implement public relations and press office activities and plan cyclical advertising campaigns and events aimed at consolidating the credibility and visibility of the brand identity
Enable the end user to make an informed choice	Provide end customers with the information and tools necessary to make responsible and conscious purchasing choices regarding EUROJERSEY's products	Extend the supply of 'Sensitive® Fabrics' labels to customers in different product sectors each year, in order to strengthen recognition of the brand as committed to sustainability and to increase B2C awareness of garment composition
Strengthen marketing activities via cobranding	Increase end-user awareness of the sustainability characteristics of EUROJERSEY fabrics via cobranding initiatives	Implement co-marketing activities in collaboration with customers, using co-branding tools to communicate EUROJERSEY's new collections to the public
 		
Process and product innovation		
Contribute to the enablement of innovative circular business models	Implement innovative and sustainable solutions to reduce fabric waste	Define a new circular business model by 2030 to regenerate post-industrial and, in collaboration with its customers, pre-consumer waste
	Propose solutions to repair and increase the life cycle of products, reducing waste and improving customer satisfaction	Complete a feasibility study by 2028 in collaboration with customers, in order to develop repair solutions that increase the durability and reliability of EUROJERSEY products

CUSTOMERS AND PRODUCT

Strategic levers

Target

KPI

Process and product innovation



Implement technological and digital solutions to optimise design

Integrate virtual prototyping software to guarantee customers a virtual simulation before the physical reproduction of the final product

Further develop the digital styling service to allow customers to virtually reproduce and assemble products in order to facilitate the physical design and production process of the desired prototype by 2025

Evaluate, via an in-depth analysis of benefits, costs and implications, the adoption of 3D programmes to innovate the design process and improve product efficiency and quality

Conduct a comparative analysis between the traditional method of garment design and the use of 3D programmes, examining the advantages, disadvantages and impact on quality, time and resources by 2025

Quality and customer satisfaction



Continuously guarantee product quality and durability that is recognised and appreciated by customers

Consolidate product quality monitoring via digital solutions and feedback collection systems

Define quantitative targets that measure EUROJERSEY's commitment to maintaining a high level of product quality and customer satisfaction by 2027

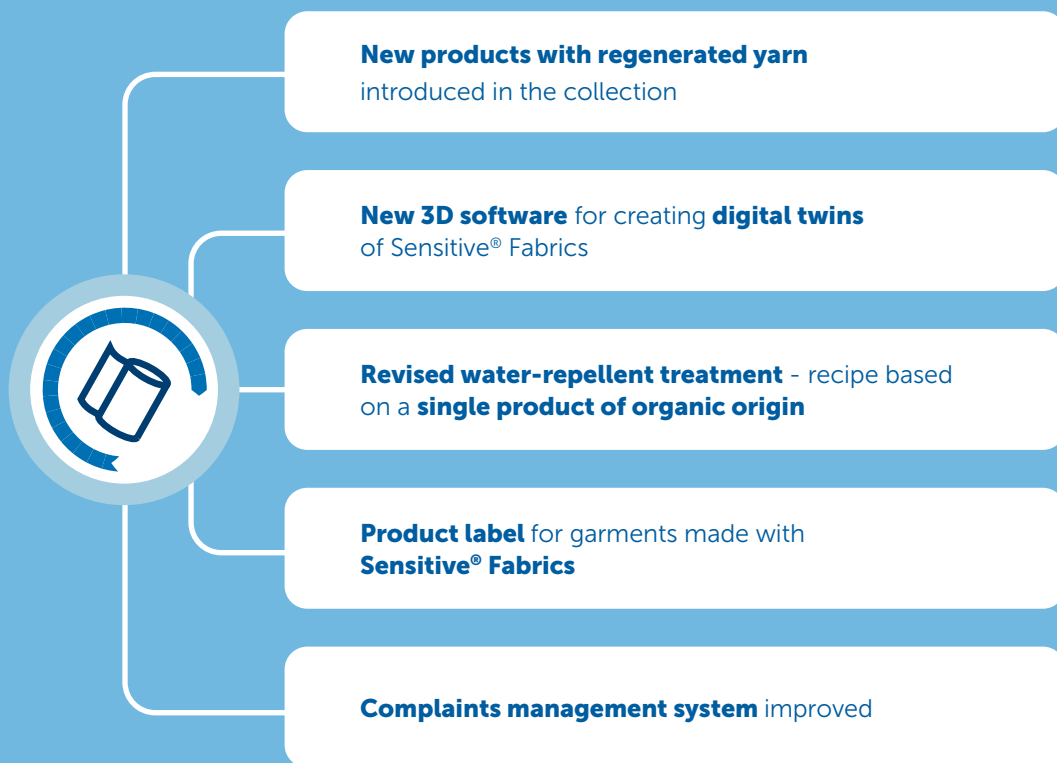


2.0 Responsibility towards customer and product

Responsibility towards customers and products is a fundamental pillar for consolidating lasting relationships of trust and promoting sustainable development. EUROJERSEY is committed to research, development and innovation on a daily basis, focusing on **advanced technological solutions** and the **digitalisation** of fabrics, with the aim of combining **high performance** and reduction of environmental impact. Furthermore, the label applied to garments made with Sensitive® Fabrics provides customers with clear and detailed information that increases awareness of the technical aspects and sustainability of the products. This transparency encourages a more conscious and environmentally friendly consumption.

Lastly, the Company believes that responsibility towards customers is also embodied in the willingness to establish an open and collaborative dialogue, based on the sharing of qualitative and quantitative data on products and production processes. Only through this transparency is it possible to build solid partnerships oriented towards common goals of sustainability and quality.

Below are the main achievements in 2024:



AREA OF ACTION	TARGET
CUSTOMERS AND PRODUCT	<p>RESPONSIBLE COMMUNICATION AND MARKETING</p> <ul style="list-style-type: none"> • Enhance digital Stakeholder engagement to promote understanding of the technical performance and impacts of Sensitive® Fabrics • Implement Sensitive® Fabrics and EUROJERSEY brand awareness, positioning and brand reputation • Provide end users with the information and tools necessary to make responsible and conscious purchasing choices regarding EUROJERSEY's products • Increase end users' awareness of the sustainability characteristics of EUROJERSEY fabrics via cobranding initiatives
	<p>PROCESS AND PRODUCT INNOVATION</p> <ul style="list-style-type: none"> • Implement innovative and sustainable solutions to reduce fabric waste • Propose solutions to repair and increase the life cycle of products, reducing waste and improving customer satisfaction • Integrate virtual prototyping software to provide customers with a virtual simulation before the physical reproduction of the final product • Evaluate, via an in-depth analysis of benefits, costs and implications, the adoption of 3D programmes to innovate the design process and improve product efficiency and quality
	<p>QUALITY AND CUSTOMER SATISFACTION</p> <ul style="list-style-type: none"> • Consolidate product quality monitoring via digital solutions and feedback collection systems

2.1 Research, development and sustainable innovation

Research and development (or “R&D”) have always been core elements of **EUROJERSEY**’s DNA as innovation enables the Company to contribute to its growth. The innovative projects implemented are divided into two categories according to their time frame: **short-term and long-term projects**.

SHORT-TERM PROJECTS

These are projects with a time frame of six months to one year. They are numerous and have different approaches:

- **Identification of market needs:** this approach includes an initial step of market analysis, *store checking*, trend monitoring, and the feedback received from customers is also crucial. EUROJERSEY employs industry-leading consultants from both the technical and fashion worlds. Once the market need has been identified, we move on to development. This phase involves the generation of innovative solutions, risk analysis and evaluation of the technical and economic feasibility of the proposed ideas.
- **Tailor-made projects:** in this specific case, the customer’s request is the starting point. Through the submission of specific references or the manifestation of a functional or fashion performance need, the customer is the stimulus for improvement and innovation.
- **Trust in the supply chain:** the close relationship established with the various suppliers means that when they innovate their product or process, they contact EUROJERSEY themselves. This is both because they recognise its value in the market and because it is an excellent training ground for their products. They are very often the first point of contact for R&D when tackling a new development.
- **Sustainable innovation:** The combination of R&D and sustainability represents a **natural evolution** for EUROJERSEY, becoming **fundamental** in the SensitivEcoSystem® approach to ensure continuous product improvement. Sustainable research and innovation constitute an **integrated approach** that transversally involves all departments and offices of the Company and partners in the supply chain in a true **team effort**. Research may be aimed at using less polluting chemical products, obtaining fabrics with a lower environmental impact or researching opportunities for regeneration both in terms of raw materials and the fabric produced, right through to the finished garment. One of the pillars of sustainable innovation remains **durability**. The cornerstone of innovation is to develop and produce a **high-quality, high-performance** product that lasts.

LONG-TERM PROJECTS

These are projects with a high degree of uncertainty regarding their implementation and a time frame of at least five years. They are basic research topics, often involving innovations that are not strictly textile-related or academic collaborations. Thanks to constant updates through trade magazines and fairs, we are able to keep in touch with cutting-edge technologies and innovative start-ups.

The stages involved in implementing these projects, whether short- or long-term, are as follows:

1

Design and prototyping

The selected ideas are transformed into an initial prototype. This phase involves the entire production in terms of both hardware and human resources, as prototyping does not have a preferential miniature line but is directly incorporated into the standard production line.

2

Testing and validation

Prototypes undergo a series of tests to assess their functionality and quality. In addition to various laboratory tests, field tests such as usability tests and other specific tests requested by the customer may also be included. At this stage, the selection of the best-performing ideas from the test results takes place.

3

Commercialisation and market launch

Once the tests have been completed and the desired results obtained, the product is ready for market launch. This phase includes the definition of marketing strategies, the style office for the definition of trend colours and prints, and production planning for inclusion in the collection. The decision is then made to offer it to all customers equally or to define target customers whose feedback can lead to further product improvement before the global launch.

4

Continuous monitoring and improvement

After market launch, R&D continues to monitor product performance and collect feedback from customers. This information is then used to identify areas for improvement and guide future efforts.

In conclusion, research and development is an **iterative and multidisciplinary process** that requires a combination of **scientific, technical and commercial knowledge** to successfully bring new ideas and innovations to market.

The EUROJERSEY Research and Development team

In 2016, the Company invested approximately €350,000 in the creation of a **laboratory dedicated to research and development** activities equipped with **state-of-the-art instrumentation** to design and test the technical characteristics of Sensitive® Fabrics, growing from a single person to a dedicated team of four. In addition to the substantial initial investment, ongoing investments are made in the laboratory and in training and refresher courses, with the aim of keeping the laboratory and staff at the cutting edge. Three team members are in charge of the **product**, covering the design, production and testing phases. The fourth member is entirely dedicated to **digitisation**, research and evaluation of different software available on the market.

EUROJERSEY AND THE DIGITISATION OF SENSITIVE® FABRICS

EUROJERSEY was the first textile manufacturer in Europe to tackle the issue of digitising its Sensitive® Fabrics as a key tool for innovation and sustainability.

The use of 3D software allows digital twins of Sensitive® Fabrics to be created, which not only look the same as the real thing, but also have the same physical properties. The digital twin reproduces the weight, elasticity and drape of the real fabric in a graphic environment and, by applying 3D maps, also presents the same appearance in

terms of texture, colour and light refraction.

In 2023, following extensive data entry work, the EUROJERSEY **Digital Library** was created. This innovative digital platform provides all customers with a detailed and interactive overview of the wide range of products and materials offered by the Company, including their performance and technical characteristics. It also offers the possibility to view virtual garments to which EUROJERSEY's 3D fabrics can be applied.

PHYSICAL DATA



A set of measurements describing the physical properties of the fabric



3D MAPS



A set of images of the fabric surface, derived from a high-quality scan of the physical fabric

Building a robust digital library is the crucial first step towards a true digital transformation. This service provides our customers with multiple benefits, including:

Saving time: by having access to ready-made 3D fabrics, designers can save time and focus more on the design phase, speeding up the entire creative process.

Consistency and reliability: with 3D fabrics supplied directly from the manufacturer, it is possible to achieve a very accurate and true representation of fabrics even in a digital environment.

Saving resources, costs and waste: the ability to evaluate fabric during the digital design phase helps reduce errors

and waste during the subsequent production phase. This translates into less fabric waste and lower costs for our customers. The savings in production time, resources and materials used are immediately noticeable. The sampling phase and the various iterations needed to achieve the desired result can be carried out digitally, producing the garment only once.

In 2024, the offer was expanded with the introduction of a **second software** for creating digital twins, with the **aim of increasing versatility and responding to the needs of different markets.**

Main activities of Research and Development in 2024

During 2024, EUROJERSEY's Research and Development department focused on the **production of items** in the collection with a **reduced environmental impact**. This process, which is still being analysed, involves both the choice of yarns and the search for new finishes.

As far as yarns are concerned, **ECONYL® products** have been introduced in the collection, a regenerated polyamide yarn obtained from pre- and post-consumer waste that offers the same performance as virgin nylon but with a **significantly reduced environmental footprint**. In addition, the possibility of introducing a *bio-based elastomer* to further reduce the percentage of material from fossil sources is currently being screened.

On the chemical finishing front, the water-repellent treatment was the subject of a revision that allowed the transition from a recipe based on several chemical components to a **single bio-based product**, improving the sustainability of the process and optimising consumption.

At the same time, analyses to determine the amount of spinning oil were intensified using **Soxhlet extraction**, a laboratory apparatus that allows the precise quantification of soluble substances through continuous recirculation of petroleum ether. These analyses helped to **optimise the use of purging and improve its overall efficiency in the production process**.

2.2 Labelling

Sensitive® Fabrics distinguishes the unique identity of the product made entirely in Italy with characteristics that represent the best of Italian creativity, both in terms of technical know-how and aesthetics and authenticity.

The **label** distinguishes garments made with **Sensitive® Fabrics**, protecting them from imitations and counterfeits. It acts as a **certificate of authenticity**, attesting to the specific characteristics of the fabric and the ethical significance of an eco-friendly product. The different colour bands for each product sector identify the specific qualities for each application.

Furthermore, it is a tool that increases the end consumer's awareness of the technical aspects of the product and its environmental sustainability.

On the left side of the booklet, sustainability pictograms are highlighted, and on the right side, product performance.

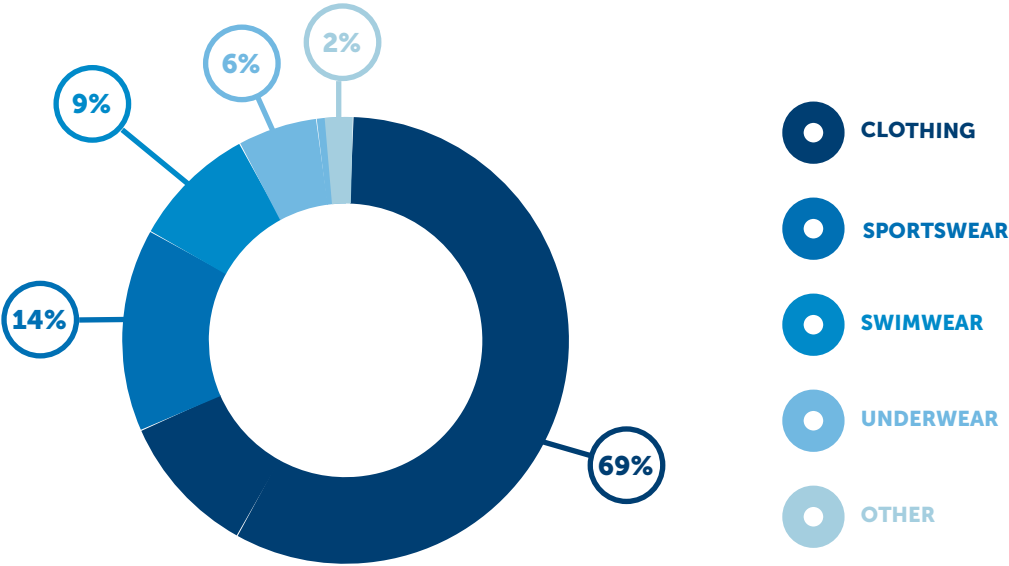
700,000 labels produced in 2024.

2.3 EUROJERSEY customers

Customer relations represent a fundamental pillar of EUROJERSEY’s business model, which focuses on active listening, the quality of the products and services offered, and the building of lasting relationships based on **trust, transparency** and **shared value**.

Over the years, EUROJERSEY has consolidated a **robust international presence**, confirming its ability to respond to diverse needs in major global markets. In 2024, 64% of the Company’s customers were located in Europe, of which approximately 20% in Italy, and 36% in the rest of the world.

The graph below represents the **breakdown of sales by product category** and allows a clear view of which product segments contribute most to the overall turnover, as well as providing a useful tool for identifying the areas of greatest commercial impact.



↑ 9. Breakdown of sales by product category

EUROJERSEY sees its relationship with its customers not just as a business relationship, but as a real **responsibility**. The Company is actively committed to offering solutions that meet current needs and anticipate future market developments, contributing to sustainable development throughout the supply chain. This approach is also reflected in the collaborative support provided to customers, based on the sharing of qualitative and quantitative information, contributing to the sharing of **best practices** throughout the value chain and promoting **more informed purchasing decisions**.

In line with this philosophy of collaboration and transparency, EUROJERSEY shares essential information and tools with its buyers, such as those listed below.



↑ 10. Information and tools offered to the customer

As regards the **Digital Product Passport (DPP)**, pilot projects have mainly been launched and EUROJERSEY has contributed by supporting customers through the sharing of useful data and information, with the aim of promoting and enabling **more transparent communication**.

In this context, **ESG compliance** is not linked to regulatory constraints but is based on requirements defined by the various brands, to which the Company is committed to providing clear and documented responses.

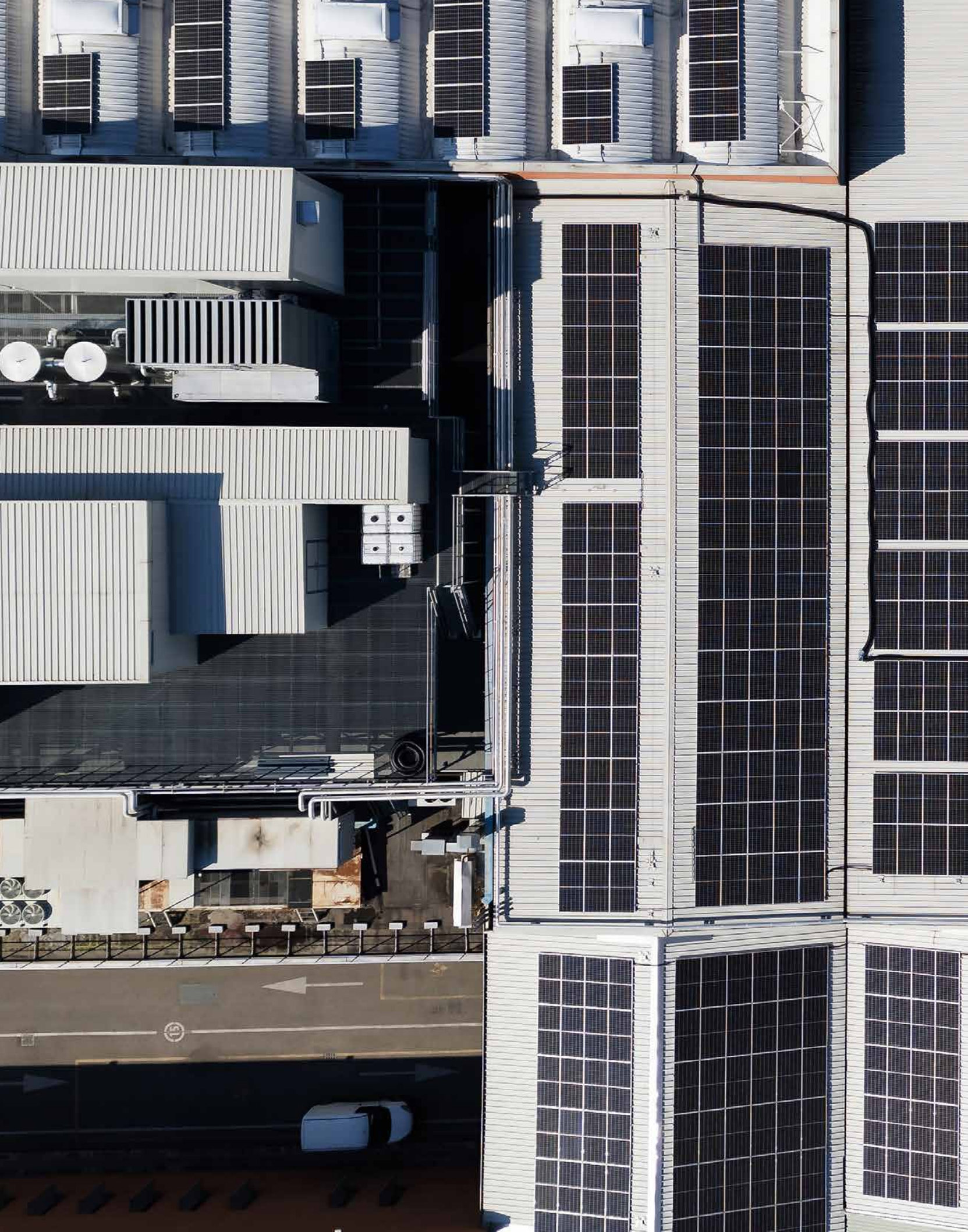
For EUROJERSEY, responsibility towards customers and end consumers also translates into a concrete commitment to managing **chemical compliance**⁵ and adopting **good practices** that go beyond regulatory obligations. The activities implemented are not only aimed at ensuring market permanence, but also at offering solutions that give customers **a competitive advantage**.

In addition, as required by the ISO 9001 quality management system, EUROJERSEY has implemented a specific procedure for **handling complaints**, which defines the correct method for recording and managing any complaints received from customers regarding possible non-conformities found in the finished product they have purchased. The correct management of complaints allows us, on the one hand, to maintain a transparent and constructive dialogue with buyers, fostering a relationship based on mutual trust and continuous improvement, and, on the other hand, to monitor all production processes internally.

GETTING TO KNOW THE COMPANY

EUROJERSEY organises guided tours for customers, transforming them into real experiential events. Customers have the opportunity to explore a vertically integrated manufacturing company that is attentive to measuring its environmental impact and representative of Italian manufacturing in the textile sector. The aim of these events is to provide first-hand knowledge of the production processes, thus offering an in-depth understanding of the supply chain and the added value of the Company.

⁵ Chemical compliance is defined by precise chemical safety regulations. EUROJERSEY adheres to the OEKO-TEX standard, which guarantees that fabrics are free of harmful substances, and complies with REACH in the EU, which regulates the use of chemicals in the production process. For more details on the mentioned regulations, please refer to section 5.2 in chapter 5.





3.0 EUROJERSEY's commitment to the environment

EUROJERSEY is committed to ensuring, at every stage of its business, the **utmost respect for the environment**, adopting measures to **track and monitor its environmental footprint**, and striving to reduce consumption and improve energy efficiency. 100% of the electricity used by the Company comes from renewable sources, with a guarantee of origin, which allows for zero Scope 2 emissions into the atmosphere.

Furthermore, EUROJERSEY is committed to the **responsible management of chemicals** during production, setting itself the goal of monitoring and reducing the use of chemicals considered harmful to humans and the environment.

Below are the main achievements in 2024:



⁶ Calculated according to the Market-Based Approach, as explained in more detail in this chapter.

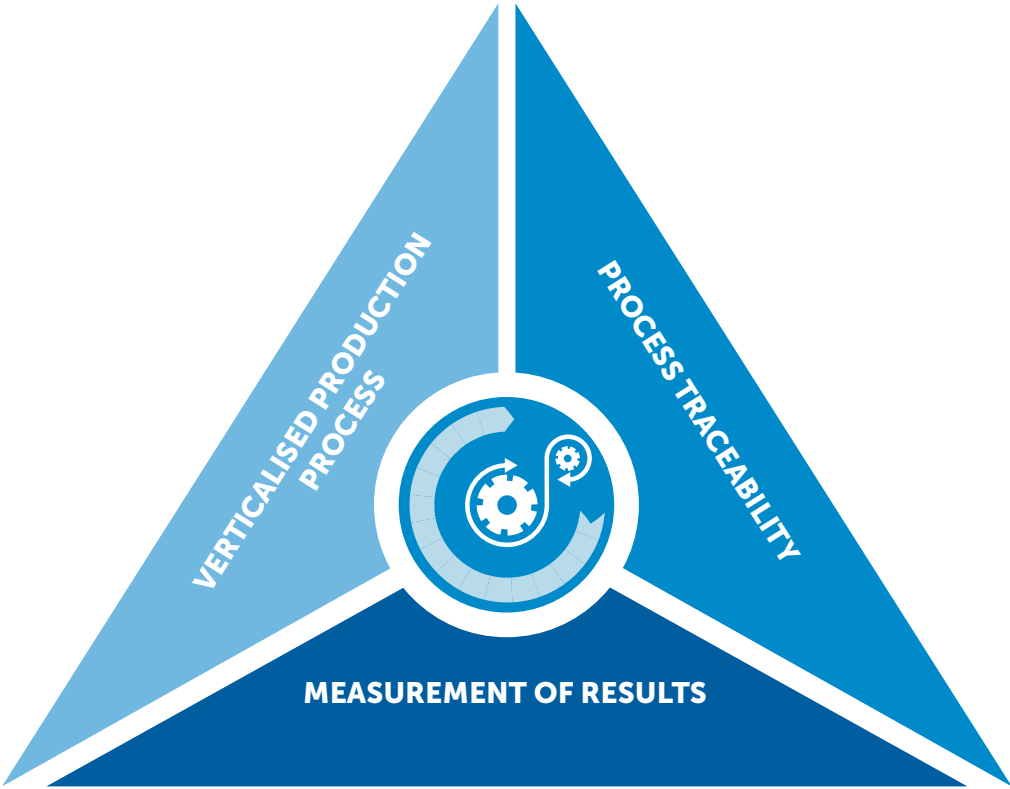
AREA OF ACTION	TARGET
ENVIRONMENT	<p>COMBAT CLIMATE CHANGE, ENERGY CONSUMPTION AND ATMOSPHERIC EMISSIONS</p> <ul style="list-style-type: none"> • Contribute to the fight against climate change via measures to reduce and/or offset greenhouse gas emissions • Evaluate complementary energy sources in order to identify and adopt the most efficient ones for EUROJERSEY's business needs • Promote initiatives to pursue energy efficiency and consumption reduction in buildings • Purchase electrical energy from renewable sources • Reduce the environmental impact of company operations by adopting environmentally friendly means of transport
	<p>RESPONSIBLE MANAGEMENT OF WATER RESOURCES</p> <ul style="list-style-type: none"> • Reduce EUROJERSEY's water impact via the implementation of new technological processes • Monitor and optimise the consumption of water resources
	<p>CIRCULAR ECONOMY AND MATERIAL FLOWS</p> <ul style="list-style-type: none"> • Offer fabrics with regenerated fibres thanks to a circular supply chain by giving value to textile waste • Evaluate regenerated materials to implement a circular textile process • Foster responsible and controlled management of chemicals in cooperation with suppliers, promoting sustainable practices along the supply chain
	<p>PROTECTION OF BIODIVERSITY</p> <ul style="list-style-type: none"> • Confirm its contribution to species conservation and habitat restoration

3.1 Our sustainable process

Since 2007, EUROJERSEY has implemented a set of practices and technologies aimed at **improving efficiency in the use of resources** and progressively reducing the **impact** of the production process. In addition, the decision to keep every stage of production in Italy, at the Caronno Pertusella plant, ensures that every stage of the production cycle can be controlled and the results obtained in terms of mitigating environmental impact can be constantly monitored.

Through the **environmental management system certified according to the UNI ISO 14001:2015 Standard**, all company processes and activities are carried out in **compliance with the Environmental Policy, for quality and transparency** in the management of environmental issues, optimisation of energy consumption, reduction of water withdrawals, promotion of the circular economy and efficient management of processing waste. The plant has been granted an **Integrated Environmental Authorisation (AIA)**, confirming the Company's compliance with current environmental regulations and guaranteeing complete control of the impacts generated. Periodic checks are also conducted by ARPA Lombardia (Regional Agency for Environmental Protection) to ensure compliance with current regulations on atmospheric emissions, water, waste management and noise emissions.

In recent years, EUROJERSEY has promoted significant activities to ensure the responsible use of resources employed at every stage of the production process and throughout the supply chain.



↑ 13. The principles of our sustainable process

THERMAL EFFICIENCY: via the introduction of methane gas finishing machinery and the complete renovation of the thermal power plant from 2014 to 2019, the Company has gradually eliminated diathermic oil, a very dangerous flammable fluid, from its production processes, achieving an annual saving of approximately 217,000 cubic metres of methane gas and 460,000 kWh.

EFFICIENCY IN THE PRODUCTION PROCESS: following an internal and market analysis, the Company decided to change its production process by discontinuing its traditional printing activity in 2024, relying on an external supplier for this process that could guarantee continuity and compliance with existing orders. The discontinuation of the traditional printing phase led to an overall decrease in energy and natural gas consumption, as well as less handling and use of chemicals.

WATER AS A RESOURCE: using the service of a certified external consortium, the Company guarantees the purification of residual water from the production process. In 2023, a feasibility study was initiated on a water regeneration plant, with the aim of recovering the water used during production processes. This study was continued in 2024 but showed that the plant in question is

not economically sustainable with current technologies and operating costs. However, the Company is committed to reducing water withdrawal and consumption. In fact, the implementation of a new washing machine in the printing department led to a decisive decrease in the water used in the department during 2024; this decrease is due both to the discontinuation of the traditional printing activity (and consequently of the related washing) and to an improved yield of the new washing machine, from 507 l/kg in 2023 to 280 l/kg in 2024.

LESS HAZARDOUS CHEMICALS: the Company is committed to limiting the consumption of chemicals, dyes and auxiliaries that are hazardous to health and the environment, via compliance with the Manufacturing Restricted Substances List (MRSL) of the Zero Discharge of Hazardous Chemicals (ZDHC) programme.

WASTE-FREE PACKAGING: less paper and film packaging waste results from careful handling of packaging for shipping. By adapting the packaging to the size of the Sensitive® Fabrics, EUROJERSEY saves 4,000 metres of fabric packaging film and 9,000 FSC-certified cardboard tubes each year, equivalent to approximately 6,000 kg.

3.2 Measuring the footprint of production processes

For EUROJERSEY, commitment to the environment starts with measuring the impact of production processes.

For this reason, the Company has pursued the goal of **tracking and measuring the environmental footprint** of Sensitive® fabrics production using accredited methods since the outset of the SensitivEcoSystem® programme. The aim is to establish what actions to take to reduce it. In its ongoing commitment to improving the environmental performance of its production processes, the Company has adopted the **Product Environmental Footprint (PEF) and the Organization Environmental Footprint (OEF)** methodologies since 2014. The European Union's Joint Research Centre (JRC) introduced the PEF and OEF methodologies in 2013 and recommended them in 2020 as part of the European Green Deal to create a standard, accredited method for measuring the environmental footprint of products and organisations.

Their objective is to overcome the confusion generated by the fragmentation of previous methods and, at the same time, ensure greater transparency for all Stakeholders.

It is worth noting that recent European regulatory developments supporting the disclosure of sustainability information by companies are accelerating the path towards transparency reporting. An example of this is the *Green Claims Directive*⁷, which aims to combat false environmental claims made to consumers and to put an end to the proliferation of public and private environmental labels. Through these tools, the European legislators are increasingly urging companies to adopt new best prac-

tices for monitoring and reporting ESG performance, for the benefit of all Stakeholders.

The PEF is a **communication tool** for EUROJERSEY's commitment to sustainability. Thanks to PEF studies, EUROJERSEY is able, on the one hand, to monitor and communicate in a comprehensive and transparent manner the environmental impact of its processes, which is directly reflected in Sensitive® Fabrics, and, on the other hand, to identify concrete opportunities for improvement to reduce its footprint.

By combining the Life Cycle Assessment (LCA) approach with a set of 16 specific environmental indicators and defined criteria, EUROJERSEY's environmental footprint takes into account **all stages of the production cycle** and all upstream activities, including all impacts generated by raw material and energy flows and their transport.⁸

The PEF is a virtuous impact measure because it offers EUROJERSEY the opportunity to go beyond the boundaries of the Company and create value in collaboration with its customers, measuring together, comprehensively and accurately, the environmental footprint of finished garments made with Sensitive® Fabrics.

The environmental footprint of Sensitive® Fabrics is also rigorous and specific because it takes into account factors in the context in which the Company operates. In particular, the PEF allows EUROJERSEY to highlight its choice to carry out its activities without outsourcing any stage of the production process.

⁷ This Directive was adopted on 14 February 2024.

⁸ For the assessment of the environmental footprint of EUROJERSEY products, all impact categories and related methods provided for in Recommendation 2013/179/EU, revised in accordance with the document "Supporting information to the characterisation factors of recommended EF Life Cycle Impact Assessment methods" were applied.

MADE GREEN IN ITALY

In 2024, EUROJERSEY became the first Italian textile company to be certified **Made Green in Italy**, a voluntary national scheme proposed by the Ministry of the Environment and Energy Security for communicating the environmental footprint of products. EUROJERSEY decided to join the scheme to promote responsible textile manufacturing and the Made in Italy label.

The environmental performance of **Sensitive® Fabrics** has been quantified thanks to a comprehensive **PEF (Product Environmental Footprint)** study, verified and validated by an independent third party.

The PEF study was prepared by an external consulting firm that has been working with the Company for years on impact measurement. It was structured by dividing the **Sensitive® Fabrics** items produced during 2022 according to their weight (g/m²) and the types of processing carried out. For each of the 16 categories covered by the PEF methodology, the impacts generated by the production of **one square metre of Sensitive® Fabrics** were calculated, focusing on the three categories considered most relevant within the reference PCRs (Product Category Rules), namely *climate change*, *resource use-fossil*

and *water use*. The PCRs are those relating to "Synthetic yarn fabrics (excluding high tenacity fabrics or fabrics made of lamellae or similar) dyed and/or printed [NACE 13.20.31]" - version 1.0, approved directly by the Ministry of the Environment and Energy Security and valid until 28/07/2027.

The calculated impacts were then compared with the reference benchmarks identified within the PCRs themselves, and the comparison showed that all **Sensitive® Fabrics** analysed were in CLASS A, the best result achievable.

The Made Green in Italy scheme is valid for three years, during which time the Company must ensure compliance with the certification requirements by updating its PEF study and monitoring the impact of its production. The scheme does not require annual recertification of data if they differ by $\pm 10\%$ from those already certified in the first year, which in the case of EUROJERSEY, are those relating to production in 2022. In 2024, again in collaboration with the external consulting firm, the PEF study was updated in relation to production in 2023. The results were in line with those obtained in the previous year and therefore it was not necessary to recertify the data.

TESTS PERFORMED ON SENSITIVE® FABRICS

Below is a summary of the impacts of the entire production cycle of Sensitive® Fabrics class 3⁹ (150 - 200 g/m²) light-coloured dyed fabrics and ink-jet printed fabrics produced in 2022, the latest data certified by an independent third party, as described above.

These fabrics were chosen because they are most representative in terms of production quantities. In particular, the value of the three most relevant impact indicators is reported for each fabric: energy footprint, CO₂ footprint and water footprint.¹⁰

Following the specific requirements for reporting environmental impact results in the PEF methodology¹¹, the environmental footprint of Sensitive® Fabrics is compared with the environmental footprint of products used in everyday life. With the aim of assessing the environmental footprint of Sensitive® Fabrics in a more conscious way, the value of the three most relevant impact indicators is compared as specified below:

⁹ Each class is homogeneous in terms of the production process, and the variation in environmental loads within the class is proportional to the weight. Considering that the impact of transport is exclusively a function of the weight transported, this has been quantified respectively for each square metre of dyed fabric and printed fabric, distinguished only by weight class.




¹⁰ More details on the PEF results can be found in the section Appendix - Detailed Tables.

¹¹ Recommendation 2013/179/EU on the use of common methodologies to measure and communicate environmental performance throughout the life cycle of products and organisations requires strict adherence to the principles of reliability, transparency, relevance and accuracy. These principles are also laid down in UNI ISO/TS 17033:2020 Ethical Assertions and Supporting Information - Principles and Requirements.

CARBON FOOTPRINT



kg CO₂
EQUIVALENT

	1 m ² light-dyed fabric	1.83
	1 m ² ink-jet printed fabric	3.87
	10 Km medium-sized euro 5 petrol car ¹²	4.1

How much do we contribute to climate change?

This parameter estimates the influence of greenhouse gas emissions on global average temperature changes, and their consequences on the world's climate over a century.

ENERGY FOOTPRINT



MJ
EQUIVALENT




	1 m ² light-dyed fabric	32.15
	1 m ² ink-jet printed fabric	62.18
	1 Kg of pasta ¹³	36

To what extent are we responsible for the depletion of natural resources? This parameter estimates the energy employed to make a product, considering its whole life cycle and measuring consumption from processes, manufacturing and transportation.

WATER FOOTPRINT



m³ Water
EQUIVALENT

	1 m ² light-dyed fabric	1.64
	1 m ² ink-jet printed fabric	5.25
	1 l of milk ¹⁴	0.382

What is the impact of our water consumption?

This parameter estimates the impoverishment of water resources caused by human activities carried out in a specific areas, comparing water consumption to local water availability.

↑ 15. Carbon, energy and water footprint

¹² CO₂ footprint of a medium-sized petrol car: Ecoinvent 3.8.

¹³ Pasta energy footprint source: PEFCR for Dry pasta, v3.0. 18/04/2018. Environmental impact results refer to the production of 1 kg of dry pasta over its entire life cycle (including use phase).

¹⁴ Source milk water footprint: PEFCR for Dairy product February 2020. The environmental impact results refer to production, including the use phase [operation of the refrigerator; washing of the crockery (glassware and cutlery), disposal of packaging; excluding the cooking phase].

3.3 Reducing the environmental footprint

At the heart of EUROJERSEY’s approach to sustainability is a commitment to promoting the **responsible use of resources** through technical initiatives aimed at reducing consumption and improving efficiency in order to preserve natural resources and reduce atmospheric emissions.

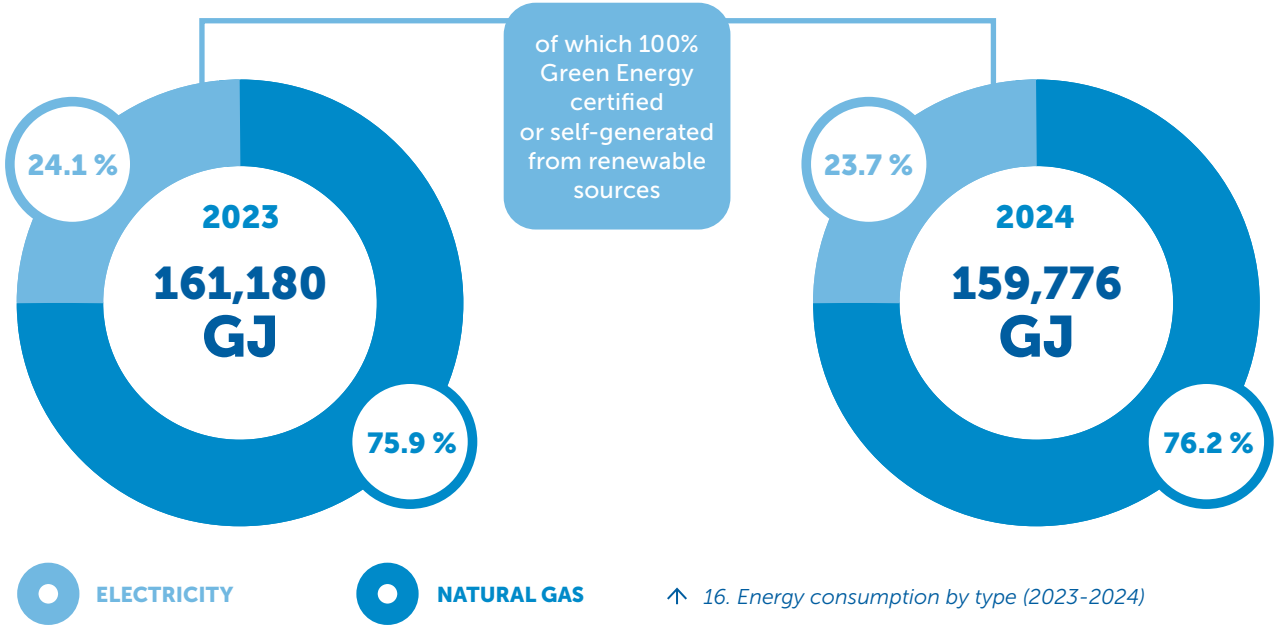
The **containment of consumption** in the production cycle is the result of continuous research that allows the Company to reduce the environmental footprint generated by the production process of Sensitive® Fabrics. The daily actions and commitment of all EUROJERSEY employees are also fundamental in achieving significant results in waste reduction.

Energy

Since 2008, EUROJERSEY has focused on reducing its energy consumption. This focus eventually led to the decision to only use electricity from renewable sources with Guarantee of Origin certification. Moreover, EUROJERSEY’s solar panel photovoltaic systems, initially installed in 2008 and expanded in 2019 and 2023, have enabled the Company to produce over 541,897 kWh of electricity in 2024. This accounts for approximately 5% of its total energy needs.

Since 2009, other significant measures have also been implemented to promote the **optimization of energy use** in both service facilities and production machinery, leading to a significant reduction in consumption per unit of product.

In this regard, in 2007 the Company invested in an **advanced smoke purification system** that allows the reuse of water to cool the plant¹⁵, with an overall energy saving of more than 200 T.E.P. (tonnes of oil equivalent).



↑ 16. Energy consumption by type (2023-2024)

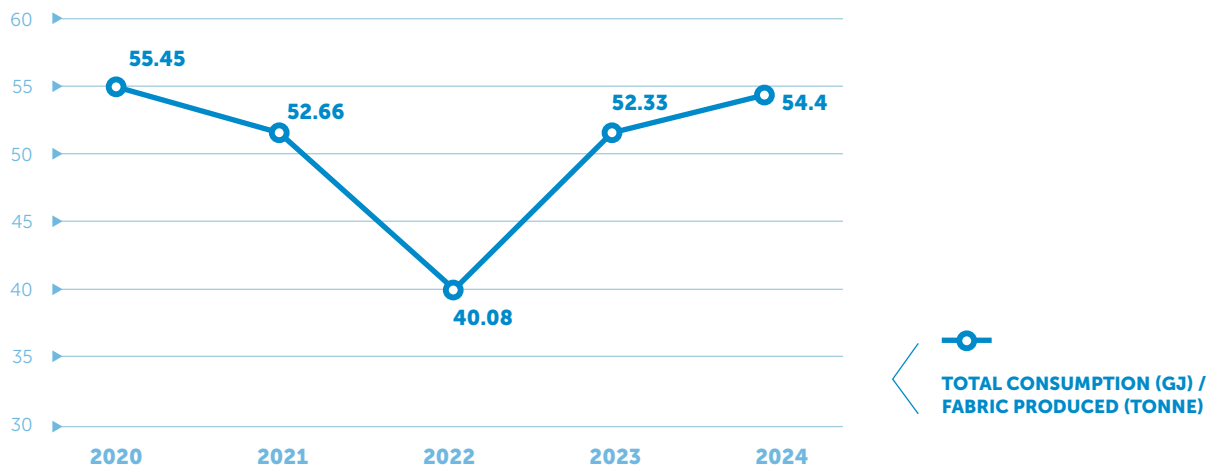
¹⁵ As a result, the Company recovers around 30 million litres of hot water each year, or around 6% of the litres used in the production process.

In recent years, specific studies aimed at optimizing energy consumption in lighting fixtures were conducted and implemented in 2024. This involved replacing existing lighting fixtures in various areas of the plant with LED devices that automatically adjust according to brightness and movement.

In addition to this, among the initiatives aimed at reducing energy consumption, include the modernisation of the thermal power plant in 2019 and the modernisation of the air conditioning system in the knitting department, which began in 2023, and involved the replacement of the adiabatic air conditioning system with a **new air handling unit**, as well as the replacement of the air chiller with a "Trane" model cooled by water from an evaporative cooling tower. This has resulted in an **11% saving in unit consumption for each kilogram of raw fabric produced**. In fact, consumption fell from 1.84 kWh/kg in 2023 to 1.64 kWh/kg in 2024, corresponding to a saving of 560,000 kWh on a total production of 2,800,000 kg of raw fabric.

Finally, **EUROJERSEY is committed to reducing its methane gas requirements over time**. In 2024, it saved approximately 25,000 cubic metres of gas compared to 2023.¹⁶ Compared to previous years, 2024 saw a decrease in energy consumption, as shown in the graph below.

The graph below shows the five-year trend in "total energy intensity"¹⁷.



↑ 17. Energy intensity (2020-2024)

ENERGY DIAGNOSTICS

In 2023, an energy diagnosis was carried out at the EUROJERSEY plants in accordance with Italian Legislative Decree 102/14. An energy diagnosis is a fundamental step towards improving the efficiency of a production process. It involves drawing up a detailed overview of the process and characterising the activities carried out

within it in terms of energy use and the economic factors involved, in the clearest and most unambiguous way possible. The diagnosis highlights the extent of overall consumption (in terms of energy and costs incurred) and the most energy-intensive sectors and production activities. The final step is an energy and economic survey to identify areas of production with the greatest potential for savings.

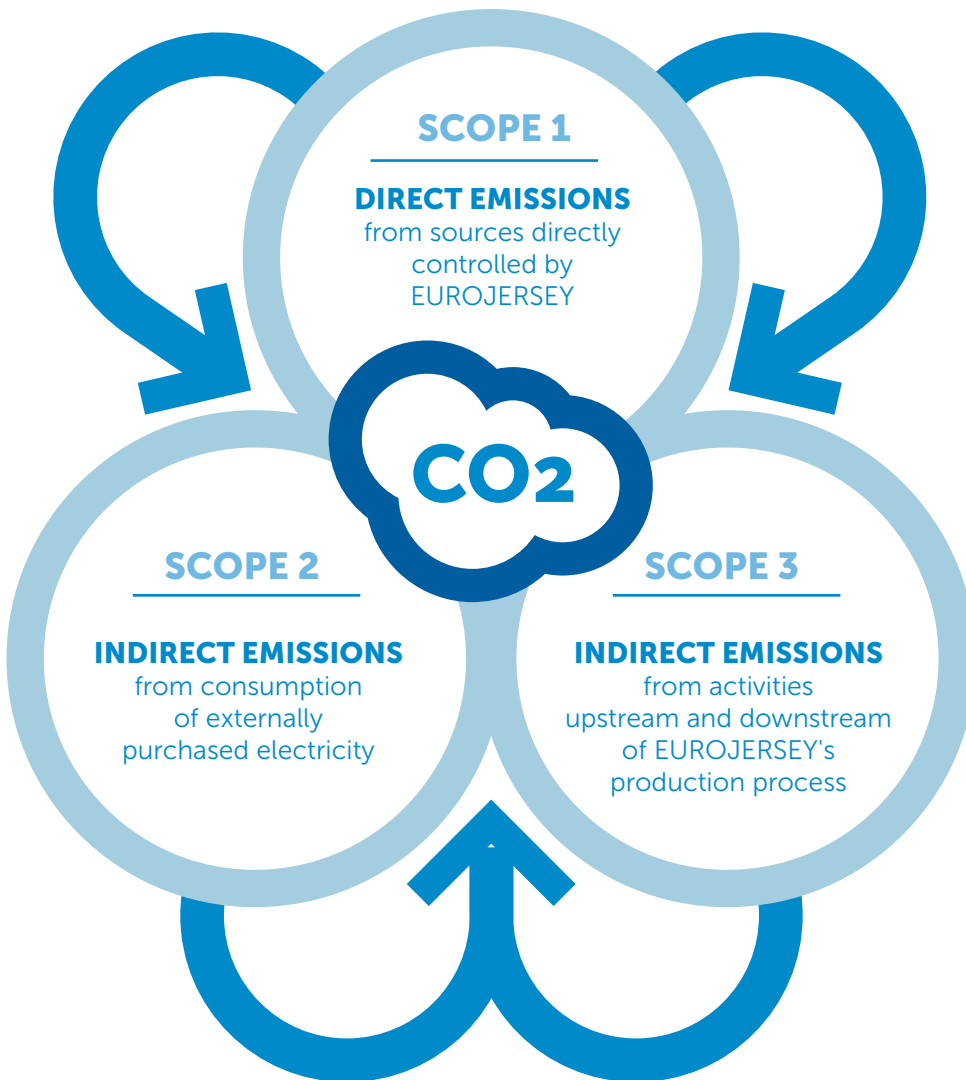
¹⁶ EUROJERSEY's total energy consumption for 2024 is approximately 159,776 GJ, of which 23.7% is from renewable sources (purchase of electricity from the free market and consumption of self-generated electricity from renewable sources). For more details on the energy consumption recorded and the conversion factors used, see the section Appendix - Detailed Tables.

¹⁷ The overall energy intensity is calculated as the ratio between the total consumption of methane and electricity in GJ, and the tonnes of fabric processed in the dyeing and printing departments.

Atmospheric emissions

The generation of GHG (Greenhouse Gases) emissions is directly linked to energy consumption.

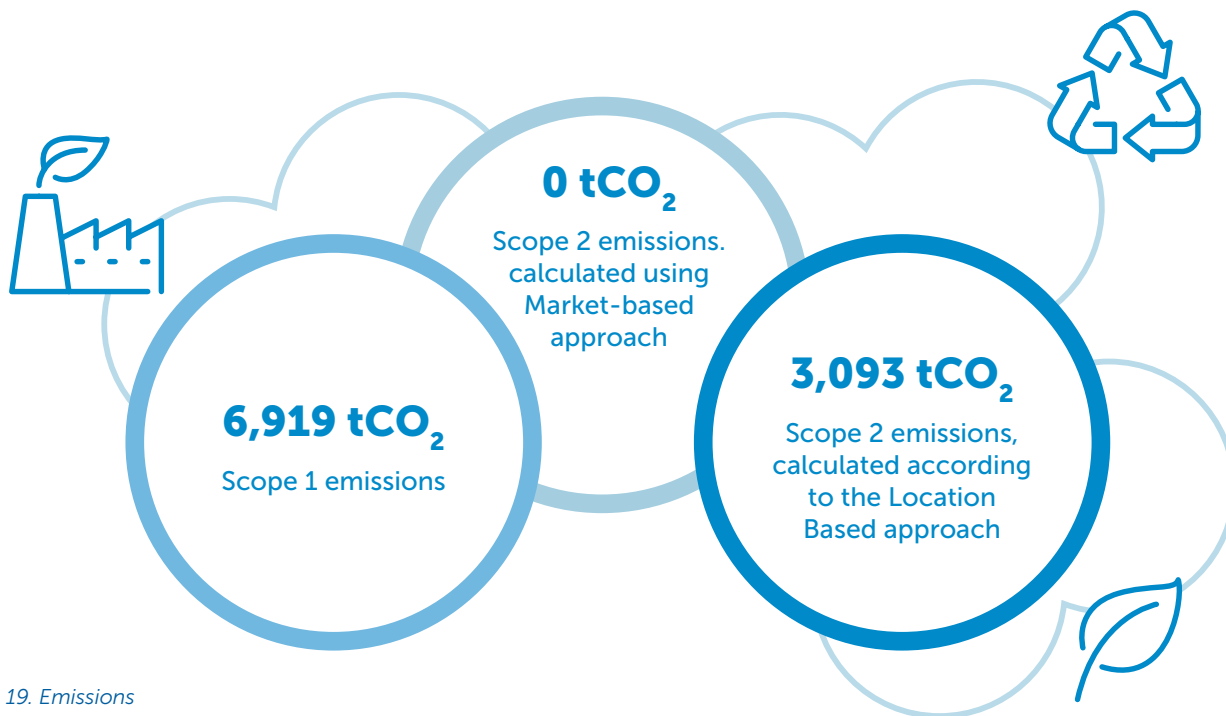
In 2024, carbon dioxide emissions remained virtually unchanged compared to the previous year (10,013 tonnes of CO₂ equivalent compared to 9,907 tonnes of CO_{2eq} in 2023). As a manufacturing company, EUROJERSEY considers it essential to **promote environmental policies that contribute to reducing emissions**, thereby helping to combat climate change, a development goal of the international community pursued at national and European level, thanks in part to regulatory measures such as the *European Green Deal*. Greenhouse gas emissions are divided into three types¹⁸, a brief summary of which is given below.



↑ 18. Emissions generated by EUROJERSEY

¹⁸ Scope 3 emissions are not reported in this Report.

In 2024, there was a decrease in Scope 1 emissions calculated according to the Location Based approach, in line with the decrease in energy consumption reported above. Scope 2 emissions¹⁹, on the other hand, increased slightly compared to 2023 (from 2,793 tCO_{2eq} to 3,093 tCO_{2eq}). The figure shows the values in tonnes of CO₂. Thanks to the Company's virtuous choice to use only **certified green electricity**, **Scope 2 emissions calculated according to the Market Based approach are 0**.



↑ 19. Emissions

GRI 305-1 | GRI 305-2: EMISSIONS

Unit of measurement t CO ₂	2022	2023	2024
SCOPE 1	8,148	7,114	6,919
SCOPE 2: APPROCCIO LOCATION BASED	3,427	2,793	3,093
SCOPE 2: APPROCCIO MARKET BASED	0	0	0
TOTAL	11,575	9,907	10,013

¹⁹ Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:
 - Location based approach: reflects the intensity of emissions generated by electricity consumption in relation to the production network within which the Company operates;
 - Market based approach: reflects the intensity of emissions generated by the consumption of electricity purchased by EUROJERSEY through any specific supply contracts.

Water

Water conservation and saving are two extremely important measures for reducing a company's environmental footprint. For this reason, EUROJERSEY is committed to introducing technological and process innovations to **ensure water quality**, reduce waste and mitigate the environmental impact of the production process.

Furthermore, with a view to future water scarcity, in 2023 EUROJERSEY developed a feasibility study for a project to regenerate water used in the production cycle, allowing it to be reused for dyeing or secondary activities. This study was carried out in 2024 but showed that the system in question is not economically sustainable. However, the Company confirms its commitment to reducing water withdrawal and consumption.

The implementation of the **new washing machine in the printing department** led to a significant reduction in water consumption in the department during 2024. This decrease is due both to the discontinuation of traditional printing (and consequently the related washing) and to the improved performance of the new washing machine, which went from 507 l/kg in 2023 to 280 l/kg in 2024.

In 2024, EUROJERSEY's total water consumption decreased slightly in absolute value compared to 2023, as a result of the reduction in the amount of fabric produced and the consequent decrease in the use of all ancillary services²⁰. However, unit water consumption remains higher than historical trends due to the discontinuous production flow in 2024.



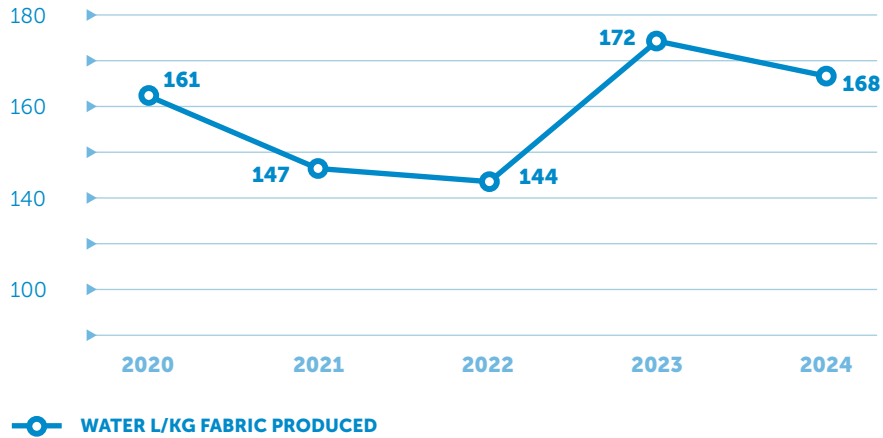
↑ 20. Water Withdrawals and Discharges (2024)

CTS PROJECT - CARBON TARGET SETTING

In 2024, EUROJERSEY launched the **CTS project** in partnership with Process Factory and All (Apparel Impact Institute) with the aim of drawing up an action plan to reduce carbon emissions and water consumption through the progressive implementation of the measures identified in the plan between 2025 and 2030.

In addition, EUROJERSEY attained the **4sPLANET certification**, achieving the **ADVANCED** level, verified on 2023 data. This result was achieved in parallel with the implementation of the Carbon Target Setting Programme.

²⁰ For more details on water consumption and discharges recorded, please refer to the section Appendix - Detailed Tables. Withdrawals of groundwater and third-party water resources are entirely freshwater withdrawals. No withdrawals are made from water-stressed areas. With regard to water discharges, it should be noted that the difference between water withdrawal from groundwater (i.e. from aquifers) and water discharge is the water that goes into evaporation during the production process. All water discharges consist of fresh water ($\leq 1,000$ mg/l total dissolved solids). No water discharges are made in water-stressed areas.



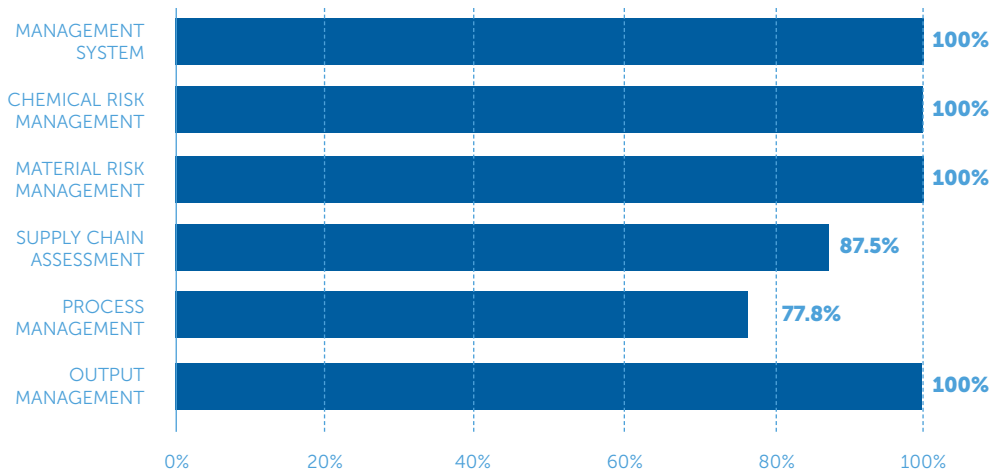
↑ 21. Unit water consumption (2020-2024)

3.4 Responsible management of chemicals

EUROJERSEY has embarked on a path to be **increasingly responsible in the use of chemical resources** in production processes.

Since 2018, the Company has set itself the goal of **verifying and reducing the presence of chemicals considered hazardous to humans and the environment in the processing cycles of Sensitive® Fabrics**. To achieve this goal, the Company implemented the **Chemical Management Protocol of 4sustainability®**, a trademark of the strategic consulting firm Process Factory that certifies the adherence of companies in the fashion and luxury sector to the roadmap for sustainability. The Company defined a management system for the reduction of such substances.

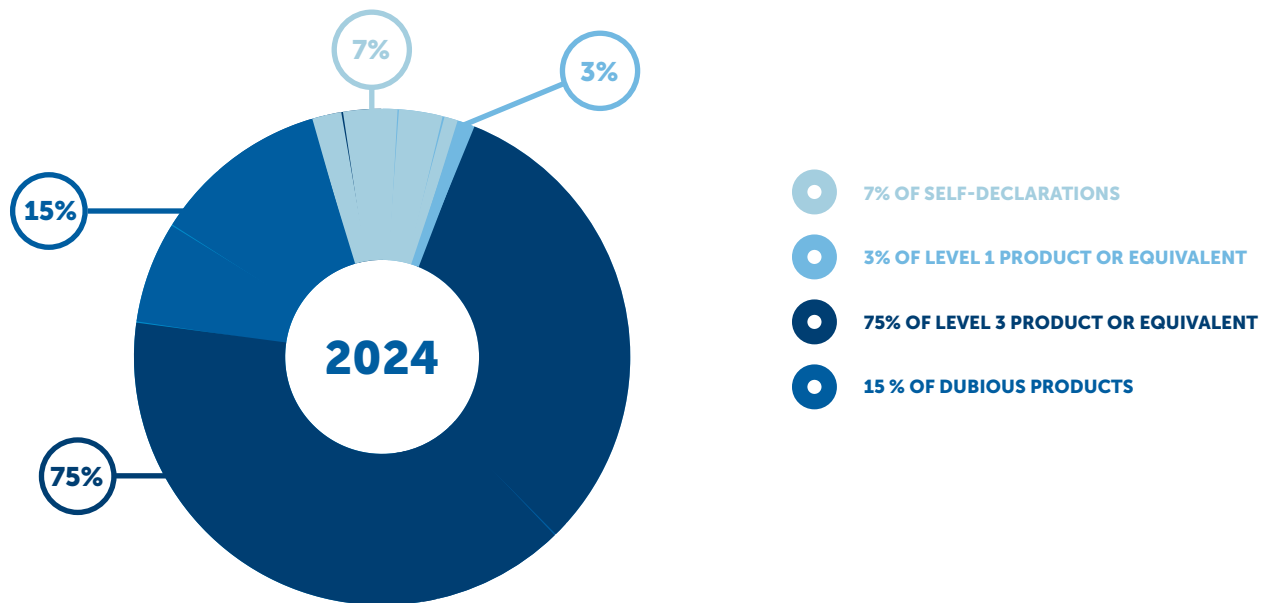
The CHEM4sustainability® protocol is based on the **Manufacturing Restricted Substances List (MRSL)** of the ZDHC **Roadmap to Zero Programme**, which indicates the limits on the presence of chemicals in products. ZDHC is a **holistic and transparent approach** that encourages **collaboration among all actors in the supply chain to eliminate hazardous chemicals** throughout the entire supply chain.



↑ 22. 4S Requirements and level of implementation

With the latest CHEM4sustainability® audit, EUROJERSEY maintained its **Excellence level with an assurance score of 96%**. This important milestone was achieved thanks to **the excellent results in the following assessment criteria:**

- **Management system:** assesses the presence and communication of internal sustainability policies, staff training, and the definition of reduction targets and monitoring of extraordinary performance;
- **Chemical risk management:** measures the management of chemical inventory information, its qualification level to ZDHC MRSL 3.1 and improvement plan;
- **Materials risk management:** assesses the management and control system of incoming materials and their level of compliance with the 4sustainability PRSL (Product Restricted Substances List);
- **Supply chain assessment:** highlights the mapping, qualification, engagement, training and monitoring of subcontractors and material suppliers and all existing procedures;
- **Process management:** verifies the proper functioning of the internal traceability system and its digitisation, as well as process due diligence testing to monitor product contamination;
- **Chemical Health & Safety:** analyses the labelling, management and storage of chemicals within the plant, as well as emergency procedures and waste management;
- **Output management:** assesses the Company’s management of process outputs; in particular, authorisation for the discharge and control of wastewater in accordance with ZDHC guidelines, for internal processes and final product testing.



↑ 23. Internal chemical inventory

In 2024, the Company **ensured the level of compliance** of its **chemical inventory** to MRSL v3.1, using **75 per cent of chemical products with maximum compliance** (so-called Level 3 products).

Compliance with ZDHC MRSL certifies that the chemical formulation does not contain any of the substances listed in the MRSL in values exceeding the limits set by ZDHC.

With the aim of **contributing to improving chemical management in the textile industry**, EUROJERSEY has also been a ZDHC Contributor since July 2018.

This allows the Company to actively participate in the industry's transition towards minimising environmental impact and progressively reducing the use of harmful chemicals in production processes.

In 2023, the Company participated in the ZDHC 'Solvent Focus group' and collaborated on the 'Responsible Solvent Approach Guideline v1.0', which was published and is currently valid. The aim is to drive a positive transformation of the supply chain and minimise emissions and worker exposure through the implementation of good practices such as appropriate emission and exposure controls for the use of solvents in closed-loop washing machines to ensure health and safety in the workplace.

In 2024, EUROJERSEY continued its participation in the ZDHC **Supplier to Zero Programme**, which identifies areas for improvement in the sustainable management of chemicals and reduces risks, while providing access to the ZDHC Chemical Management System (CMS).

With the first assessment carried out in January 2022, EUROJERSEY reached the **Progressive level** of the ZDHC Supplier to Zero Programme, which was also maintained in the February 2025 assessment²¹. Furthermore, the 4sCHEM[®] protocol has been recognised as an implementation protocol for the **Supplier to Zero Programme**.

3.5 Circular economy and material flow management

As part of the strategic guidelines outlined in its Environmental Policy, EUROJERSEY intends to pursue **innovative and circular business models** with a view to product longevity and a better environmental profile in order to help tackle climate change and other global challenges, such as biodiversity loss, waste and pollution, by decoupling economic development from the consumption of limited resources.

Despite the current technological limitations to the mechanical and chemical recycling of Sensitive[®] Fabrics, due to their composition, the Company is committed to researching raw materials that can guarantee an extension of product life and, consequently, the production of **garments that will last over time**.

Identifying an effective process for regenerating Sensitive[®] Fabrics is EUROJERSEY's most ambitious and exciting challenge in implementing the transition to a circular economy model.

In this respect, EUROJERSEY continues to pursue **research and development projects for the recycling of textile waste**. In 2024, **collaborations with supply chain partners** remain active for the development of innovative and sustainable technological solutions for the regeneration of Sensitive[®] Fabrics.

²¹ Assessments are carried out annually.

EUROJERSEY AND MEMBERSHIP OF THE RETEX GREEN CONSORTIUM

EUROJERSEY is a founding member of the **Retex Green Consortium** promoted by Confindustria Moda. The Consortium's main mission is the **optimised management of waste from textiles, clothing, footwear and leather goods**, with the aim of anticipating regulatory decisions on recycling and providing a functional operational tool for the entire production chain.

MONITOR FOR CIRCULAR FASHION

The Company is part of the **Monitor for Circular Fashion**, a **multistakeholder project** involving leading fashion companies and supply chain players with the scientific input of the SDA Bocconi Sustainability Lab to identify circularity KPIs.

The Monitor for Circular Fashion welcomes virtuous companies and disseminates good circular fashion practices, promoting technical, managerial and scientific skills, with the aim of **contributing to the transition towards circular business models**.

RECYCLED YARNS

The transition to a circular economy model is reflected in the constant search for innovative yarns made from recovered waste materials.

The GRS-certified Sensitive® Fabrics product range is made from:

- **RECO®NYLON**, a polyamide yarn made from recycled pre-consumer waste

or

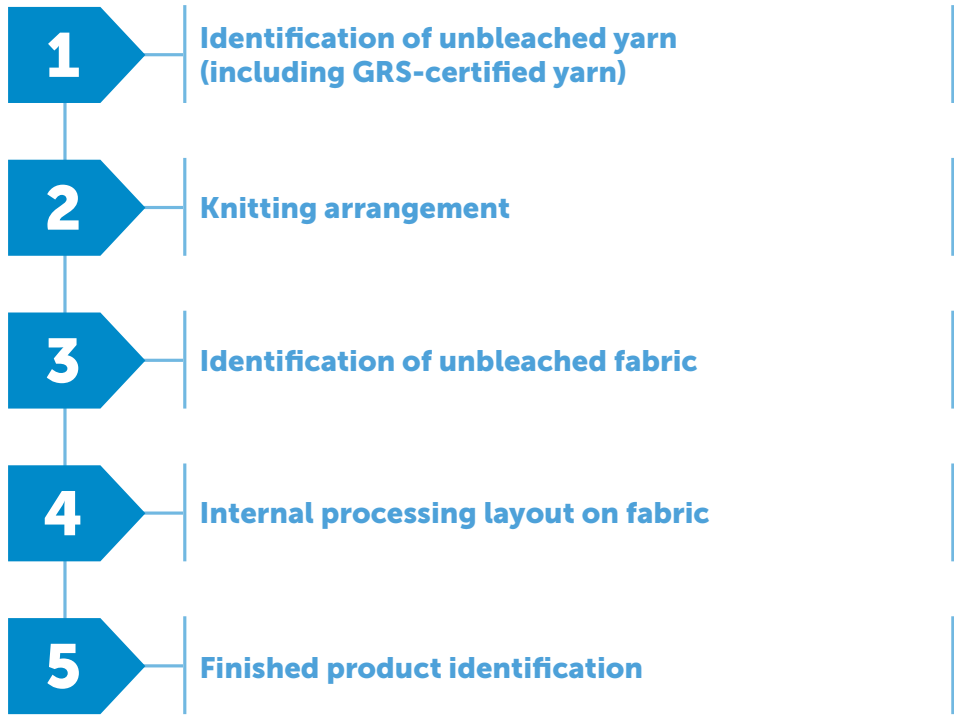
- **ECONYL®**, made from 50% pre-consumer recycled polyamide and 50% post-consumer recycled polyamide.

Through a rigorous development process and successful technical-quality validation, **ECONYL® yarn was introduced** in 2024, thus expanding the GRS-certified Sensitive® Fabrics product range.



Traceability of materials

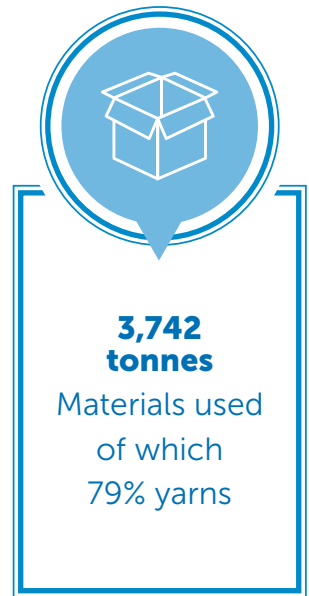
As part of its commitment to the careful and transparent management of the value chain, EUROJERSEY guarantees the traceability of materials, a fundamental process that allows all incoming raw materials essential for creating and transforming Sensitive® Fabrics to be monitored. All the information necessary to guarantee the traceability of the final product is recorded and coded:



← 24. Material traceability

To guarantee complete traceability for customers throughout the entire production cycle, the Company ensures that an identification code is created for each batch or lot of purchased material. The processed material and chemicals used in each process, including the batch number of the chemicals and the origin of the materials, are also identified.

During 2024, EUROJERSEY used **3,742 tonnes of material**, of which approximately 79% was yarn²². For each work order, it is possible to verify the yarn lot and the quantity used for each product during the dyeing and finishing phases; since the end of 2022, this data has also been available for the lamination process, and in 2023, the traceability process for the printing process was initiated, though it is not yet concluded. At EUROJERSEY, the accuracy of information related to processing traceability is also verified during specific annual audits conducted as part of the renewal of company certifications, as well as during specific audits carried out by customers. The traceability of each phase of the production process and of the raw materials used is guaranteed by the implementation of a management tool introduced in the Company in 2020.”



↑ 25. Volume of materials

²² For more details on the input materials used and the total recycled materials used, see Appendix - Detailed Tables.

EUROJERSEY's commitment to the traceability of its supplies is accompanied by a commitment to creating opportunities for dialogue with other players in the supply chain, in order to foster synergies and, as far as possible, support the evolution of the sector with a view to responsibility, transparency and sustainability.

This is also in light of the regulatory push that is highlighting the need for a change of pace in the short term in order to achieve the challenging goals that the European Commission has set for the coming years and, above all, to ensure a future for our planet.

Traceability and supply quality are also key elements in ensuring product durability, which is a fundamental objective for the sustainability of the textile supply chain, but also a cornerstone of EUROJERSEY's production philosophy, guaranteeing customer and end-user satisfaction.

DURABILITY TESTING

One of the first steps towards a circular economy is ensuring the longevity of textile products by improving their durability and repairability. Physical durability is understood as the ability of a material to withstand time without deteriorating, especially in terms of wear and maintenance.

Design principles such as fabric strength, colour fastness, multifunctionality and the availability of repair kits contribute to increasing the quality and durability of garments. This is essential in order to discourage consumers from discarding clothes due to holes, worn appearance, loss of shape or elasticity and discolouration.

In March 2022, the European Commission proposed the **Ecodesign for Sustainable Products (ESPR)** regulation, with the aim of introducing binding requirements for textile products concerning durability, repairability, recycled content, recyclability, traceability of hazardous substances, and reduction of environmental impacts. At the same time, the European Strategy for Sustainable and Circular Textiles was launched, emphasising the importance of quality (such as seam strength, tear resistance and colour fastness) as a determining factor in product durability.

Durability is therefore considered a fundamental requirement for making textiles more sustainable. In the laboratory, durability is measured using tests such as abrasion, pilling, tear resistance, elasticity, felting and shrinkage, which utilise standardised washing machines to simulate domestic washing and assess its effects on the fabric.

In the **study conducted during 2024**, a protocol was developed to evaluate the durability of Sensitive® Fabrics. Samples were subjected to **15, 50 and 100 washing and drying cycles** to simulate different levels of use. The results were compared with the original samples.

Main results:

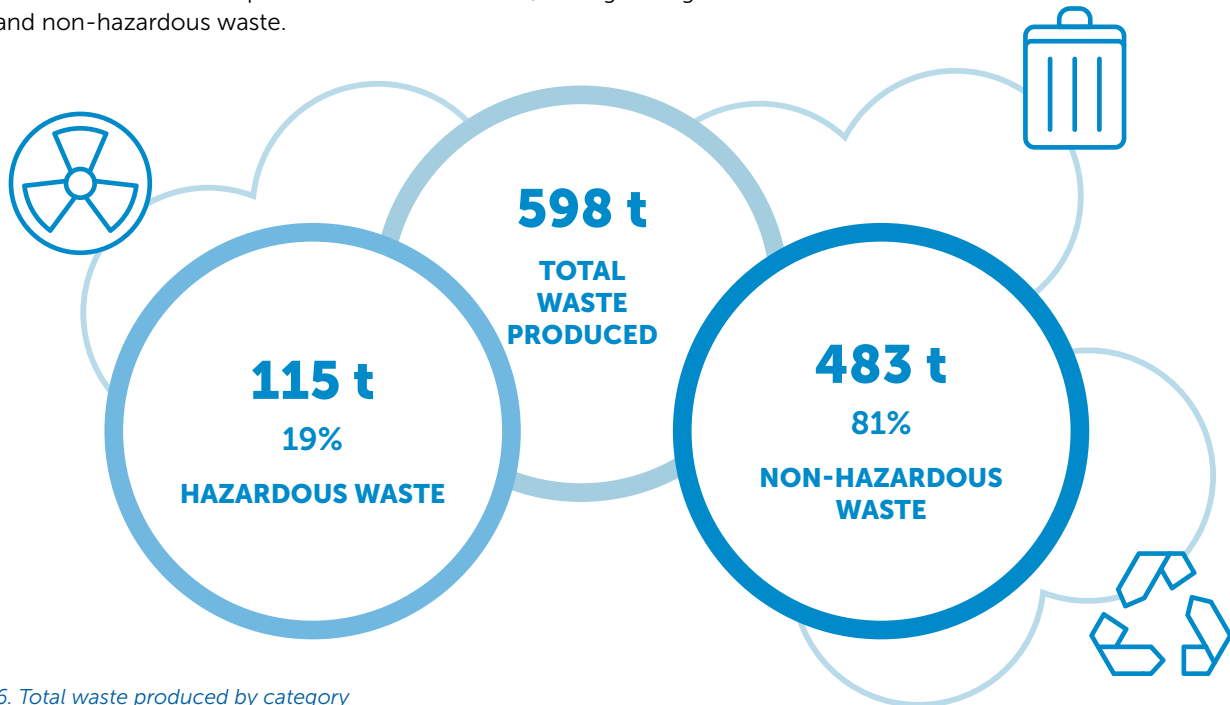
- All fabrics tested showed high durability, with minimal variations even after 100 washing cycles, so well below the reference limits suggested by European technical groups.
- Excellent performance in terms of appearance, dimensional stability, abrasion and pilling resistance; elastic recovery, with good recovery capacity and resistance to bursting.

The study shows that all Sensitive® Fabrics **retain their characteristics even after prolonged use**, indicating **high longevity**. This is a key factor in promoting sustainability in the textile industry.

Responsible waste management

Over the years, EUROJERSEY has adopted a responsible and transparent approach to waste management and reduction, applying the regulations in force in the country in which it operates. Outgoing waste is differentiated by composition based on the multiple processes from which it is generated. The activities carried out by the Company mainly generate waste such as textile scraps, dyes, chlorinated emulsions, various types of packaging, and absorbent materials.

The total amount of waste produced is shown below, distinguishing between hazardous and non-hazardous waste.



↑ 26. Total waste produced by category

EUROJERSEY pays close attention to the **end of waste of raw materials** and collaborates with suppliers and partners for the recovery and recycling of other materials that are used in various ways in the Company's processes.

Focus: Partnerships for the protection of biodiversity

With the mission of progressively reducing its environmental impact, EUROJERSEY has launched several initiatives and partnerships in recent years to protect the local area and biodiversity.

In recent years, EUROJERSEY's partnerships have centred on protecting the planet's water resources through various projects, including a sustainable fishing initiative and the #SaveSharks campaign. As part of the latter, T-shirts made from Sensitive® Fabrics were donated to fishermen at several Italian fishing centres.

Never before have rivers been under such pressure, threatened by the occupation of natural floodplains, by canalization due to increasingly 'restrictive' hydraulic works, by pollution caused by nutrients, pesticides from agricultural activities, and by particular dangerous substances like heavy metals and chemical compounds. Collaborating with WWF Italy has given EUROJERSEY an important opportunity to raise public awareness of river protection and ensure the survival of our natural landscape heritage. Furthermore, participatory management increases awareness of the issues affecting these environments and encourages everyone living alongside rivers to play a part in their protection and sustainable management.

ONE METRE OF FABRIC FOR ONE METRE OF FOREST

EUROJERSEY developed the "One metre of fabric for one metre of forest" project with the **World Land Trust** and has helped to safeguard 36.8 million square metres of rainforest in Argentina.

EUROJERSEY AND WWF

Since 2015, EUROJERSEY has collaborated with **WWF Italy** on various **campaigns and projects for the protection of land and sea** via brand awareness initiatives aimed at raising awareness of the need to preserve the most precious resources on the Planet.

TOGETHER FOR THE MEDITERRANEAN

EUROJERSEY supports the **Mediterranean Initiative** promoted by WWF Italy to **protect the biodiversity of the Mediterranean Sea**. In particular, the collaboration aims to protect the sea turtle *Caretta caretta* and the bottlenose dolphin *Tursiops*, both threatened by the risk of extinction.

SAVING SEA TURTLES

EUROJERSEY symbolically adopted the **Sea Turtle Recovery Centre** in the WWF Oasis of Policoro in the province of Matera, where the many turtles that get entangled in fishing nets or injured by boats find refuge.

TOGETHER FOR THE PROTECTION OF WATER AND SEA

EUROJERSEY joined the international awareness campaign for the **rehabilitation of waterways** and the restoration of their ecological continuity.

C2026 / Sensitive® Classic art BFAQ

Sensitive
F A B R I C S

COLOUR PALETTE

626 ●





530

489

720

374

401

402

4.0 Social value

EUROJERSEY values each **person** as a fundamental resource for achieving corporate objectives, promoting professional and personal growth, inclusion and respect for rights. The Company invests in team building and on-going training, in both technical training and in areas such as health, safety and sustainability. Employee well-being is at the heart of company policies, thanks in part to the Tessere il Benessere programme of the SensitiveEcoSystem® project, which encourages a healthy work-life balance. Safety at work is a top priority, with training programmes, constant updates and preventive measures to reduce accidents and occupational illnesses. In addition, EUROJERSEY fosters social responsibility every year through partnerships and initiatives in support of the local community.

Below are the main achievements in 2024:



AREA OF ACTION	TARGET	
SOCIAL	PROTECTING HUMAN AND WORKERS' RIGHTS	<ul style="list-style-type: none"> • Demonstrate its commitment to respecting and protecting human and workers' rights • Formalise EUROJERSEY's commitment to the protection of human rights via a policy
	EMPLOYEE DEVELOPMENT AND WELL-BEING	<ul style="list-style-type: none"> • Improve cross-functional communication, encouraging the sharing of knowledge and skills and creating a common sense of belonging within the organisation • Promote the holistic well-being of the individual via a welfare system that facilitates the reconciliation of professional and personal life
	ATTRACTING, RETAINING AND DEVELOPING HUMAN RESOURCES	<ul style="list-style-type: none"> • Train top management in inclusive leadership • Strengthen the management skills of top managers to improve their effectiveness in leading teams and enhancing resources • Provide employees with the skills and know-how needed to maximise their work performance and contribute to the Company's success • Enrich the Company population with qualified and motivated resources, fostering the Company's long-term growth and competitiveness • Raise students' awareness of job opportunities in the textile sector • Welcome PCTO and/or ITS students annually for work experience within the Company
	CREATING VALUE FOR THE COMMUNITY	<ul style="list-style-type: none"> • Promote the well-being of the community via joint initiatives with local, national and international bodies that have a positive and lasting impact
	HEALTH AND SAFETY	<ul style="list-style-type: none"> • Ensure the highest health and safety standards for employees, in compliance with current regulations • Spread a culture of health and well-being among employees, with a focus on proper nutrition, physical activity and prevention of at-risk behaviour

4.1 EUROJERSEY people

The SensitivEcoSystem® project and its results would not have been possible without the daily commitment of everyone at EUROJERSEY.

Each individual, in their own role and within their own area of responsibility, is a resource that contributes to defining EUROJERSEY's identity and supporting the achievement of its objectives. For this reason, the Company **protects and promotes the value of each individual**, ensuring opportunities for improvement and growth in both professional and personal terms. **Respect for work and workers is at the heart of EUROJERSEY's corporate policies** and its concrete commitment to **combating all forms of discrimination**, promoting inclusion and equal treatment, protecting the dignity of every employee and ensuring optimal conditions for the performance of their duties.

At EUROJERSEY, people's well-being also comes through **team-building activities**: in fact, in 2024, in an oasis of peace in the Aosta Valley, in Courmayeur, a training event dedicated to corporate management was held to share and work on vision and strategies for the new year through experiential and aspirational activities with the participation of Professor Riccardo Valentini, distinguished physicist and researcher, as well as recipient of the Nobel Peace Prize in 2007.

It is precisely in **diversity of gender, experience and knowledge** that the generative resources lie to promote the creation of socially and economically sustainable economic value.

The corporate values underlying EUROJERSEY's activities, which influence the quality of the product and the production process, are also recognised in the Company's management systems:

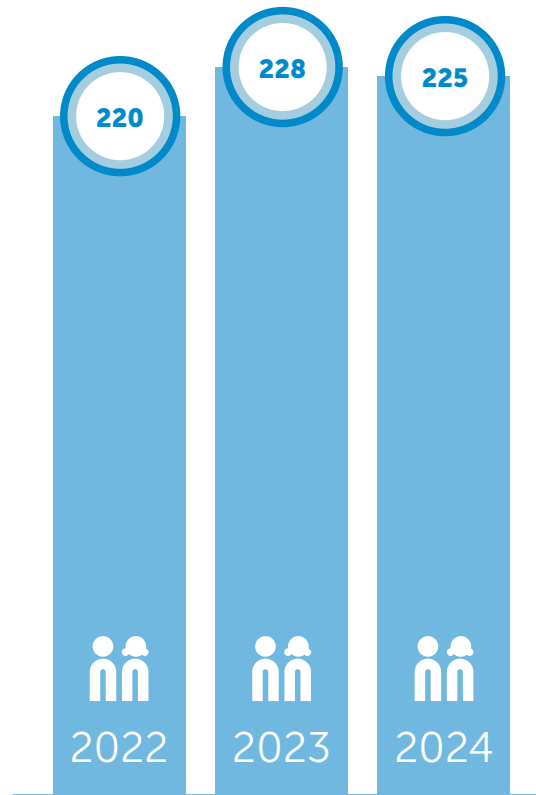
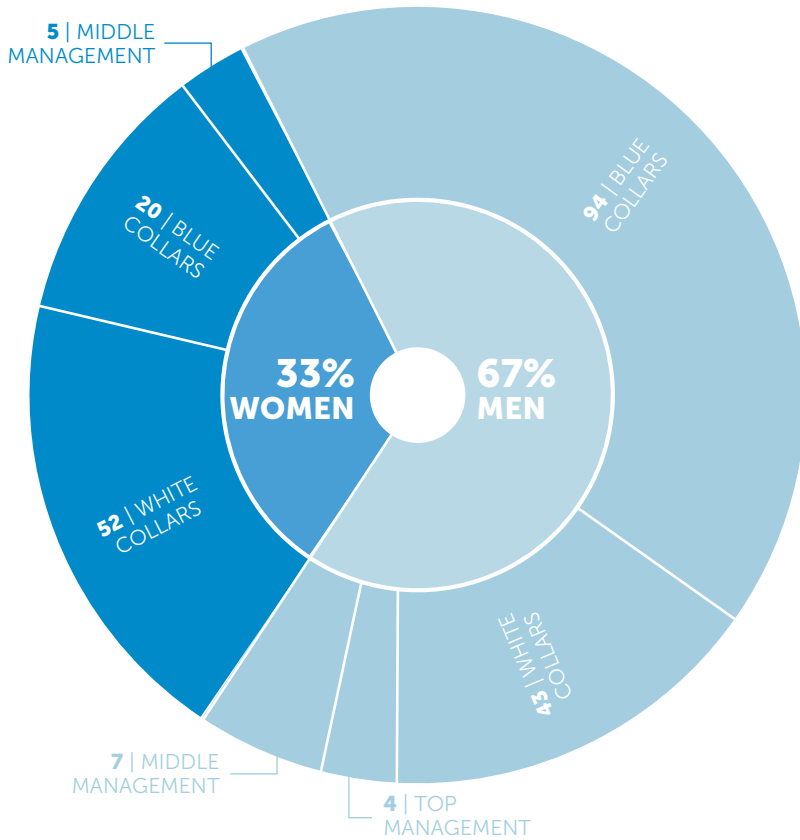


← 29. EUROJERSEY's values

EUROJERSEY guarantees **equality of opportunity in employment**, in accordance with current legal provisions and in compliance with the principles enshrined in the Universal Declaration of Human Rights adopted by the UN²³.

²³ The Universal Declaration of Human Rights was adopted on 10 December 1948 by the United Nations General Assembly and enshrines the inalienable rights of every human being without distinction of race, sex, religion or political ideology.

As of December 31st 2024, the team had grown to **225 people**, with the following breakdown:



↑ 30. EUROJERSEY employees as of 31 December 2024

Confirming EUROJERSEY’s commitment to ensuring **the economic stability of its people and their families**, as of December 31st 2024 99.6% of employees are employed on permanent contracts.

In the production department, the Company uses temporary staff to replace employees who leave due to resignation or retirement and to manage peaks in workload at particular times of the year. The temporary employment period is considered, to all intents and purposes, a trial and training period for the job, which in most cases leads to permanent employment. Workers are employed in operational roles that require **professionalism and skills** that can only be acquired after adequate training. In 2024, in senior positions, out of a total of 12 executives, women account for 5 positions, or approximately 42%, holding roles in Marketing, Sustainability, Style and Creations, Human Resources and Welfare. Within the company, women hold positions of responsibility in Research and Development, Certification, Logistics and Sampling, while the sales department has four female Area Managers out of a total of five.



↑ 31. Percentage of employees with permanent contracts

Gender diversity is also promoted in recruitment policies. In the dyeing and finishing departments, which are predominantly male, young female workers have been hired over the last two years. In the year under review, six of the nine new hires were women. Given the above, we can claim that the **ratio between basic salary and pay for women compared to men** in our organisation tends to be **balanced** at management level, with a slight difference of around 1% in other job categories.

In 2024, EUROJERSEY signed, in addition to the provisions of the National Collective Labour Agreement on supplementary healthcare with the Sanimoda Fund, a **Family Gold Supplementary Plan** that extends healthcare benefits to spouses and children up to the age of 26. The significant financial contribution made by the company has been appreciated by employees, who have made greater use of the fund, with a 23% increase in the number of services used compared to the previous year. The fund has been used primarily for healthcare facilities affiliated with the national health service, but also for reimbursement of invoices issued by private facilities not affiliated with the national health service and for reimbursement of ticket fees issued by public-run health facilities. Participation in the Family Gold Supplementary Plan will be renewed for 2025. Finally, it should be noted that the **Smart Working Project** has been in place for all EUROJERSEY employees **since 2018**. This has allowed employees to organise their work commitments and hours independently, with positive effects on both productivity and the well-being of workers, who benefit from a better work-life balance. Remote working has now become an integral part of company culture, with employees able to work from home up to two days a week.



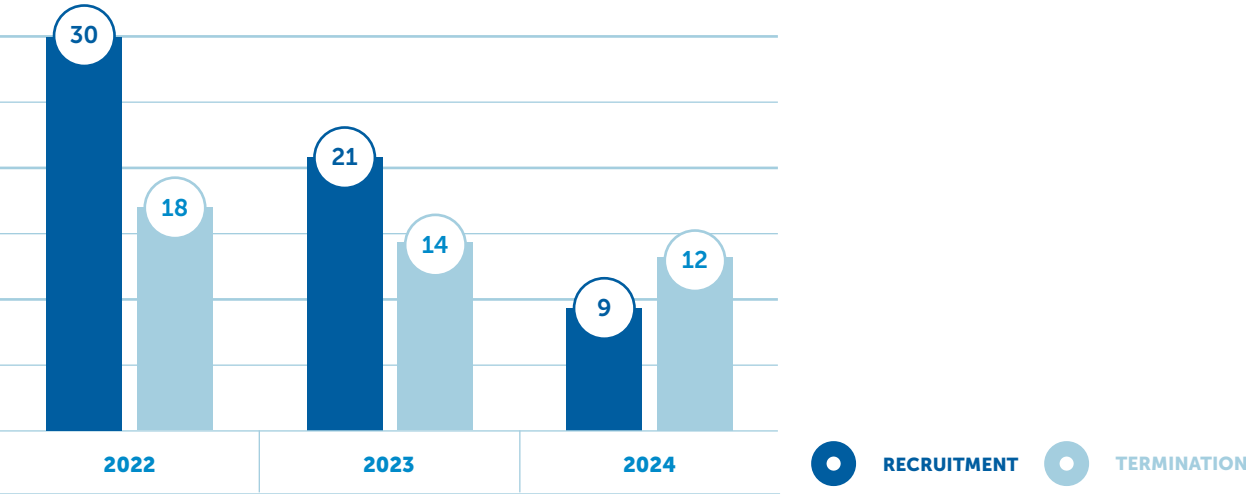
4.2 Human capital recruitment and turnover dynamics

EUROJERSEY adopts a **procedure for the selection and recruitment of personnel**. It defines the roles, responsibilities, operating methods and behavioural principles to which the Company’s personnel must adhere in the management of the personnel search, selection and recruitment process. Personnel recruitment is based on justified requests from area managers or organisational analyses, which are examined by management. Management consistently agrees on the choices made in accordance with the principles of objectivity and transparency as set out below:

- 1** Adequate publicity of the selection and methods of implementation that guarantee impartiality and ensure cost-effectiveness and rapidity of execution
- 2** Adoption of objective and transparent methods to verify the desired aptitude and professional requirements in relation to the position to be filled
- 3** Respect for equal opportunities between male and female workers

↑ 32. Selection criteria and recruitment of EUROJERSEY personnel

Since 2022, **60 new hires have joined the workforce while 44 employees have departed**²⁴. The following table shows the new hirings and terminations that occurred in the last three years²⁵:



↑ 33. New recruitments and turnover EUROJERSEY (2022 - 2024)

²⁴ The terminations that took place in the last three years mainly refer to retirements. In 2024, 8 of the 12 terminations were due to voluntary resignations due to retirement or other professional opportunities.
²⁵ For more details on recruitments and terminations in the last three years, please refer to the section Appendices - Detail Tables.

4.3 Training and development of human capital

Commitment to young talent

EUROJERSEY is committed to training and developing young talent. In 2024, it continued its participation in the *Generazione d'Industria* project, an initiative created with the aim of spreading and promoting **business culture** among students, teachers and parents. With the contribution of companies belonging to Confindustria, the project rewards students' merit by awarding them **scholarships** and implementing initiatives that bring the company into contact with schools.

In 2024, seven PCTO (Percorsi per le Competenze Trasversali e l'Orientamento, or Pathways for Transversal Skills and Orientation) programmes were also launched. These are compulsory training courses for high school students, aimed at promoting the **development of practical skills** and **career guidance**.

The philosophy behind the projects that the company participates in is to **maximise the potential of students** by developing cross-disciplinary skills, problem solving, teamwork and communication, and to guide students towards their future career choices.

EUROJERSEY training and development programme

Aware of the importance of professional growth in people's lives, as well as the need to create conditions in which all workers are aware of the risks and dangers associated with their work, EUROJERSEY **invests in employee training**, both when they join the company and throughout their careers.

The Company provides **courses aimed at enhancing technical and specialist skills**, reducing risks associated with operational activities – with reference, for example, to health and safety in the workplace – and raising awareness of critical events that could damage the company's reputation.

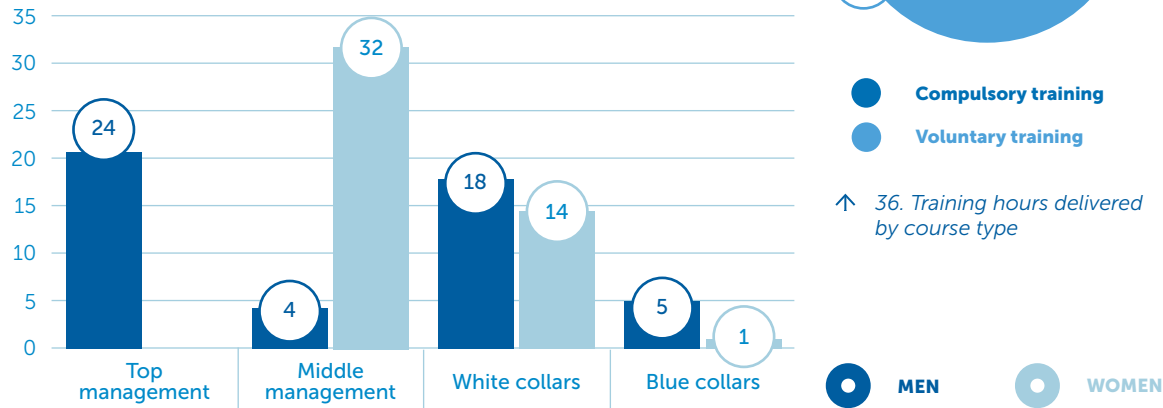
In the specific case of **health and safety at work**, the aim of the courses provided by EUROJERSEY is to provide workers with practical information on safety and emergency plans in the production plant, such as first aid and fire-fighting courses, as well as more general information such as the company's organisational structure, management system and operating procedures for managing activities related to their duties. The plans are updated in the event of a change in employees' duties.

In 2024, aligning with its commitment, EUROJERSEY provided **approximately 2,313 hours of training to employees**: 59% for male and 41% to female employees. An additional **24 hours of training** were also administered **to temporary workers**.



↑ 34. Pathways for transversal skills and orientation

The graphs below show the average hours of training provided to male and female employees, by professional category:



↑ 35. Average training hours 2024 by professional category and gender

WORKSHOP FOR BUSINESS STRATEGIES WITH THE NOBEL LAUREATE IN VALLE D'AOSTA

During the training activity held in early 2024, a significant intervention was the talk given by Prof. Riccardo Valentini, focused on applying orthogonal thinking in the business context. This approach promotes the analytical decomposition of problems to stimulate creative and innovative solutions. His presentation was enriched with concrete examples demonstrating the effectiveness of the methodology for overcoming complex challenges by enhancing analytical skills, essential for effective decision-making. The activity continued with the support of a trainer, through experiential activities aimed at strengthening teamwork, aligning human-centered leadership styles by developing empathy, motivation, and empowerment, with a view to innovation and openness to change.

From this meeting, a series of new projects related to product, process, sustainability, and human resources are now taking shape.

TALENT PROJECT

The project, entitled 'The team we want to be: well-being for excellence', aims to promote a sense of identity and belonging and encourage engagement by discovering and developing the talents within the Company and promoting role awareness.

The project is dedicated to the second business lines and, initially, to a group of workers aged between 25 and 40, for whom career growth paths are considered, identifying their strengths and areas for improvement. The foundation of the project is based on Positive Psychology, which increases self-awareness and awareness of others, thereby strengthening teamwork. With the support of experts in this field, through an individual assessment, a personal analysis was first conducted to define the psychological profile of the Talents, which was then followed by an individual coaching programme. The coaching activities were monitored and resulted in a final report.

4.4 Tessere il Benessere: people first

With the SensitivEcoSystem® *Tessere il Benessere* programme, EUROJERSEY organises activities designed to **promote a healthy lifestyle** and to offer its employees better work-life balance opportunities.

EUROJERSEY provides **20 hours of paid leave per year for medical appointments for blue-collar workers**, a benefit that the company introduced in order to ensure equal opportunities for all categories of employees, in line with the provisions of the national contract. From 2023, this leave was also extended to family members.

Furthermore, continuing with the 'Workplaces that Promote Health - WHP Network' programme of the Lombardy Region, and in synergy with the SensitivEcoSystem® *Tessere il Benessere* programme, EUROJERSEY introduced a mandatory meal reservation system with a view to reducing food waste.

In January 2024, a **Pilates** course was launched at the **Sensitive Gym**, one day a week with four time slots, to allow shift workers to attend. The course is fully funded by EUROJERSEY, which believes this discipline is a valuable form of exercise that improves posture, concentration and muscle tone. In addition to this course, the gym has a qualified personal trainer on hand to help employees improve their lifestyle.

With a view to improving work-life balance, EUROJERSEY introduced a '**company osteopath**' service for all employees, subsidising the cost of treatments.

The **MyEUROJERSEY Portal**, a platform designed to improve communication within the company, is available to all employees as a tool for consulting, updating and providing information on company life. Employees can find useful answers, share company decisions and

stay up to date on initiatives regarding welfare, human resources, production, the environment and safety, and the community. In June 2024, EUROJERSEY offered all its employees an in-company 730 tax form compilation service, by appointment with an Assocaaf professional. The cost of compiling **single or joint** declarations was covered by the Company.

In November 2024, two orientation training sessions were held, during which a professional from **Eapltalia World** explained how the **Listening Desk service** works. This service is available to all EUROJERSEY employees and their families. The project launched in 2023. The bi-annual report, which was exclusively numerical, showed a slight increase in service usage due to greater awareness of its confidentiality and seriousness. In 2024, 26.40% of the Company's workforce used the psychological support programme, which focused on three main issues: mental health, family difficulties, and stress management. The programme offers users various forms of support: normalizing altered emotional states, promoting attention to the quality of interpersonal relationships, valuing available options and possibilities, and facilitating greater awareness of personal experiences. As a result, those who have used the programme feel more confident when dealing with difficult situations. They have also improved their communication, listening, and empathy skills and are more aware of their reactions.

EUROJERSEY's **Employee Assistance Programme (EAP)**, is a project that includes the **Listening Desk Initiative**, a free telephone helpline service, the **Management Consultation** service for all managerial and HR functions and the **Legal/Fiscal/Social Security Guidelines** service.

4.5 Health and safety at work

As a direct consequence of the production process, which involves 225 people in a continuous manufacturing cycle of approximately 230 days per year, the company could have a negative effect in addition to the obvious positive effect of providing work to its employees. This negative effect could result in a high number of accidents and occupational illnesses.

For this reason, EUROJERSEY's commitment to **make safety in the workplace an indispensable element in the performance of company activities involves** the updating and methodical improvement of the tools designed to ensure health and safety at work and to minimise the risk of accidents or injuries, in compliance with the provisions of Legislative Decree 81/2008.²⁶ The entire workforce is, in fact, covered by an **occupational health and safety management system**, while out of a total of 26 non-employee workers, 18 are subject to annual medical check-ups. This system consists of a set of health checks carried out by a doctor to protect the health and safety of workers, taking into account health

conditions, the working environment, risk factors and the way in which work tasks are carried out. This prevention activity, envisaged by Legislative Decree 81/2008, includes medical examinations, clinical examinations, laboratory analyses and specialist investigations to assess the suitability of employees for their assigned tasks.

To mitigate the negative effects on workers' health and safety, the Company considers it fundamental to **disseminate and consolidate a safety culture** that ensures the development of risk awareness and promotes the adoption of responsible behaviour by all employees and collaborators.

It also provides for a careful assessment of risks in the workplace through the constant updating of chemical and physical risk assessment documents in the production departments, the control and maintenance of work equipment, the performance of periodic monitoring in the workplace and the implementation of the relevant risk prevention or mitigation measures depending on the results.

THE PREVENTION ACTIONS TO BE IMPLEMENTED BY THE PREVENTION AND PROTECTION SERVICE

- 1** Periodic updating of risk assessment documents (physical and chemical DVRs)
- 2** Promotion of the Tessere il Benessere project, Workplace Health Program (WHP)
- 3** Specific working procedures in departments
- 4** Periodic checks on plant and equipment
- 5** Workers' training plan

↑ 37. Actions on workers' health and safety

²⁶ Legislative Decree 81/08: Workers' Health and Safety Consolidation Act.

The effectiveness of the actions taken is assessed by monitoring accidents and near-accidents. Improvements are evaluated on a case-by-case basis through constructive dialogue with employee safety representatives and with the support of the company doctor for any issues that may arise. Regular workplace inspections are also conducted. Planned maintenance and improvement measures are reported to management and various managers at the annual Prevention and Protection Service (SPP) meeting, where objectives achieved and those for the following year are discussed.

Specifically, the main hazards associated with the Company's work activities arise from exposure to chemicals and physical agents, such as noise. Throughout EUROJERSEY's history, there have never been any fatalities resulting from workplace accidents, and in the last three years, there have been no accidents resulting in serious consequences.²⁷

In 2024, there were 3 cases of accidents at work without serious consequences. In order to ensure maximum health and safety, EUROJERSEY has several communication channels available for reporting and complaints regarding workplace safety, such as joint meetings, reports by workers to their managers, six-monthly inspections of the workplace by the MCC, satisfaction questionnaires on the use of the canteen and company gym, and reports of 'near misses'. Frequent questionnaires and on-site audits carried out by customers also contribute to proposing further improvements to the organisation.²⁸

By joining the **'Workplaces Promoting Health – WHP**

Network' programme, the Company implements a series of good practices to promote a healthy lifestyle and make informed health choices, such as healthy eating, physical activity and preventive healthcare. **Two events** were held to raise awareness about **alcohol consumption**, featuring interactive sessions aimed at providing information and food for thought on this issue. The event took place on 25 November and was led by two doctors from ATS Insubria.

Analysis and Prevention of Cardio-Cerebrovascular Risk in the Company

Furthermore, in 2024, for the benefit of individual employees and the company as a whole, the **Cardio-Cerebrovascular Risk Prevention project** was launched in order to reduce the likelihood of major cardio-cerebrovascular events – myocardial infarction or stroke – in the working population. This project involved determining certain blood parameters for workers aged between 35 and 69 who had never had a previous heart attack or stroke. The eligible EUROJERSEY population consisted of 193 individuals, of whom 127 were classified as medium risk.

During 2024, as an additional service to its employees, the Company covered the cost of several resting ECGs, prior to the issue of non-competitive sports fitness certificates for gym attendance.

Finally, for the past thirteen years, EUROJERSEY has been offering its employees the opportunity to receive the flu vaccine in October.

²⁷ Accidents at work" implies all accidents that may result in death, days of absence, work limitations, transfer to other tasks, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputation, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious injuries are defined as occupational accidents that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully and return to his or her pre-accident state of health within 6 months.

²⁸ For more details on workplace accidents over the last three years, please refer to the section Attachments - Detailed Tables

THE ROAD TO BECOMING A SMOKE-FREE COMPANY

As a long-standing participant in the **Workplace Health Promotion (WHP)** programme, which involves implementing best practices to promote health in the workplace, EUROJERSEY believes it is important to encourage positive actions among its employees in a comprehensive and efficient manner that promotes a healthy environment, in compliance with the health and safety provisions set out in Italian Legislative Decree 81/2008.

Since 2023, company employees have received various notices informing them of the Company's decision to become a 'smoke-free company' by 2025. This decision was made to protect and enhance the Company's health culture.

In January 2024, EUROJERSEY invested in the support of the **Allen Car's EasyWay** company, which has been helping smokers in more than 50 countries to stop smoking for over 35 years.

The programme began with seminars, to which all employees and family members who smoke were invited. Participation was entirely voluntary.

Two EasyWay seminars were held in January and October 2024 and attended by 31 people, including a family member of an employee. Over the following months, the participants were supported in their choice by professionals. The results of the monitoring carried out indicate that seven out of 56 smokers quit thanks to the company's initiative, while two quit individually.

Finally, to support the decision to become a smoke-free company, a **company policy** has been drawn up and approved by the general management, the RSPP, and the managers and supervisors. These individuals are responsible for monitoring compliance with the ban and reporting any violations to the Human Resources department. The **'smoke-free company' policy** has been sent to all employees and published on the *MyEurojersey portal* with an **effective date of January 2025**.

Motivational posters are displayed throughout the Company premises and specific information is provided to customers, suppliers and visitors to inform them that smoking is not permitted anywhere on company property.



4.6 The territory and the community

Social responsibility is an integral part of the SensitiveEcoSystem® project. EUROJERSEY establishes channels of communication with like-minded organisations to generate a **positive social impact through initiatives** or partnerships that **support the local area and community**.

In 2024, EUROJERSEY strengthened **its presence in the area** through cultural, environmental and social initiatives, thanks to its collaboration with institutions, associations and foundations committed to **promoting artistic and landscape heritage, solidarity and education on sustainability**.

EUROJERSEY and AMICH/È

EUROJERSEY supported the **AMICH/È** Association in creating the exhibition 'La Spedizione dei Mille. Memoria e Racconto nel reportage pittorico di Giuseppe Nodari' ('The Expedition of the Thousand. Memory and Narrative in the Pictorial Reportage of Giuseppe Nodari'), which was hosted at the Santa Giulia Museum in Brescia from the 27th of January to the 7th of April 2024. The exhibition featured a notebook containing sketches and notes on the Expedition of the Thousand, alongside twenty watercolour panels depicting the most notable moments of the expedition. To enhance the visual narrative of the Garibaldian enterprise, EUROJERSEY produced an inspiring video for the AMICH/È Association that allowed the most vivid and interesting details of the watercolours to be fully captured. Through this film, EUROJERSEY contributed to promoting the cultural heritage of the Lombardy region.

RUN FOR AISM - MILAN MARATHON 2024

EUROJERSEY confirmed its support to the Italian Multiple Sclerosis Association on the occasion of the 22nd edition of the **Milan Marathon**. By participating in the Charity Program, EUROJERSEY donated "RUN FOR AISM" technical t-shirts to the participants of the non-competitive 4-way relay challenge "let's run beyond multiple sclerosis". In addition to the technical quality of the garments, made from patented **Sensitive® Fabrics**, a symbol of inclusion and performance, the Company involved its employees as charity runners, promoting a corporate culture based on an active, ethical and responsible lifestyle. The funds raised support AISM's 'Road to Life' project, dedicated to providing support services for people with multiple sclerosis.

EUROJERSEY AND DONATIONS

EUROJERSEY made donations worth more than EUR 30,000 in 2024 to support the organisations it works with.

SAVE THE WATER CAMPAIGN - EUROJERSEY AND FAI

Once again, this year, EUROJERSEY confirmed its commitment to the **FAI – Italian Environment Fund**, continuing the collaboration that began in 2023 and supporting the **#salvalacqua** campaign. The campaign is aimed at protecting and enhancing architectural and landscape heritage, with a particular focus on the recovery, conservation and reuse of water resources.

The 2024 **#salvalacqua** campaign involved prestigious sites such as Villa del Balbianello, Castello di Masino and Palazzo Moroni, with the aim of reducing the water footprint by 20% by 2030.

HUMANA PEOPLE TO PEOPLE

In 2024, a new partnership was launched with **HUMANA People to People Italia ONLUS**, an international cooperation organisation that has been generating social and environmental value for over 25 years through a virtuous and transparent process of collecting, sorting and selling **used clothing**.

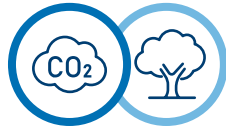
Throughout the year, Humana held two informative training **webinars** for all company employees, during which they shared insights on how each individual can have a positive impact on the planet. The main topics covered in the webinars were sustainability in the textile supply chain and anti-waste actions, sustainable purchasing and consumption. The objective is to raise awareness among more and more people regarding the topics of **recovery** and the **circular economy**.

EUROJERSEY promotes the collection of used clothing through the **HUMANA Eco-Boxes** located inside the Company's offices and production departments. Thanks to the efforts of each and every one of our employees, we have been able to contribute to conscious change by supporting Humana's projects in Italy and around the world.

Below is a breakdown of the **kilograms of clothing collected** and the positive impact of the initiative in terms of **litres of water saved** and **CO₂ not emitted**.

480 kg of clothing collected

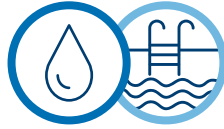
Environmental value



4,329 kg of CO₂e emissions avoided

EQUIVALENT TO

46 trees planted



3,194,767 L of water saved

EQUIVALENT TO

1 olympic swimming pool

↑ 38. The positive environmental effects of collaboration with HUMANA People to People

Below is a list of partnerships established by EUROJERSEY in recent years:

SAVE THE CHILDREN

EUROJERSEY supports Save the Children in the Zomba district, with the aim of improving agriculture and nutritional practices in families and schools.

VILLA PANZA

EUROJERSEY enters into a partnership to support Villa Panza, one of properties owned by the Italian National Trust (FAI) which opened the villa to the public in 2000 and organises exhibitions and cultural activities there.

EXHIBITION "ON THE WAVE OF TIME - WAVES OF FASHION, HISTORY AND INNOVATION".

EUROJERSEY participates in the exhibition organised by Aldo Galli and YAMAMAY, who have been working together for years with the aim of accompanying students into the professional world.

VILLA DELLA PORTA BOZZOLO

EUROJERSEY continues its collaboration with FAI, supporting the water efficiency works at Villa Della Porta Bozzolo in 2023.

DOCTORS WITHOUT BORDERS

EUROJERSEY supports Doctors Without Borders in its programme dedicated to female empowerment.

SENSITIVE® FABRICS "RUN FOR AISM"

EUROJERSEY supports AISM at the 2023 Milan Marathon 2023 with the donation of an exclusive technical t-shirt "RUN FOR AISM" in Sensitive® Fabrics to runners participating on behalf of the Italian Multiple Sclerosis Association.

VERONESI FOUNDATION PANETTONE

In 2023, EUROJERSEY supports the Veronesi Foundation by giving each employee a panettone cake in aid of charity.

PISTOLETTO FOUNDATION FASHION TO RECONNECT

EUROJERSEY donates 10 metres of Sensitive® Fabrics to the Fashion to Reconnect exhibition, which showcases clothing and fashion objects that serve as tools for raising awareness regarding responsible social change.





5.0

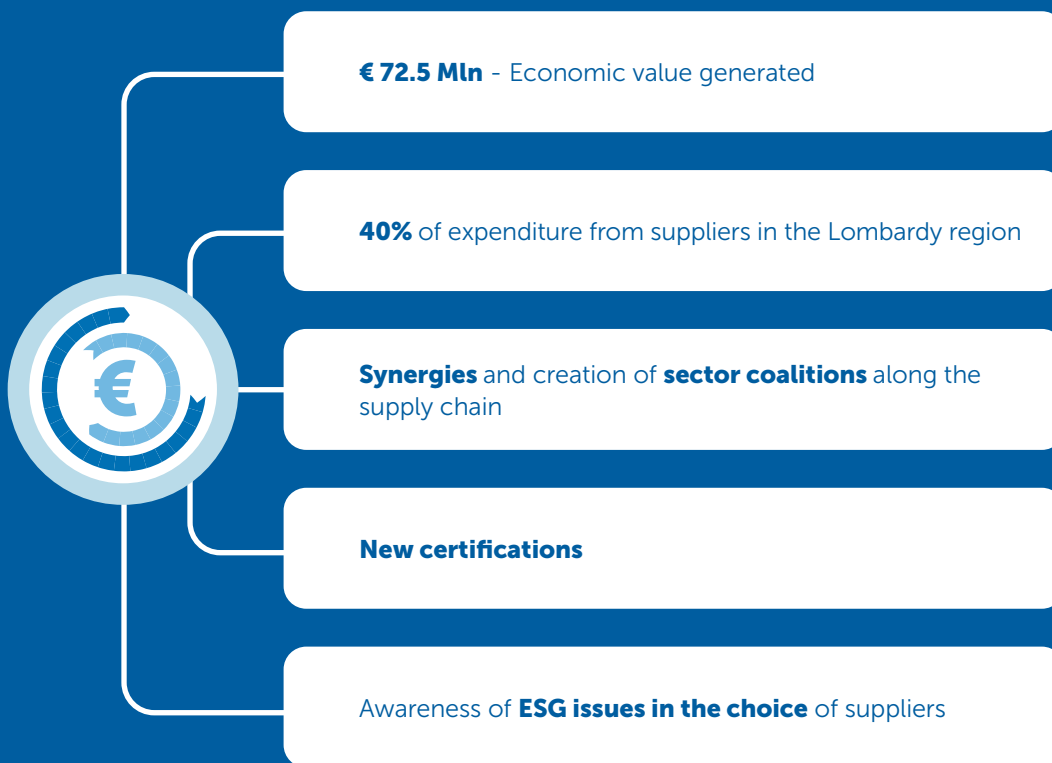
Business conduct

EUROJERSEY's founding principles - **Integrity, Loyalty, Honesty, Transparency and Social and Environmental Responsibility** - represent the compass that guides every aspect of corporate governance. These values, formalised in corporate documents such as the Code of Ethics, find their fullest expression in the daily actions of employees, embodying a concrete commitment to **responsible and sustainable practices**.

Adopting effective governance models means not only guaranteeing transparency and integrity in decision-making processes, but also ensuring **full compliance with current regulations** and the implementation of good practices that go beyond regulatory compliance.

Through its business, the Company generates **positive impacts for Stakeholders and the territory in which it operates**, promoting responsible and shared growth.

Finally, aware of the strategic role of collaboration, EUROJERSEY firmly believes in synergy with other players in the fashion industry, creating partnerships and coalitions that foster a more sustainable supply chain.



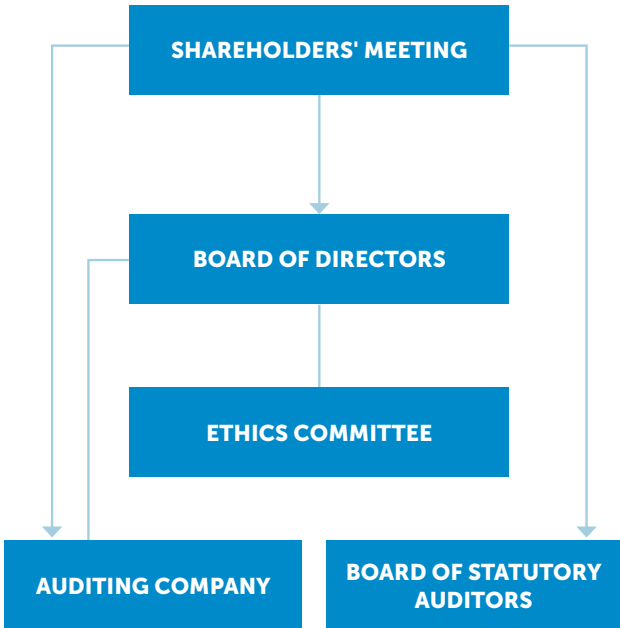
AREA OF ACTION	TARGET
GOVERNANCE	<p>CORPORATE GOVERNANCE</p> <ul style="list-style-type: none"> • Improve governance structures, processes and practices to fully integrate sustainability principles into business operations • Become a Benefit Corporation • Consolidate its reputation by anticipating regulatory obligations, maintaining high standards of EUROJERSEY product quality and performance
	<p>RESPONSIBLE MANAGEMENT OF THE VALUE CHAIN</p> <ul style="list-style-type: none"> • Standardise the supplier selection and verification procedure according to ESG criteria • Monitor the compliance of its suppliers and business partners with environmental, human rights and company ethical standards • Promote effective and integrated collaboration along the entire value chain • Ensure transparency and traceability of manufactured products
	<p>OPERATIONAL EXCELLENCE</p> <ul style="list-style-type: none"> • Improve the management of production processes via the analysis of data collected by means of an increasingly advanced digital system • Implement solutions to enhance the protection of IT infrastructure and corporate data • Spread a corporate culture aware of best practices in IT security

5.1 Governing bodies, compliance and business ethics

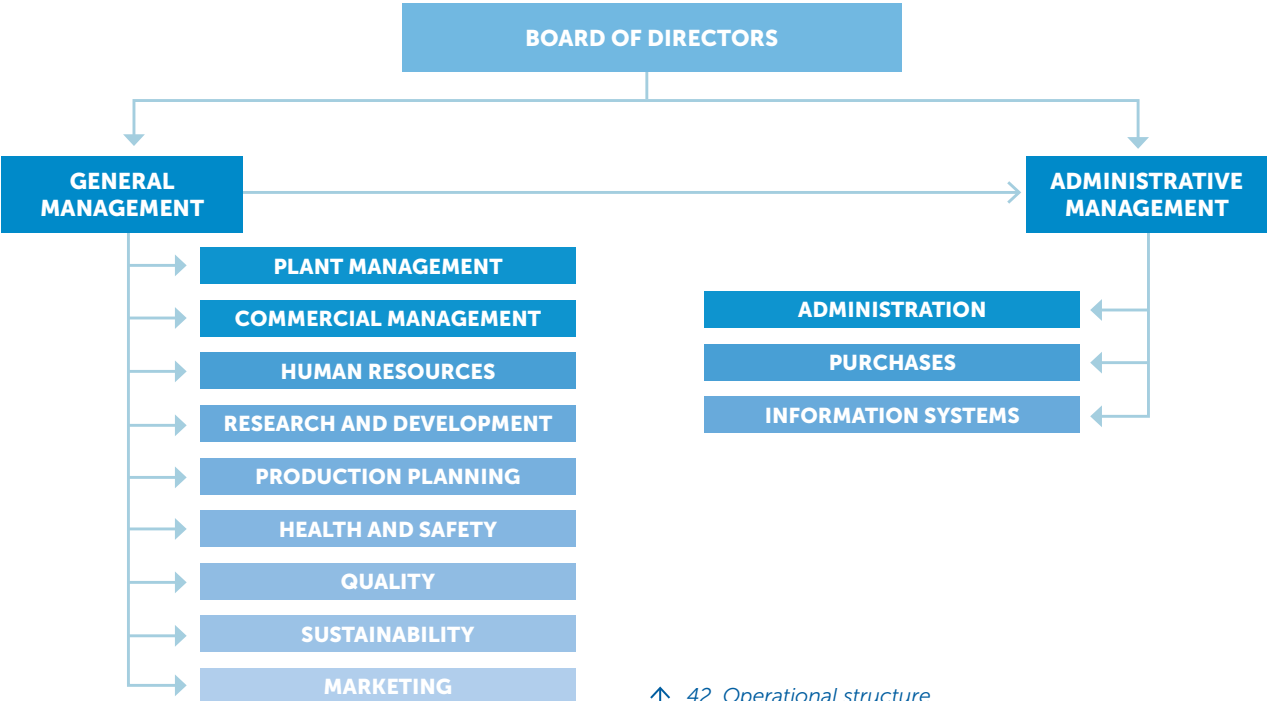
EUROJERSEY is wholly owned by **Finanziaria Il Belvedere S.p.A.**, which is responsible for its management and coordination. The **Shareholders' Meeting** appoints the **Board of Directors**, composed of nine non-executive members who are collectively responsible for **corporate control and management, assessing the adequacy of the organisational model, defining strategies and investment plans**, and more generally evaluating management performance. Directors are appointed for a three-year term and may be re-elected. In addition, the Shareholders' Meeting is responsible for approving the financial statements and appointing the **Board of Statutory Auditors**, the body responsible for verifying and controlling compliance with the bylaws, compliance with current legislation, and control of corporate governance. The Board of Statutory Auditors has a three-year term of office and consists of three regular members and two alternates.

Of particular importance is the **Ethics Committee**, composed of two members, which is in charge of verifying the Company's ethical performance. The Committee monitors the application of the Code of Ethics and updates it where necessary.

The operational structure, under the direction of the Board of Directors, to which the General Management and the Administrative Management report, is organised as shown in the following organisation chart.



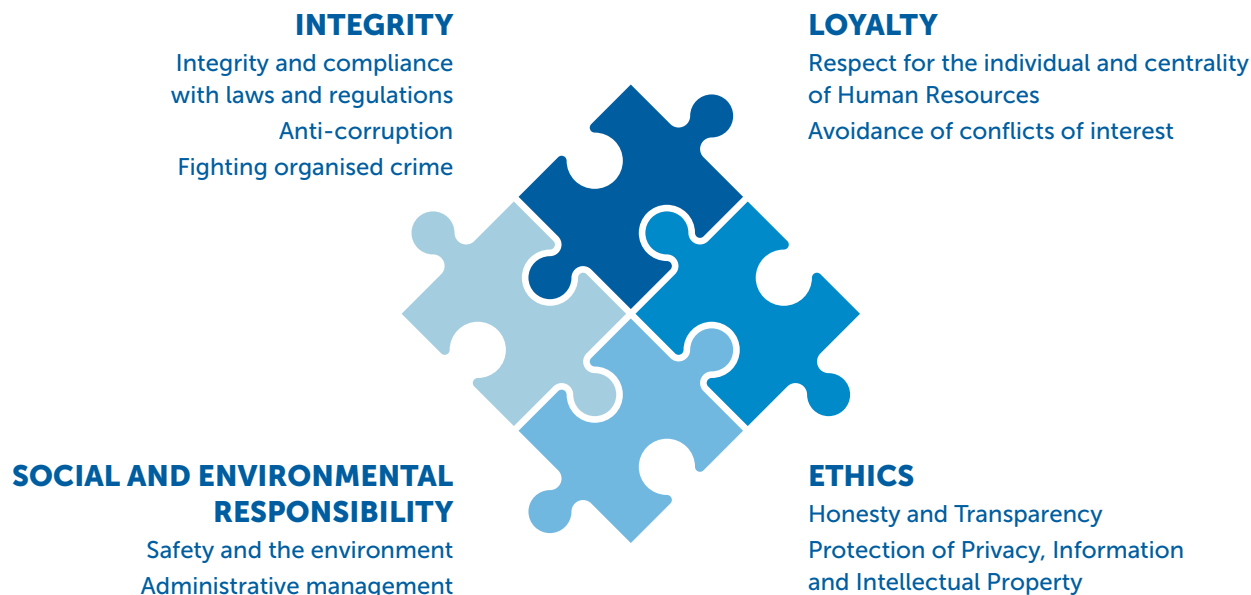
↑ 41. Governance



↑ 42. Operational structure

In 2022, the Board of Directors approved EUROJERSEY's **Code of Ethics**, which is based on the principles of **Integrity, Loyalty, Honesty and Transparency, Social and Environmental Responsibility**.

These principles are set out by the Company in the "EUROJERSEY Charter of Values", represented below:



↑ 43. EUROJERSEY's Charter of Values

With the unwavering commitment to operate in full compliance with the applicable regulations, particular attention is paid to ensuring that all employees and individuals who interact with the Company act in accordance with **the integrity of the business**, opposing any form of irregularity.

EUROJERSEY, through the Code of Ethics, defines the Company's expectations in relation to the behaviour of its Stakeholders, while guaranteeing the utmost fairness in the execution of activities and high-quality levels of the products and services offered. The recipients of the Code of Ethics are the members of the Board of Directors, managers, employees and third parties who carry out activities on behalf of EUROJERSEY. In order to enable everyone to adapt their behaviour to the contents of the Code of Ethics, EUROJERSEY ensures adequate training and constant awareness of the issues and values of the rules contained therein.

Furthermore, anyone who is aware of situations that may constitute violations of the Code of Ethics is required to promptly notify the Ethics Committee, reporting them via specific email addresses and ordinary mail (**whistle-**











blowing system). EUROJERSEY has made a platform and dedicated telephone lines available to whistleblowers in order to receive and manage any reports. The platform is designed to guarantee the confidentiality and anonymity of the whistleblower, of any third parties mentioned in the report, as well as the content of the report and related documentation.

The principle of integrity is also reflected in the **intolerance towards any form of corruption**. EUROJERSEY is committed to complying with applicable anti-corruption laws and requires recipients to act with honesty and integrity at all times. Participation in any act of corruption is considered unacceptable conduct (even where it may facilitate commercial activity) due to the violation of the law, not only in Italy but in any other country in which the Company operates, as well as the loss of credibility and reputation. The Company has an **Anti-Corruption Procedure** in place, which aims to define the rules of conduct for all those who work directly or indirectly with EUROJERSEY.

No cases of corruption were detected during 2024, in line with previous years.

5.2 Certifications, programmes and regulations

The main certifications obtained by EUROJERSEY, as well as the main corporate reference programmes and regulations are summarised below.

1994		<p>OEKO-TEX® Represents consumer assurance that 'Sensitive®' Fabrics do not contain or release substances harmful to the health of end consumers.</p>
2007		<p>REACH (Registration, Evaluation, Authorization and Restriction of Chemicals) Provides a legal framework for the use of chemicals in the European Union to ensure a high level of protection of human health and the environment, as well as to promote the free movement of chemicals in the EU market, enhancing competitiveness and innovation.</p>
2008		<p>ISO 14001 The main management system standard that specifies the requirements for implementing and maintaining an Environmental Management System. It certifies the Company's compliance with the environmental management requirements defined in the standards.</p>
2009		<p>EPD (Environmental Product Declaration) EUROJERSEY is the first company in the textile sector to obtain the Environmental Product Declaration certification, which measures the environmental impact of every square metre of Sensitive® Fabrics. Certification is no longer active.</p>
2018		<p>ZDHC (Zero Discharge of Hazardous Chemicals) A programme initially set up by some of the world's top brands, who developed it with a focus on the principles of transparency and chemical management according to an integrated approach of prevention and precaution.</p>
2018		<p>ISO 9001 International standard for Quality Management Systems (QMS), published by ISO (International Organization for Standardization). The standard was last updated in 2015 and is called ISO 9001:2015.</p>
2019		<p>PEF (Product Environmental Footprint) EUROJERSEY is the first textile company to measure and certify the environmental footprint of the entire fabric production cycle using the European PEF methodology.</p>
2019		<p>Global Recycled Standard (GRS) Demonstrates that fabrics made from recycled yarn comply with environmental and social criteria at all stages of the production cycle.</p>
2022		<p>ISO 14067 The standard defines the principles, requirements and guidelines for quantifying and reporting the Product Carbon Footprint (CFP). Application of this standard provides a better understanding of how to manage and reduce one's CFP and to assess and show product environmental performance.</p>
2024		<p>Made Green in Italy Voluntary national scheme proposed by the Ministry of the Environment and Energy Security for communicating the environmental footprint of products. The organisation decided to join the scheme to enhance Made in Italy textile manufacturing and was the first Italian textile company to be MGI certified.</p>

↑ 44. Certifications, reference programmes and regulations

5.3 Economic value generated and distributed

EUROJERSEY's commitment to monitoring performance and evaluating the objectives achieved, with a view to continuous improvement, characterises its model of shared value creation and distribution.

Through its business activities, the Company generates **positive impacts** that **benefit Stakeholders and the local area** in which it operates, from job creation and the distribution of economic value along the supply chain of goods and services to the payment of taxes and duties. In fact, the business model is based on the ability to **create and distribute economic and social value** in ways that simultaneously deliver benefits to internal Stake-

holders and external Stakeholders. The measurement of economic value generated and distributed expresses an organisation's ability to create and distribute economic value for itself and its Stakeholders. This representation complements the income statement and provides an opportunity to understand and monitor economic flows not only in terms of costs and revenues, but also in terms of value creation and distribution.

The economic value generated by EUROJERSEY in 2024 was approximately **EUR 72.5 million**, compared to approximately EUR 69 million distributed.

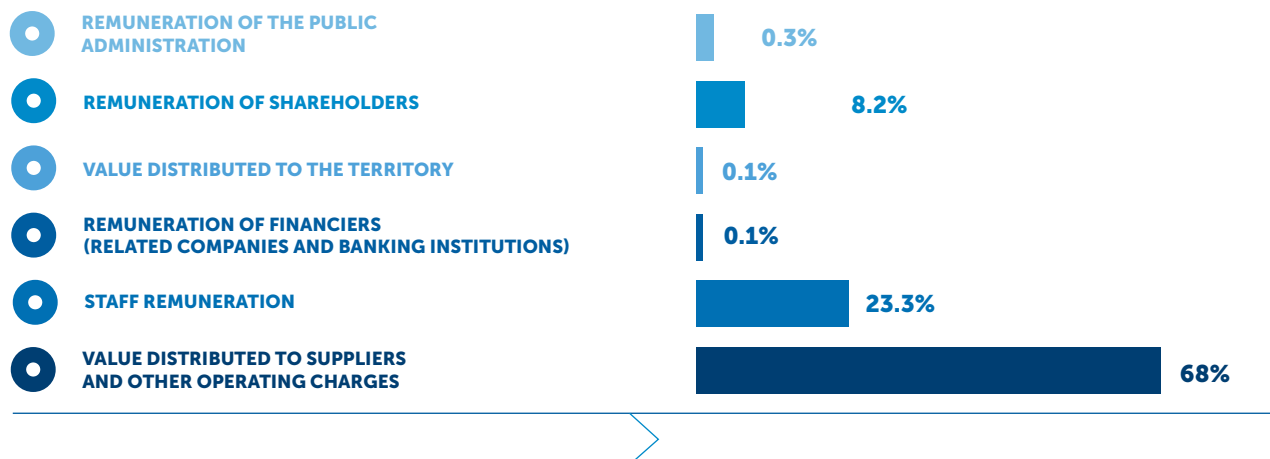
GRI 201-1: Economic value directly generated and distributed	2022	2023	2024
	<i>000 euro</i>	<i>000 euro</i>	<i>000 euro</i>
Economic Value Generated	96,145	76,661	72,553
Economic Value Distributed	86,590	73,051	69,589
<i>of which, value distributed to suppliers and other operating expenses</i>	<i>60,251</i>	<i>49,192</i>	<i>47,344</i>
<i>of which, staff remuneration</i>	<i>16,984</i>	<i>16,710</i>	<i>16,247</i>
<i>of which, remuneration of financiers (affiliated companies and banking institutions)</i>	<i>75</i>	<i>84</i>	<i>78</i>
<i>of which, remuneration of shareholders²⁹</i>	<i>6,360</i>	<i>6,360</i>	<i>5,700</i>
<i>of which, distributed to the territory (donations)</i>	<i>41</i>	<i>62</i>	<i>36</i>
<i>of which, remuneration to the Public Administration (taxes for the year)</i>	<i>2,880</i>	<i>643</i>	<i>184</i>
Economic Value Withheld	9,555	3,610	2,964

↑ 45. Statement determining the economic value generated, distributed and retained by EUROJERSEY

The breakdown of distributed value shows that *suppliers* and *personnel* are the Stakeholder categories receiving the largest share of distributed value (68% and 23% respectively in 2024). The other Stakeholder categories to which the Company distributes value are financiers, the local community, shareholders and the Public Admin-

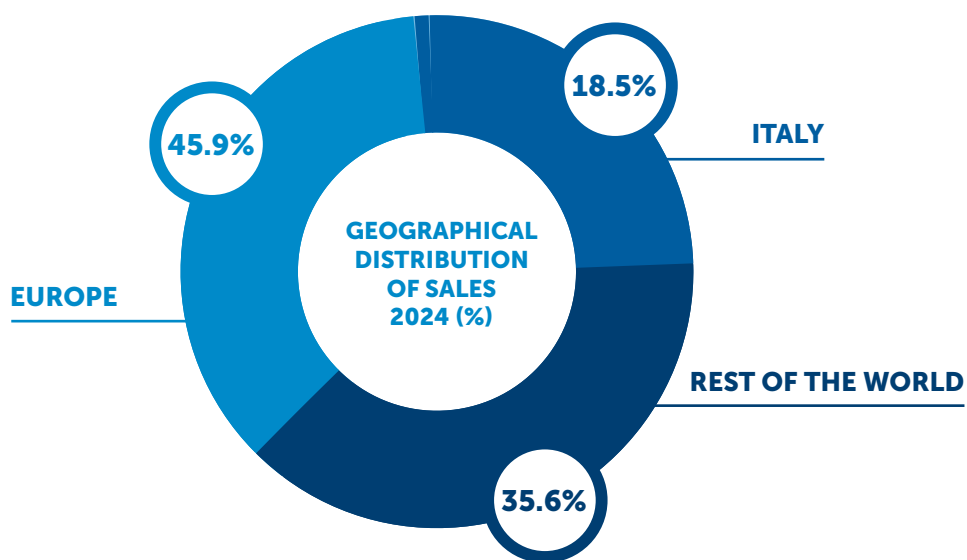
istration. **The economic value distributed to the local community**, in particular, relates to donations and sponsorships, which in recent years have been made **to support local initiatives**. Given that activities are concentrated at the Caronno Pertusella site, most of the value generated and distributed relates to Italy.

²⁹ Distribution of profits accrued in the financial year preceding that of payment (cash basis).



↑ 46. Economic value distributed in 2024 (% , by category)

With regards to sales, which account for the majority of the economic value directly generated, over **€70 million** were recorded for 2024, of which about 64% in Europe and 36% in the rest of the world.



↑ 47. Geographical Distribution of Sales 2024 (%)

³⁰ The geographical breakdown of sales for 2022 and 2023 does not show any particular discrepancies with the figures reported for 2024.

5.4 Responsible Supply Chain Management

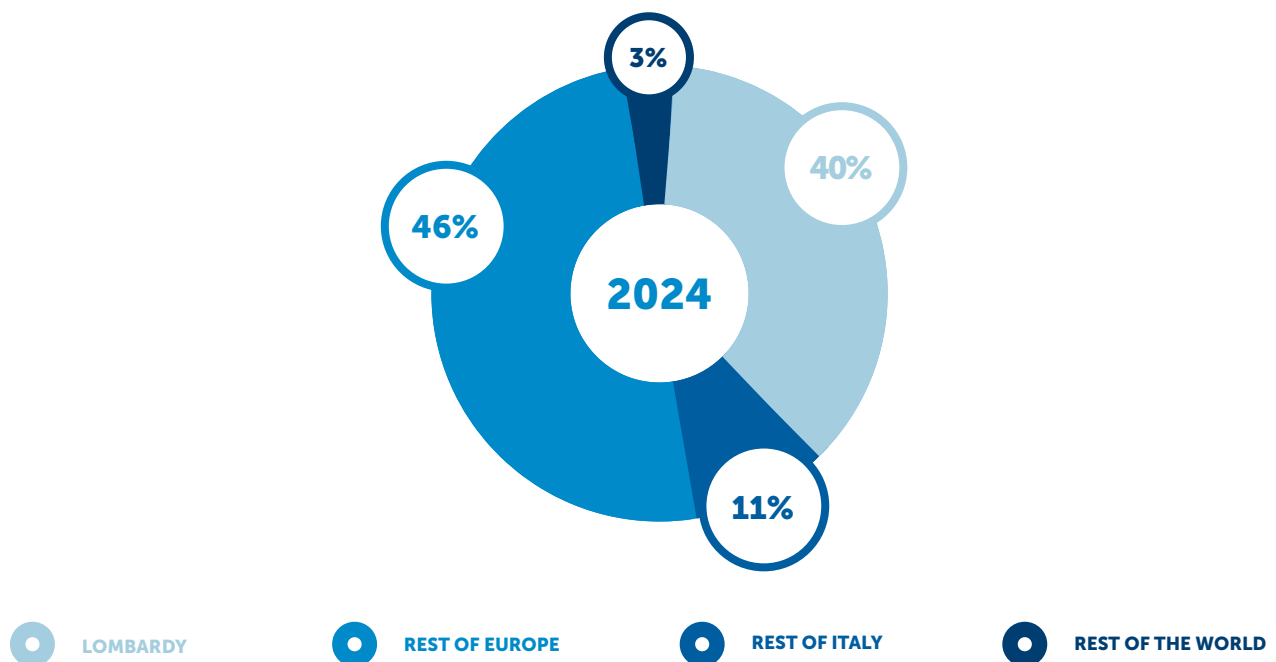
As part of the **certified Quality Management System** in accordance with **UNI ISO 9001:2015** standard, **the criteria for evaluating and qualifying suppliers** of goods and/or services, considered **strategic** for business processes and their interactions, are defined, also taking into account certifications and environmental responsibility programmes.

In a preliminary stage, suppliers are given the **Code of Ethics**, the **Supplier Code of Conduct** and the **Anti-Corruption Procedure**. By sending these documents, business partners are asked **to adopt the same behaviour** on issues concerning **working conditions and human rights, environmental protection and biodiversity, health and safety** in the workplace and **anti-corruption**. In parallel, a **questionnaire** is sent out to collect information on the performance of business partners. The ques-

tionnaire was recently revised and **enriched with new questions** to broaden the scope of ESG performance requirements.

Based on the information collected, the supplier is assessed and qualified to join the supplier pool. Strategic suppliers are monitored annually and reassessed every three years according to the criteria set out in the questionnaire. This strategic supplier assessment process, launched in 2018 with the achievement of UNI ISO 9001:2015 certification, is constantly being improved.

An analysis of purchases in 2024 shows that Lombardy is the most important area for EUROJERSEY's business within Italy and, together with Europe, is the geographical area of greatest interest in terms of supplies. In particular, **51% of spending in 2024 relates to local suppliers**.



↑ 48. Proportion of spending on local suppliers

³¹ A supplier is classified as 'strategic' in relation to the volume of purchases made and the type of supply.

³² The reference principles are those recognised nationally and internationally and provided by the Conventions of the International Labour Organisation (ILO), the Guiding Principles of the Organisation and Development (OECD), the Universal Declaration on Human Rights, the principles of the Global Compact and the United Nations (UN) Guidelines on Business and Human Rights.

³³ Local suppliers refer to Italian suppliers.

5.5 The added value of collaboration

EUROJERSEY firmly believes in the importance of **synergy** and **collaboration within the fashion industry** through the creation of industry partnerships and coalitions. These activities aim to encourage more sustainable growth along the supply chain, creating alliances to achieve maximum positive impact on the environment and society. The Company's General Manager, Andrea Crespi, has long supported this ambition. He is currently actively involved in Confindustria Moda³⁵ as Vice-Presi-

dent with delegated ESG responsibility for Sustainability, Technology and Innovation. Since 2015 he has been Vice-President Sistema Moda Italia with responsibility for Sustainability. In 2024, he promoted an approach to encourage the development of more sustainable practices and shared initiatives within the industry, fostering cooperation and enhancing the value of Made in Italy. Currently, the focus is on three main issues:



Measuring performance is essential for implementing and communicating a commitment to sustainability, and avoiding the risk of *greenwashing*. Sustainability only becomes tangible if it begins with an accurate assessment of the environmental and social impact and a defined programme for continuous improvement. As of 2019, EUROJERSEY decided to adopt the **PEF (Product Environmental Footprint)**³⁵, a recognised methodology for measuring the environmental footprint applied to the entire production cycle, which uses specific and defined criteria. By adhering to the PEF, the Company has gained competitive advantages through impact measurement and consequent improvement actions. The objective, together with Confindustria Moda, is to promote the value of measurement and work with companies in the supply chain to progressively encourage accurate performance measurement and the implementation of environmental programmes.

We are also working with organisations within the sector to promote **harmonisation** as it is essential to ensure **consistency between the different regulatory instruments** at a European and national level. In this context,

efforts are being made to bring the industry's requests to the European Commission, through Euratex³⁶, in order to foster a constructive dialogue and an effective and shared regulatory framework. In the absence of alignment in compliance requirements throughout the supply chain, companies face an excessive administrative burden, with the risk of devoting fewer resources to the effective implementation of sustainability.

Finally, the concept of **redistribution of value** along the entire supply chain is fundamental, with the aim of ensuring fairness and economic sustainability for all actors involved. This process goes hand in hand with the promotion of full legality, fair competition between domestic companies and foreign competitors, and the respect for workers' rights - such as fair wages, health and safety and decent working conditions - while safeguarding the excellence and distinctive quality of Italian-made products. The approach described so far does not only involve the General Manager, but also various company departments, which contribute to industry associations and organisations by participating in working groups and supply chain projects.

³⁴ Confindustria Moda is the Italian Textile and Fashion Federation.

³⁵ Please refer to chapter 3 for further details.

³⁶ EURATEX is the European Confederation of Textiles and Clothing.

GETTING TO KNOW THE COMPANY

Confindustria Varese requested the collaboration of EUROJERSEY, considered a representative of the territory, to support the process of defining the BAT Conclusions for the textile sector. In this regard, in January 2024, Confindustria Varese organised a visit to the Company, which hosted a delegation of technicians from the Lombardy Region's Environment Department to view the working processes adopted at an A.I.A.-authorised company.

In October 2024, prior to the annual 4sustainability event, EUROJERSEY hosted a joint event with Process Factory, a company belonging to the YHUB Group, where a selected group of entrepreneurs representing excellence from the major Italian fashion & luxury districts were brought

together. During the meeting, the participants worked together to identify the strategic elements on which the sector should focus in the coming years. This confrontation made it possible to define priorities and useful guidelines to guide future decisions and initiatives, thus strengthening governance and the ability to respond to emerging challenges.

Finally, in the following month, a EURATEX delegation of textile experts visited the Company, recognised as a Made in Italy excellence, to learn about the implementation of good practices of sustainability and environmental responsibility and to understand what challenges textile companies will have to face in the future in order to respond to European regulations.







6.0

Appendix

6.1 Methodological Note

Starting with the 2020 financial year, EUROJERSEY prepares its Footprint Report, with the aim of describing the initiatives implemented and the main results achieved during the year in the ESG area.

The data and information reported refers to the period between 1 January 2024 and 31 December 2024. The reporting scope includes the performance of the Company as a whole. In order to enable the comparability of data over time, a comparison was made with data for 2022 and 2023. Furthermore, in order to ensure data reliability, the use of estimates has been limited as much as possible and, where used, these are indicated within the document. It should be noted that no significant changes were made to the organisation or its supply chain during 2024.

The Footprint Report has been prepared in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" defined by the GRI - Global Reporting Initiative (hereinafter "GRI Standards"), according to the "in accordance" option. In line with the GRI Standards, EUROJERSEY has been guided by the principles of Stakeholder inclusiveness and completeness in defining the content, by first assessing its sustainability context, and by the principles of balance, clarity, accuracy, timeliness, comparability and reliability to ensure the quality of the information and the appropriateness of the way it is presented.

In 2024, EUROJERSEY continued to analyse the most relevant impacts on the economy, the environment and people, including those on human rights, within the scope of its activities and business relationships (so-called 'material issues'). The objective was to draw up a document that reflects, as far as possible, the reality of EUROJERSEY, also through specific internal Stakeholder Engagement activities, as better illustrated in the first chapter of the Report.

Furthermore, in 2024 EUROJERSEY strengthened its commitment in terms of sustainability strategy, drawing up its Sustainability Plan to 2030, by identifying qualitative and quantitative objectives related to its relevant issues, to which specific targets are associated. In the course of the process, EUROJERSEY will systematically keep track of the progress made with respect to the defined targets, arranging for periodic reviews consistent with the established time frames.

This document has been subjected to a conformity audit ("limited assurance engagement" according to the criteria indicated by the ISAE 3000 Revised standard) by Deloitte & Touche. The audit was carried out according to the procedures indicated in the "Independent Auditors' Report" included in this document.

The document is published annually. For any information on the Footprint Report, please contact the following e-mail address: info@eurojersey.com.

The Report is also available on our website: sensitivefabrics.it.

6.2 Detailed tables

Environment

GRI 301-1: Materials used by weight or volume GRI 301-2: Recycled input materials used				
Type of material	Unit of measurement	2022	2023	2024
Non-renewable	t	5,013	3,286	3,735
Renewable	t	0	1	7
Of which from recycled materials	t	115	159	243

GRI 302-1: Energy consumption by type ³⁷				
	Unit of measurement	2022	2023	2024
Natural gas	GJ	144,619	122,308	121,844
Self-generated electricity	GJ	355	1,634	1,951
- of which from renewable sources	%	100%	100%	100%
Electricity sold	GJ	145	293	292
- of which from renewable sources	%	100%	100%	100%
Electricity	GJ	47,357	37,530	36,273
- of which certified green energy	%	100%	100%	100%
Total	GJ	192,187	161,180	159,776

GRI 302-3: Energy intensity³⁸		2022	2023	2024
Intensity (GJ/tonne of fabric produced)		40	53	54

GRI 302-4: Reducing energy consumption				2024		
Initiative	Reference year	Unit of Measurement	Result 2024/2023	Baseline (consumption)	Savings achieved	% savings achieved
Replacement of air-conditioning system in the knitting department	2023	Kwh/Kg	1.6	1.8	0.2	11%

GRI 303-3: Water withdrawal (megalitres)			
Source	2022	2023	2024
Groundwater	599	555	517
Third-party water resources	13	13	10
Total³⁹	612	568	527

³⁷ Energy consumption is reported in GJ according to GRI. The following factors were used to convert energy consumption into GJ: for methane the conversion coefficient used is 0.0356 GJ/ m³ (Source: ISPRA 2024), the conversion coefficient used is 0.0036 GJ/kWh (Source: GRI Sustainability Reporting Guidelines, Version 3.1)

³⁸ The overall energy intensity is calculated as the ratio between the total consumption of methane and electricity in GJ, and the tons of fabric processed in the dyeing and printing departments.

GRI 303-4: Water discharges (megalitres)⁴⁰			
Source	2022	2023	2024
Third-party water resources	562	529	493
Total	562	529	493

GRI 305-1 GRI 305-2: Emissions⁴¹			
Units of Measurement	tCO_{2eq}	tCO_{2eq}	tCO_{2eq}
Scope 1	8,148	7,114	6,919
Scope 2: Location based approach	3,427	2,793	3,093
Scope 2: Market based approach	0	0	0
Total	11,575	9,907	10,013

GRI 305-5: Reduction of GHG emissions					2024		
Initiative							
Replacement of air-conditioning system in the knitting department							
Scope (Scope 1, 2, 3)	Gases included in the calculation	Reference year	Unit of Measurement	Result 2024/2023	Baseline (consumption)	Savings achieved	% savings achieved
GWP globale azienda	CO _{2eq}	2023	Ton CO _{2eq}	803	865	62	7%

GRI 306-3: Waste generated (t)			
	2022	2023	2024
Hazardous waste	143	94	115
Non-hazardous waste	588	686	483
Total	731	780	598

³⁹ Groundwater and third-party water withdrawals are entirely freshwater withdrawals. No withdrawals are made from water-stressed areas.

⁴⁰ With regard to water discharges, it should be noted that the difference between water withdrawal from groundwater (i.e. from the water tables) and water discharge is the water that goes into evaporation during the production process. All water discharges consist of fresh water ($\leq 1,000$ mg/l total dissolved solids). No water discharges are made in water-stressed areas.

⁴¹ Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:
 - Location-based approach: reflects the intensity of emissions generated by electricity consumption in relation to the production network within which the company operates;

- Market-based approach: reflects the intensity of emissions generated by the consumption of electricity purchased by EUROJERSEY through specific supply contracts.

The emission factors provided by ISPRA were used to calculate Scope 1 emissions relating to methane consumption [For 2022: 0.001991 tCO₂/Smc (source: ISPRA, 2022), for 2023: 0.00200 tCO₂/Smc (source: ISPRA, 2023), for 2024: 0.00202 tCO₂/Smc (source: ISPRA, 2024)].

The emission factor provided by ISPRA was also used to calculate Scope 2 emissions according to the "location-based" approach [For 2022: 260.5 gCO₂/kWh (source: ISPRA, 2022), for 2023: 268 gCO₂/kWh (source: ISPRA, 2023), for 2024: 307 gCO₂/kWh (source: ISPRA, 2024)].

For the market-based approach, emission factors defined on a contractual basis with the electricity supplier were used. In particular, for the three-year period in question, 100% of the total energy purchased was certified green energy through a guarantee of origin, resulting in zero emissions from electricity.

People

GRI 2-7: Employees, GRI 2-8: Other workers									
BREAKDOWN OF PERSONNEL BY CONTRACT TYPE AND GENDER									
Type of contract	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	152	67	219	151	75	226	148	76	224
Temporary	1	0	1	1	1	2	0	1	1
Total number of employees	153	67	220	152	76	228	148	77	225
Type of contract	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full time	151	65	216	150	74	224	146	75	221
Part time	2	2	4	2	2	4	2	2	4
Total number of employees	153	67	220	152	76	228	148	77	225
Employees	5	1	6	5	1	6	7	1	8
Interim / Temporary staff	22	14	36	17	9	26	11	7	18
Interns	0	0	0	0	1	1	0	0	0
Total external workers	27	15	42	22	11	33	18	8	26
Total workforce	180	82	262	174	87	261	166	85	251

GRI 2-21a: Annual total remuneration ratio ⁴²			
	2022	2023	2024
Annual total remuneration ratio	41.4	45.1	39.4

GRI 2-21b: Annual total remuneration ratio ⁴³			
	2022	2023	2024
Percentage increase in the total annual salary of the highest paid person	Not available	Not applicable ⁴⁰	Not available
Median percentage increase in total annual remuneration of all employees (excluding the highest paid person)	Not available	Not available	Not available
Ratio of total annual salary increase	Not available	Not available	Not available

⁴² All employees as of 31/12 reported in Information 2-7 were taken into account. The total remuneration includes the annualised Gross Annual Remuneration (RAL), and the variable components considering their target values, i.e. at 100% of the achievable bonus, pertaining to the reporting year.

⁴³ The disclosure under letter b of the GRI 2-21 indicator is not applicable as there is a median decrease of 2.87% in the total annual remuneration of all employees (excluding the highest paid).

GRI 401-1: New hires and turnover

Number of hires

	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	5	2	7	2	2	4	1	2	3
30-50 years	14	2	16	6	7	13	2	2	4
>50 years	6	1	7	1	3	4	0	2	2
Total	25	5	30	9	12	21	3	6	9

Number of terminations

	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	1	2	3	4	0	4	1	0	1
30-50 years	4	4	8	1	1	2	2	3	5
>50 years	4	3	7	6	2	8	4	2	6
Total	9	9	18	11	3	14	7	5	12

GRI 403-8: Workers covered by an occupational health and safety management system

Employees	2024
Number of employees covered by an occupational health and safety management system	225
Number of employees covered by an occupational health and safety management system audited internally	0
Number of employees covered by an occupational health and safety management system audited internally or certified by an external third party	0

GRI 403-8: Employees covered by a health and safety management system

Non-employee workers	2024
Number of employees covered by an occupational health and safety management system	18
Number of employees covered by an occupational health and safety management system audited internally	0
Number of employees covered by an occupational health and safety management system audited internally or certified by an external third party	0

GRI 403-9: Occupational injuries⁴⁴

Number of accidents – employees	2022	2023	2024
Total number of recordable occupational accidents	3	4	3
<i>of which: Total number of serious occupational accidents (excluding fatalities)</i>	0	0	0
<i>of which: Total number of deaths due to accidents at work</i>	0	0	0
<i>of which: Other accidents</i>	3	4	3
Hours worked	373,431	366,498	357,444
Multiplier for calculation	200,000	200,000	200,000
Rate of deaths due to accidents at work ⁴⁵	0	0	0
Rate of serious accidents at work	0	0	0
Rate of recordable occupational accidents	1.6	2.2	1.7

GRI 403-9: Accidents at work⁴⁶

Number of accidents - external workers	2022	2023	2024
Total number of recordable occupational accidents	2	2	0
<i>of which: Total number of serious occupational accidents (excluding fatalities)</i>	0	0	0
<i>of which: Total number of deaths due to accidents at work</i>	0	0	0
<i>of which: Other accidents</i>	2	2	0
Hours worked	59,139	42,614	31,488
Multiplier for calculation	200,000	200,000	200,000
Rate of deaths due to accidents at work ⁴⁷	0	0	0
Rate of serious accidents at work	0	0	0
Rate of recordable occupational accidents	6.8	9.4	0

⁴⁴ Accidents at work' refers to all accidents that may result in death, days of absence, work limitations, transfer to other duties, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputation, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious injuries are defined as occupational accidents that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to fully recover to the state of health prior to the accident within 6 months.

⁴⁵ The calculation of accident rates was based on 200,000 hours worked, according to the following formulae:

- Fatal accidents/hours worked ratio: (total fatal accidents/hours worked) * 200,000;
- Serious injury/hours worked ratio: (total serious injury/hours worked) * 200,000;
- Recorded accidents/hours worked ratio: (total other accidents/hours worked) * 200,000.

⁴⁶ Occupational accidents are all accidents that may result in death, days of absence, work limitations, transfer to other work, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputation, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious injuries are defined as occupational accidents that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to fully recover to the state of health prior to the accident within 6 months.

⁴⁷ The calculation of accident rates was based on 200,000 hours worked, according to the following formulae:

- Fatal accidents/hours worked ratio: (total fatal accidents/hours worked) * 200,000;
- Serious injury/hours worked ratio: (total serious injury/hours worked) * 200,000;
- Recorded accidents/hours worked ratio: (total other accidents/hours worked) * 200,000.

GRI 404-1: Average annual training hours per employee

BREAKDOWN OF PERSONNEL BY PROFESSIONAL CATEGORY AND GENDER

Professional category	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Top management	13	0	13	1	0	1	24	0	24
Middle management	20	15	18	11	36	20	4	32	16
White collars	30	19	24	21	20	21	18	14	16
Blue collars	5	7	5	7	6	7	5	1	4
Average hours over total employees	13	15	14	11	17	13	9	12	10

GRI 405-1: Diversity of employees and governing bodies

BREAKDOWN OF PERSONNEL BY PROFESSIONAL CATEGORY AND GENDER

Professional category	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Top management	3	0	3	4	0	4	4	0	4
Middle management	8	3	11	7	4	11	7	5	12
White collars	46	45	91	46	52	98	43	52	95
Blue collars	96	19	115	95	20	115	94	20	114
Total employees	153	67	220	152	76	228	148	77	225

GRI 405-1: Diversity of employees and governing bodies

BREAKDOWN OF THE BOARD OF DIRECTORS BY GENDER AND AGE GROUP

Age bracket	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	0	0	0	0	0	0	0	0	0
30-50 years	4	0	4	4	0	4	3	0	3
>50 years	2	1	3	2	1	3	4	1	5
Total	6	1	7	6	1	7	7	1	8

BREAKDOWN OF TOP MANAGEMENT BY GENDER AND AGE GROUP

Age bracket	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	0	0	0	0	0	0	0	0	0
30-50 years	1	0	1	2	0	2	3	0	3
>50 years	2	0	2	2	0	2	1	0	1
Total	3	0	3	4	0	4	4	0	4

BRAKDOWN OF MIDDLE MANAGEMENT BY GENDER AND AGE GROUP

Age bracket	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	0	0	0	0	0	0	0	0	0
30-50 years	2	1	3	1	2	3	2	2	4
>50 years	6	2	8	6	2	8	5	3	8
Total	8	3	11	7	4	11	7	5	12

BREAKDOWN OF WHITE-COLLAR WORKERS BY GENDER AND AGE GROUP

Age bracket	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	6	3	9	4	3	7	3	5	8
30-50 years	26	28	54	28	32	60	26	28	54
>50 years	14	14	28	14	17	31	14	19	33
Total	46	45	91	46	52	98	43	52	95

BREAKDOWN OF BLUE-COLLAR WORKERS BY GENDER AND AGE GROUP

Age bracket	31 December 2022			31 December 2023			31 December 2024		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years	9	1	10	6	1	7	5	1	6
30-50 years	57	11	68	57	13	70	56	13	69
>50 years	30	7	37	32	6	38	33	6	39
Total	96	19	115	95	20	115	94	20	114

405-2: Basic salary ratio of women to men**RATIO OF AVERAGE BASIC SALARY BETWEEN WOMEN AND MEN**

Occupational category	2024
Top management	Not applicable ⁴⁸
Middle management	0%
White collars	-1.3%
Blue collars	-0.7%

405-2: Ratio of basic wage and salary of women to men**RATIO OF AVERAGE REMUNERATION BETWEEN WOMEN AND MEN**

Occupational category	2024
Top management	Not applicable ⁴⁸
Middle management	2.1%
White collars	-15.1%
Blue collars	-9.9%

⁴⁸ The category 'Management' is not applicable as there are no women in this role.

The value creation model

GRI 201-1: Economic value directly generated and distributed			
Economic value directly generated and distributed	2022	2023	2024
	000 euro	000 euro	000 euro
Economic Value Generated	96,145	76,661	72,553
Economic Value Distributed	86,590	73,051	69,589
<i>of which, value distributed to suppliers and other operating costs</i>	60,251	49,192	47,344
<i>of which, staff remuneration</i>	16,984	16,710	16,247
<i>of which, remuneration of financiers (related companies and banking institutions)</i>	75	84	78
<i>of which, shareholders' remuneration ⁴⁹</i>	6,360	6,360	5,700
<i>of which, distributed to the territory (donations)</i>	41	62	36
<i>of which, remuneration to the Public Administration (taxes for the year)</i>	2,880	643	184
Economic value retained	9,555	3,610	2,964

GRI 204-1: Proportion of spending on local suppliers				
		2022	2023	2024
		000 euro	000 euro	000 euro
Total		60,291	45,440	45,997
of which, Italy	Lombardy	21,312 35.3%	17,582 39%	18,580 40%
	Rest of Italy	7,115 11.8%	5,076 11%	5,184 11%
of which, Rest of Europe		30,157 50.1%	21,509 47%	21,061 46%
of which, Rest of the World		1,706 2.8%	1,273 3%	1,173 3%

Sales				
		2022	2023	2024
		000 euro	000 euro	000 euro
Total		90,712	77,219	70,550
of which, Italy	Lombardy	11,345 13%	8,448 11%	7,270 10%
	Rest of Italy	7,941 9%	6,413 8.3%	5,809 19%
of which, Rest of Europe		38,140 42%	36,057 47%	32,266 46%
of which, Rest of the World		33,284 37%	26,302 34%	25,105 36%

⁴⁹ Distribution of profits for the year.



PEF results (Product Environmental Footprint)

Up-stream+ Core Processes						
Impact Category	Unit of Measurement	White print				
			Class 2	Class 3	Class 4	
Climate change - Total	kg CO ₂ eq	n.a.	n.a.	n.a.	n.a.	
Particulate matter	disease inc.	n.a.	n.a.	n.a.	n.a.	
Ecotoxicity, freshwater	CTUe	n.a.	n.a.	n.a.	n.a.	
Water use	m ³ depriv.	n.a.	n.a.	n.a.	n.a.	
Resource use, fossils	MJ	n.a.	n.a.	n.a.	n.a.	
Resource use, minerals and metals	kg Sb eq	n.a.	n.a.	n.a.	n.a.	

Up-stream+ Core Processes						
Impact Category	Units of Measurement	Ink-jet printing				
			Class 2	Class 3	Class 4	
Climate change - Total	kg CO ₂ eq	1.77	2.90	3.87	5.31	
Particulate matter	disease inc.	4.06E-08	6.63E-08	8.80E-08	1.29E-07	
Ecotoxicity, freshwater	CTUe	16.94	27.50	36.57	53.70	
Water use	m ³ depriv.	2.40	3.95	5.27	7.16	
Resource use, fossils	MJ	28.48	46.58	62.18	85.26	

Downstream						
Impact Category	Units of Measurement	Dyeing				
		Class 1	Class 2	Class 3	Class 4	
Climate change – Totale	kg CO ₂ eq	1.64E-01	2.44E-01	3.23E-01	4.21E-01	
Particulate matter	disease inc.	2.59E-09	3.85E-09	5.08E-09	6.63E-09	
Ecotoxicity, freshwater	CTUe	1.07E+00	1.59E+00	2.10E+00	2.75E+00	
Water use	m ³ depriv.	4.18E-03	6.21E-03	8.20E-03	1.07E-02	
Resource use, fossils	MJ	2.19E+00	3.26E+00	4.30E+00	5.61E+00	

6.3 Correlation between Material Topics and GRI Standards

PERIMETER				
ENVIRONMENT ESG	MATERIAL TOPIC	WHERE THE IMPACT OCCURS	TYPE OF IMPACT	RECONCILIATION GRI TOPICS
ENVIRONMENTAL	Fight against climate change, energy consumption and emissions into the atmosphere	Company	Caused by the Company	GRI 3: Material topics (2021) GRI 302: Energy GRI 305: Emissions
	Responsible waste and water management	Company, Suppliers	Caused by the Company and directly related through a business relationship	GRI 3: Material topics (2021) GRI 303: Water and effluents GRI 306: Waste
	Circular economy and raw materials management	Company	Caused by the Company	GRI 3: Material topics (2021)
SOCIAL	Health and safety	Company	Caused by the Company	GRI 3: Material Themes (2021) GRI 403: Occupational health and safety
	Talent attraction retention and development	Company, local community	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021)
	Diversity and equal opportunity	Company	Caused by the Company	GRI 405: Diversity and equal opportunity GRI 406: Non-discrimination
	Employee development and well-being	Company	Caused by the Company	GRI 401: Employment GRI 404: Training and education
GOVERNANCE	Ethics, business integrity and protection of information	Company, Suppliers, National and Local Institutions	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021) GRI 205: Anti-corruption GRI 206: Anti-competitive behaviour GRI 413: Local communities
	Responsible procurement and supply chain traceability	Company, Suppliers	Caused by the Company and directly related through a business relationship	GRI 204: Procurement practices (2016)
	Research, development sustainable innovation	Company	Caused by the Company	GRI 3: Material issues (2021)
	Certifications	Company, Suppliers	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021)

PERIMETER				
ENVIRONMENT ESG	MATERIAL TOPIC	WHERE THE IMPACT OCCURS	TYPE OF IMPACT	RECONCILIATION GRI TOPICS
CUSTOMER AND PRODUCT RESPONSIBILITY	Product durability and quality	Company, Customers	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021)
	Level of service provided	Company, Customers	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021)
	Environmental footprint of products	Company, Suppliers, Customers	Caused by the Company and directly related through a business relationship	GRI 3: Material issues (2021)

6.4 GRI Standards content index

GRI 2: GENERAL DISCLOSURE (2021)				
Declaration of use	EUROJERSEY has reported in accordance with GRI Standards for the period 1 January 2024 to 31 December 2024			
GRI 1 used	GRI 1 - Fundamental Principles - version 2021			
Relevant GRI Industry Standard	Not applicable			
GRI Indicator		Page	Omissions	Notes
	The organisation and its reporting practices			
GRI 2-1	Organisational details	7; 11		
GRI 2-2	Entities included in the organisation's sustainability reporting	91		
GRI 2-3	Reporting period, frequency and point of contact	91		
GRI 2-4	Review of information	91		
GRI 2-5	External assurance	113-116		
	Activities and workers			
GRI 2-6	Activities, value chain and other business relationships	85		
GRI 2-7	Employees	64-66; 94		
GRI 2-8	Other workers	64-66; 94		
	Governance			
GRI 2-9	Governance structure and composition	80-81		
GRI 2-10	Nomination and selection of the highest governing body	80-81		
GRI 2-11	Chair of the highest governing body	80-81		
GRI 2-12	Role of the highest governing body in overseeing impact management	80-81		
GRI 2-13	Delegation of responsibility for managing impacts	80-81		
GRI 2-14	Role of the highest governing body in sustainability reporting	91		
GRI 2-15	Conflicts of interest	80-81		
GRI 2-16	Communication of critical concerns	80-81		

GRI Indicator		Page	Omissions	Notes
Governance				
GRI 2-17	Collective knowledge of the highest governing body	80-81		
GRI 2-18	Performance assessment of the highest governing body	80-81		
GRI 2-19	Remuneration policies	64-66		
GRI 2-20	Process for determining remuneration	64-66		
GRI 2-21	Annual total remuneration ratio	94		"The Company is committed, over the coming years, to strengthen the disclosure of background information for the definition of the report under 2-21 (a)."
Strategy, policies and practices				
GRI 2-22	Statement on sustainable development strategy	3		
GRI 2-23	Policy commitment	20-27		
GRI 2-24	Embedding policy commitments	20-27		
GRI 2-25	Processes to remediate negative impacts	13-19		
GRI 2-26	Mechanisms for seeking advice and raising concerns	81		
GRI 2-27	Compliance with laws and regulations			There were no incidents of non-compliance with laws and regulations during the two-year period.
GRI 2-28	Membership associations			EUROJERSEY is associated with: Confindustria Moda and Confindustria Varese.
Stakeholder engagement				
GRI 2-29	Approach to Stakeholder engagement	11		
GRI 2-30	Collective bargaining agreements	113-116		100% of EUROJERSEY employees are covered by collective bargaining agreements.
Material topics				
GRI 3: Material topics (2021)				
GRI 3-1	Process for determining material topics	13		
GRI 3-2	List of material topics	13		
Ethics, business integrity and protection of information				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 80-81; 104-105		
GRI 205: Anti-corruption (2016)				
GRI 205-1	Operations assessed for corruption risks	80-81		

GRI Indicator		Page	Omissions	Notes
	GRI 205: Anti-corruption (2016)			
GRI 205-3	Confirmed incidents of corruption and actions taken			During the course of 2024 there were no incidents of corruption.
	GRI 206: Anti-competitive behaviour (2016)			
GRI 206-1	Legal actions for anticompetitive behaviour, antitrust and monopolistic practices			During the course of 2024 there were no incidents of anti-competitive behaviour.
	GRI 413: Local communities (2016)			
GRI 413-2	Activities with significant current and potential negative impacts on local communities			The nature of the Company's activities and the current conditions of EUROJERSEY's reference context do not suggest there are any particular significant negative, potential and current impacts on local communities. For further information on the impacts generated by the Company, please refer to Chapter 1. For further information on the Company's environmental performance please refer to Chapter 3.
	Fight against climate change, energy consumption and atmospheric emissions			
	GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	13; 40-59; 104-105		
	GRI 302: Energy (2016)			
GRI 302-1	Energy consumption within the organisation	47-48; 92		
GRI 302-3	Energy intensity	48; 92		
GRI 302-4	Reducing energy consumption	48; 92		
	GRI 305: Emissions (2016)			
GRI 305-1	Direct GHG emissions (Scope 1)	49-50; 93		
GRI 305-2	Indirect GHG emissions from energy consumption (Scope 2)	49-50; 93		
GRI 305-4	Intensity of GHG emissions	49-50; 93		
GRI 305-5	Reduction of greenhouse gas (GHG) emissions	93		
	Responsible waste and water management			
	GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	13; 40-59; 104-105		
	GRI 303: Water and effluents (2018)			
GRI 303-1	Interaction with water as a shared resource	51-52		
GRI 303-2	Management of discharge-related impacts	51-52		

GRI Indicator		Page	Omissions	Notes
GRI 303: Water and effluents (2018)				
GRI 303-3	Water withdrawals	51-52; 93		
GRI 303-4	Water discharges	51-52; 93		
GRI 306: Waste (2020)				
GRI 306-1	Waste generation and significant waste-related impacts	58		
GRI 306-2	Management of significant waste-related impacts	58		
GRI 306-3	Waste generated	58; 93		
Health and safety				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 71-73; 104-105		
GRI 403: Occupational health and safety (2018)				
GRI 403-1	Occupational health and safety management system	71-73		
GRI 403-2	Hazard identification, risk assessment and incident investigation	71-73		
GRI 403-3	Occupational health services	71-73		
GRI 403-4	Worker participation and consultation and communication on occupational health and safety	71-73		
GRI 403-5	Worker training in occupational health and safety	71-73		
GRI 403-6	Promotion of worker health	71-73		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts within business relationships	71-73		
GRI 403-8	Workers covered by an occupational health and safety management system	71-73; 95		
GRI 403-9	Occupational injuries	71-73; 96		
GRI 403-10	Occupational diseases			No cases of occupational diseases were recorded during 2024.
Employee development and well-being				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 62-75; 104-105		
GRI 401: Employment (2016)				
GRI 401-1	New hires and turnover	67; 95		

GRI Indicator		Page	Omissions	Notes
Employee development and well-being				
GRI 404: Training and education (2016)				
GRI 404-1	Average hours of training per employee per year	68-69; 97		
Diversity and equal opportunity				
GRI 405: Diversity and equal opportunity (2016)				
GRI 405-1	Diversity in the governing bodies and employees	64-66; 97-98		
GRI 405-2	Ratio of basic salary and remuneration of women to men	65; 99		
GRI 406: Non-discrimination (2016)				
GRI 406-1	Incidents of discrimination and corrective measures taken	71-73; 95		No incidents of discrimination occurred during the two-year period.
Responsible procurement and supply chain traceability				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 56-57; 85; 104-105		
GRI 204: Procurement practices (2016)				
GRI 204-1	Proportion of expenditure made to local suppliers	85; 100		
GRI 301: Materials (2016)				
GRI 301-1	Materials used by weight or volume	56-57; 92		
GRI 301-2	Recycled input materials used	92		
Circular economy and raw materials management				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 54-57; 104-105		
Product environmental footprint				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 44-46; 104-105		
Research, development and sustainable innovation				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 32-35; 104-105		
Product durability and quality				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	13; 32-35; 57; 104-105		

GRI Indicator	Page	Omissions	Notes
Level of service offered			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	13; 30-37; 104-105	
Certifications			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	13; 45; 51-54; 82; 104-105	
Talent attraction, retention and development			
GRI 3: Material topics (2021)			
GRI 3-3	Management of material topics	13; 62-70; 104-105	

INDEPENDENT AUDITOR'S REPORT ON THE FOOTPRINT REPORT

To the Board of Directors of EUROJERSEY S.p.A.

We have carried out a limited assurance engagement on the Footprint Report of the EUROJERSEY S.p.A. (hereinafter also the "Company") as of December 31, 2024.

Responsibility of the Directors for the Footprint Report

The Directors of EUROJERSEY S.p.A. are responsible for the preparation of the Footprint Report in accordance with the "Global Reporting Initiative Sustainability Reporting Standards" established by the GRI – Global Reporting Initiative ("GRI Standards"), as stated in the paragraph "Methodological Note" of the Footprint Report.

The Directors are also responsible, for such internal control as they determine is necessary to enable the preparation of the Footprint Report that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for the definition of the Company's objectives related to the sustainability performance and for identification of the stakeholders and the significant aspects to report.

Auditor's Independence and quality control

We are independent in accordance with the principles of ethics and independence of the *International Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* issued by the *International Ethics Standards Board for Accountants*, based on fundamental principles of integrity, objectivity, professional competence and due care, confidentiality, and professional behavior.

Our audit firm applies International Standard on Quality Management 1, under which it is required to establish, implement, and maintain a quality management system that includes policies or procedures on compliance with ethical principles, professional standards, and applicable legal and regulatory requirements.

Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Footprint Report with the GRI Standards. We conducted our work in accordance with the criteria established in the “*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (hereinafter “*ISAE 3000 Revised*”), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Footprint Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with ISAE 3000 Revised, and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Footprint Report are based on our professional judgement and included inquiries, primarily with company personnel responsible for the preparation of information included in the Footprint Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- analysis of the process relating to the definition of material aspects disclosed in the Footprint Report, with reference to the methods used for the identification and prioritization of material aspects for stakeholders and to the internal validation of the process results;
- comparison between the financial data and information included in the chapter “Eurojersey’s Value Creation Model” of the Footprint Report with those included in the financial statements of the Company;
- understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Footprint Report.

In particular, we carried out interviews and discussions with the management of EUROJERSEY S.p.A., and we carried out limited documentary verifications, in order to gather information about the processes and procedures which support the collection, aggregation, elaboration and transmittal of data and information to the department responsible for the preparation of the Footprint Report.

In addition, for material information, taking into consideration the Company's activities and characteristics:

- at the company's level:
 - with regards to qualitative information included in the Footprint Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
 - with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.
- for the Caronno Pertusella site, which we selected based on its activity, its contribution to the performance indicators and its location, we carried out site visits and remote meetings, during which we have met their management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Footprint Report of the EUROJERSEY S.p.A. as of December 31, 2024, is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph "Methodological Note" of the Footprint Report.

DELOITTE & TOUCHE S.p.A.

Signed by
Giuseppe Milici
Partner

Milan, Italy
July 17, 2025

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