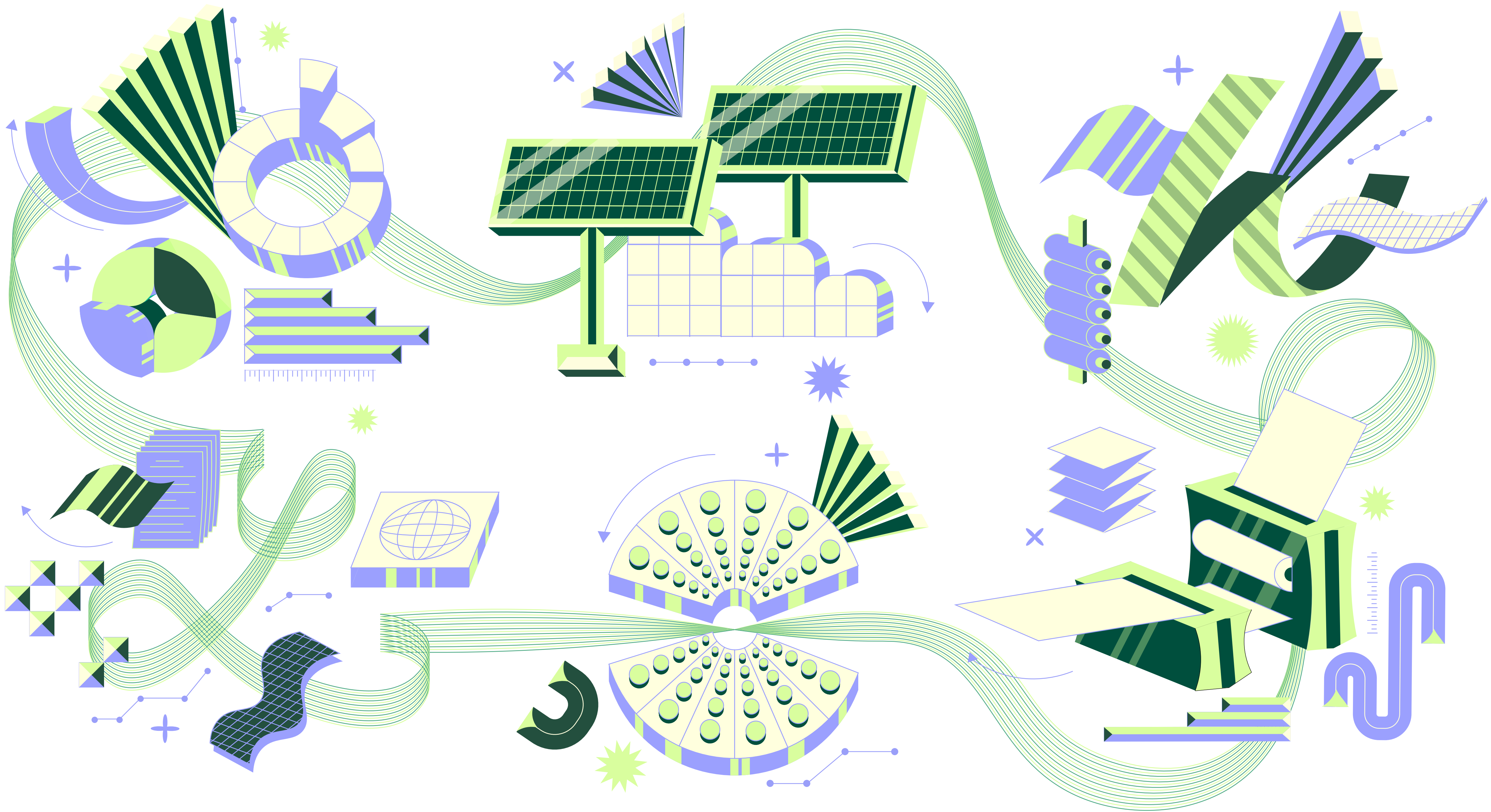


LIMONTA | 1893

2024

SUSTAINABILITY

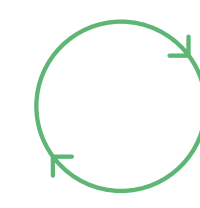
REPORT





In Limonta we feel responsible for our planet's needs. From the beginning, we have been actively involved in using sustainable resources, safeguarding the environment, respecting human rights and ethical labor rules, and trying to do our best for the community, the territory, and people.

We do so with passion and transparency, allowing our products to express themselves by associating them with specific icons that show our commitment.

H<sub>2</sub>OHAZARDOUS  
CHEMICALS FREEBIO  
SOURCE

RECYCLED

ECO  
PROCESSINGNATURAL  
ORIGINBIO-  
DEGRADABLE

## Dear Stakeholder,

We are presenting the fourth edition of our Sustainability Report prepared in accordance with GRI Standard criteria.

We started to measure and assess our impact in 2019 and presented our first Sustainability Report, on a voluntary basis, in 2020.

The past year saw our company make significant progress in the environmental, social and economic fields, strengthening our vision for a more ethical and resource-conscious industry.

Here is a summary of our key achievements in 2024:

- Efficient management of water resources: In 2024, like in previous years, we worked hard to protect water as a fundamental resource, reclaiming 9.707 cubic meters (approximately 2000 more than in 2023).
- Renewable energy and reduction of ecological footprint: in 2024 we completed the installation of new solar panels on the roofs of our main plant in Costa Masnaga, for an overall surface of 2.660 square meters. This has increased our production of renewable energy, bringing us closer to our goal of an energy model which is as efficient as possible.
- Employees' wellbeing and occupational stability: We recorded a decrease of 9%

of the overall employees' turnover ratio compared to 2023, a sign that our company offers an increasingly attractive, inclusive, and career-oriented workplace.

- Data certification and safety: We obtained the ISO/IEC 27001:2022 certification, our fourth internationally recognized management system, confirming our commitment to safeguarding data and company information.
- Culture and social commitment: We actively supported art and culture, contributing as Main Sponsor to the exhibition "Race Traitor" by Adrian Piper, organized at the PAC – the Contemporary Art Pavillion in Milano.

These achievements are the result of a corporate strategy that focuses on various ESG issues as a stimulus for development and innovation.

We wish to thank you for your ongoing support and collaboration and invite you to read our Sustainability Report 2024 to have a complete overview of our initiatives and future goals.

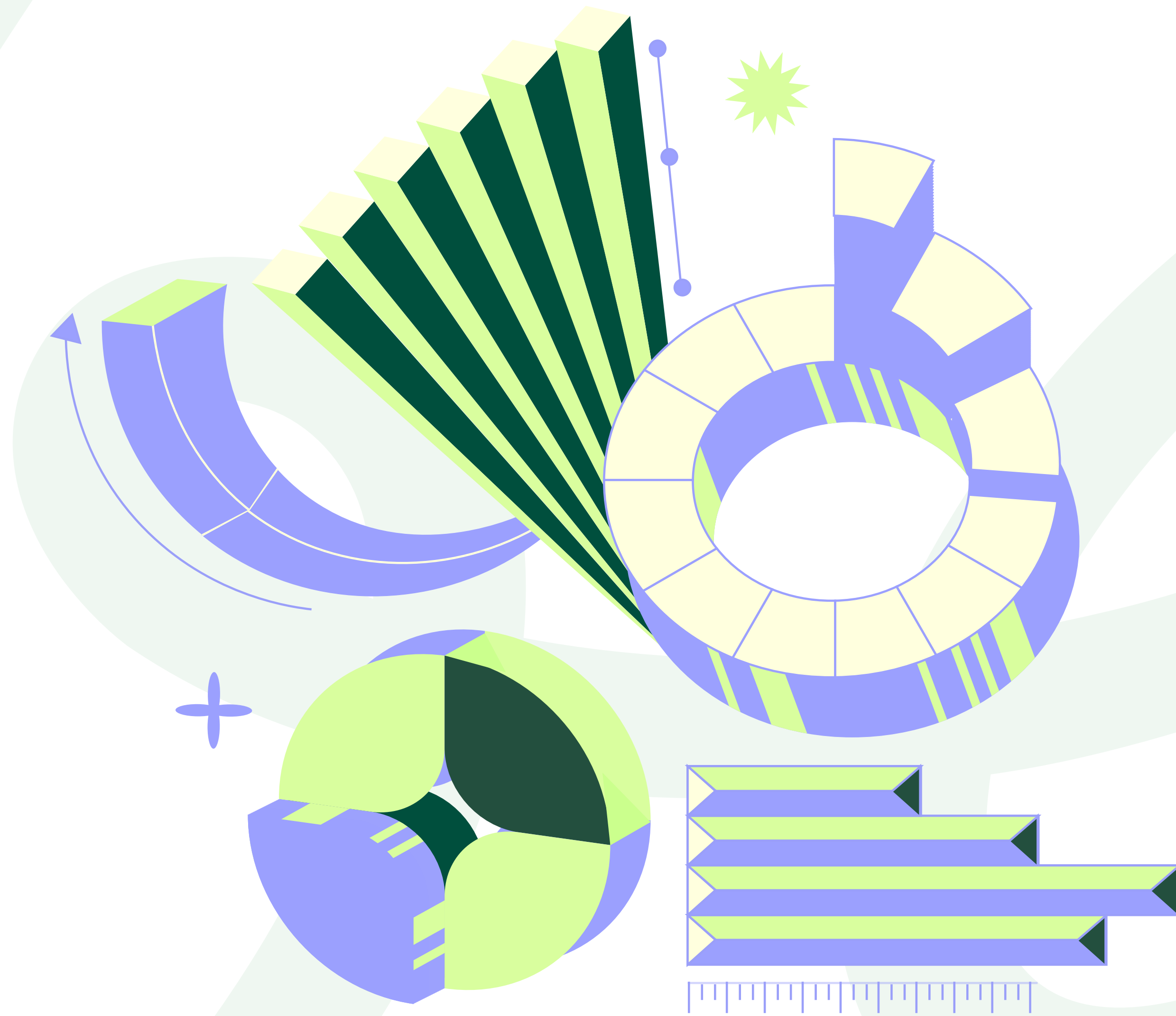
Yours sincerely,

**Paolo Limonta**  
**CEO – LIMONTA S.p.A.**



- 
1. BE|LIMONTA **6-22**
  2. BE|RESPONSIBLE **23-46**
  3. BE|COMMITTED **47-70**
  4. BE|INNOVATIVE **71-99**
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-

BE



LIMONTA



## Our DNA: family tradition and innovation dating back 131 years

Tradition and innovation are two lasting elements of Limonta's DNA, 131 years of activity and constant growth blended with a typical characteristic of our local communities: a strong family tradition. Set apart from other industrial enterprises for its versatility and ability to interpret any type of fabric, Limonta is today one of the top players in the Italian textile sector, always focusing on sustainable development, creativity and the research for excellence.

Founded in 1893 in Costa Masnaga, in the heart of the textile district in the northern Italian province of Lecco, Limonta specialized in the production of tapestries and jacquard fabrics and later expanded its production with velvets, *matelassé* and Gobelin fabrics, acquiring an **extensive and diversified culture in textiles**, one of the company's greatest assets to this day.

Always a trailblazer, the beginning of the 1960s is a fundamental turning point for the future development of the company with the decision to invest in a new technology: the first thermoplastic polymer coating machine to produce synthetic leather.

Since then, Limonta has experienced a balanced growth, focusing each time on different segments of the clothing market (from waterproof materials for raincoats to lighter cottons for casual wear or silky nylons) gaining expertise and working on improving its know-how.

While the company was growing in size, between the 70s and 90s of the twentieth century, we saw the introduction of different production lines, thanks to the integration of chemistry and plastic: apparel, accessories, footwear, home furnishing, automotive, floorings and synthetic turf. Different areas of application where Limonta continues to process, modify, enrich, and adapt textile products without changing their nature.

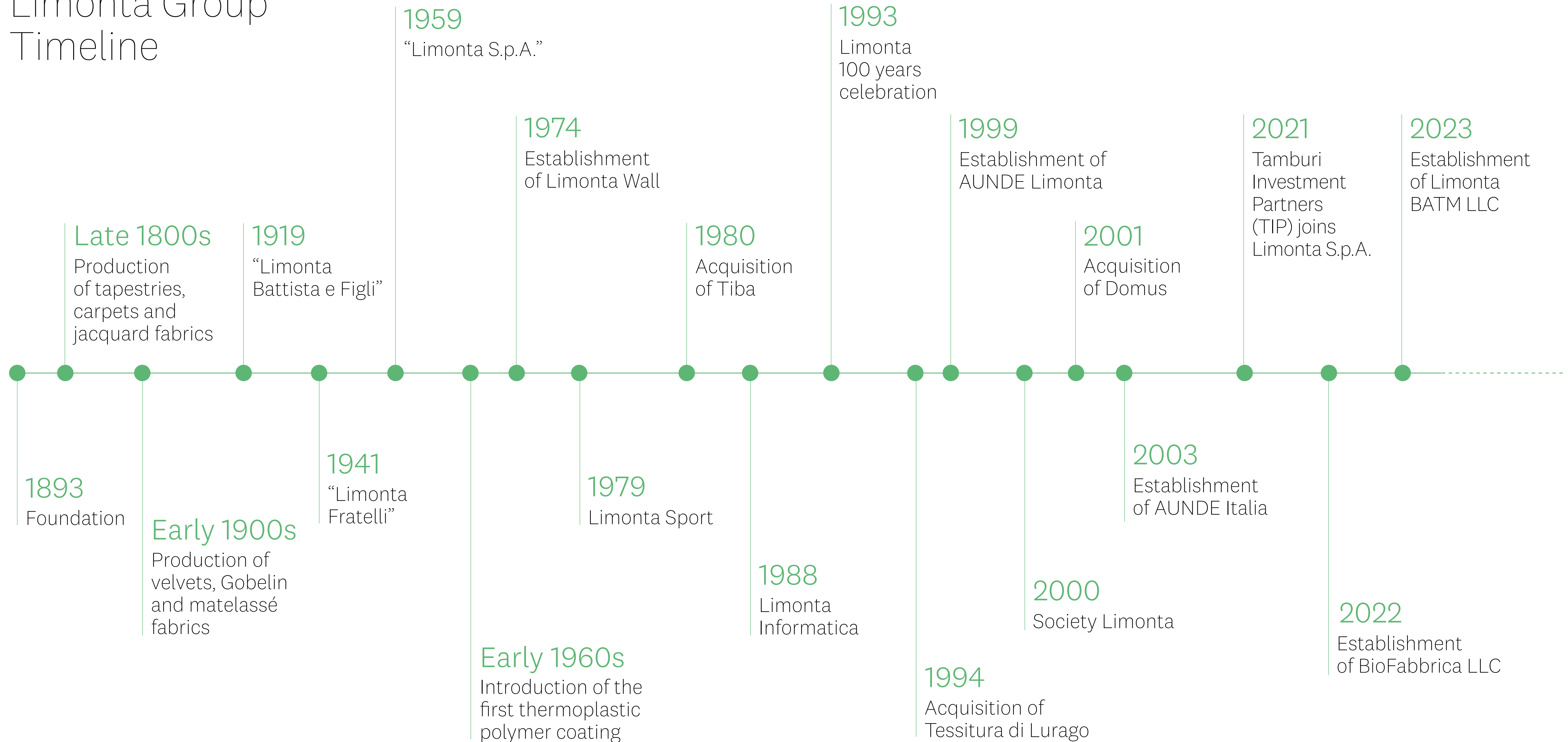




In the 90s Limonta chose to embark on a virtuous journey for continuous sustainable growth: those were the years that saw technological investments aimed at an efficient use of resources, as well as the search for increasingly eco-friendly and high-tech products. Recycled raw materials and materials coming from renewable sources, internally processed using low environmental impact technologies, are gradually introduced in the manufacturing chain.

In 2021, 128 years after its foundation, the company signed a binding agreement to welcome Tamburi Investment Partners S.p.A., a well-known Italian investment and merchant bank, to Limonta S.p.A with a share of 25%.

# Limonta Group Timeline

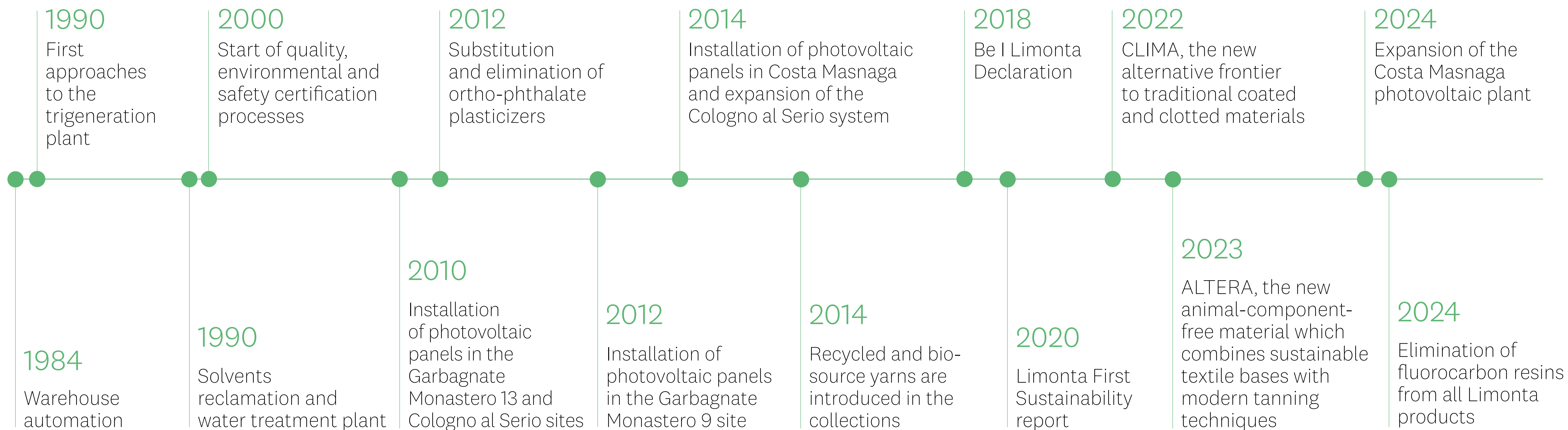




# Sustainability Path

Limonta journey to sustainability started at the beginning of the 90s with cutting-edge management of its equipment and machinery (trigeneration plants) and an approach to circular economy (reclamation of solvents) even before it was mandatory or regulated by law.

Over the years the company has maintained a trend of constant expansion of its sustainability projects in terms of plants, products, and certifications.



# 1.1. Corporate Organizational Chart

The following chart shows the corporate organization of Limonta S.p.A. with its subsidiaries and associated companies.

**LIMONTA** | 1893



# Limonta S.p.A. companies

## LIMONTA USA INC

Limonta USA Inc. is the Group commercial and operative headquarters in the United States, a meeting point for textiles, fashion, and interior design. The different souls of B2B and B2C of the Group's divisions come together in SoHo (NYC) optimizing the service in the American market and aiding the implementation of new projects for development, expansion and innovation.

## T.I.B.A. S.R.L.

TIBA is the dyeing house that thanks to substantial investments has the necessary know-how to keep up with the sophisticated manufacturing requirements of Limonta's Fabrics and Coatings division.

## TESSITURA DI LURAGO S.R.L.

Tessitura di Lurago is a textile company characterized by a high degree of specialization and innovative know-how on plain-weave fabrics, ideal completion of the Fabrics and Coatings division ennoblement processes.

## LIMONTA BATM LLC

In 2023 Limonta acquired 100% share in the Korean company Limonta BATM LLC, founded in Seoul in 2003. This acquisition strengthened the company's presence in Asia and expanded its offer of innovative fabrics for the sectors of luxury goods and fashion.

## LIMONTA CASA S.R.L., LIMONTA HOME SUISSE SARL

LLimonta casa and Limonta Home Suisse Sarl are Limonta S.p.A. subsidiaries in charge of managing the Society retail outlets..

## BIOFABBRICA LLC

Biofabbrica is the Joint Venture established on 14th October 2021 between Limonta Spa and the American company Modern Meadow. BioFabbrica produces bio-source based alternative materials using innovative manufacturing processes without petrochemical components and animal-based virgin raw materials.

## BRIDGE (SHANGHAI) TRADING CO. LTD

BRIDGE SHANGHAI is Limonta's Asian platform, which, in addition to integrating its supply chain, distributes special product lines, which are developed in Italy and made in China, to the local market and exports to the USA and Europe.

## AUNDE ITALIA S.P.A.

Limonta holds a considerable stake in AUNDE S.p.A., a company that develops and produces highly innovative high-tech fabrics mainly employed in the automotive sector.

# 1.2. Divisions

LIMONTA | 1893

DIVISIONS

LIMONTA FABRICS  
AND COATINGS

LIMONTA  
INTERIORS

LIMONTA  
SOCIETY

ACCESSORIES

APPAREL

AUTOMOTIVE

## Fabrics & Coatings

Established in 1955 is one of the leading manufacturers in the sector on a global level, and one of the best equipped in Europe, having on-site coating, resin coating, clotting, and printing lines as well as equipment for ennoblement processes. It produces fabrics for the clothing, accessories, and footwear industries, working in liaison with leading domestic and international fashion brands.

## Society Limonta

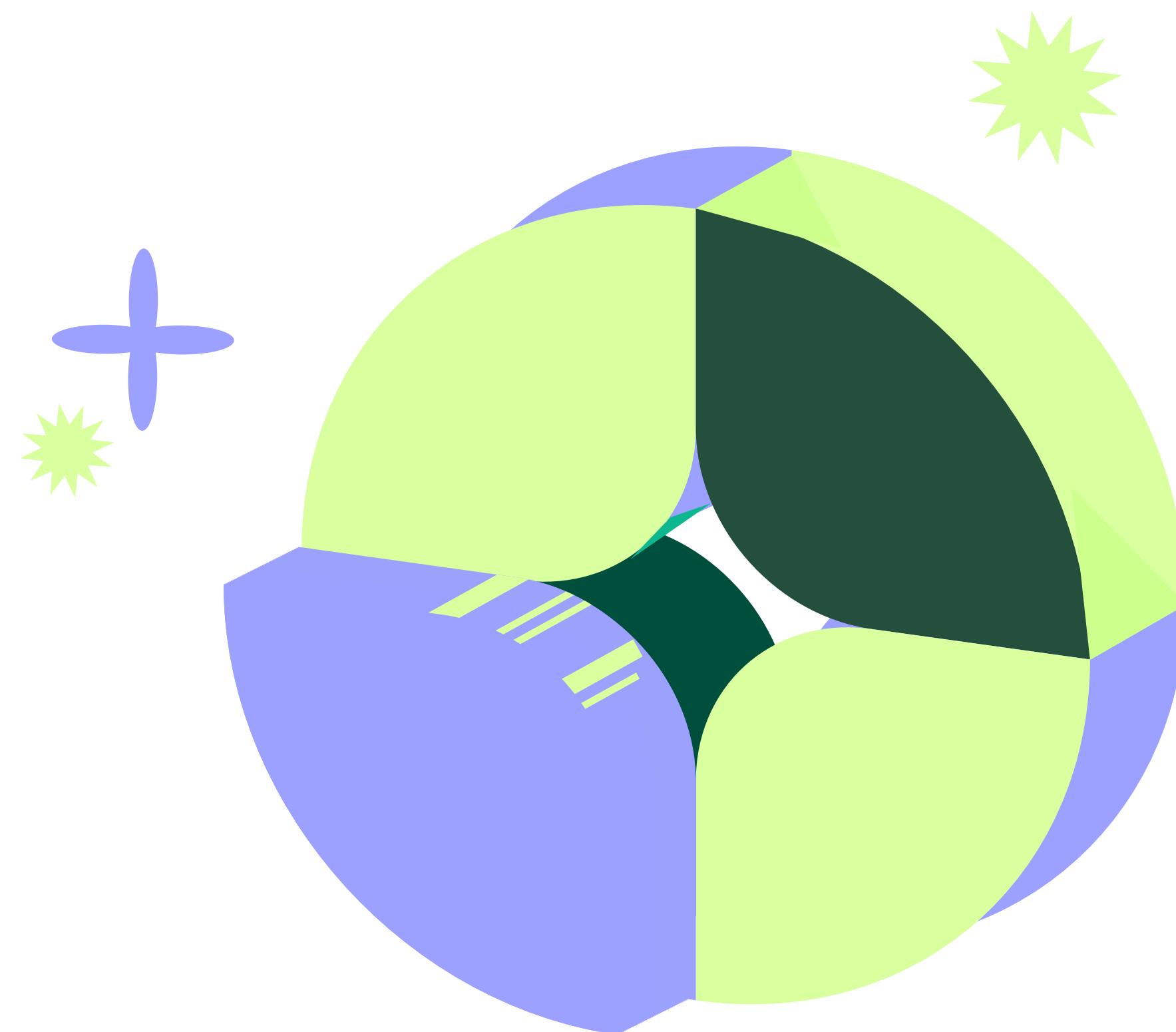
The brand, established in 2000 as part of the Limonta Group, is the design-oriented Italian brand, that has revolutionized household linens.

## Interiors

The Interiors division preserves Limonta's cultural and historical heritage through ongoing stylistic research which results in sophisticated and innovative fabrics for interior design, outdoor and contract clients, produced in a fully integrated and verticalized process in the Costa Masnaga site.

## Automotive

Was born from the desire to meet the needs of the automotive sector for innovative materials offering products that combine high technical performances with Limonta's signature style.



# Cav. GIOVANNI BATTISTA LIMONTA: strength and intuition

Awarded with the Italian Order of Merit for Labour in 1993, Giovanni Battista Limonta represents a model of entrepreneurial talent, practicality, and modesty. A trailblazer in the industry, he always showed foresight in his investments: from diversifying production to having a textile company work alongside a chemical-textile plant.

A visionary, a philanthropist, always interested in establishing a personal relationship with every person in the company, Giovanni Limonta was over the years the coordinator behind the development of an empire made of people whose talents have always been its biggest asset.

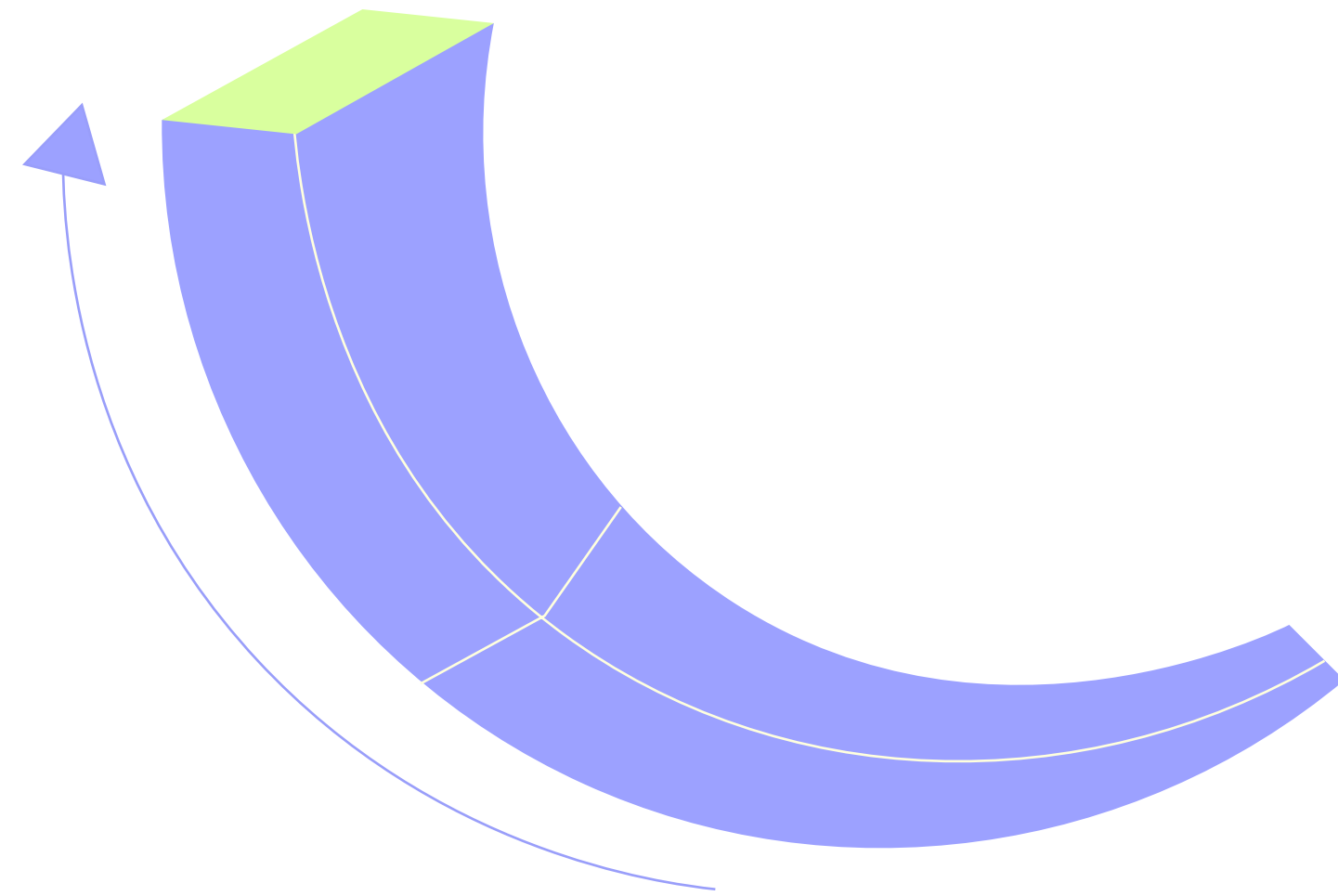
“A giant of humanity, among the people and for the people”, Mr. Limonta worked for his company, alongside his collaborators all his life, leaving a long-lasting mark in history and a strong message for the future of the company.





# 1.3. Vision, Mission and Values

**Innovation, flexibility, quality, passion and integration: that's how we like to define our company.**



## Innovation and creative skills

Are two characteristic elements of our corporate DNA. Limonta is a **transversal** business, whose products, technologies, and know-how, developed for a specific market are then transferred, with the necessary modifications, to other sectors.

Our R&D team is constantly engaged in the research of **more responsible production models**, using **recycled raw materials**, or materials **from renewable sources** with low environmental impact.

## Flexibility

The diversification of the weaving and ennoblement processes produces unique materials and fabrics, **tailored, and specifically designed** for a variety of applications.

## Quality and reliability

All stages of production are performed internally to have total **control** over quality as well as **production costs**. The strong integration between design, product development and direct production allows for strict control of both processes and quality standards

throughout the entire manufacturing chain. Limonta is strongly committed to cooperating with its clients, sharing its creative, technical, and industrial know-how and expertise to meet all their requirements.

## Passion and experience

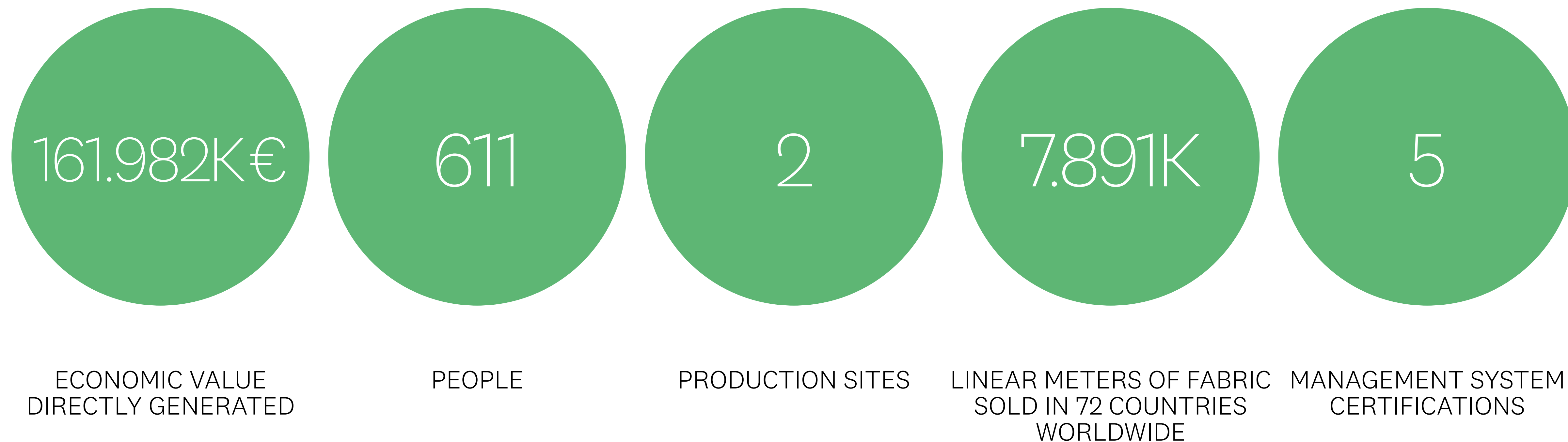
Are the company's strategical resources: 131 years of experience intertwine with an invaluable heritage made of **people, expertise, and love for one's own work**. Cultivating the talent of each person has always been the Group's fundamental philosophy, which believes its collaborators to be a strategic resource, fundamental for learning from the past and striving for improvement in the future.

## Sustainable integration in the territory

Limonta's main goal has always been to integrate the company in its community, to protect the environment and the people who live in it. Being **a socially responsible enterprise**, Limonta is therefore committed to generating a positive impact on the community by supporting a series of high-social-value initiatives..



# Limonta S.p.A. in 2024 in figures:



# Limonta Group in 2024 in figures:

176.426K€

SALES TURNOVER

801

PEOPLE

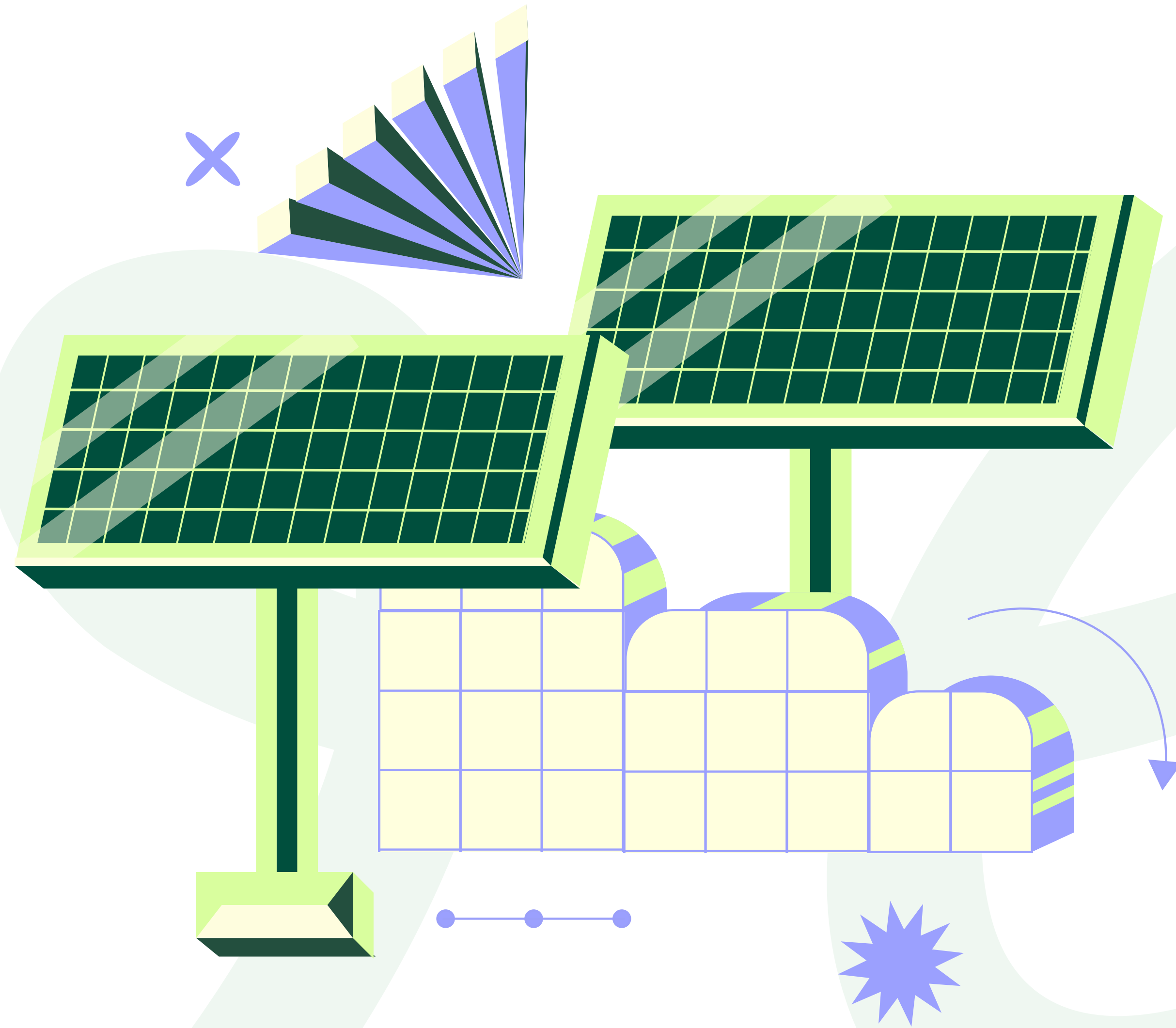
4

INDUSTRIAL SITES

12.530K

LINEAR METERS  
OF FABRIC SOLD

BE



RESPONSIBLE



The responsibility of a business is measured first and foremost by the consideration shown to its own people. Creating value for your employees means enriching the company itself and establishing the conditions for a long-term project. The **Human Resources** department is in charge of managing personnel, and oversees the hiring, integration and development of resources.

After a structured, transparent selection process, which guarantees a thorough assessment of candidates in terms of technical and transversal skills, predispositions and career aspirations, a new employee joins the company. **The correct match between acquired skills and required skills** is regularly assessed to better define **continuous training activities**, finalized at the growth of the employee as a person and a collaborator in every area of the company.



\* Refer to “Limonta’s SDGs 2030 and applicability Table” for the steps taken by Limonta to contribute to the achievement of the Sustainable Development Goals

# 2.1. Limonta and its collaborators

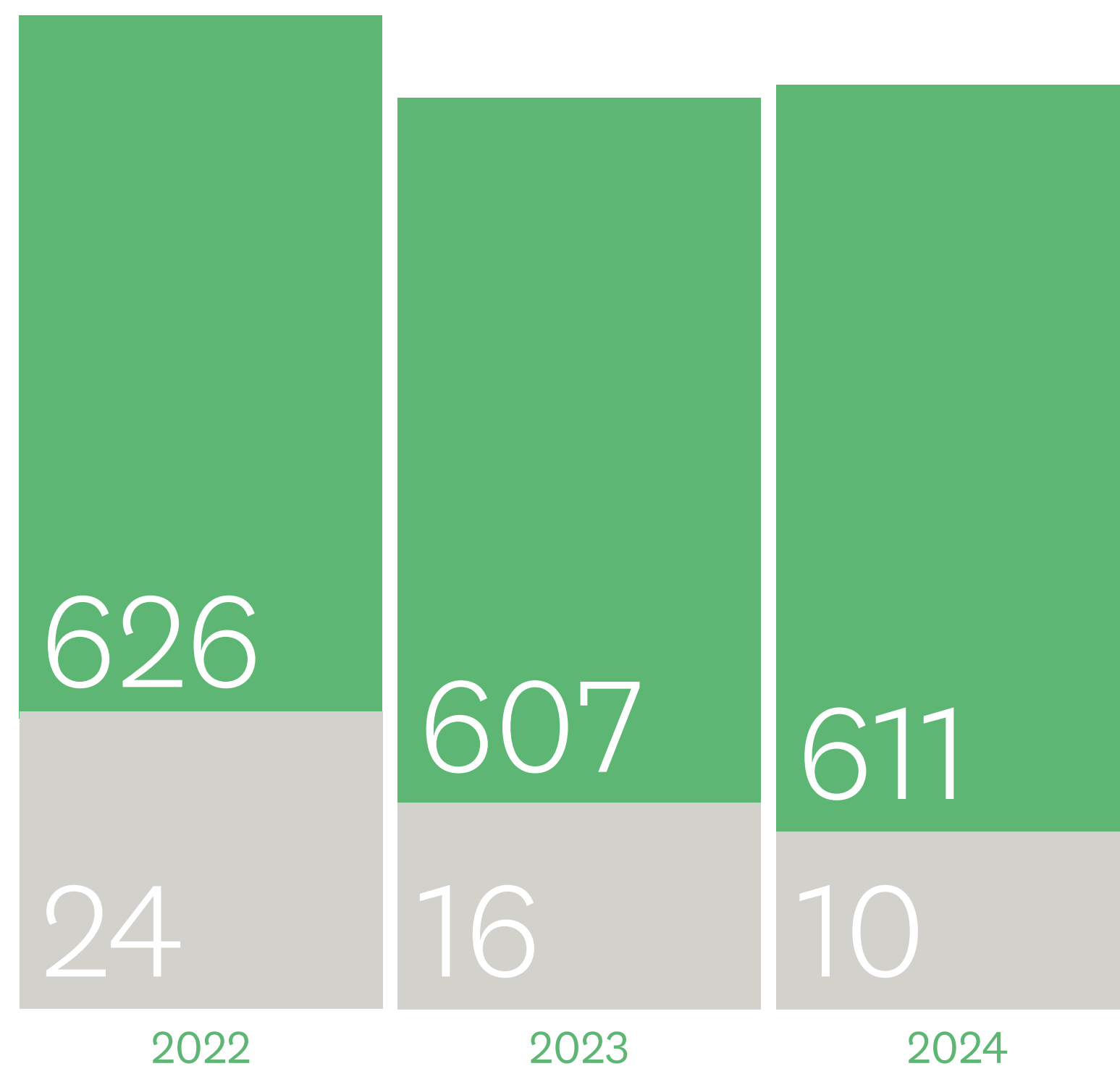
Limonta's human capital development model is based on respecting diversity and valuing skills. Because of this approach, the company has maintained a privileged relationship with its employees over the years.

The company employs **611 people**, 10 of which with an agency work contract, a slight increase compared to 2023.

**611** people



Total number of Limonta S.p.A. employees. 2022-2024 three-year period





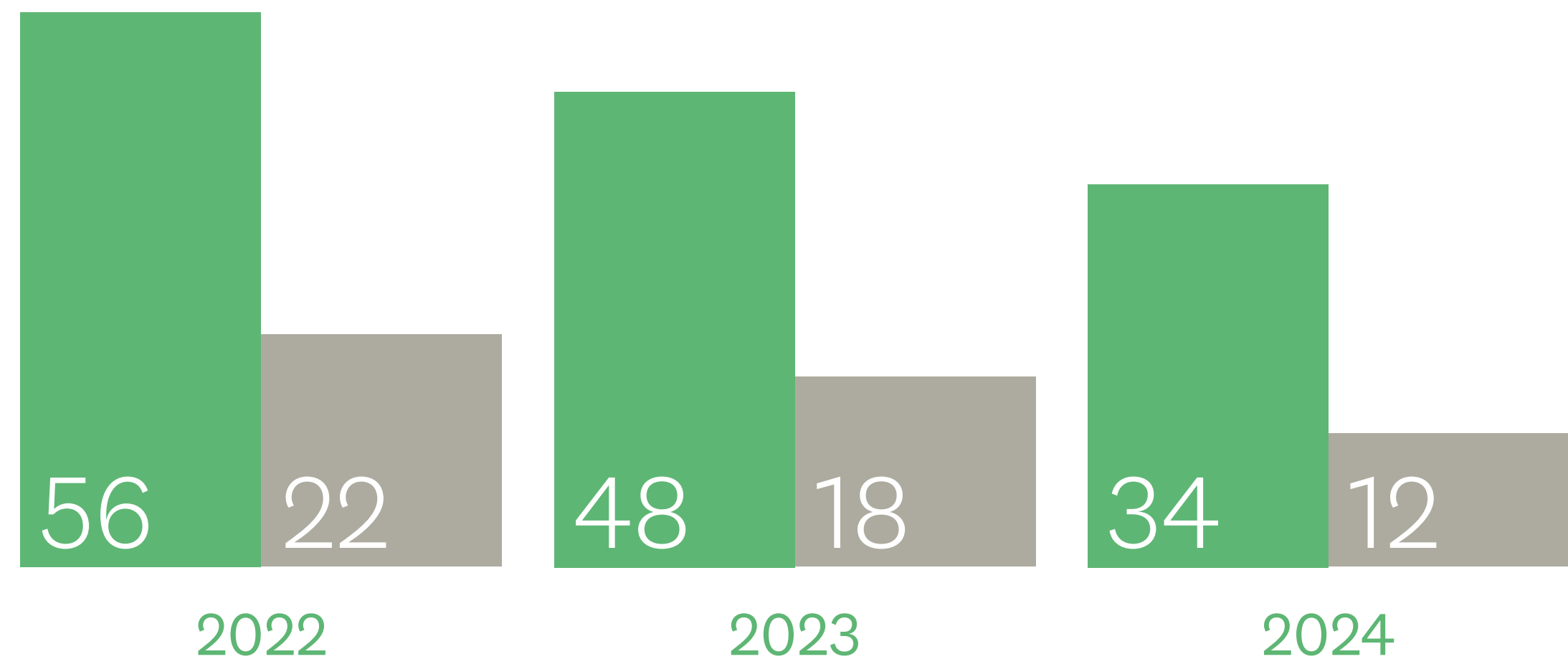
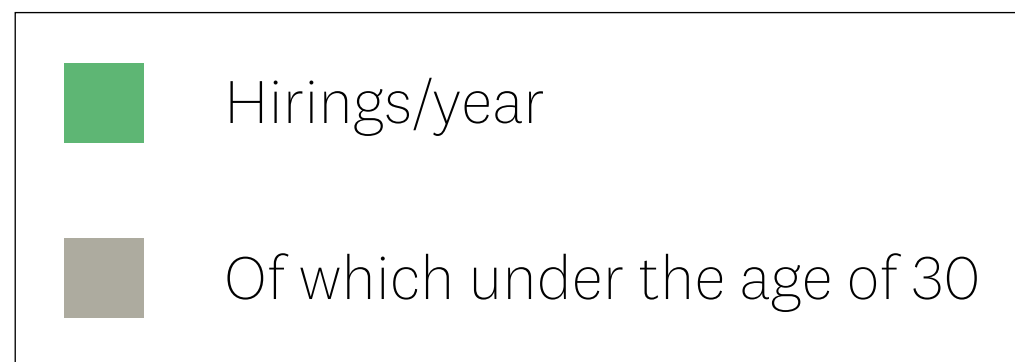
Limonta is aware of the importance of hiring young people and is pro-actively pursuing this objective.

**34 people were hired in 2024, 12 of which (35%) were under the age of 30.**

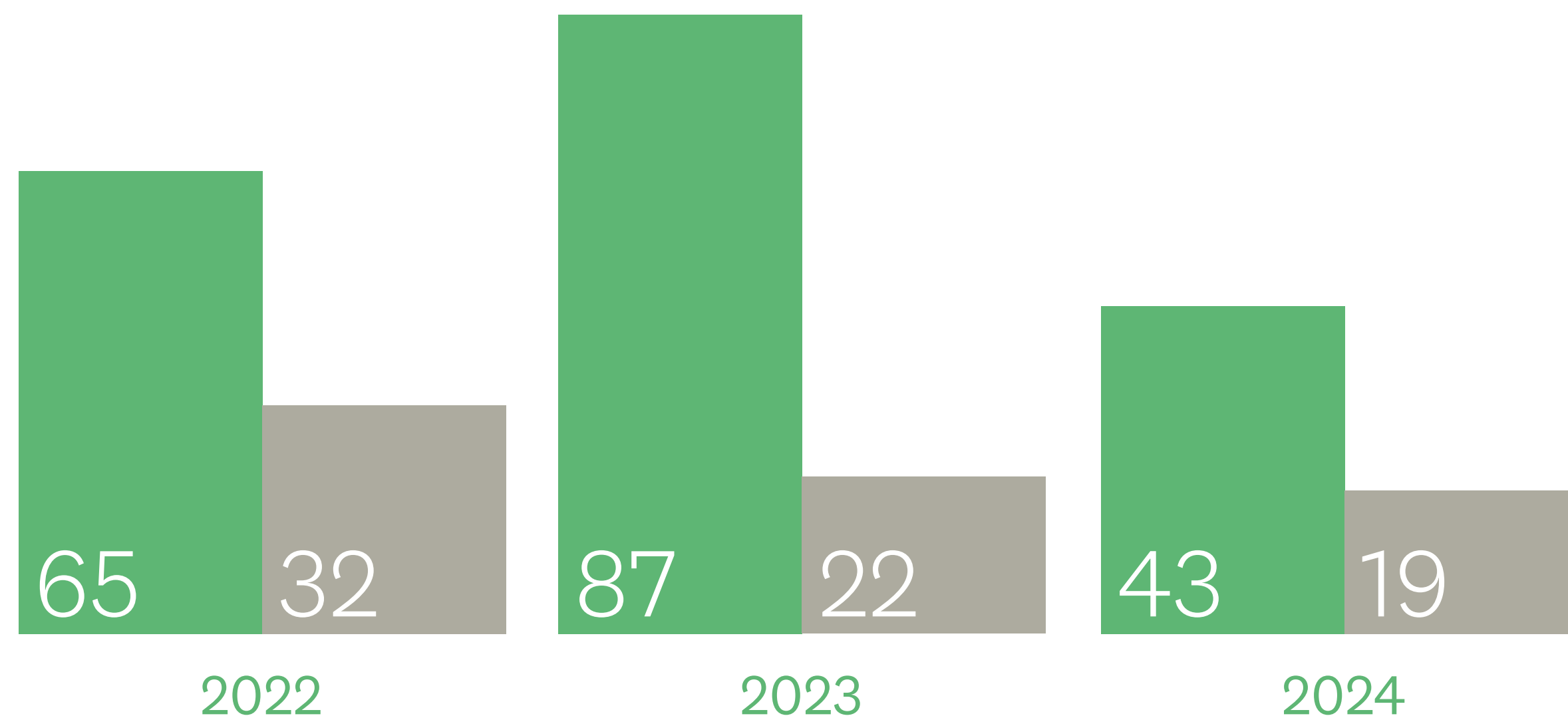
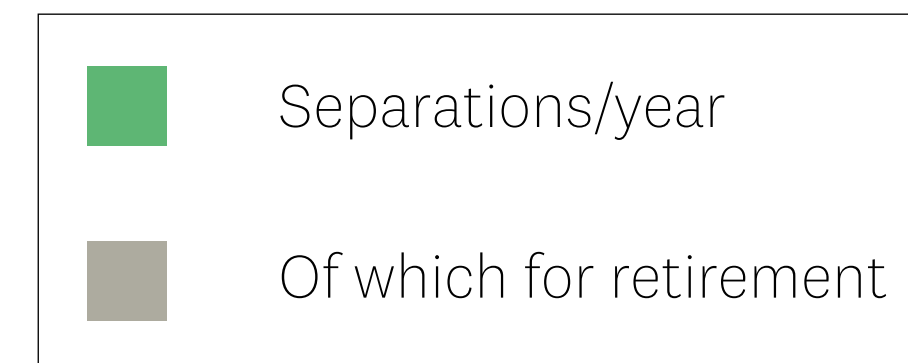
Limonta was able to hold on to personnel in the period being reported, which resulted in a significantly lower number of people leaving the company, as shown in the following chart, and a decrease in new hires.

A total of 43 people left the company in 2024, 19 of which (44%) to retire.

**Number of hirings. 2022-2024 three-year period**



**Number of separations. 2022-2024 three-year period**

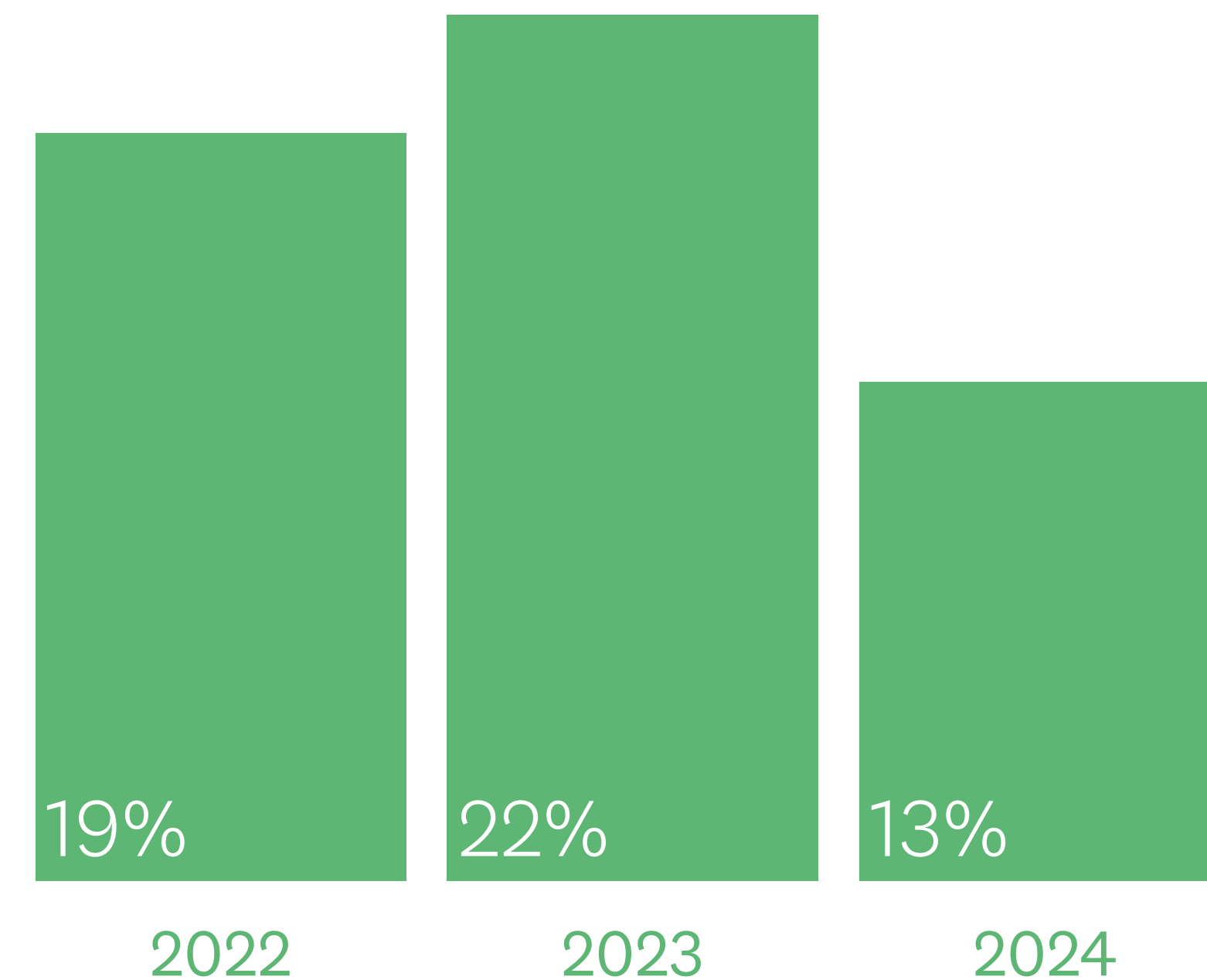




Based on annual new hirings and separations, we calculated the **employees' turnover offset**, which corresponds to the offset between hirings and personnel leaving the company in percentage form.

The percentage is significantly lower compared to 2023, in line with hirings and separations trends.

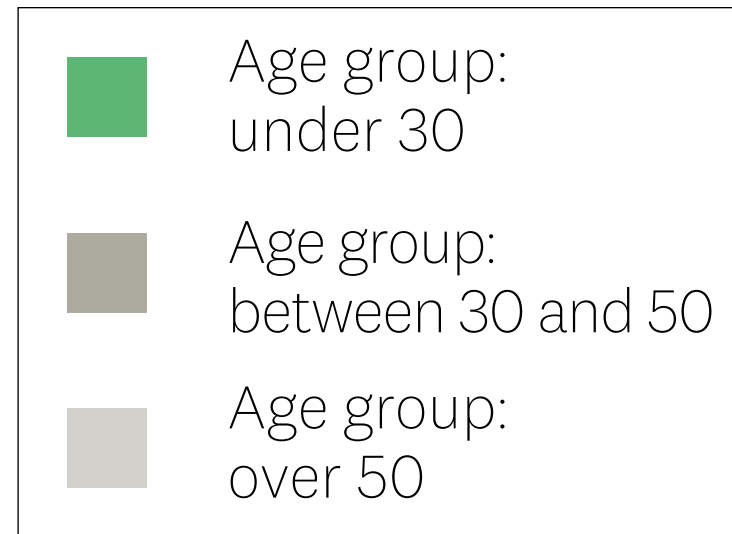
Employees turnover offset.  
2022-2024 three-year period



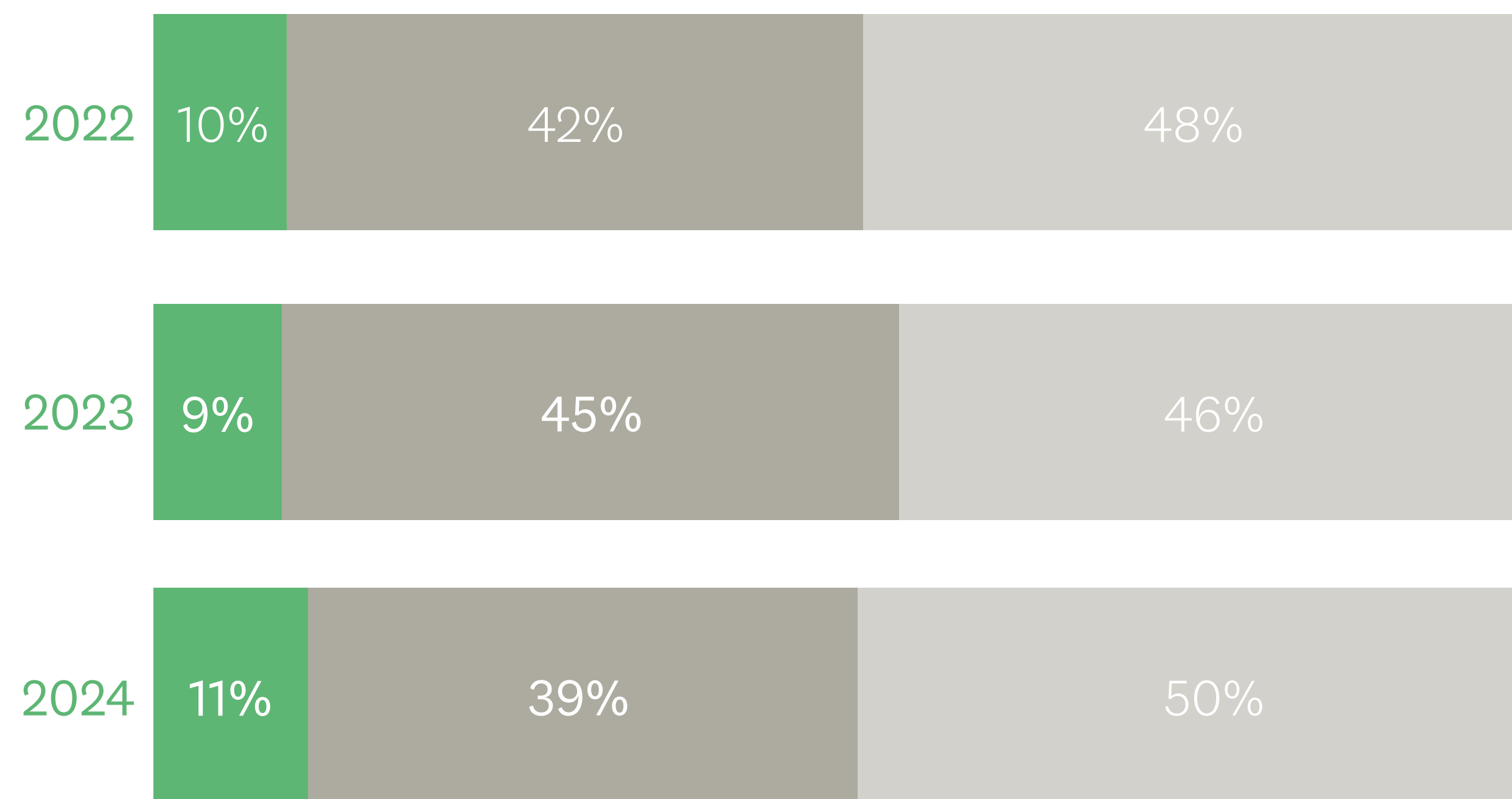
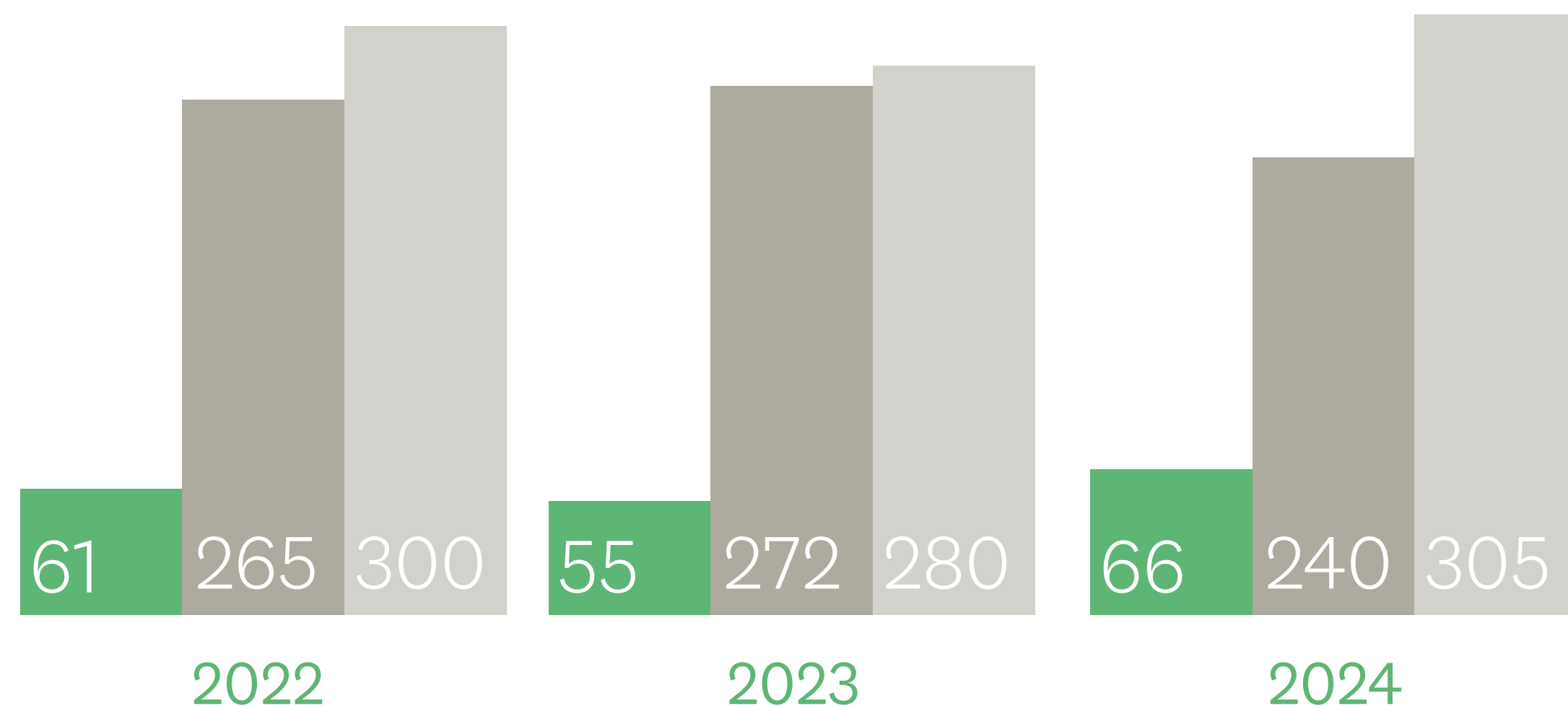
A higher percentage of employees is over 30 years of age. This is explained by the fact that the company requires highly qualified personnel that need extensive training before joining the company.

Furthermore, Limonta guarantees continuity and stability for its employees and most of them stay with the company until retirement.

**Workforce by age group. Percentage. 2022-2024 three-year period**



**Workforce by age group. Absolute value. 2022-2024 three-year period**





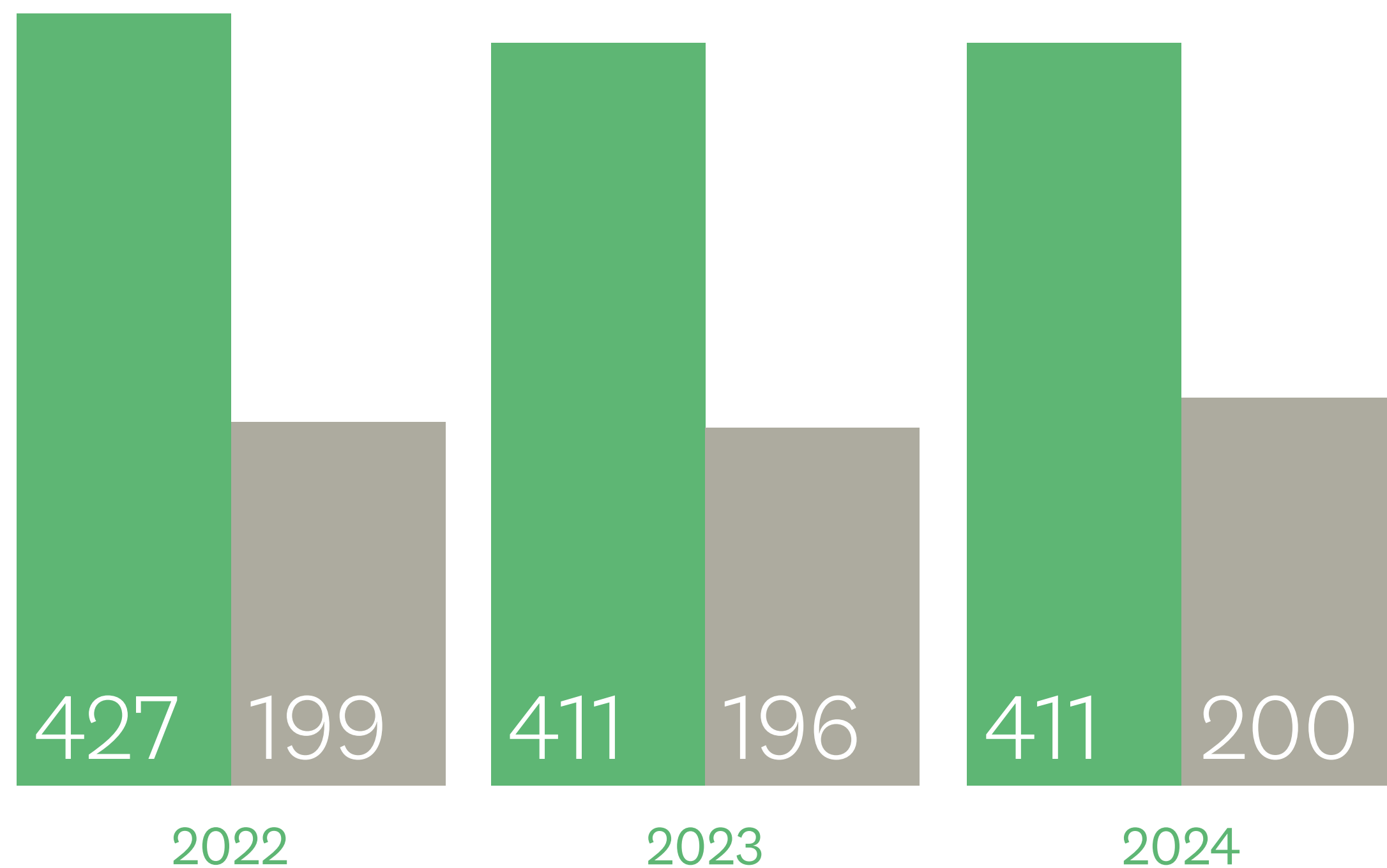
Women in the company represent approximately 33% of total workforce, therefore contributing to a third of corporate activities. It should be noted that the presence of women is predominant in clerical jobs, where it reaches 56% of the total number.

On the other hand, the number of male employees is predominant in the activities connected with production (76%).

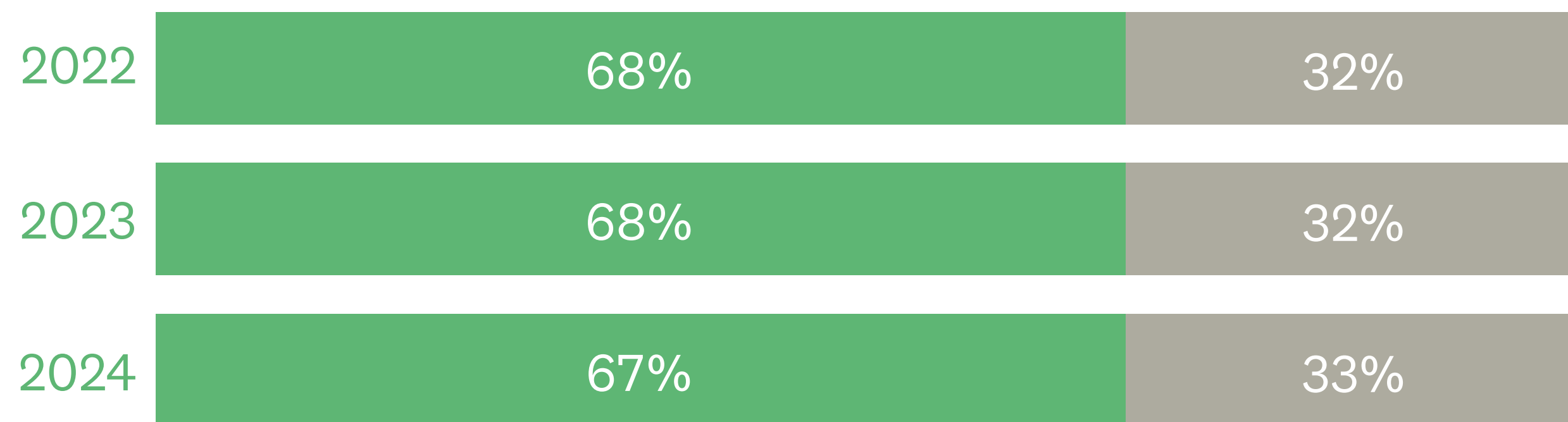
33%

Women in  
the company

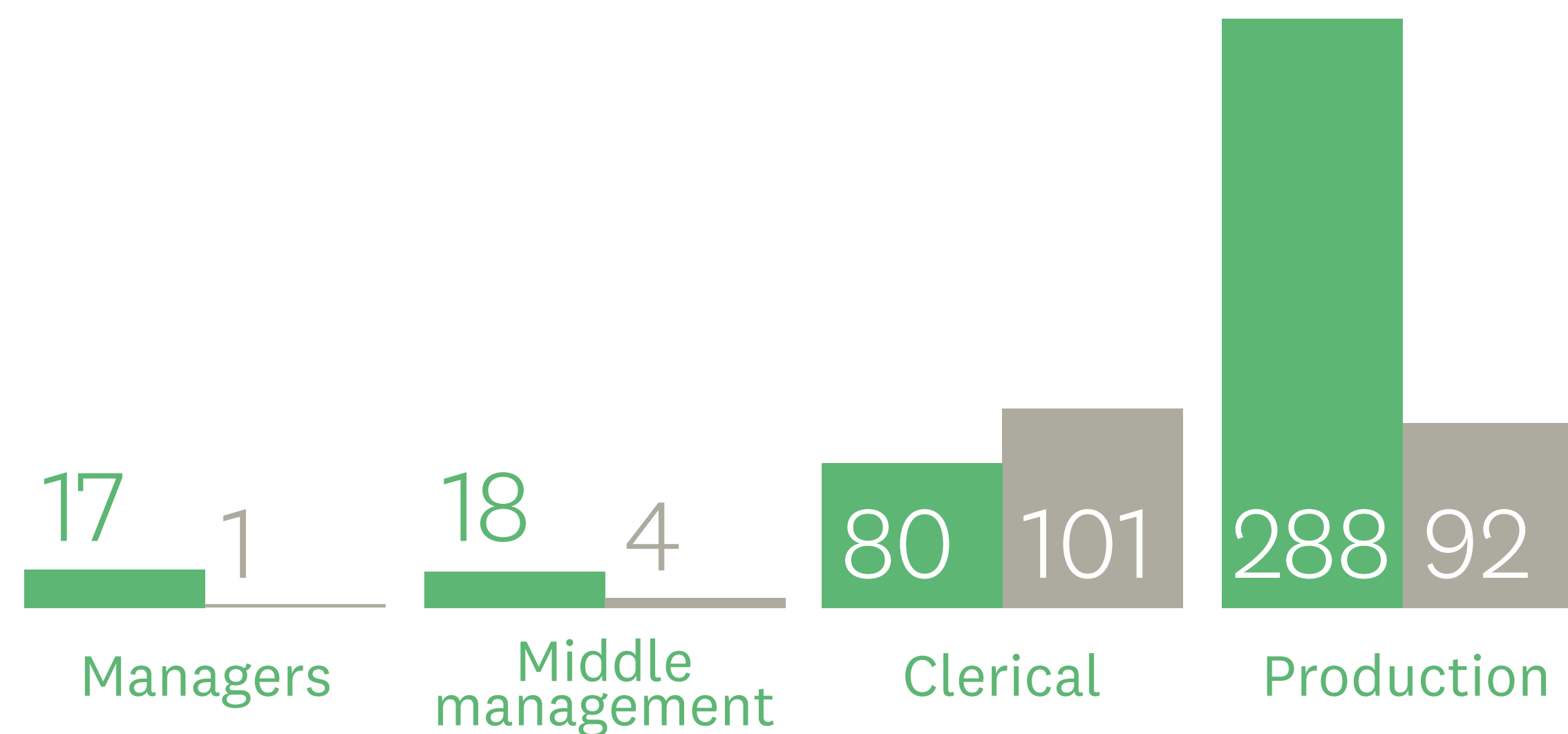
Company workforce by gender.  
Absolute value.  
2022-2024 three-year period



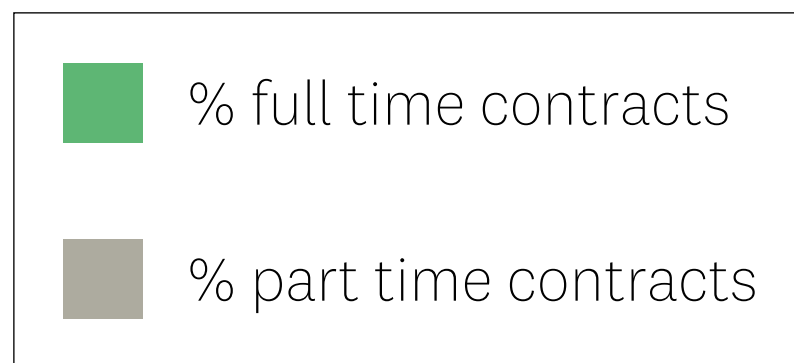
Company workforce by gender.  
Percentage.  
2022-2024 three-year period



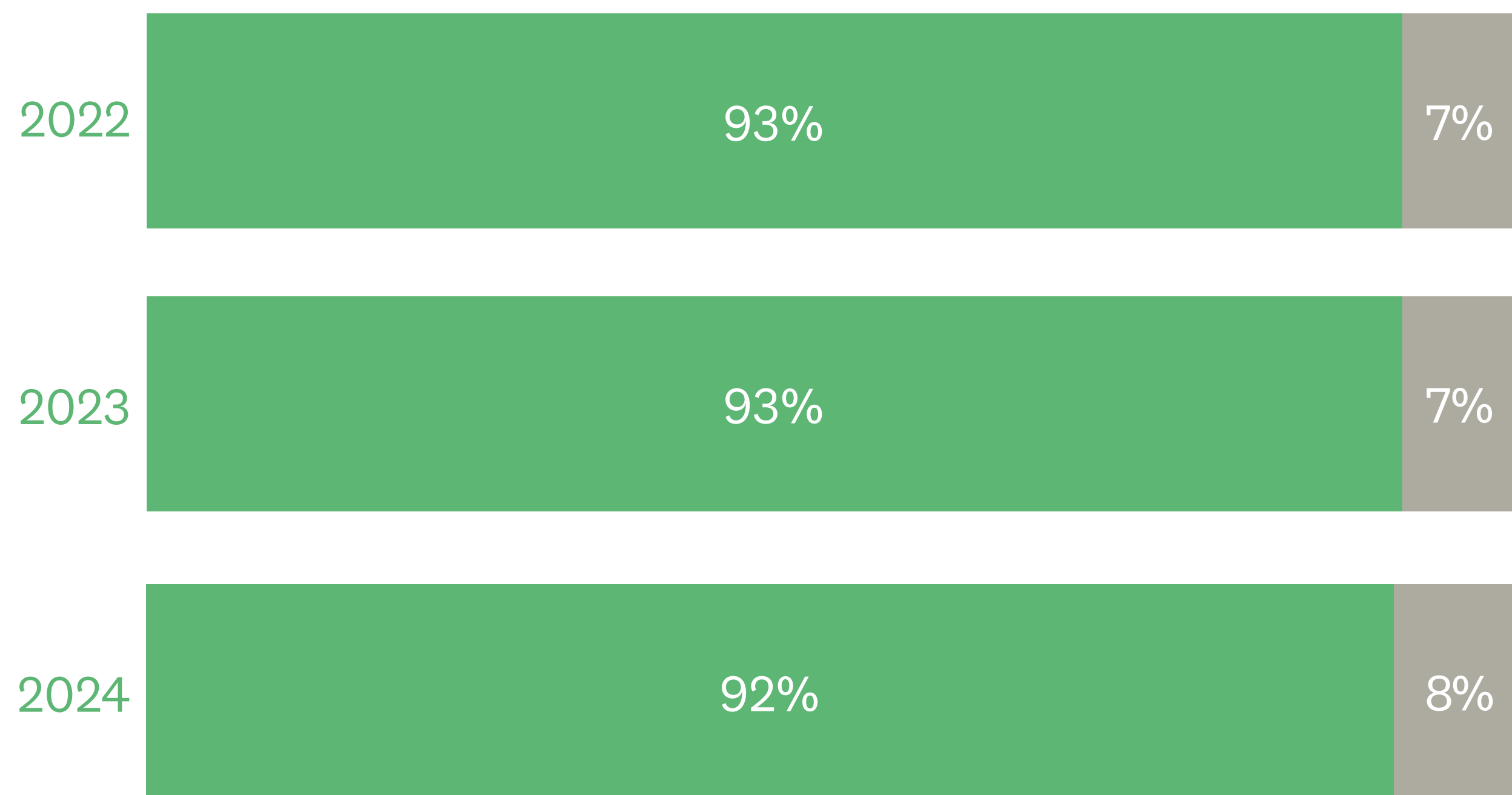
Company workforce by gender. 2024



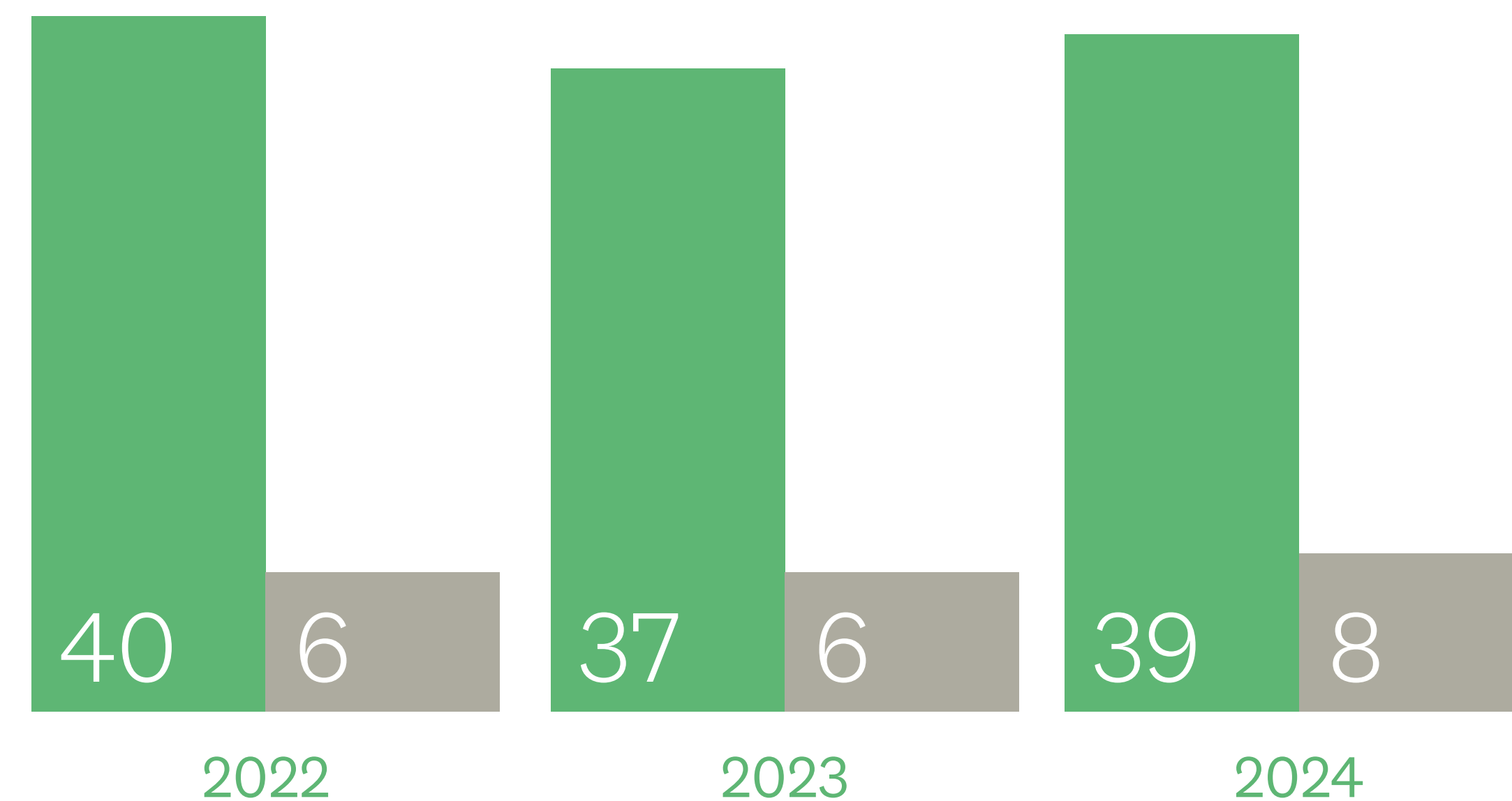
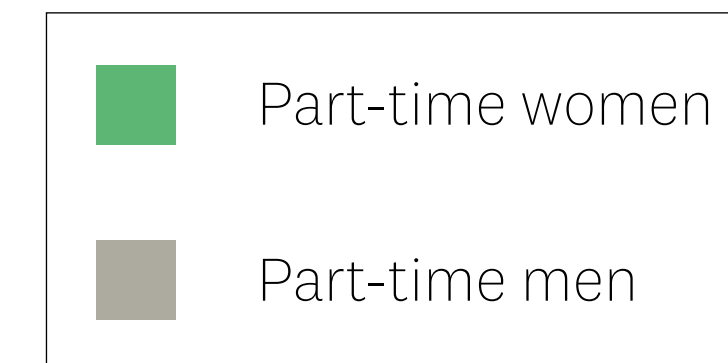
Few employees have part-time schedules, thanks to a certain **flexibility in working hours**. When this is the case, the majority of workers that requested part-time working schedules are women.



**Company workforce by working schedule. Percentage. 2022-2024 three-year period**

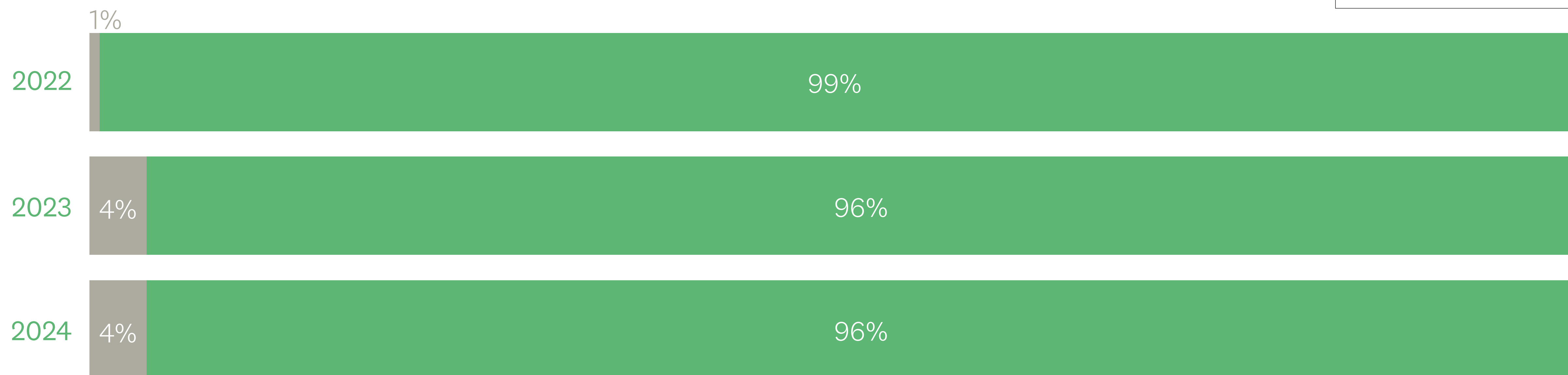


**Part-time schedules by gender. Absolute value. 2022-2024 three-year period**



**96% of employees as of 31st December 2024 have a permanent work contract.** The data trend for the workforce with a permanent contract is steady and is in a percentage range that represents almost all company employees.

### Company workforce by types of contracts. Percentage. 2022-2024 three-year period



The creation of jobs in local communities is measured by the percentage of local employees, i.e., residents in the province of Lecco and in the municipalities close to the company sites.

**In 2024 approximately 60% of employees and 80% of senior managers reside in local communities.**

Remuneration policies are in line with the national collective agreement and the relevant levels of classification. Limonta has signed a trade union agreement with the RSU (Joint Trade Union Representation) and the Rubber-Plastic Union for the classification of salaries related to operative functions. The agreement provides that the Joint Trade Union Representation notify management on a quarterly basis about those resources that, on the basis of a due assessment, would be entitled to an increase in pay.

## Work inclusion

Limonta activates work inclusion projects on an-going basis, in compliance with **article 14 of Legislative Decree 276/03**.

The Decree provides for the possibility to contract various services to a Type B social Cooperative and, via a three-party agreement with the Disability Recruitment Office, comply with the obligations provided for by Law /68/99 concerning the inclusion of people with disabilities. Limonta, in cooperation with the **Paso Lavoro cooperative**, subcontracted the janitorial services of the Garbagnate Monastero sites, guaranteeing employment for two workers with disabilities.

## Workplace Health Promotion

To actively promote workers' wellbeing, Limonta decided to join the **WHP Program**, launched by Regione Lombardia, which specifically provides for the application of various activities aimed at creating healthy work environments. Limonta started the project with the fight against nicotine addiction, to continue with projects dedicated to other addictions.

An awareness program against pathological additions, launched in 2023, developed and implemented in cooperation with the **social cooperative Arca in Como**, a non-profit organization that represents an important reference point for health-related training and social rehabilitation, continued in 2024. To introduce the topic and learn how to cope with critical situations connected with additions, short videos and targeted communications were broadcasted by the company monitors. Ad hoc training sessions were organized with the aim of raising even more awareness on the phenomenon and the measures to be undertaken to fight it.

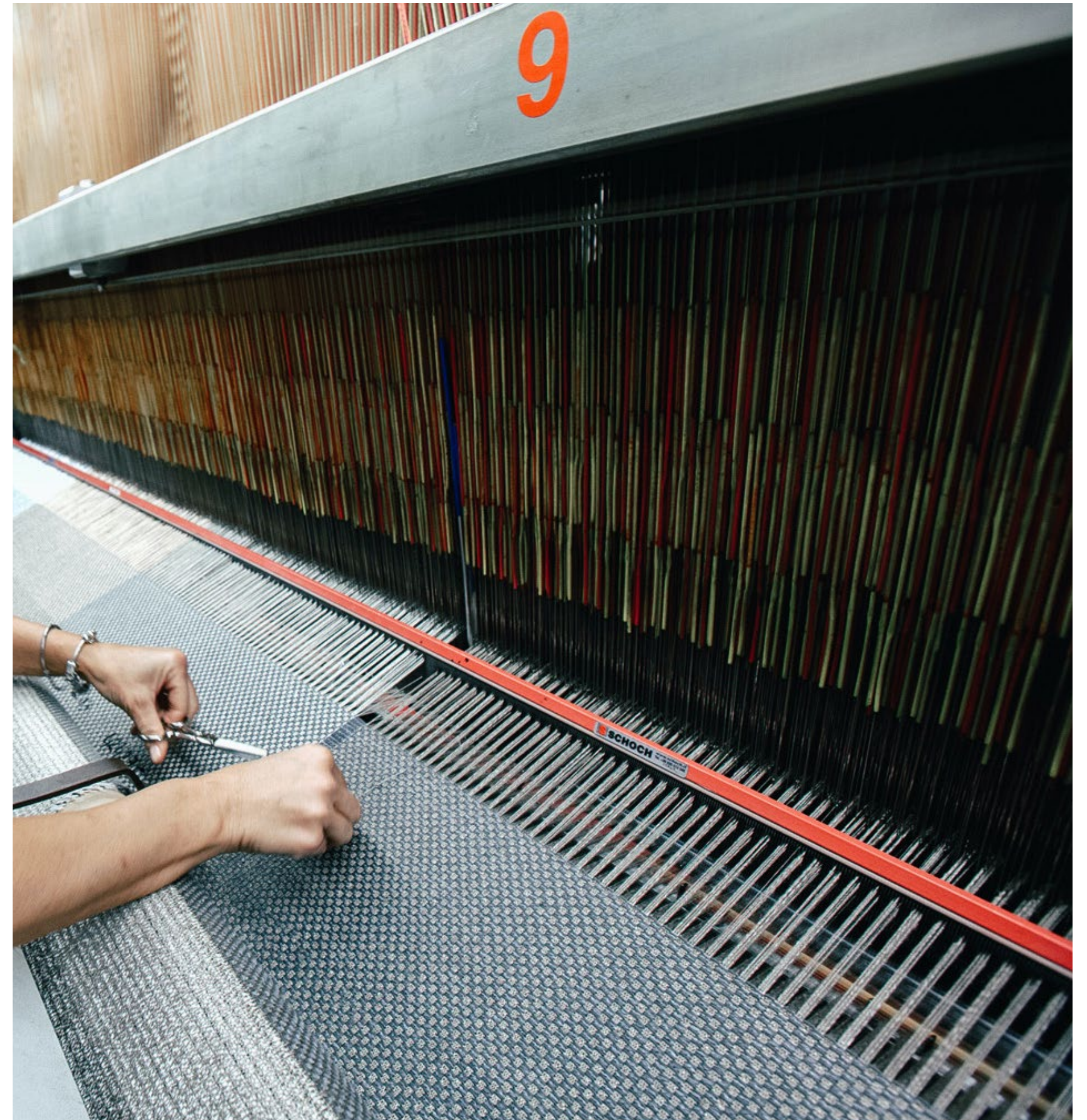


## 2.2. Development of people and talents

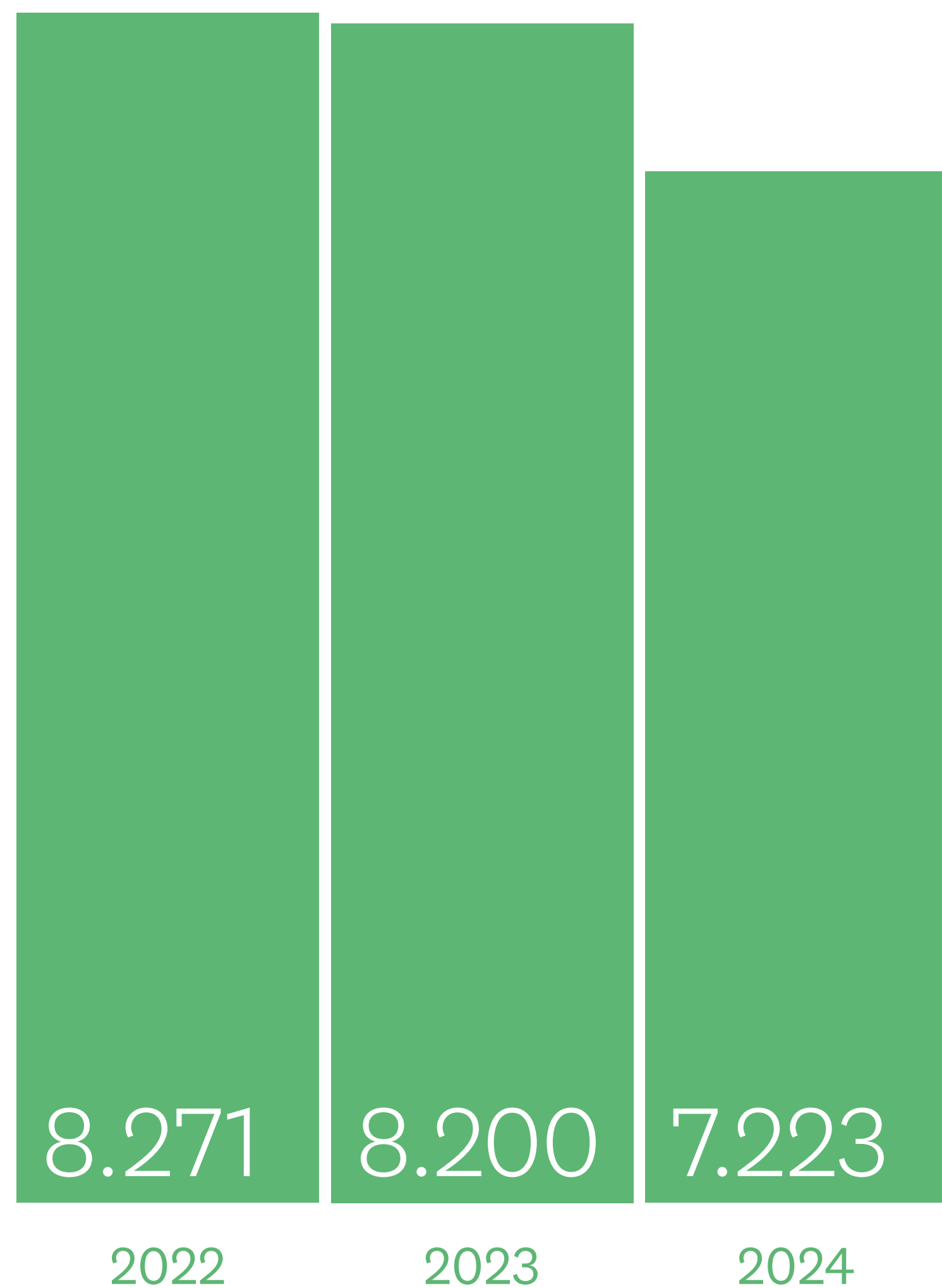
Limonta identifies the needs of each corporate department to plan its professional development programs on an annual basis. Human Resources then collects the professional development and training requirements from Departments managers and evaluates the possibility of activating the courses requested.

Training courses are financed, when possible, by corporate funds, such as FondImpresa and FonDirigenti (*Italian interprofessional funds established by Confindustria*). If courses are financed by FondImpresa, the training activity must be approved by the labor unions in advance.

Many employee training courses were activated in 2024, with an average **11.7 hours of training per employee**. This figure is in line with data recorded in previous years. The course dedicated to the ISO/IEC 27001:2022 certification, obtained in 2024, contributed to the number of training hours offered by the company in the same year.



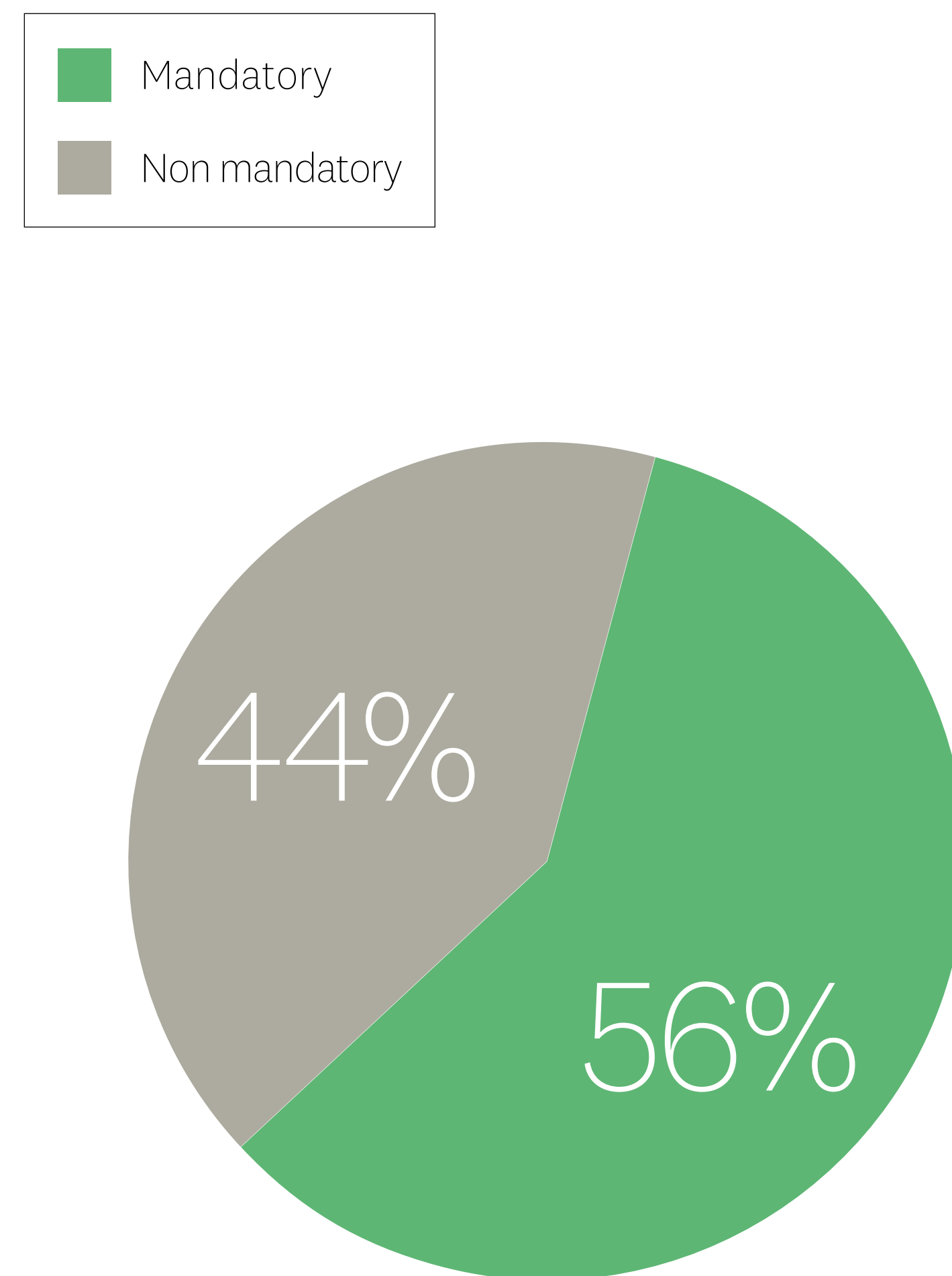
Total number of training hours.  
2022-2024 three-year period



Average number of training hours  
per employee.  
2022-2024 three-year period



Hours of mandatory and  
non-mandatory training.  
Percentage. 2024



## Limonta commitment to work inclusion: the Textile Academy

In October 2024, Limonta renewed the partnership for the fifth edition of the Confindustria Lecco and Sondrio project, started with the Textile Product Category of the association of which Limonta is a member, together with other local textile manufacturers, and implemented with the cooperation of ManpowerGroup.

Created to help meet the demands of companies looking for skilled personnel to be employed in their production plants, the Confindustria Human Resources Academy presents a new edition dedicated to the textile sector.

The training courses are tailored on the requirements of the companies belonging to the Textile Product Category, which need to have personnel skilled in specific areas. Two key profiles were identified for the project: weavers and looms maintenance technicians.

The objective is to provide extensive training to perform the typical tasks of the two above-mentioned job descriptions, while developing manual dexterity

and problem-solving skills. The course consisted in **87 hours of overall theoretical training** at the ECOLE in Lecco and at Limonta's headquarters with field trips to the sites of other associated companies.

After the completion of the course, the trainees will be hired by the partner companies with an Agency Work contract, and they will also complete **64 hours of training on the job**.

**The course is aimed at promoting the inclusion in the labour market for people, of any gender or age, who are either unemployed or looking for their first employment.** The balance of the fifth edition of the Textile Academy 2024 was also undoubtedly positive: 4 people joined Limonta S.p.A. and 4 more joined Tessitura di Lurago S.r.l. with an Agency Work contract, with the possibility, after due assessment, to be permanently hired by the companies.

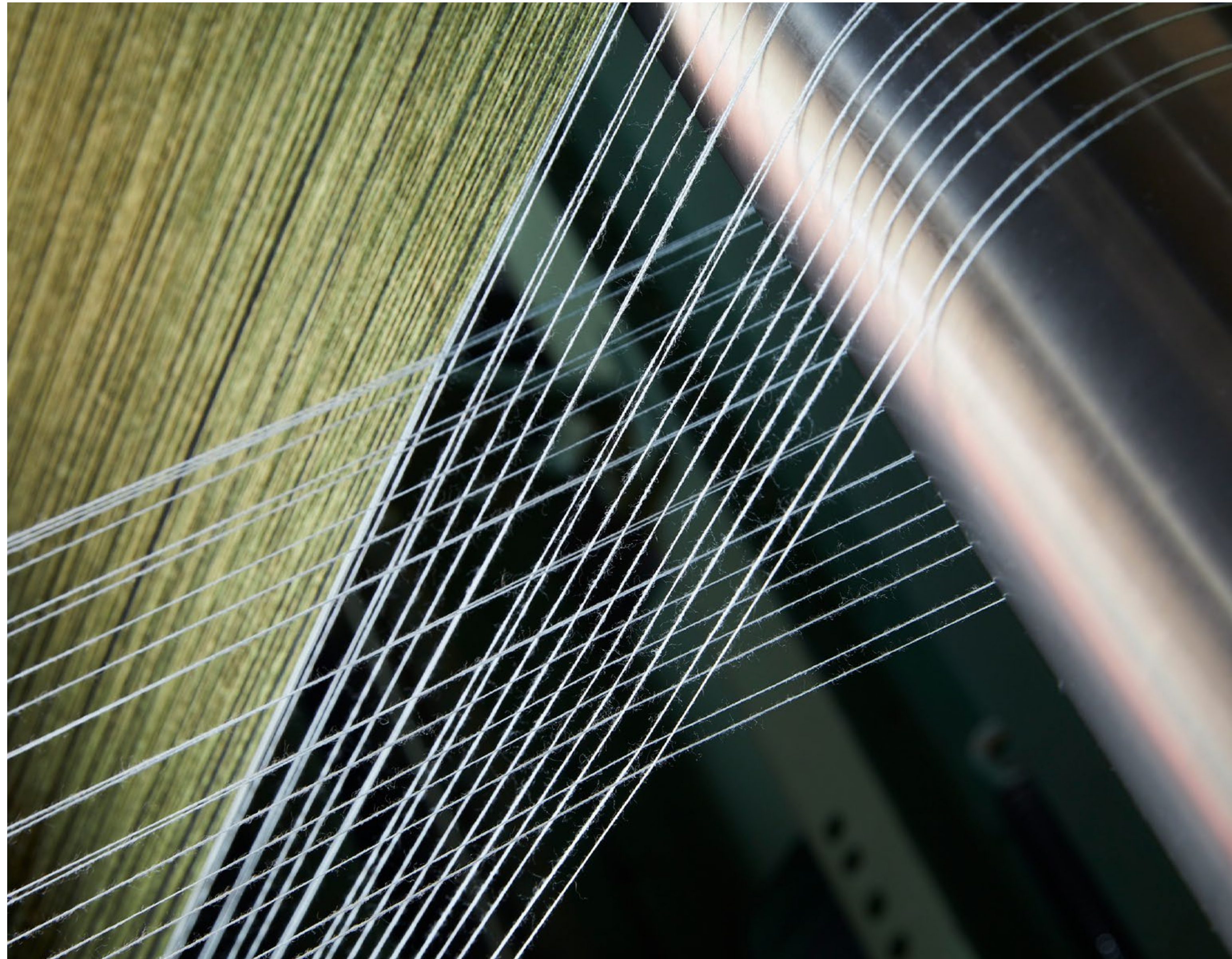
# 87

hours of overall theoretical training

# 64

hours of training on the job

**In 2024 Limonta also activated 22 integrated school-work-linked training projects with local high schools and 2 extra-curricular internships.**



## Corporate Welfare

Limonta offers the possibility to every employee to receive their performance bonus, or part thereof, in the form of **Corporate Welfare** services instead of money, thus benefitting from full tax reliefs.

To those employees who opt to convert their EBITDA bonus in welfare services, the company recognizes additional welfare services equal to 10% of the converted bonus.

Various services can be chosen from the online platform: shopping vouchers, reimbursements for the family, school vouchers, supplementary pension plans, training courses, travel, transportation costs, etc.

In 2024 the company distributed welfare services for a total of € 145.820, more than double compared to the previous year.



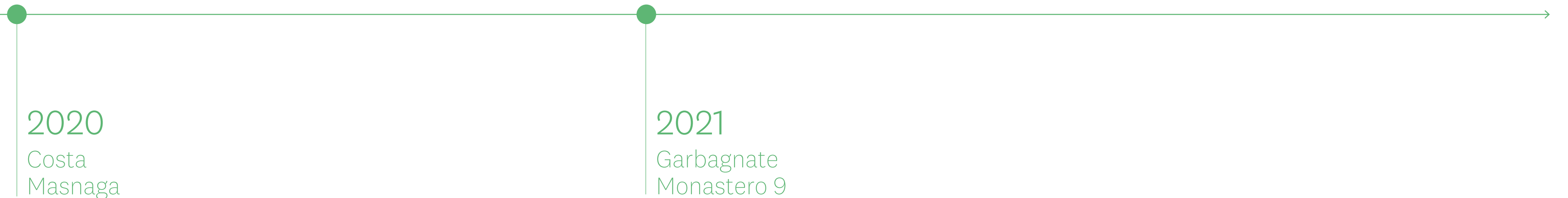
## 2.3. Health and Safety

Limonta strongly believes in protecting the health and safety of its employees and considers it to be its responsibility to carefully tackle the issue, with the aim to reduce to the minimum, not only work-related injuries and occupational illnesses, but also those safety issues that can cause said injuries. For some time, the Company has been implementing, together with personnel, specific procedures to establish in a timely and precise manner the best management practices to be followed by all Limonta employees.

In recent years, this approach has been finalized at obtaining the certification of its Occupational Health and Safety management system in compliance with **UNI ISO 45001:18 standard**.

Limonta S.p.A. obtained the certification for its main site with the highest number of employees in Costa Masnaga (via Cesare Battisti 15) and for the warehouse located in Via Cesare Battisti 10, in November 2020. The certification for the site in Garbagnate Monastero 9 was obtained in February 2021.

### SAFETY MANAGEMENT SYSTEM UNI ISO 45001:18



Limonta has developed a **specific risk assessment** system for every department and manufacturing process. For its implementation, Limonta uses a **dedicated software**, which objectively assesses, using specific checklists, the risk identified for the specific working conditions.

The risk assessment thus performed is used proactively to identify unacceptable risks against which immediate **corrective measures** are to be taken. In addition, it is used to track and establish improvement measures that can concretely guarantee a **reduction of risks** and completely safe working conditions for all personnel.

Health and safety management in the workplace, notwithstanding the direct control by the Employer, is put into practice thanks to the involvement of all employees and a dedicated prevention and protection department under the direct responsibility of the **H&S Manager** (in Italian *R.S.P.P.* = *Responsabile del Servizio di Prevenzione e Protezione*).

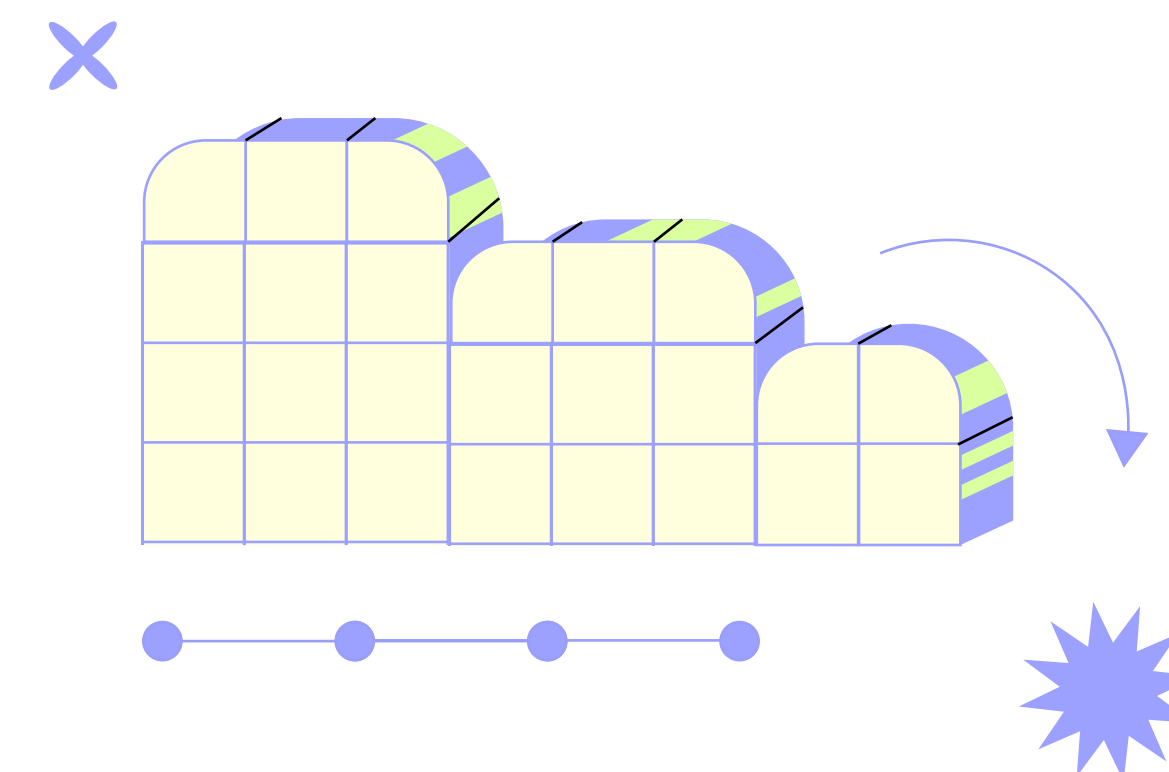
Another fundamental element of Limonta's approach is the coordination with the **Workers' Health and Safety Representative (WHSR)** (*RLS in Italian*).

Possible **issues can be reported directly** to supervisors or by posting them in a dedicated box. A portal reporting system was implemented in 2024. It is currently available to all supervisors and will be extended to all employees in the course of 2025.

The same health and safety rules apply to **third party employees** working on Limonta's sites. These suppliers are made aware of all the risks connected with the company activities, and, at the same time, all the information on the risks that can result from the suppliers' own activity is duly shared and recorded. The H&S manager organizes coordination meetings to guarantee that these activities, albeit temporary, are carried out in full compliance with current regulations. Third parties' activities are also supervised by the H&S manager.

	2022	2023	2024
Number of injuries	21	12	11
Workdays lost	334	279	408

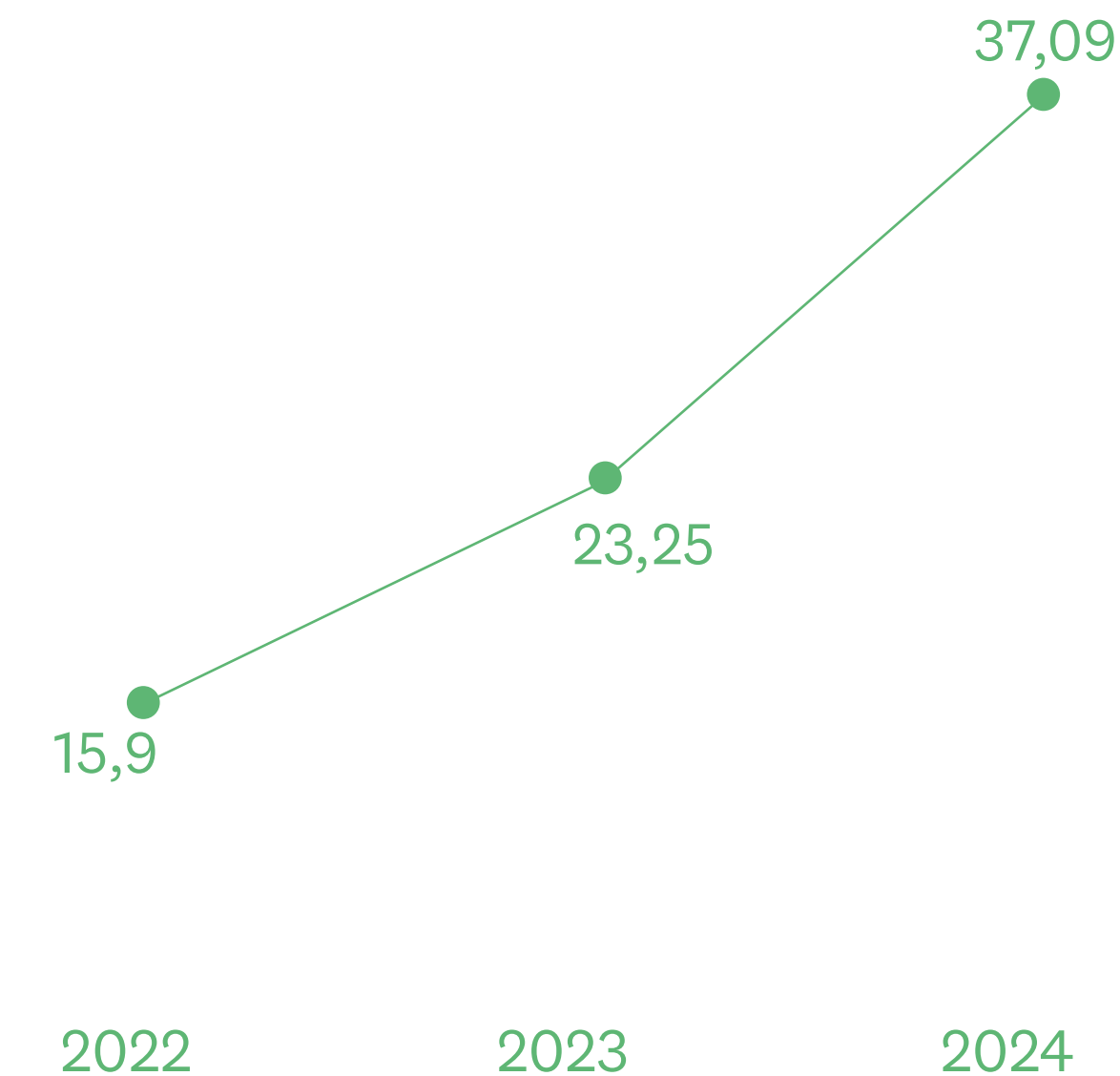
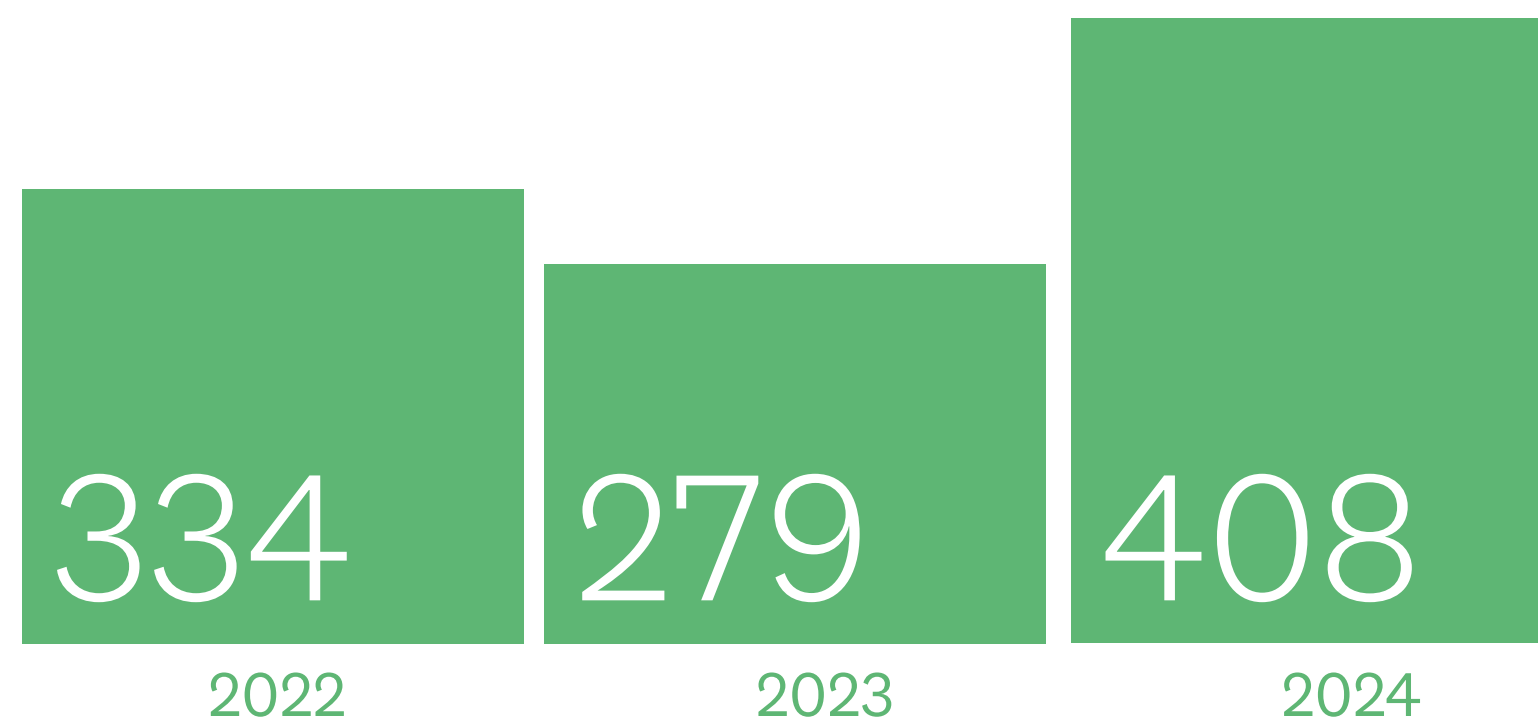
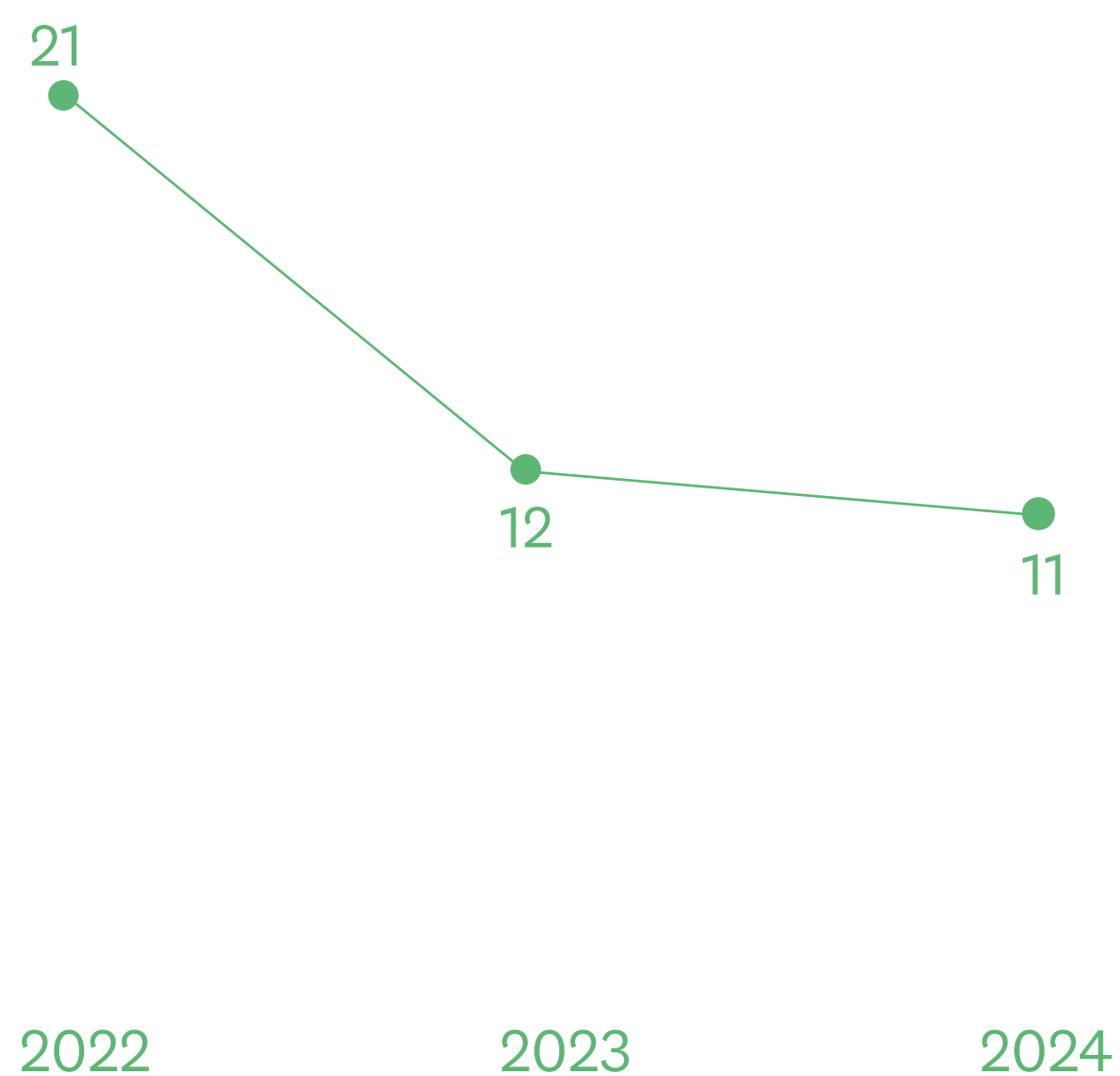
Trend of work-related injuries and workdays lost due to injuries in absolute value in the 2022-2024 three-year period



— Number of injuries per year

■ Workdays lost due to injuries per year

— Average duration

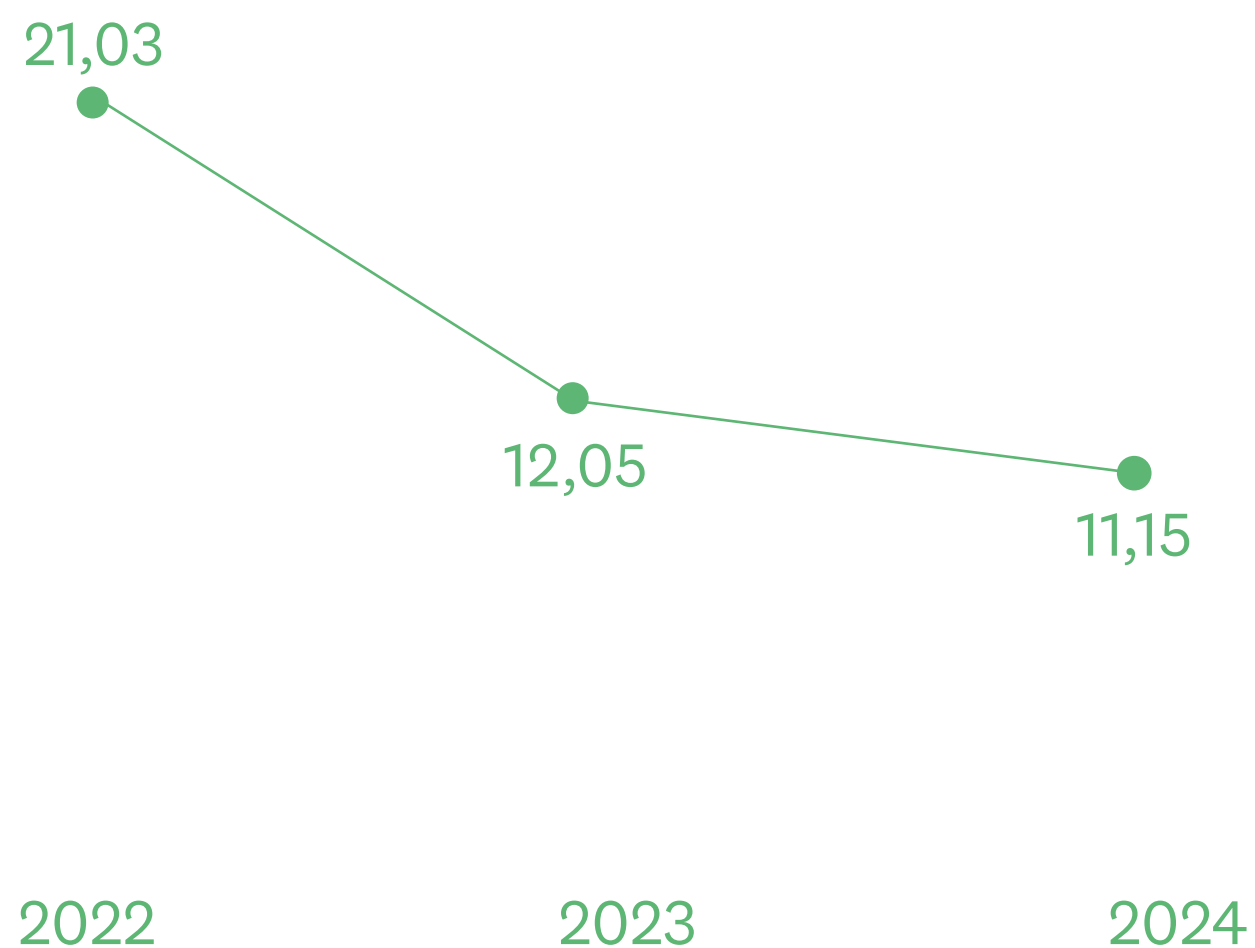


Number of injuries per year in absolute value in the 2022-2024 three-year period

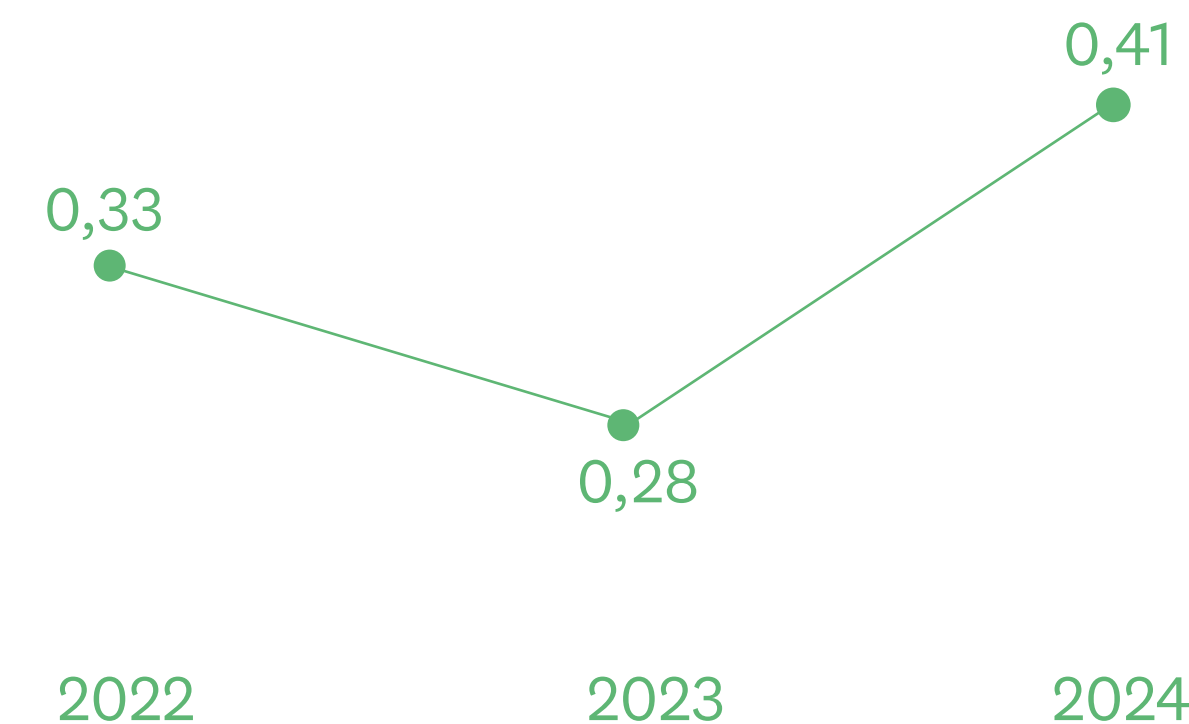
Workdays lost due to injuries per year in absolute value in the 2022-2024 three-year period

Average duration of injuries per year in absolute value in the 2022-2024 three-year period

The number of injuries decreased in 2024. However, due to 3 injuries which resulted in more than 40 days of absence from the job, the average duration and the severity index increased, while the frequency index slightly decreased. To be noted that these injuries did not have lasting serious consequences for personnel involved.



Accident frequency rate per year in the 2022-2024 three-year period



Accident severity rate per year in the 2022-2024 three-year period

**0** In 2024 there were no diagnosed occupational illnesses.

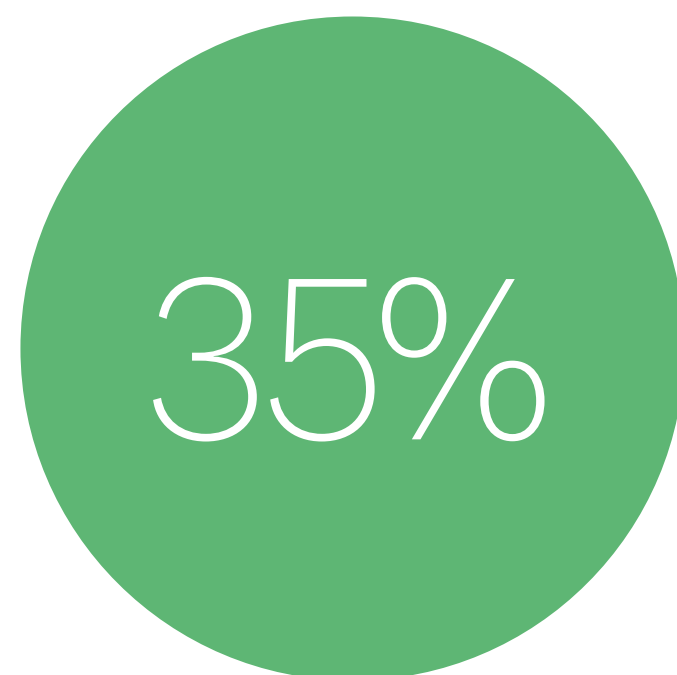
# SOCIAL HIGHLIGHTS



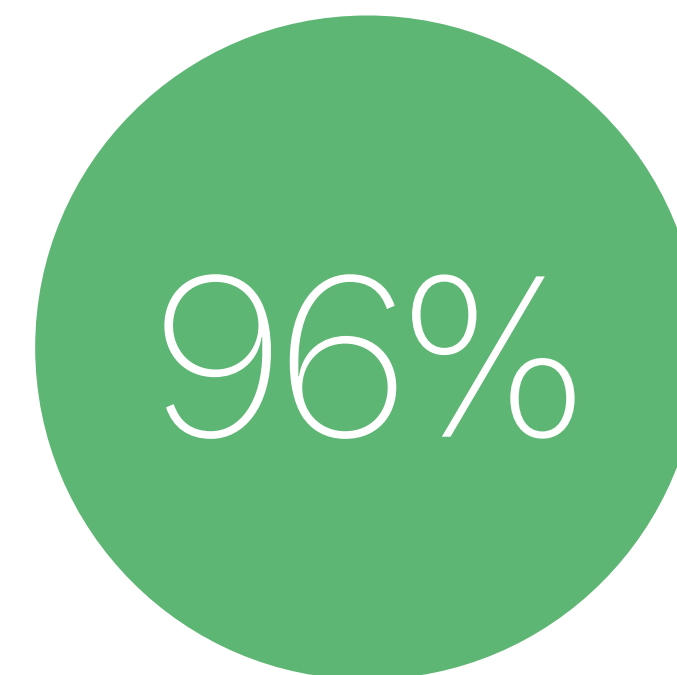
COMPANY PERSONNEL  
IN 2024



WOMEN  
IN THE COMPANY



OF NEW HIRES IN 2024  
UNDER 30 YEARS OF AGE



EMPLOYEES  
WITH PERMANENT  
WORK CONTRACTS



AVERAGE TRAINING  
HOURS PER EMPLOYEE



OF COMPANY EMPLOYEES  
COME FROM  
LOCAL COMMUNITIES



INTEGRATED  
SCHOOL-WORK-LINKED TRAINING  
PROJECTS ACTIVATED IN 2024

**BE**



**COMMITTED**



Limonta has always been fully integrated into the territory surrounding its plants and has always paid the utmost attention not to impoverish the most precious asset it shares with the entire community: **the environment**. The correct environmental management in all Limonta sites is implemented by complying with all legislative requirements and adopting management systems for continuous improvement. The Costa Masnaga site and one of the two sites in Garbagnate Monastero (SS 36 km 36 No. 9) obtained the **Integrated Environmental Authorization**, which licenses the company to operate on the condition that compliance with the IPPC (Integrated Pollution Prevention and Control), related to industrial emissions and environmental performances associated to the Best Available Techniques (BAT), is guaranteed.

The Costa Masnaga site has also implemented an environmental management system compliant with the **UNI EN ISO 14001:2015** standard since 2003. The processes that play a crucial role in producing significant **impacts on the environment** and on stakeholders have been identified. The management of environmental aspects starts with a preliminary assessment of the impact that the installation of new plants, the implementation of new processes, or the use of new raw materials may have on the environment.

For this reason, Limonta specific aim is to:

- ensure the **correct management of chemicals** used in production, finalized at the gradual elimination of those harmful for the environment.
- operate in the logic of **continuous improvement** of performances, defining a plan of concretely achievable goals, including the time and the resources needed to pursue them.
- promote **activities linked to manufacturing processes which have positive impacts on the environment**, such as photovoltaic plants, co-generation of electrical and thermal energy, as well as recycling production scraps and recovering material and energy.
- **involve suppliers** of goods and services and having them promote the same general principles stated in the Policy to establish a relationship of real collaboration, by **working in synergy** to achieve the same shared goals.



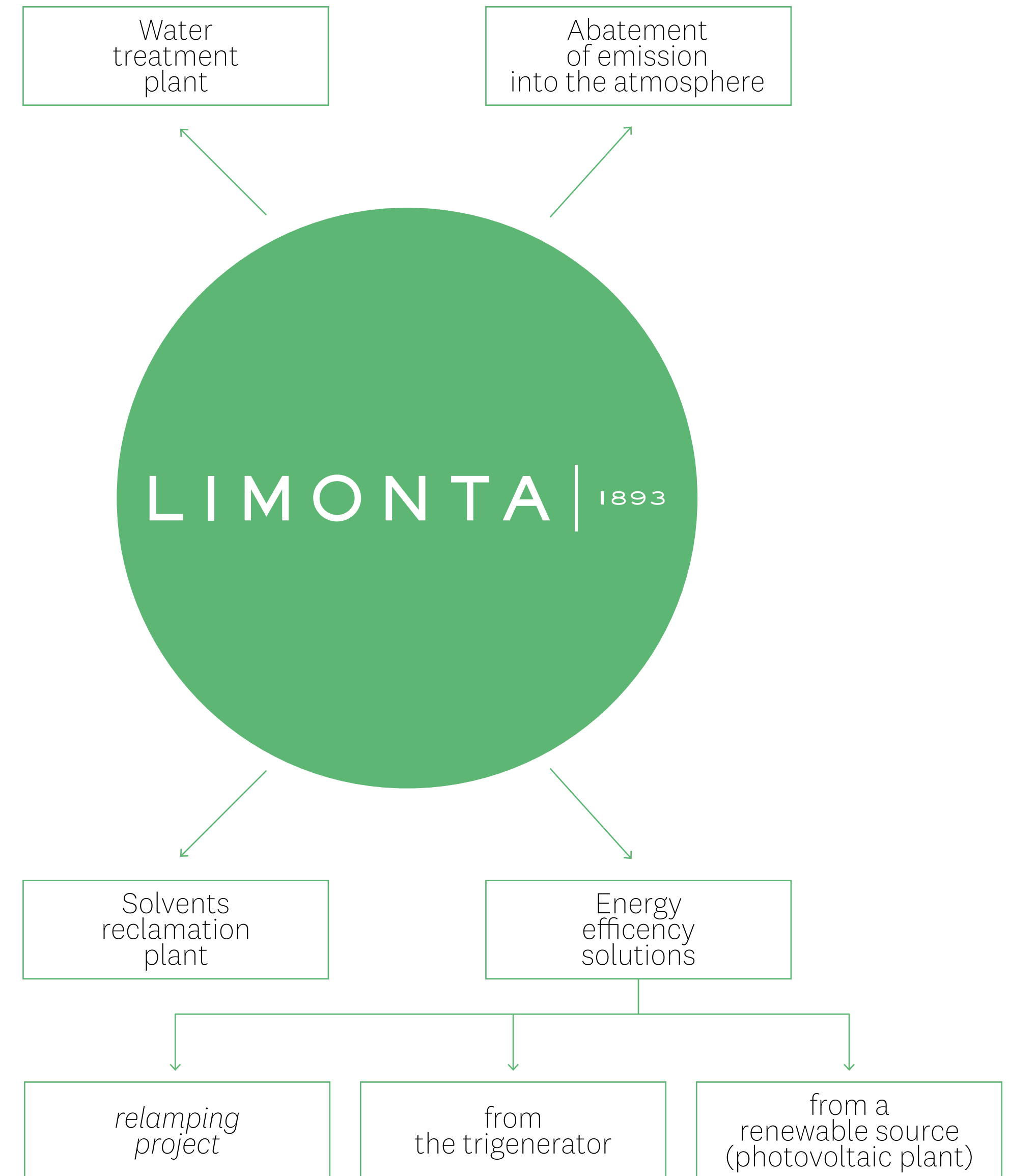
\* Refer to “Limonta’s SDGs 2030 and applicability Table” for the steps taken by Limonta to contribute to the achievement of the Sustainable Development Goals

# 3.1. Technology at the service of the environment

The extensive experience in the industrial sector has allowed Limonta to develop highly technical competence when managing the environmental impacts connected to its production plants. The Company, accordingly, adopts all the necessary measures to contain the emissions of environmental matrices. In detail, Limonta bases its approach on the so-called **Best Available Techniques**, the best available technologies to ensure that every type of effluent, emission into the atmosphere or water discharge, is effectively and efficiently treated to protect the environment surrounding its plants, its employees, and the local communities.

The main equipment and plants installed to reduce environmental impacts are:

- Water treatment plant
- Abatement of emission into the atmosphere
- Solvents reclamation plant
- Energy efficiency solutions
  - from a renewable source (photovoltaic plant)
  - from the trigenerator
  - *relamping project*

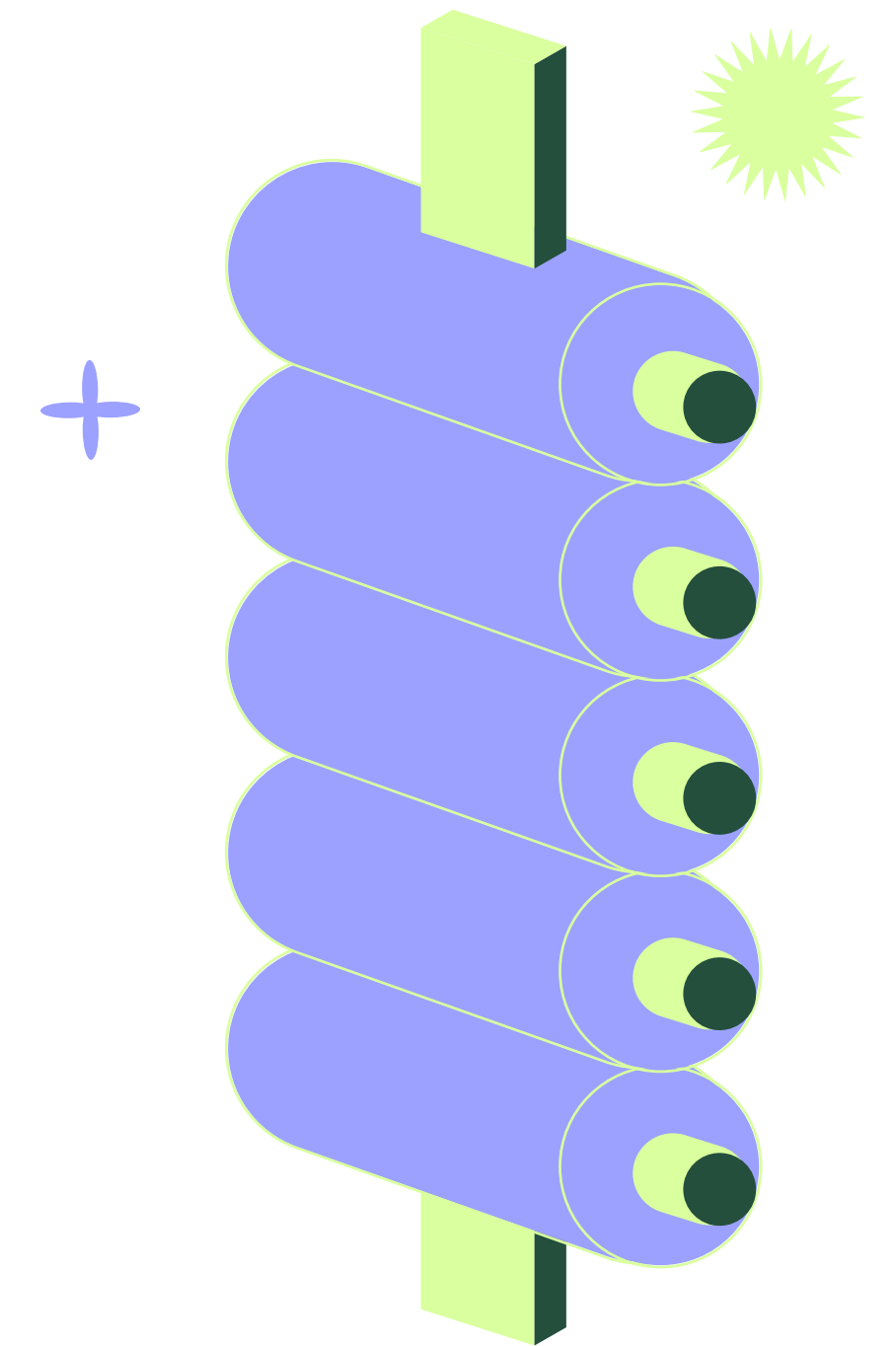
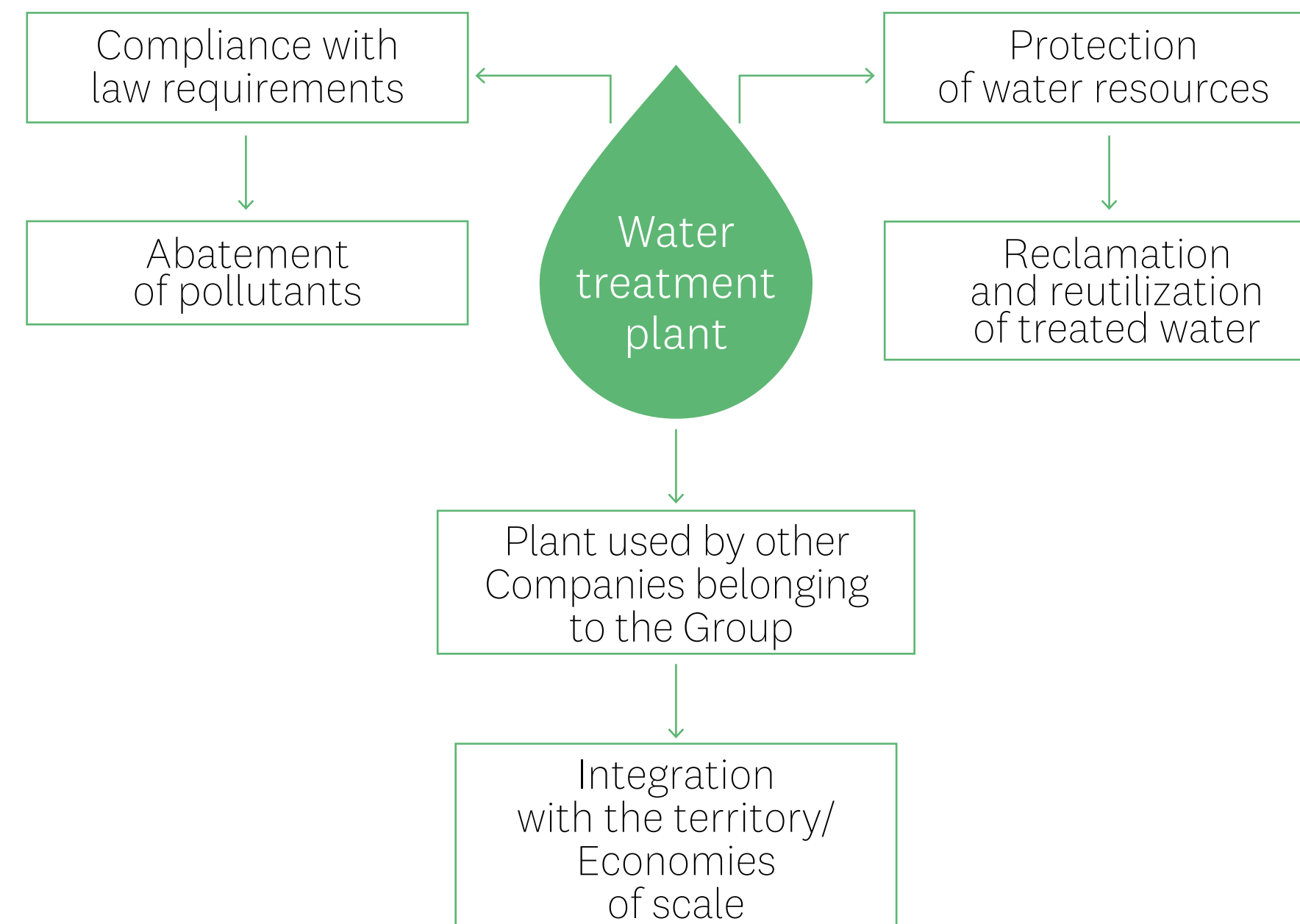


## 3.1.1. Water treatment plant

A **water treatment plant** is installed at the Costa Masnaga site: The plant consists of several processing stages integrating the most effective techniques to reduce pollutants before effluents are channeled into the public sewage system.

The plant was designed to perform the following functions:

- abatement of pollutants in industrial water to be discharged into the public sewage system (in compliance with reference limits set by law);
- reclamation of treated water to be reused in the production cycle (protection of water resources);
- a shared project to treat wastewater discharged by other subsidiaries in the Limonta Group, in a context of integration with the needs of the territory and the creation of synergies.



# Water, a resource to be preserved

Limonta has always considered water to be a common resource to be protected and used with the utmost consideration.

In the Costa Masnaga site water is supplied by the **public aqueduct** for everyday use and for manufacturing processes:

- for the preparation of pastes;
- for auxiliary systems (heating and air conditioning).

A **water well** is located on the south side of the production site, close to the water treatment plant.

All water inflow to the manufacturing plant is collected in a storage tank, where water coming from the public distribution system and water from the well are mixed. The water coming from the treatment plant is stored in a dedicated tank to be later used in the company, thus reducing the need to use water from natural sources and the public aqueduct.

The system is designed to use water from different sources in accordance with production needs, also taking into account:

- the reclamation for everyday use, to be recycled to fill toilet tanks (to be later discharged as domestic waste);
- the reclamation in the processing cycle, recycling it to wash the tubs (to be later rerouted to the treatment plant).

This approach made it possible to **reclaim more than 9.707 cubic meters of water** in 2024, equal to approximately 21% of the total supply.

The impact of this **reclamation** is amplified by the Company's strategic choice to receive effluents from other companies in the Group to be treated in its plant. The corporate treatment plant is also licensed to receive liquid waste.

Total water consumption in cubic meters in the Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 sites

	u.m.	2022	2023	2024
Total withdrawal from the well	mc	17.174	20.412	21.772
Total from the public aqueduct	mc	46.007	31.609	24.992
<b>Total water supply</b>	<b>mc</b>	<b>63.181</b>	<b>52.021</b>	<b>46.764</b>
Total water discharged	mc	27.569	17.923	21.807
<b>Total water consumption</b>	<b>mc</b>	<b>35.612</b>	<b>34.098</b>	<b>24.957</b>

Total reclaimed water in the Costa Masnaga site

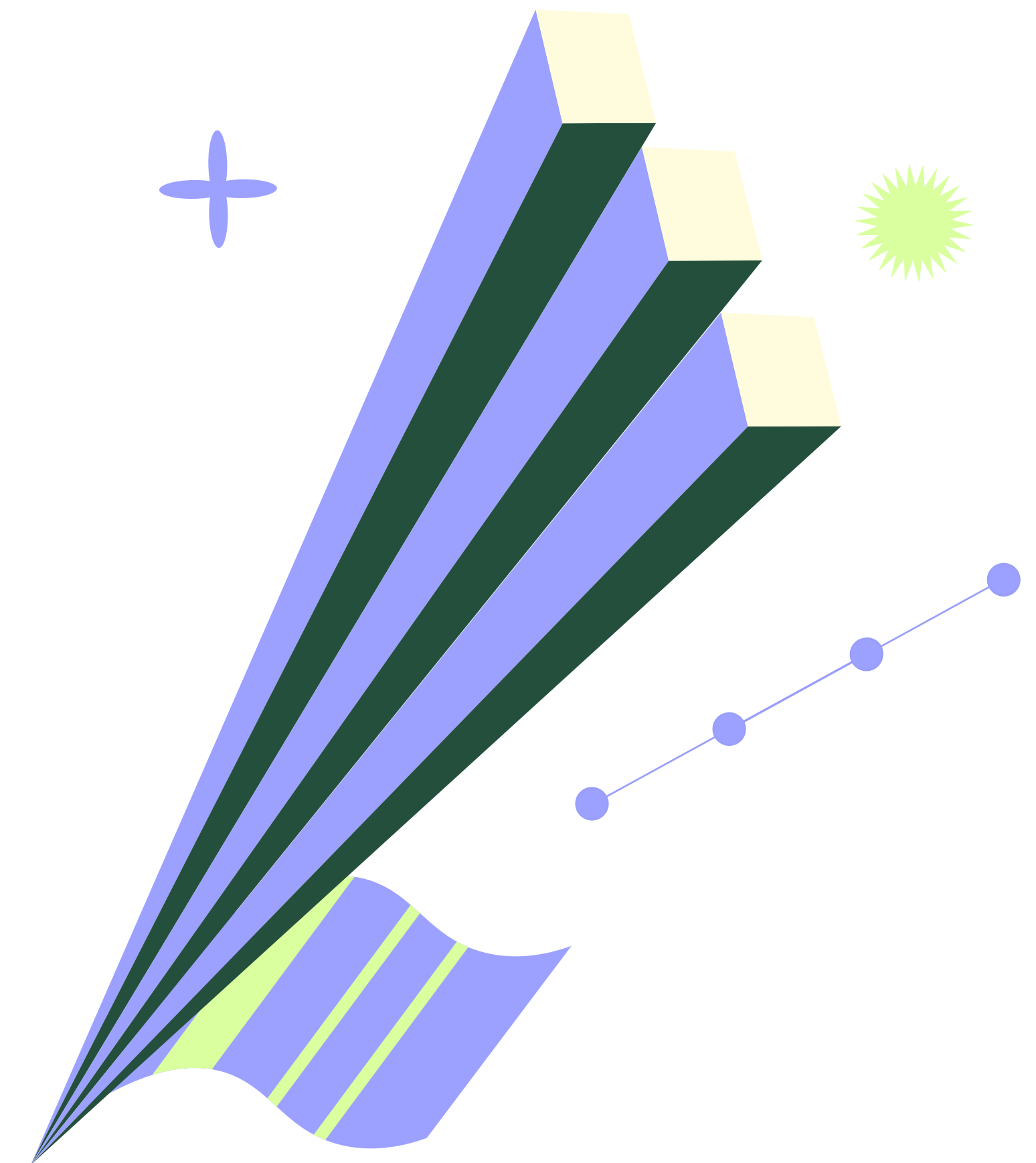
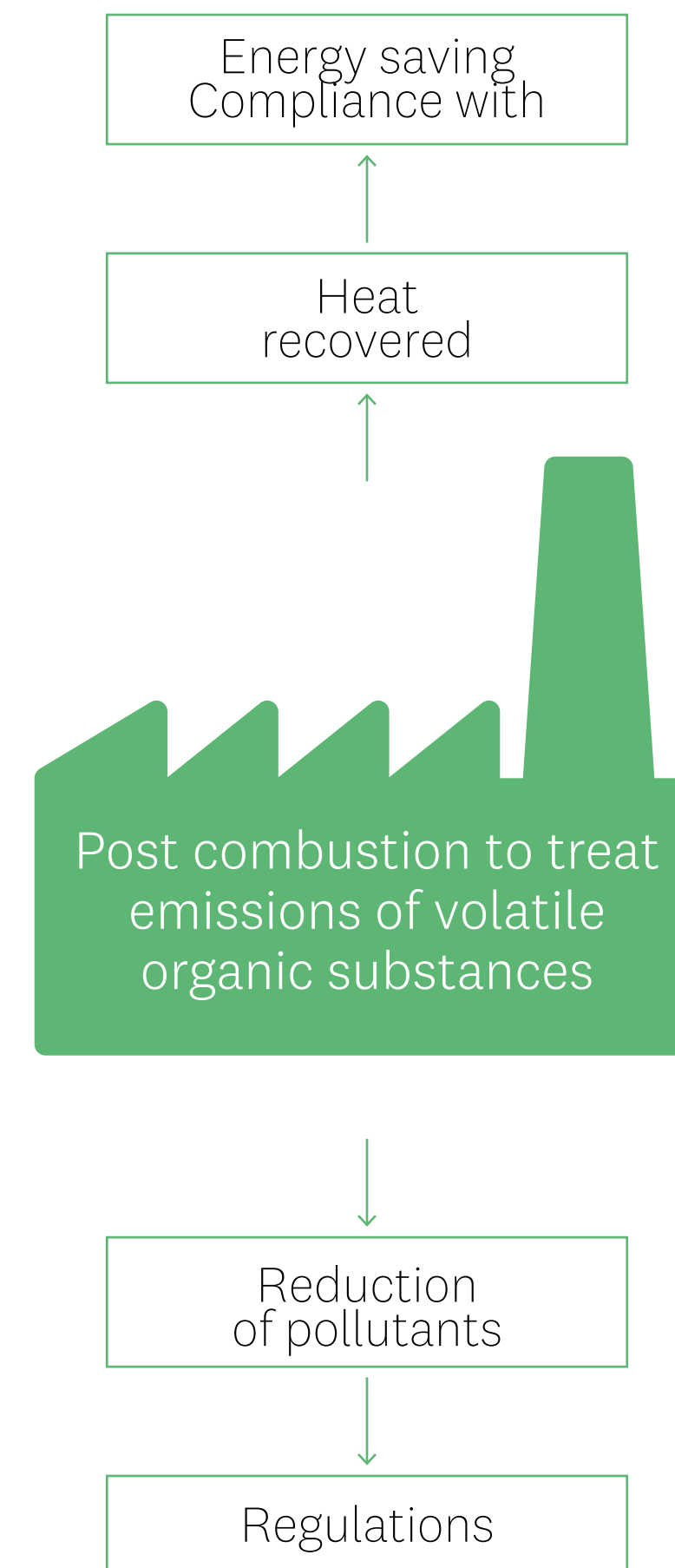
	u.m.	2022	2023	2024
Reclaimed water	mc	8.665	7.750	9.707

## 3.1.2. Abatement of emissions into the atmosphere

Limonta sites are equipped with **emission-abatement plants**, which use different dedicated technologies specific for the type of pollutants, to reduce emissions before they are released into the atmosphere through chimneys.

A post combustion plant reduces volatile organic substances to:

- avoid releasing solvents into the atmosphere (environmental protection and compliance with regulatory requirements);
- recover heat used to heat manufacturing lines and buildings (energy saving).



### 3.1.3. Reclamation of solvents

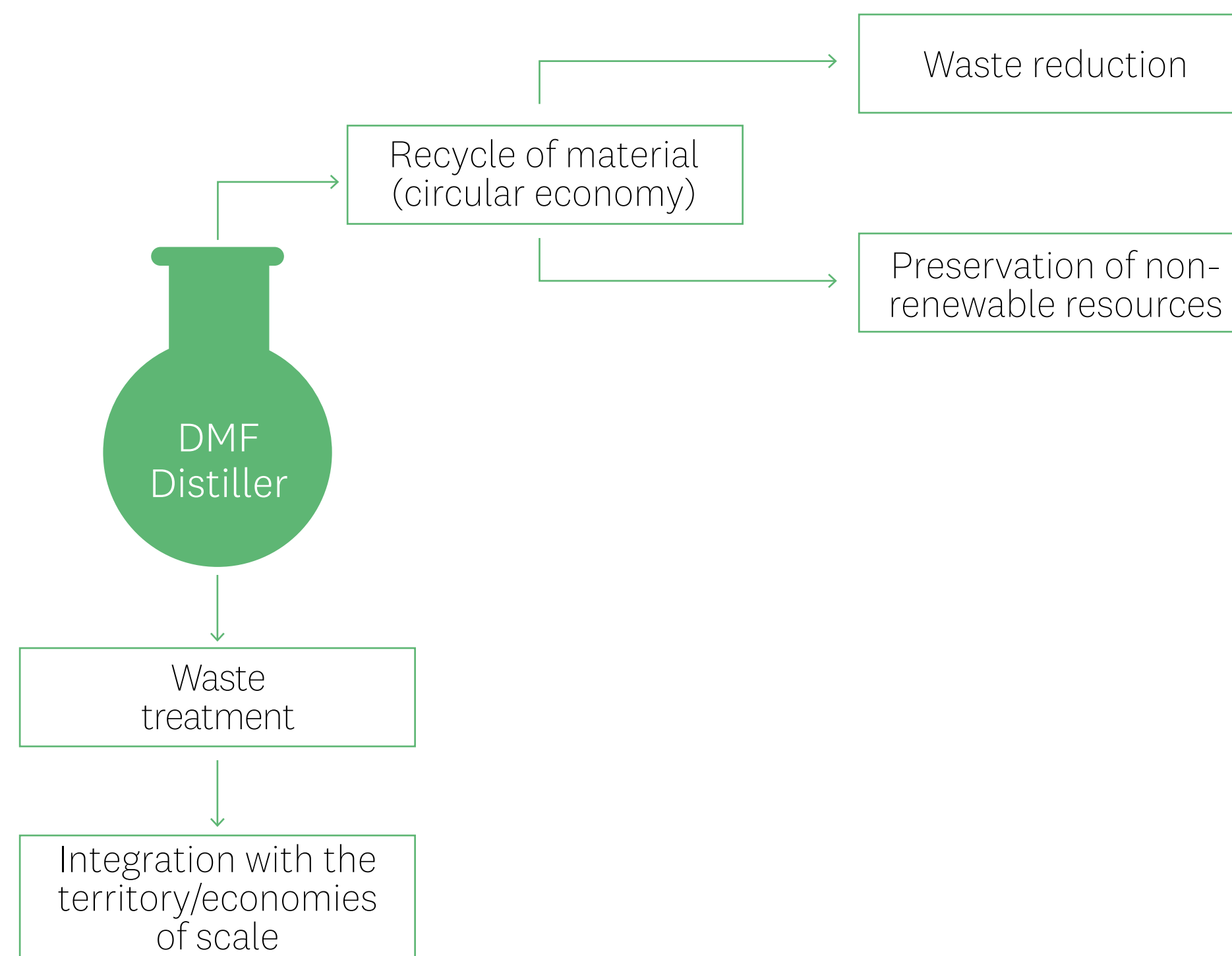
A DMF (a solvent used during the production cycle) reclamation plant was installed at the Costa Masnaga site in 1990. This plant, subjected to integrated environmental authorization, distills the solvent, purifying it from all impurities, and reclaims it to be later reused in the production cycle. Limonta is equipped with a reclamation plant which can, not only treat its own production by-products, but also the ones coming from other companies in Italy.

The plant makes it possible to:

- **reuse** a raw material (reducing the use of non-renewable resources);
- **reduce** the need to procure products from external suppliers;
- **treat** waste produced by third parties (in addition to the environmental benefits mentioned above, it integrates with the needs of other companies and optimizes economies of scale).

	u.m.	2022	2023	2024
DMF reclaimed for the Costa Masnaga site	ton	1.039	943	911
DMF reclaimed for other companies	ton	2.070	1.253	1.307
<b>TOTAL</b>	ton	<b>3.109</b>	<b>2.196</b>	<b>2.218</b>

Total DMF reclaimed





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# 3.1.4. Energy efficiency measures

- from renewable sources (photovoltaic plant)
- from trigenerator
- *relamping project*

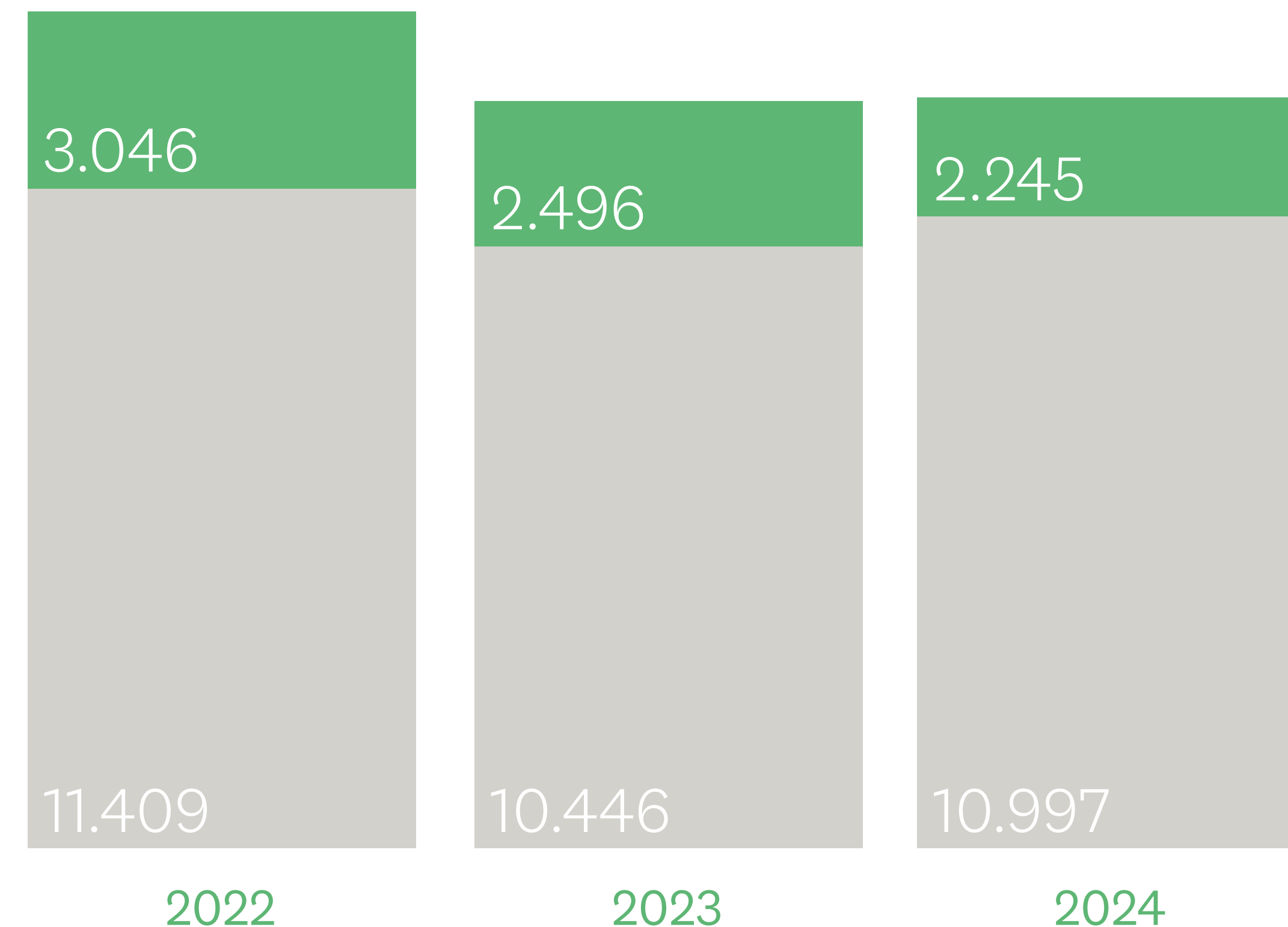
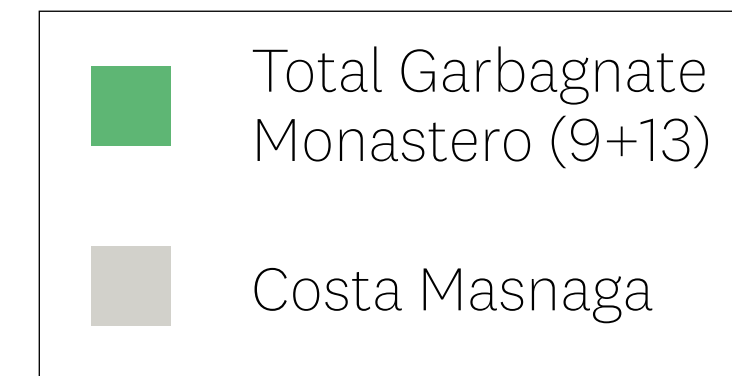
A crucial element for environmentally friendly production processes is the efficient use of **energy resources**. This concept has always been at the basis of Limonta's approach to energy management, as demonstrated by the **trigeneration** plant in the Costa Masnaga site installed in the early '90s, and the installation of **photovoltaic plants** in Costa Masnaga, Garbagnate Monastero and other associated companies starting from 2010. The responsible use of energy resources and their procurement from renewable sources represent a tangible commitment aimed at **reducing carbon dioxide emissions into the atmosphere**.

The following table shows the Organization's overall energy consumption for all sites. Data analyzed show that the Costa Masnaga site is the most energy-intensive one, absorbing 83% of the energy consumed by the company. The figure was calculated adding the energy purchased to the energy produced by the photovoltaic plants and cogeneration plant (only for the Costa Masnaga site).

Consumi Energetici	u.m.	2022	2023	2024
Total Costa Masnaga (MWh)	MWh	11.409	10.446	10.997
Total Garbagnate Monastero 13+9	MWh	3.046	2.496	2.245
<b>Total energy consumption</b>	<b>MWh</b>	<b>14.455</b>	<b>12.942</b>	<b>13.242</b>

Total energy consumption in MWh in Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 in the 2022-2024 three-year period

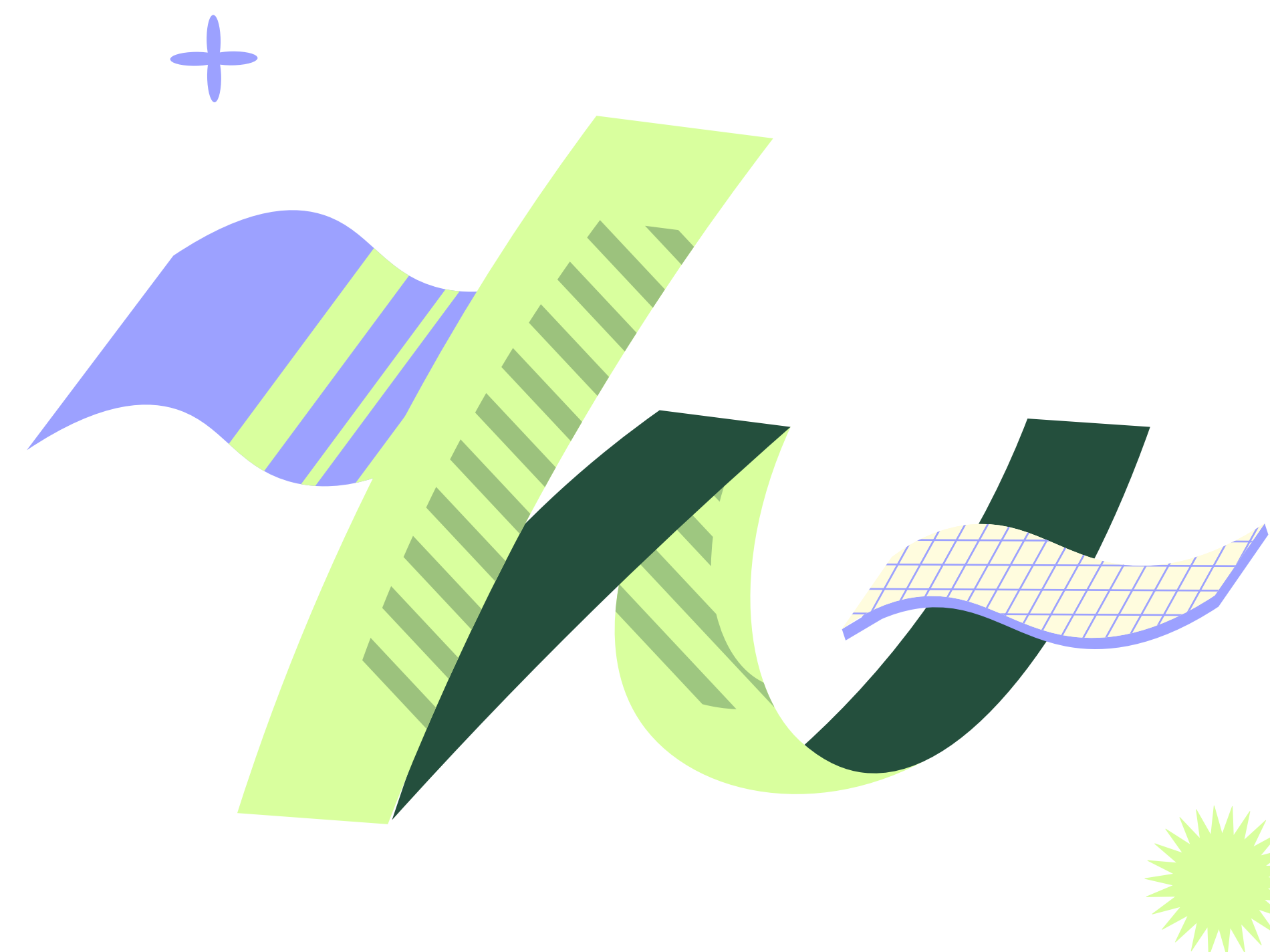
## Total energy consumption in MWh in Costa Masnaga, Garbagnate Monastero (9 + 13) in the 2022 - 2024 three-year period



Energy consumption in 2024 shows a slight increase compared to 2023. The trend in recent years is steady, especially for the Costa Masnaga site. Energy consumption in Garbagnate Monastero is equivalent to the previous year, where there was a significant decrease in consumption due to the closure of the Limonta Wall division.

	u.m.	2022	2023	2024
Total market-based electricity	MWh	8.190	6.952	6.940
Total market-based methane gas	mc	5.424.936	4.713.174	4.615.250
Total production from photovoltaic plants	MWh	1.246	1.162	1.324

Total procured electricity broken down by source in the 2022-2024 three-year period





# Clean energy: photovoltaic plants

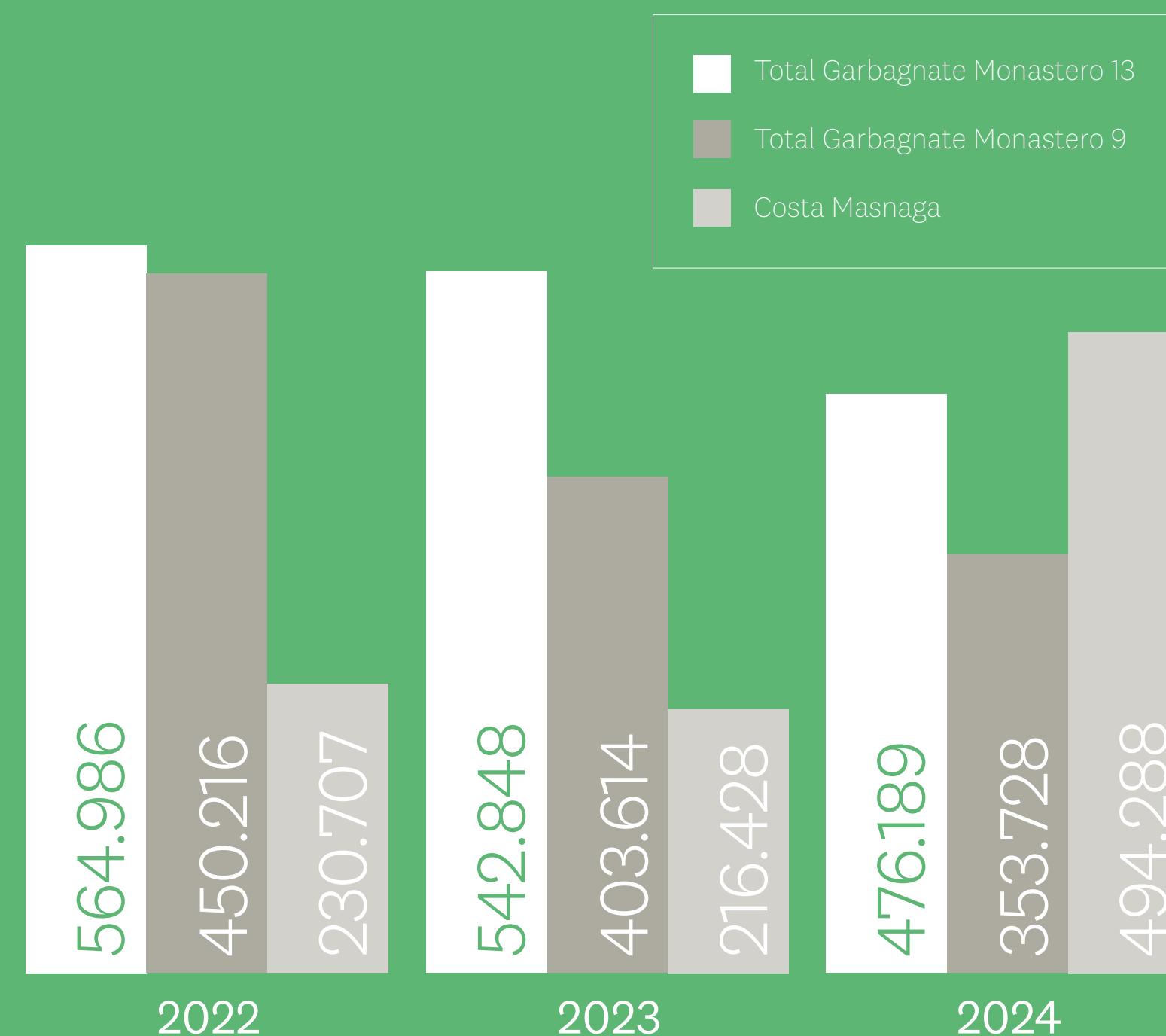
Since 2010, Limonta has equipped its sites in Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 with solar panels for an **overall 1.378 kWp output**.

The expansion of the **photovoltaic plant in Costa Masnaga was completed in 2024 with the installation of new solar panels on the roofs of the buildings covering an overall surface of 2.660 square meters**. The photovoltaic plant has an output of 490 kWp, more than doubled compared to the previous year. Limonta S.p.A. photovoltaic plants are part of a global corporate strategy, which includes the installation of similar systems on the other sites owned by the Group, which are outside the scope of this report (subsidiaries).

	u.m.	2022	2023	2024
Costa Masnaga	kWh	230.707	216.428	494.288
Garbagnate Monastero n.13	kWh	450.216	403.614	353.728
Garbagnate Monastero n.9	kWh	564.986	542.848	476.189
<b>TOTAL</b>	<b>kWh</b>	<b>1.245.909</b>	<b>1.162.890</b>	<b>1.324.205</b>

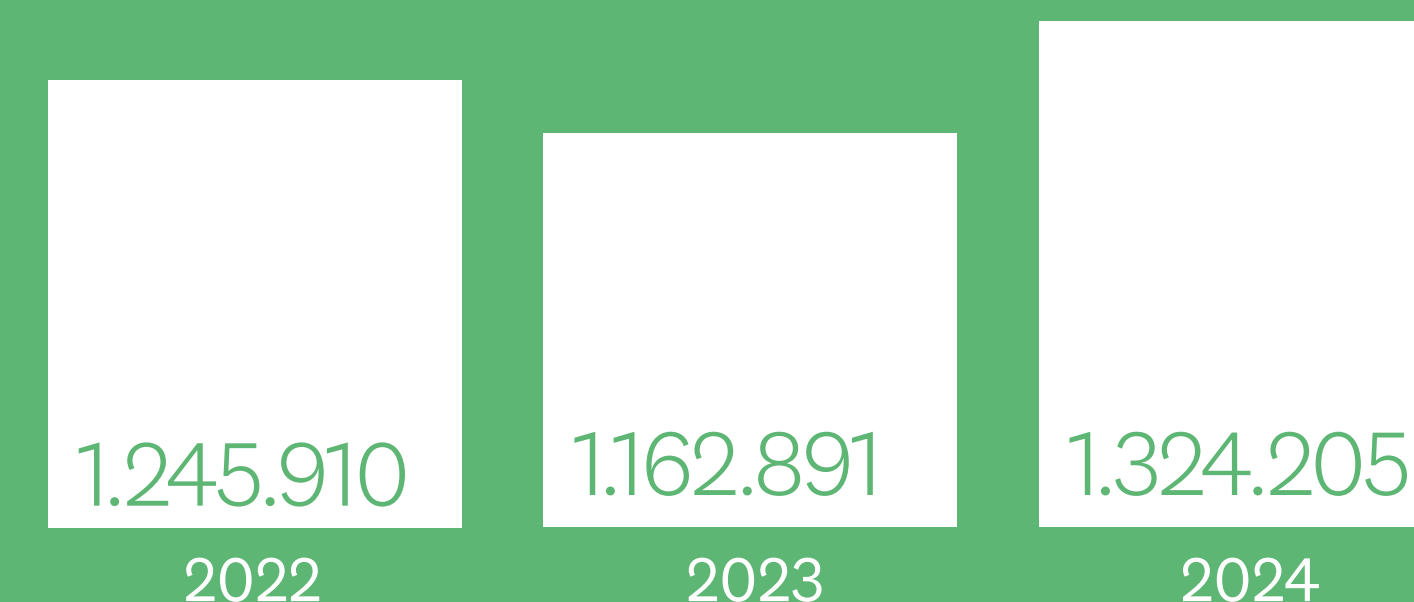
Total energy produced by the photovoltaic plants installed in the Limonta S.p.A. sites

## Total photovoltaic energy broken-down by site in kWh produced in the 2022-2024 three-year period



More than 1.3 million kWh of electricity were produced in 2024 by Limonta S.p.A. photovoltaic plants, therefore **avoiding the emission of 663 tons of CO2 equivalent**.

## Total photovoltaic energy in kWh produced in the 2022-2024 three-year period



# The trigeneration plant

A trigeneration plant was installed in the Costa Masnaga site in the early '90s.

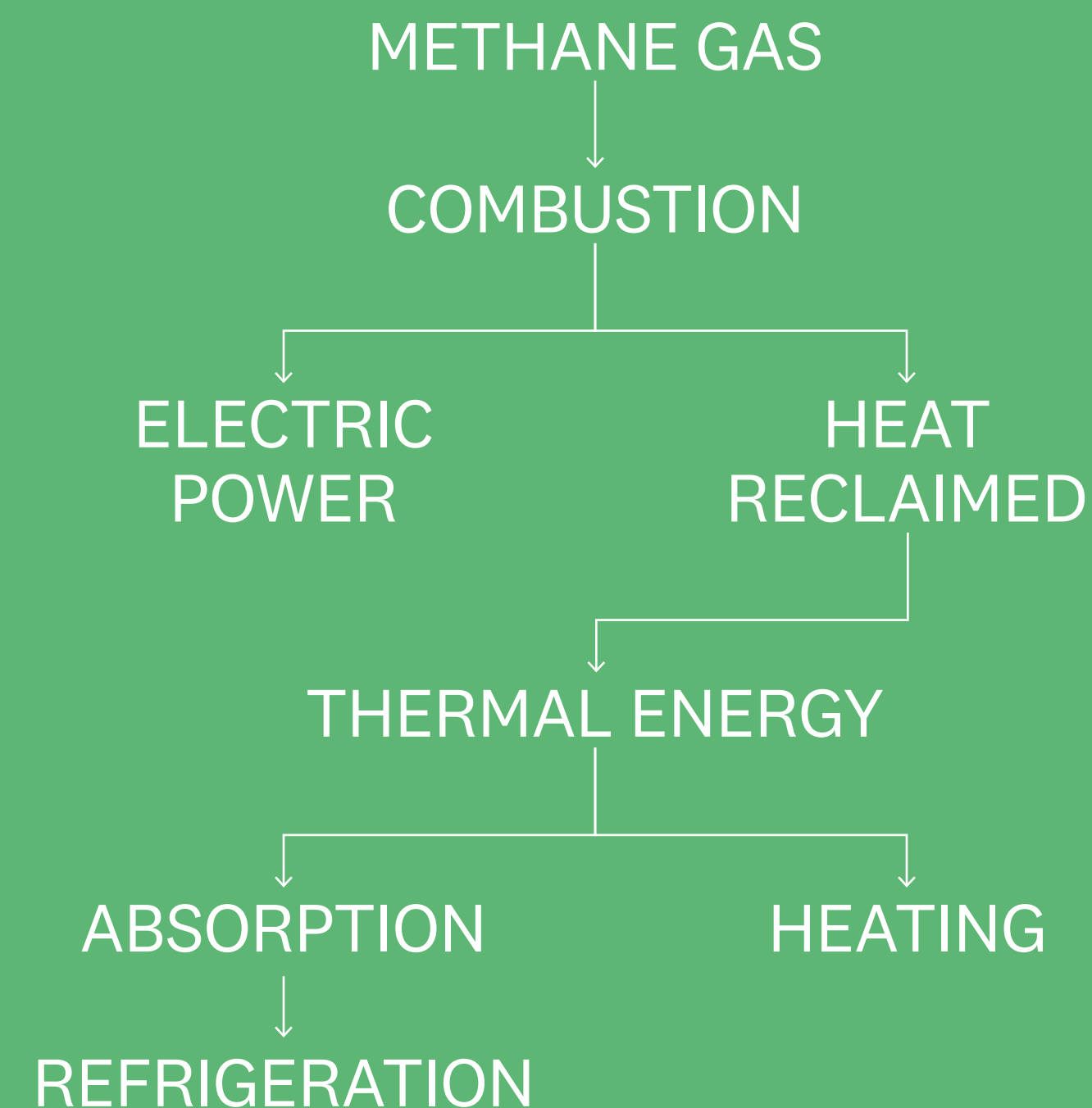
The trigenerator **produces electricity and thermal energy** from natural gas combustion processes (cogeneration) yielding high performance in terms of **energy efficiency**. **Cold water for summer air conditioning** can also be produced by the same plant by combining it with absorption refrigerating units.

This plant has undergone a series of upgrades aimed at maximum efficiency, and it has brought significant advantages in optimizing the use of energy in the company.

The following table shows details of the Costa Masnaga trigenerator production and the yield in the three-year reporting period.

	u.m.	2022	2023	2024
Production	MWh	5.357	5.220	5.306
Yield	%	67	71	66

Total production and yield of the Costa Masnaga trigeneration plant



## Relamping project

In 2019, Limonta launched an ambitious project to replace all traditional lighting fixtures in the three sites with **low-consumption latest generation LED fixtures**. In 2024 the installation of the LED fixtures was completed in 60% of the coating plant and 100% in the weaving plant. The project was extended including the lighting fixtures located outdoor.

The **LED relamping operation** has many advantages:

- to reduce energy and maintenance costs due to the lower consumption of LED technology.
- to improve luminous efficiency and visual comfort.
- the integration with high-tech smart adjustment and control systems.
- increased reliability and life of fixtures.
- lower environmental impact due to reduced heat loss compared to traditional fixtures.

100% completion for all company's sites is expected in 2026.



# 3.2. GHG emissions reporting

By their nature, Company’s activities generate emissions into the atmosphere. Emissions from industrial processes are authorized by control bodies and subjected to periodic analysis to ensure full compliance with applicable limits.

There are also several other activities, even if not strictly linked to production processes, such as the production of energy for heating or the use of fuels to transport raw materials and finished products, which generate emissions into the atmosphere.

Limonta performed an analysis on greenhouse gas (GHG) emissions produced by its activities.

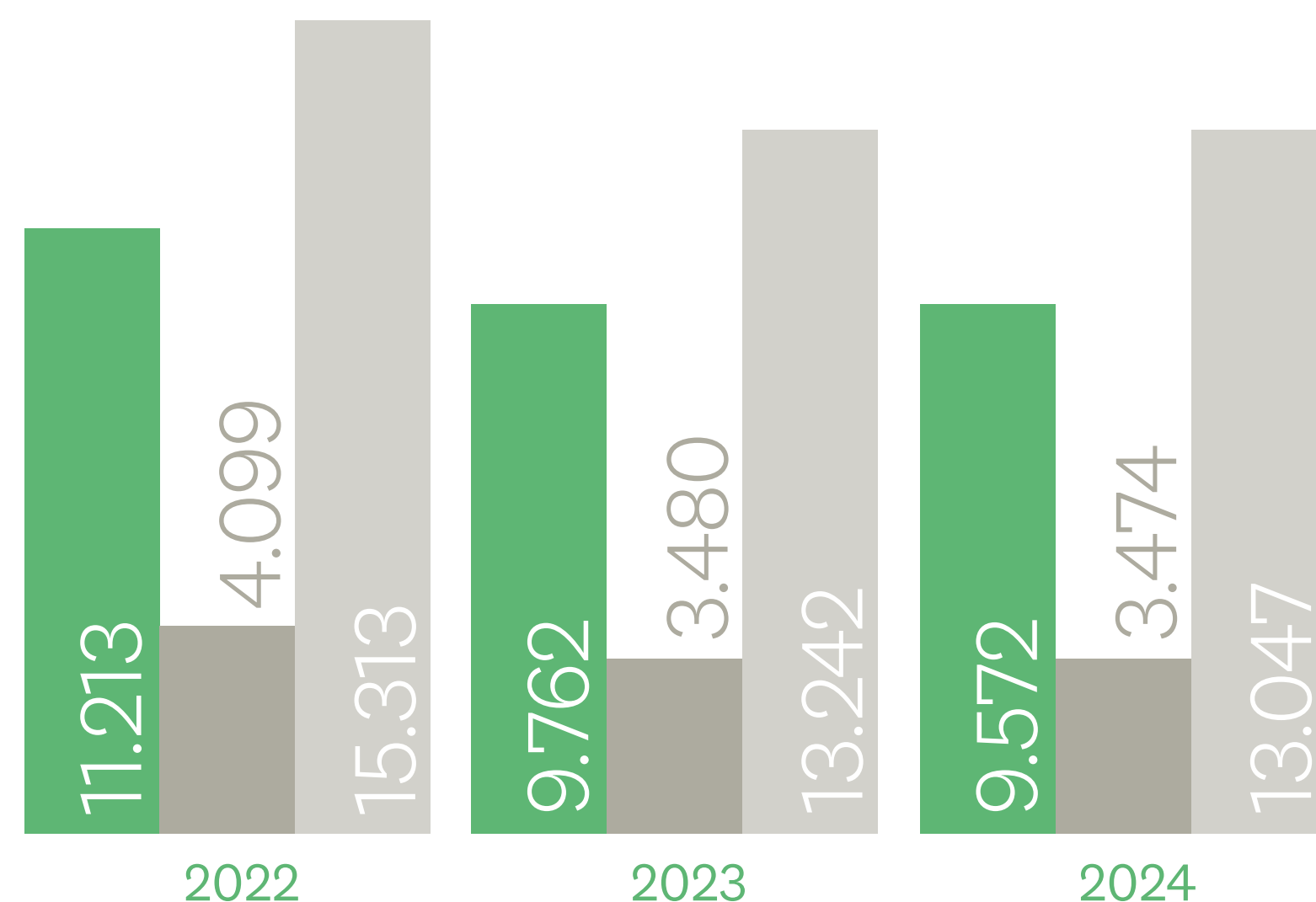
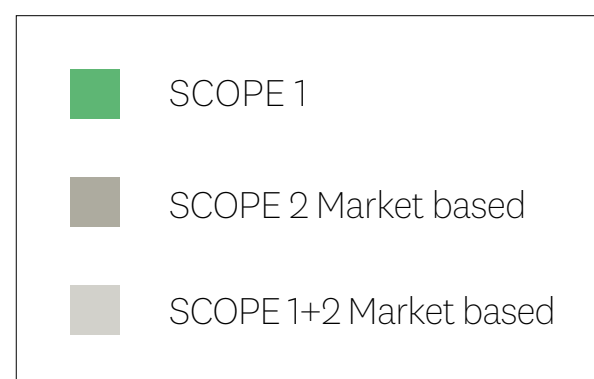
The analysis has been developed since 2019 and concerns the Costa Masnaga and Garbagnate Monastero sites; it investigated the following emissions:

- **Scope 1:** natural gas consumption and automotive fuel consumption, new installation of equipment containing refrigerant gases or charging in case of leaks.
- **Scope 2:** market-based electricity.

	u.m.	2022 <sup>1</sup>	2023 <sup>1</sup>	2024
LIMONTA S.p.A. SCOPE 1	ton CO <sub>2</sub> eq.	11.211,02	9.761,66	9.572,74
LIMONTA S.p.A. SCOPE 2 LOCATION BASED	ton CO <sub>2</sub> eq.	2.402,00	2.038,99	2.035,48
LIMONTA S.p.A. SCOPE 2 MARKET BASED	ton CO <sub>2</sub> eq.	4.099,41	3.479,87	3.473,88
LIMONTA S.p.A. SCOPE 1+2 MARKET BASED	ton CO <sub>2</sub> eq.	15.312,7	13.241,53	13.046,62

Total Limonta S.p.A. Scope 1 and 2 emissions  
<sup>1</sup> The values have been recalculated following an update of the emission factors.

**GHG Scope 1 and 2 (market-based) emissions expressed in tons of CO2 equivalent.**



In 2024 there was an overall **reduction in emissions of CO<sub>2</sub> equivalent equal to 195 tons compared to 2023** (market-based calculation).

**195 ton**  
reduction in emissions of CO<sub>2</sub>  
compared to 2023

In 2024, the Company updated the calculation of indirect emissions (**Scope 3**) produced by the value chain, i.e. all processes which are to be found upstream and downstream from the manufacturing process.

The focus was on two specific categories:

- 3.6 – Business trips
- 3.7 – Employees commuting to and from work.

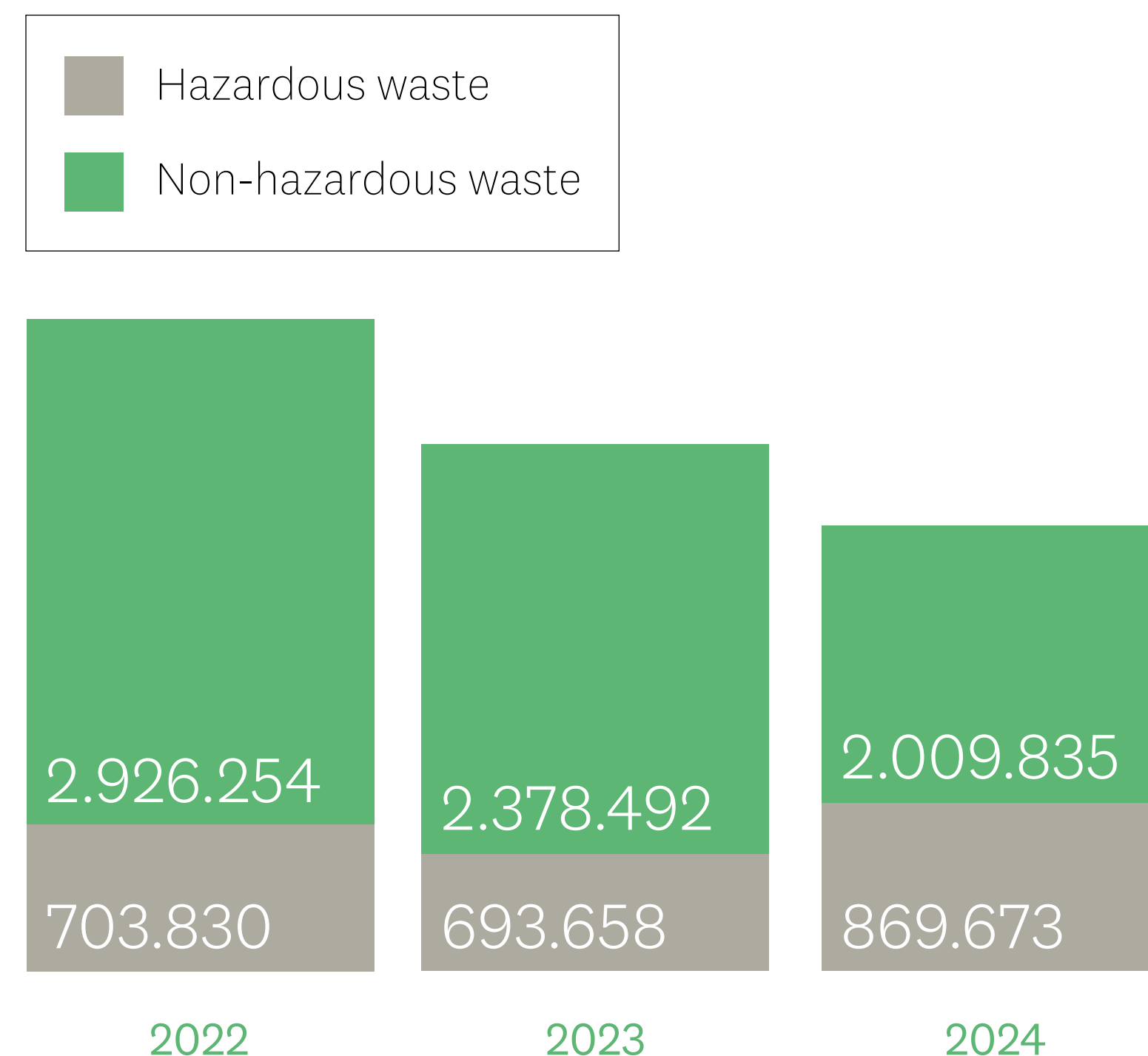
The results are shown in the following table:

Categoria		tCO <sub>2</sub> eq. 2024
Scope 3.6	Business trips	120
Scope 3.7	Home-work commute	771 <sup>2</sup>

<sup>2</sup> The company population considered was the same as the previous year, as there were no changes significant enough to affect the result.

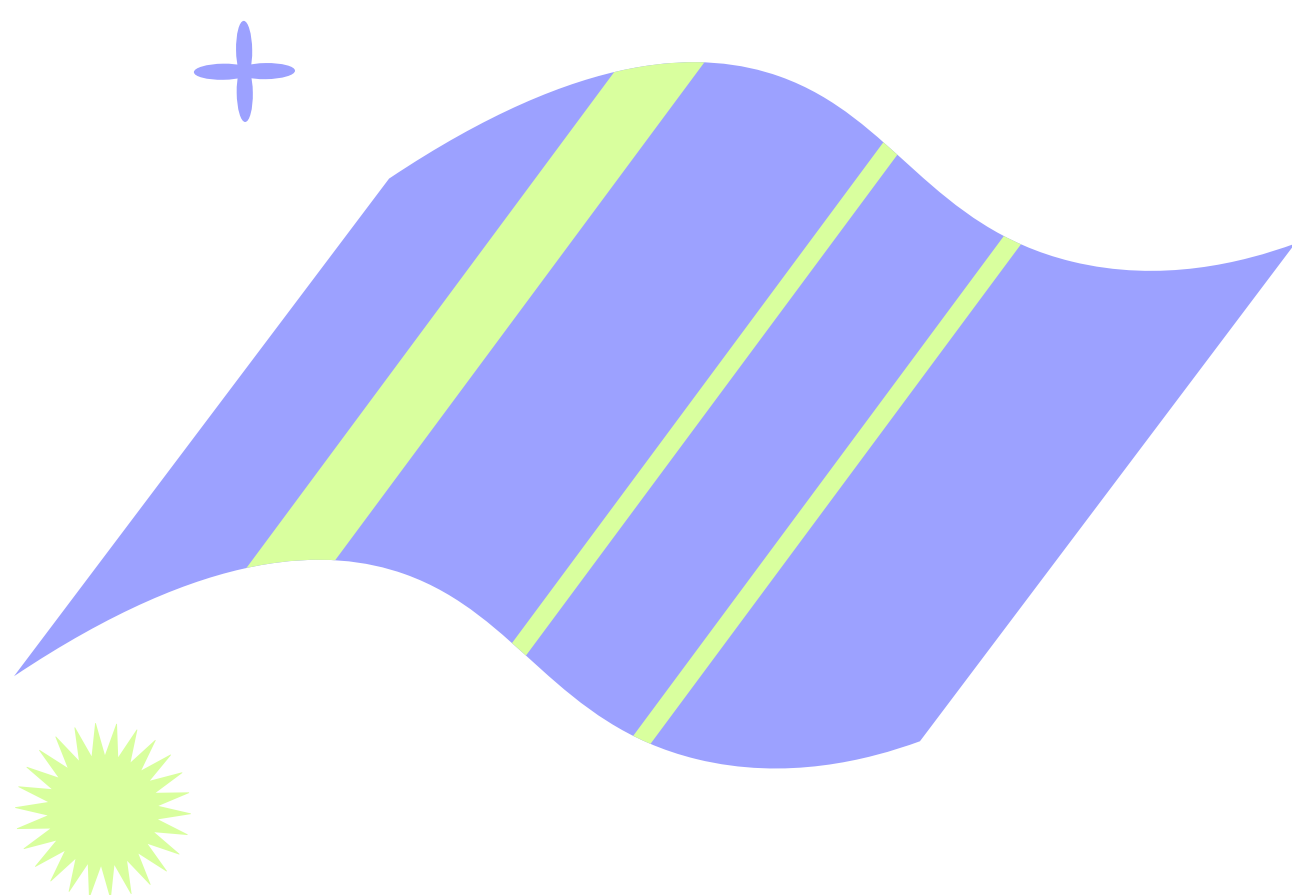
# 3.3. Maximizing the reclamation of Industrial Waste

Total amount of waste produced by the company in Kg by type in the 2022-2024 three-year period

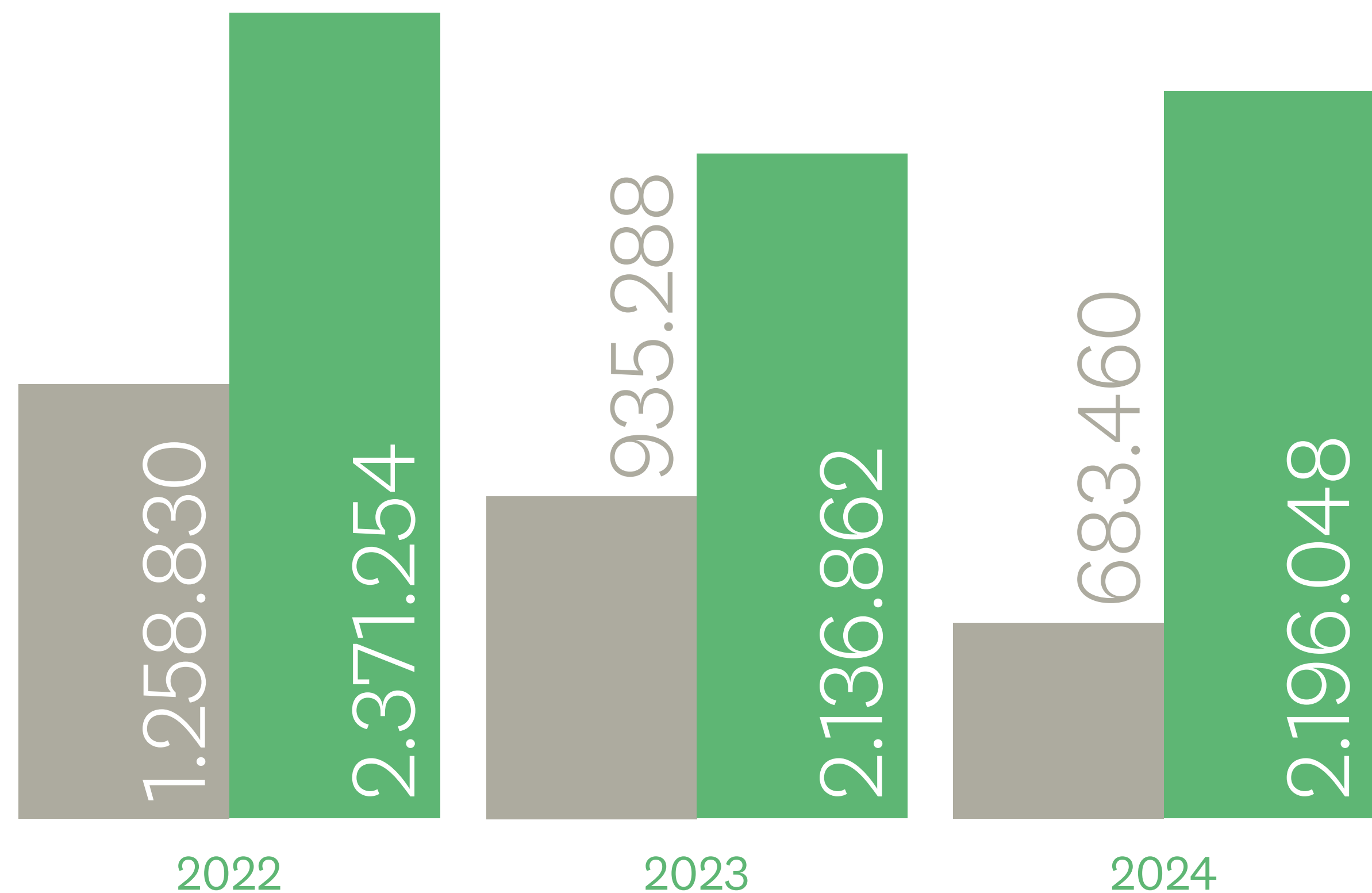


The amount of waste produced saw a progressive reduction over the three-year reporting period. There was a **decrease** in waste produced in 2024 compared to 2023 of almost **193.000 Kg**.

	u.m.	2022	2023	2024
Hazardous waste	Kg	703.830	693.658	869.673
Non-hazardous waste	Kg	2.926.254	2.378.492	2.009.835
TOTAL	Kg	3.630.084	3.072.150	2.879.508



### Total waste generated by the company in kg. broken down by destination

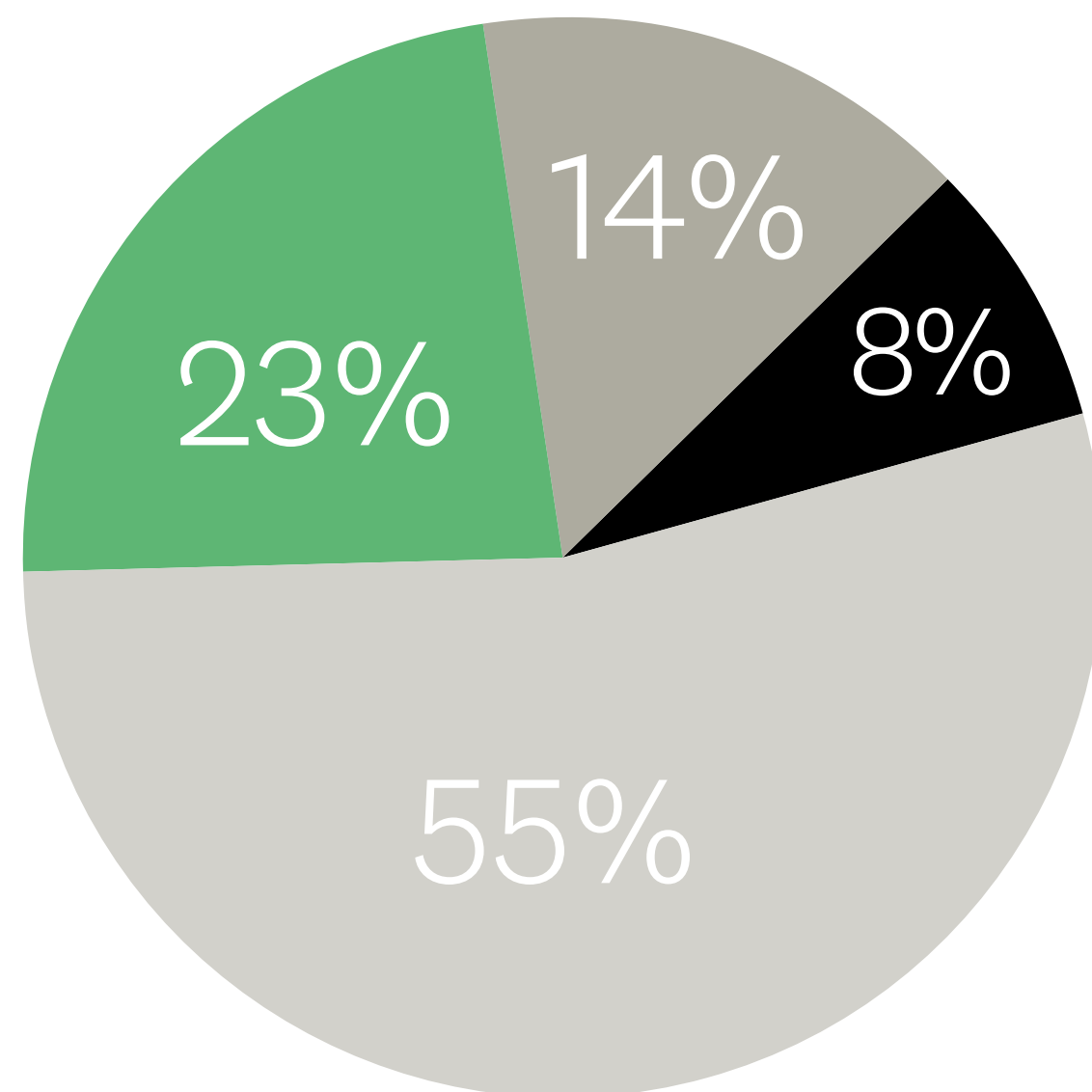


In the context of **circular economy**, the company has always given priority to reclaiming materials and energy rather than disposing of the same. In 2024, **76% of generated waste was destined to reclamation.**

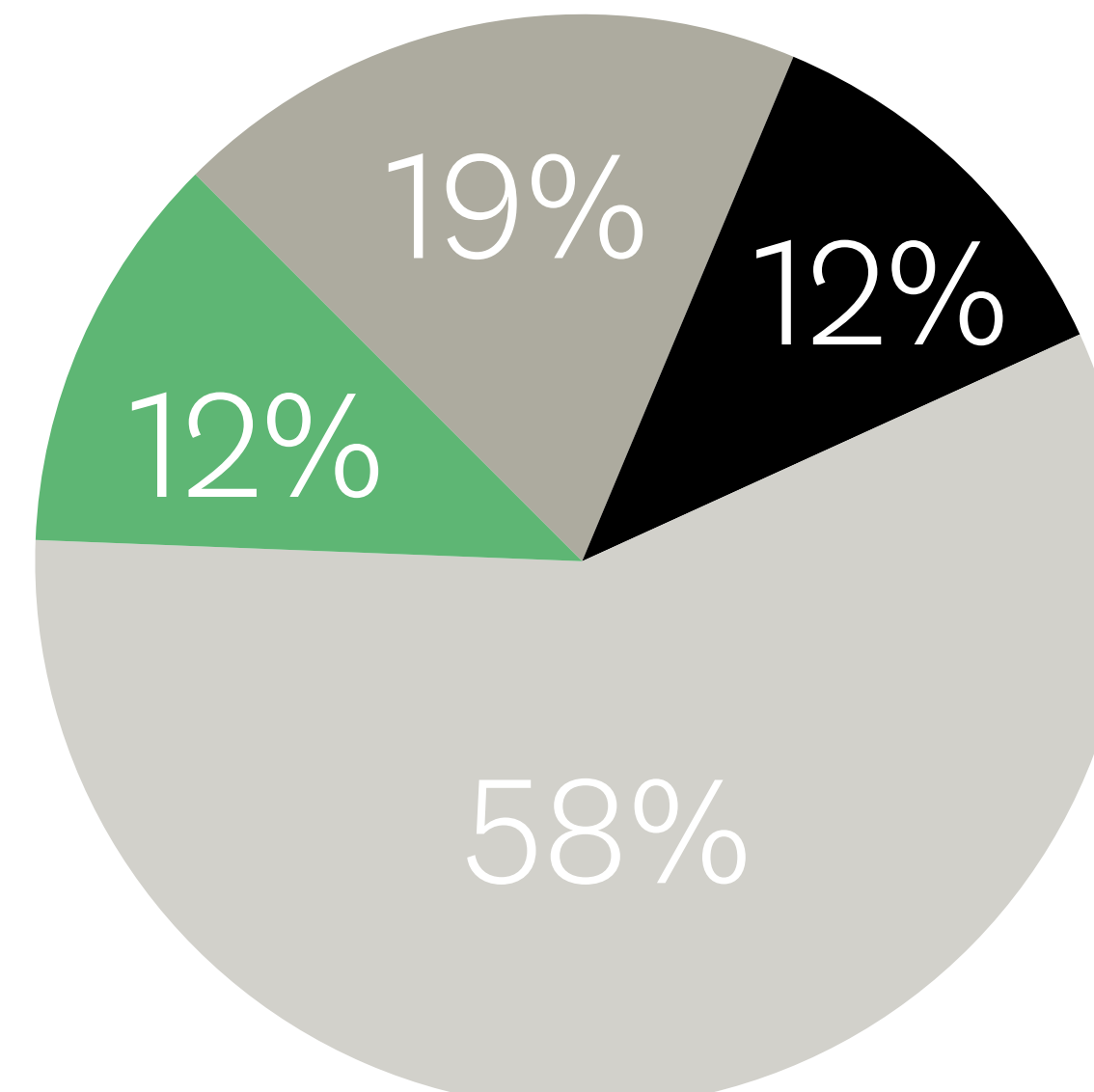
	u.m.	2022	2023	2024
Waste to be reclaimed	kg	2.371.254	2.136.862	2.196.048
Waste to be disposed of	kg	1.258.830	935.288	683.460

Total amount of waste generated by the company in Kg. by destination

Comparison of total amounts of waste produced by the company in % broken down by type and destination.



2023



2024



### 3.3.1. Upcycling

The **principles of Circular Economy** are actively put into practice when the components of a given product are originally designed to be reintroduced in a material cycle and be reclaimed after the obsolescence of the product itself.

In accordance with this paradigm, Limonta is committed **to minimizing production scraps** as much as possible, **reintroducing them into its production cycle.**

A tangible example is represented by **UNDERLAY**, a plastic material employed to produce coatings. All leftover pastes in the tubs are used to produce flooring underlaying. **Approximately 7.500 kg of UNDERLAY pastes** in different compositions **have been reclaimed** in 2024, reducing the need to use virgin raw materials.

### 3.3.2. Recycling

Whenever possible, Limonta relies on a traceable supply chain for the reclamation and recycling of its waste and production scraps. For example, **pre-consumer textile industrial scraps** are **collected and transformed in secondary raw material**, to become sound-proofing panels for the automotive and construction sectors.

In 2024, **115.080 Kg of material** were thus reclaimed. In the same way, **63.570 kg of plastic spools** were collected and transformed into secondary raw molding material for the automotive sector.





### 3.3.3. Roadmap towards a single-use plastic-free company

For years Limonta has been working on a project aimed at reducing single-use plastic in its offices by implementing a series of concrete initiatives, where virgin plastic is to be replaced with materials from renewable resources.

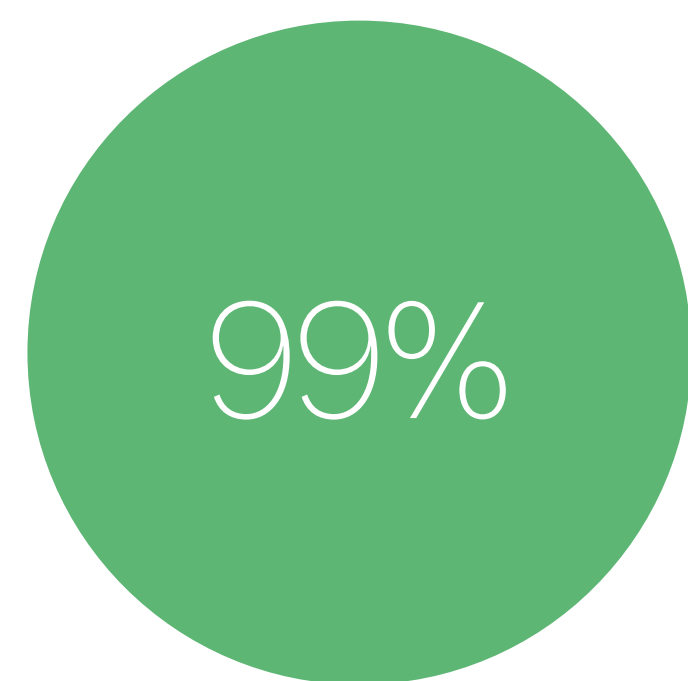
In addition to having provided all personnel with “be Limonta” water bottles, to be filled at the water coolers installed throughout the company, **all plastic cups (water and coffee cups) were replaced by 100% recyclable paper cups** distributed by the coffee machines and the water coolers.

The company also started an important transition toward **more sustainable packaging** with various noteworthy initiatives, starting by mapping all packaging material stocked and used both in the manufacturing departments and in the offices.

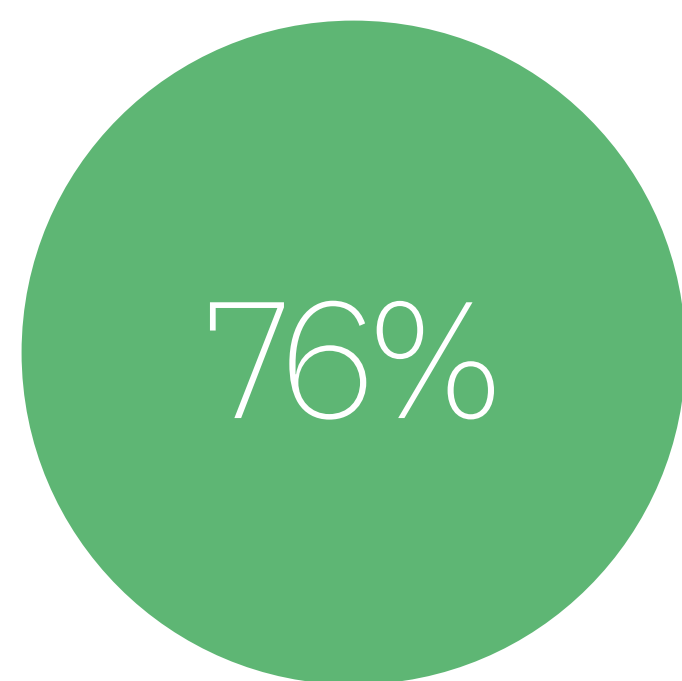
At the same time, Limonta succeeded in activating various important initiatives, such as:

- replacing all **Society** packaging, the B2C Limonta brand, switching from 100% plastic to **100% cardboard packaging**.
- replacing **all plastic bags** used in the company with **more sustainable solutions with 85% recycled plastics**.
- progressive replacement of 100% virgin **cellophane** film to cover the swatches with **30% recycled cellophane**.
- procurement of **100% recycled cardboard tubes** for the rolls of fabric.

# HIGHLIGHTS



SOLVENTS RECLAIMED



OF WASTE GENERATED DESTINED TO RECLAMATION



TONS OF DMF RECLAIMED IN 2024



CUBIC METERS OF WATER RECLAIMED IN 2024 IN THE COSTA MASNAGA SITE  
(21% OF TOTAL PROCURED)



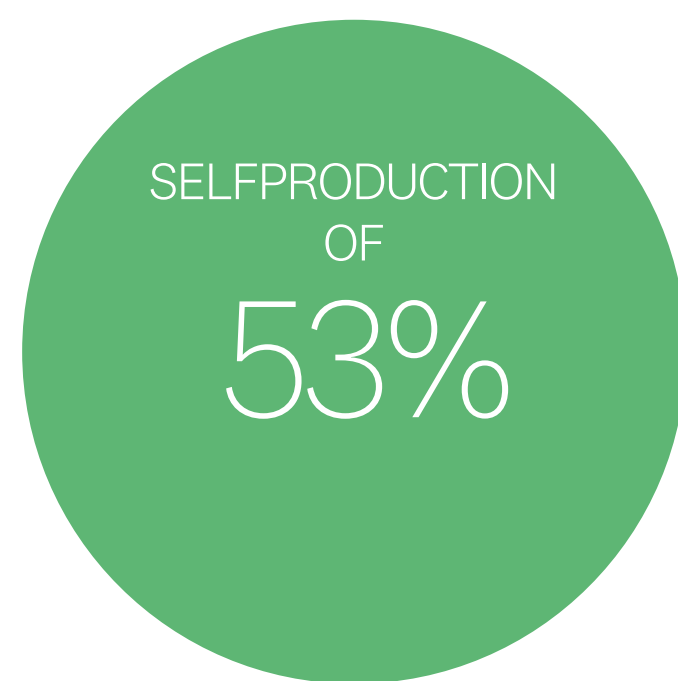
TONS OF CO<sub>2</sub> EQUIVALENT EMISSIONS AVOIDED IN 2024  
THANKS TO OUR PHOTOVOLTAIC PLANTS



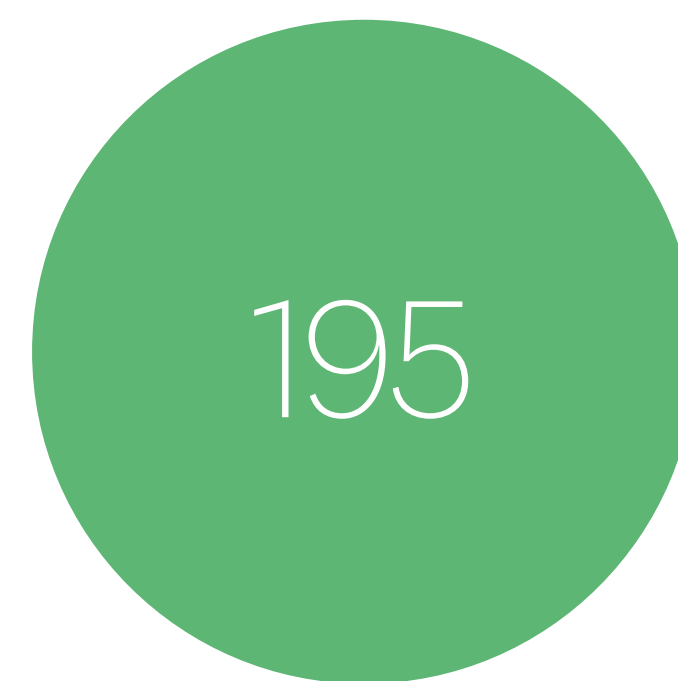
OF ENERGY PRODUCED BY OUR PHOTOVOLTAIC PLANTS IN 2024



OF ENERGY PRODUCED BY THE TRIGENERATOR PLANT



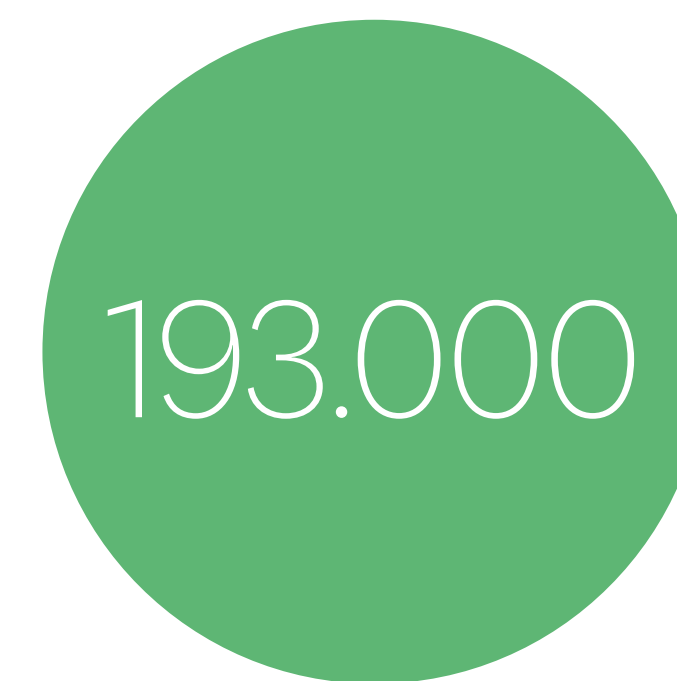
OF THE ENERGY CONSUMED BY THE COSTA MASNAGA SITE IN 2024



A REDUCTION OF 195 TONS OF CO<sub>2</sub> EQUIVALENT COMPARED TO 2023  
(SCOPE 1 AND SCOPE 2)

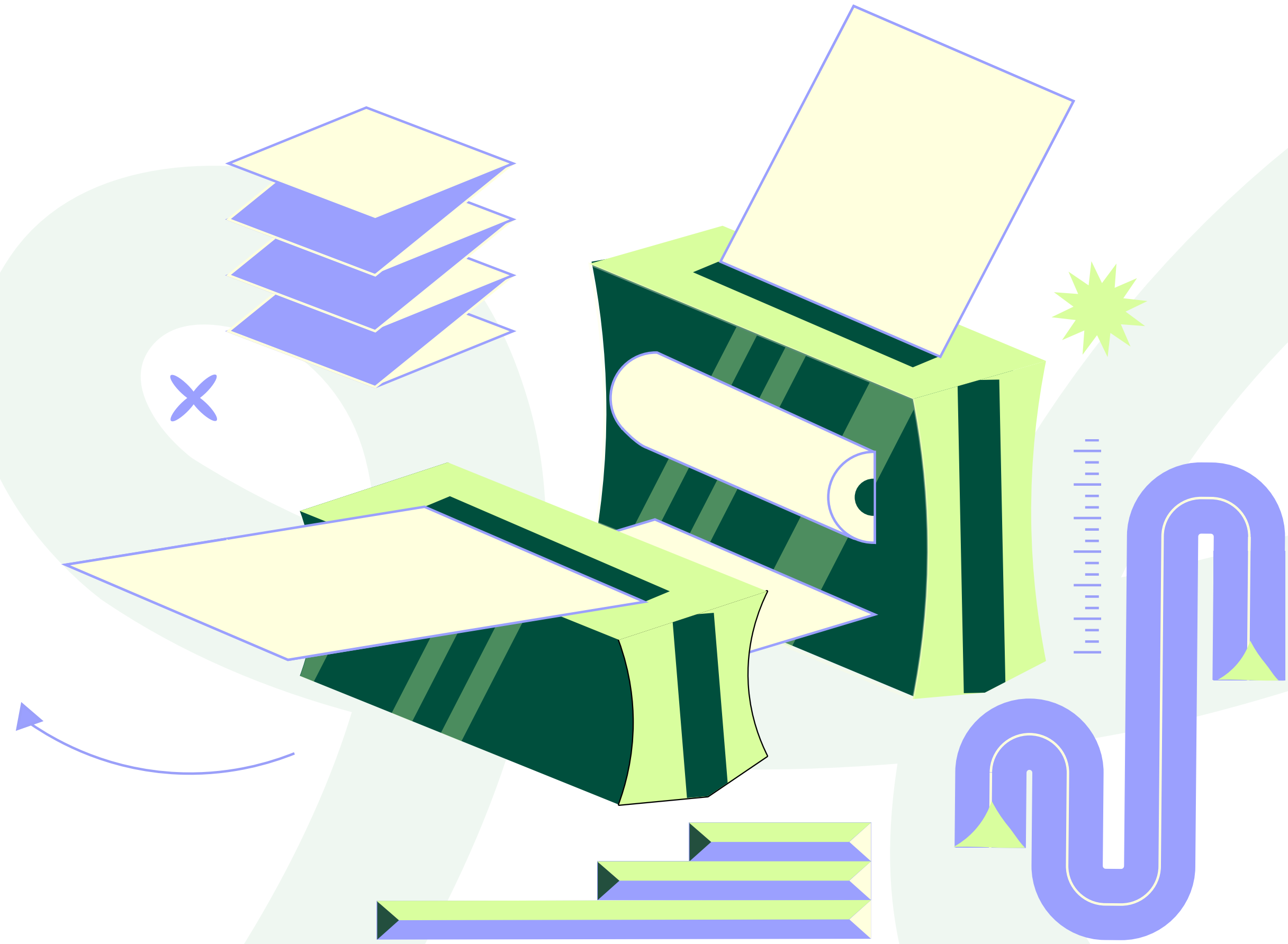


OF TEXTILE MATERIAL DESTINED TO RECYCLING PROJECTS A REDUCTION



OF WASTE GENERATED COMPARED TO 2023

**BE**

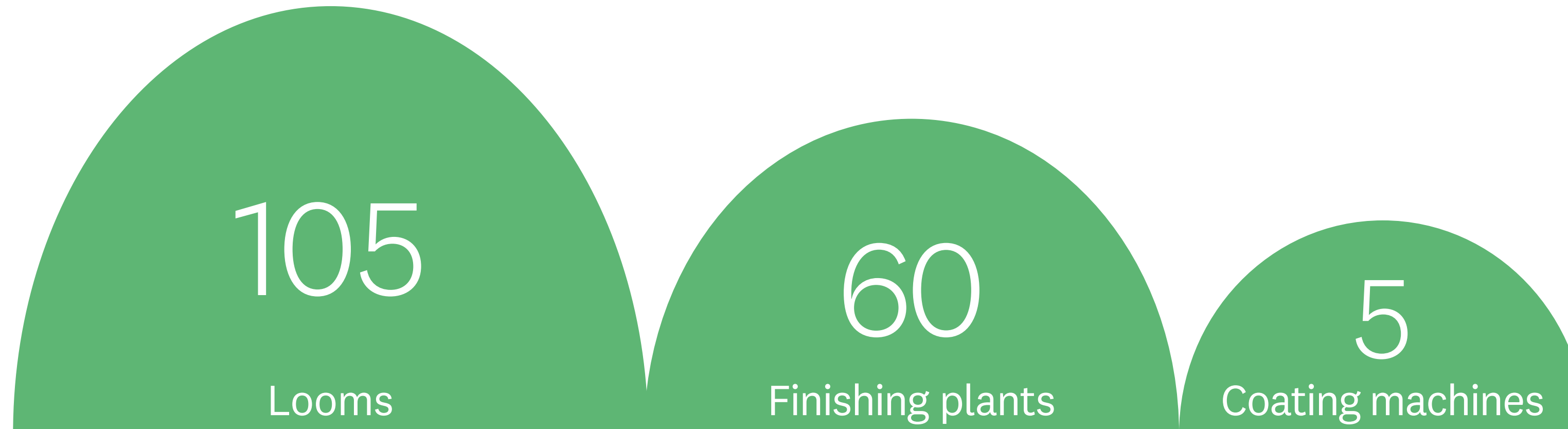


**INNOVATIVE**



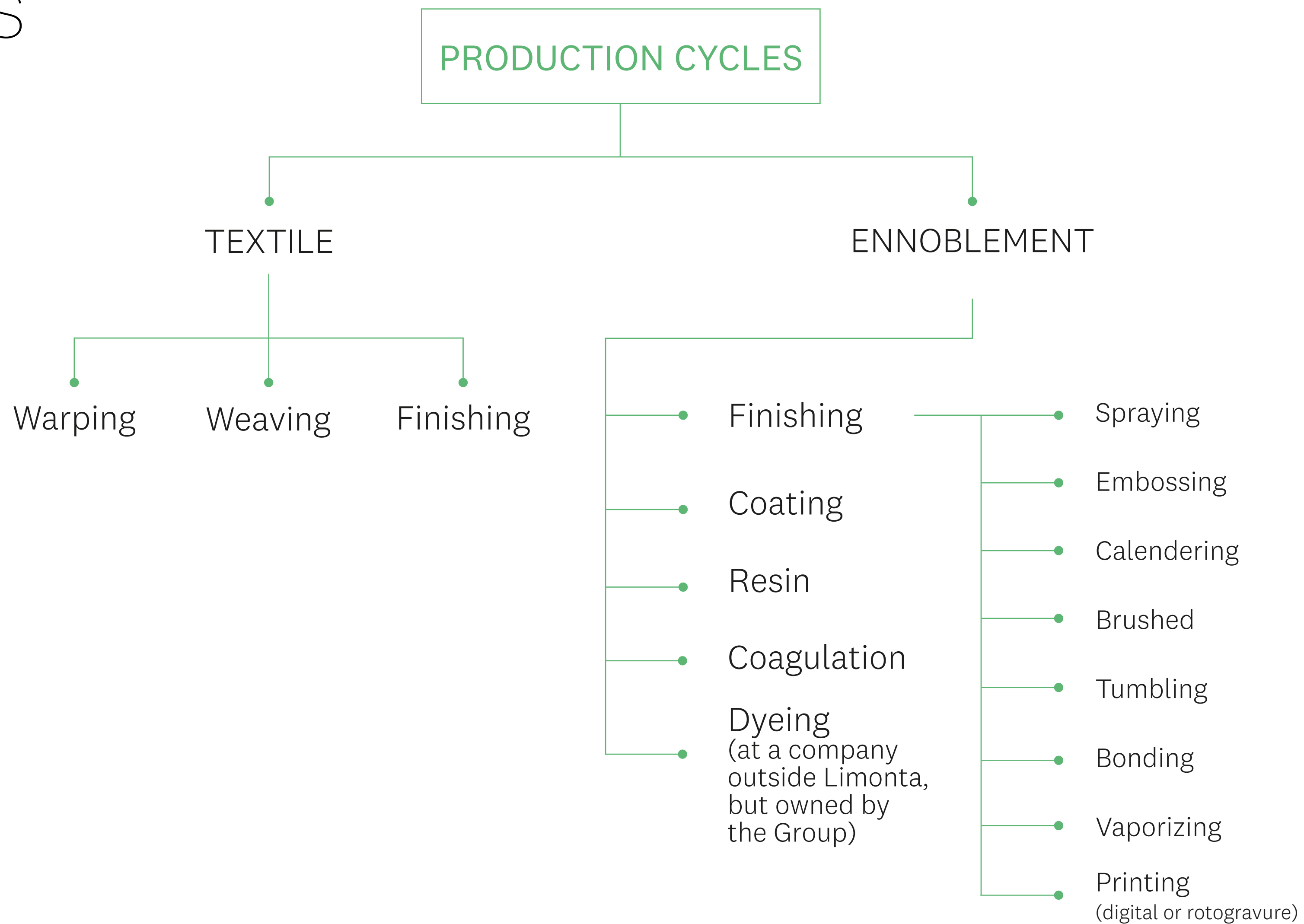
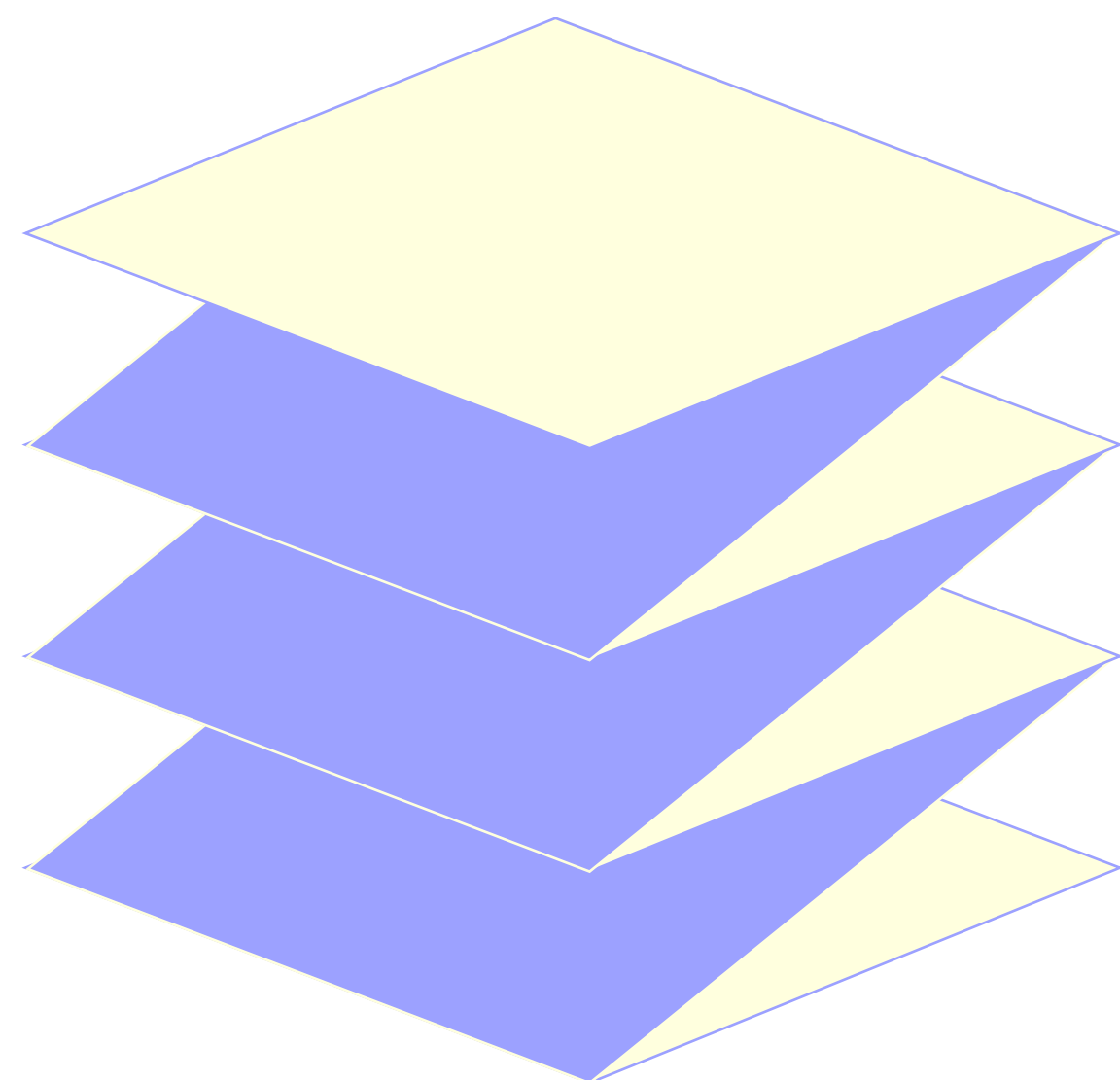
**Two** totally different **manufacturing companies**, employing different technologies, coexist within Limonta for the production of **heddle and jacquard fabrics**, with related finishing processes, and the production of **coated, resin coated, clotted fabrics**, for a total of **105 looms, 5 coating machines and 60 finishing plants**.

Limonta is, therefore, one of the most complete manufacturing companies in the sector in Europe, being able to internally **cover the entire manufacturing chain**, from warping, to weaving, to chemical and finishing processes to the final touches. The **diversification** of the weaving and finishing processes produces unique, versatile materials and fabrics that are specifically developed to be used in a variety of applications.

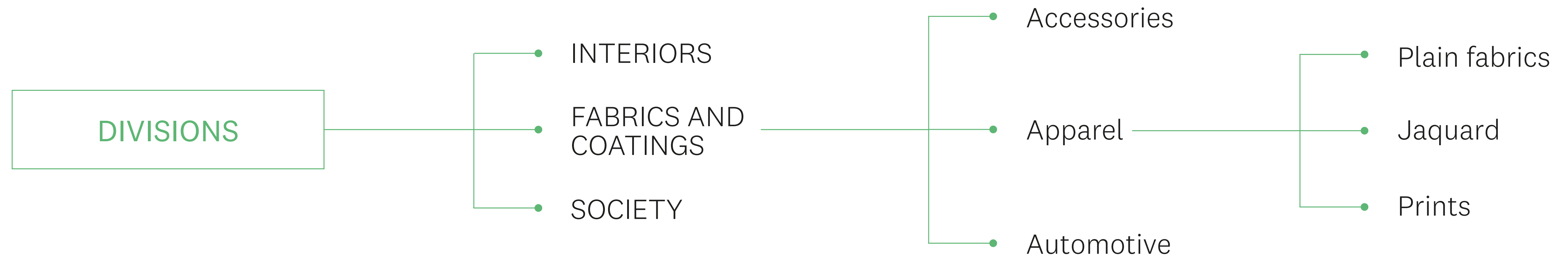


\* Refer to “Limonta’s SDGs 2030 and applicability Table” for the steps taken by Limonta to contribute to the achievement of the Sustainable Development Goals

# 4.1. Production cycles and Divisions



Due to its manufacturing versatility, the company targets **highly diversified markets**: textiles for apparel, accessories, footwear, home decor (Interiors division) and automotive.





## 4.2. Value Chain

Limonta considers its "**Made in Italy**" production to be its main strategic asset.

Its soul is deeply rooted in Italy, but the company has a global market presence thanks to a **structured internal sales network**.

Full control on the supply chain is also guaranteed by the fact that the company has always focused on short-range procurement strategies, not only to protect the environment and save economic resources, but also in search of the **quality** that a distinctive mark of Italian manufacturers.

For this reason, most raw material, semi-finished products, as well as the services needed to run the company, are purchased in Italy, from reliable suppliers with whom we share a relationship of reciprocal trust and collaboration. This trend was also confirmed in 2024, since approximately **74% of purchases of materials and goods and approximately 93% of expenses for services received originate from Italy.**

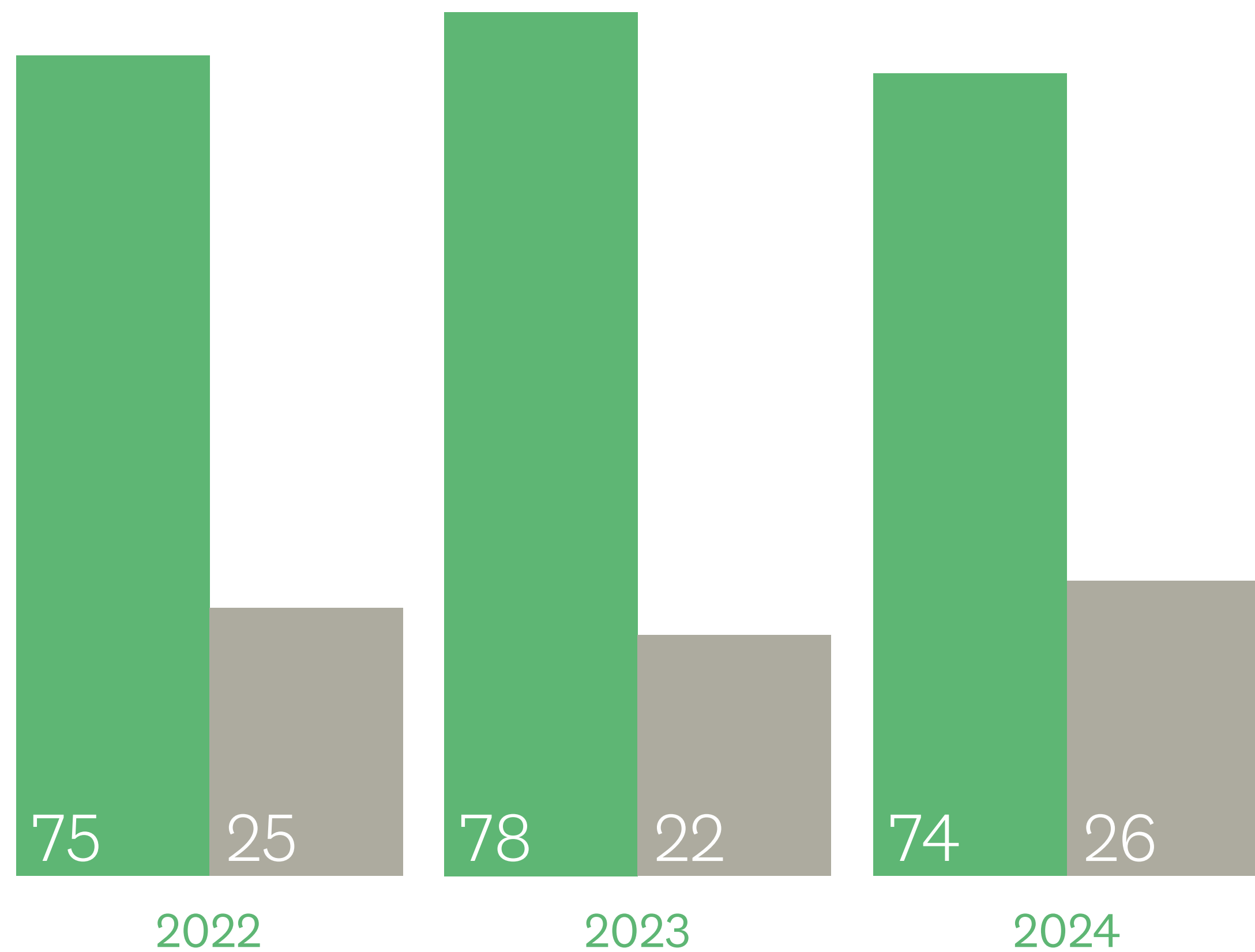
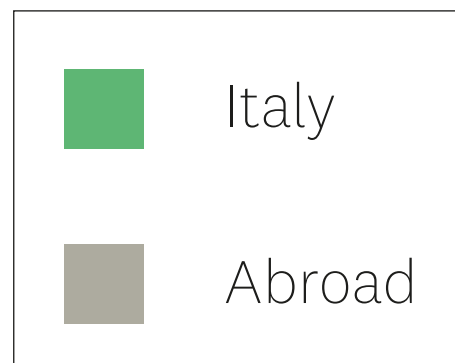
74%

purchases  
of materials and goods

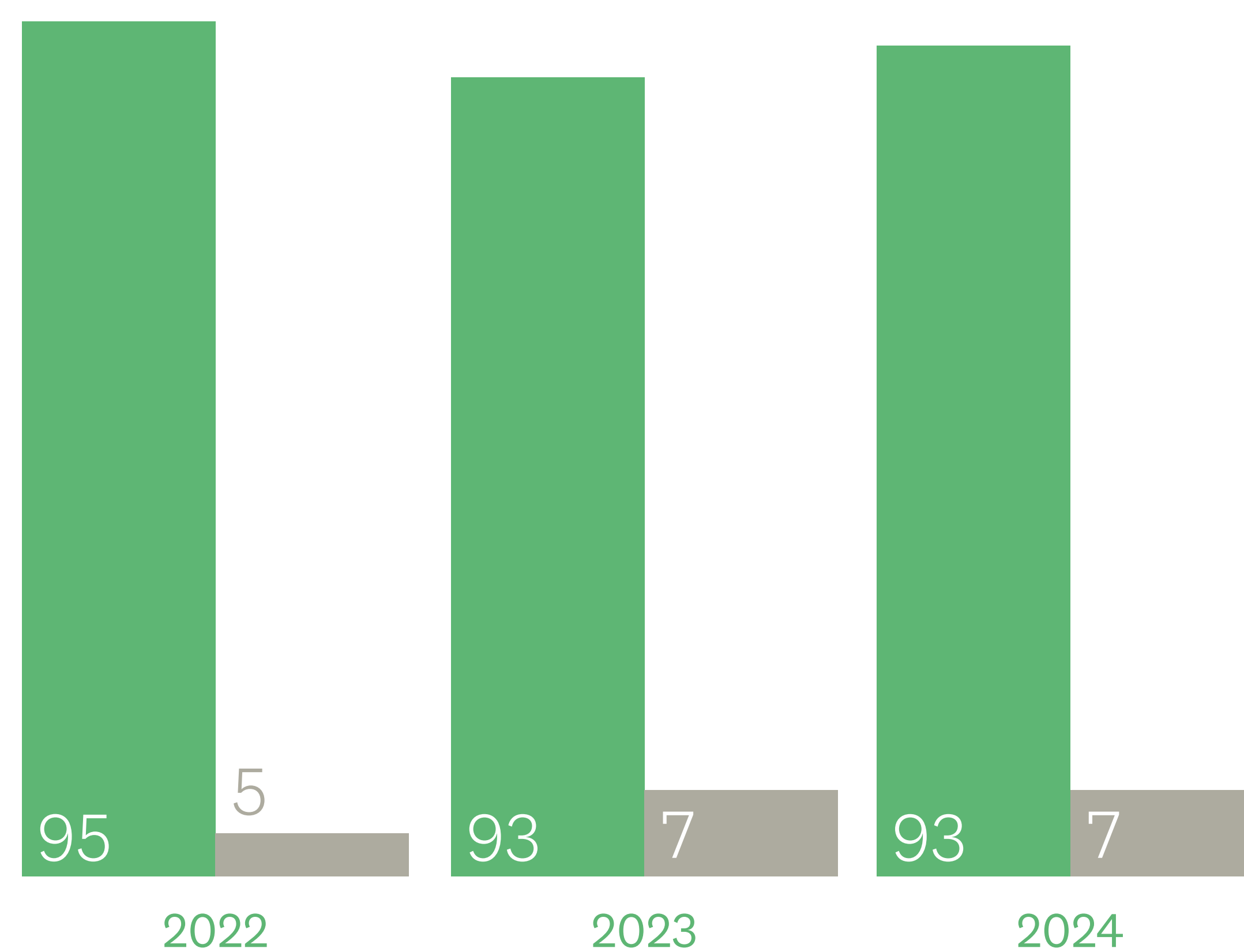
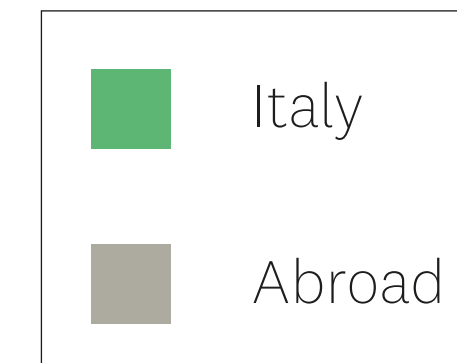
93%

expenses  
for services received  
originate from Italy

Purchases of raw materials and goods, by geographical area in % in the 2022-2024 three-year period



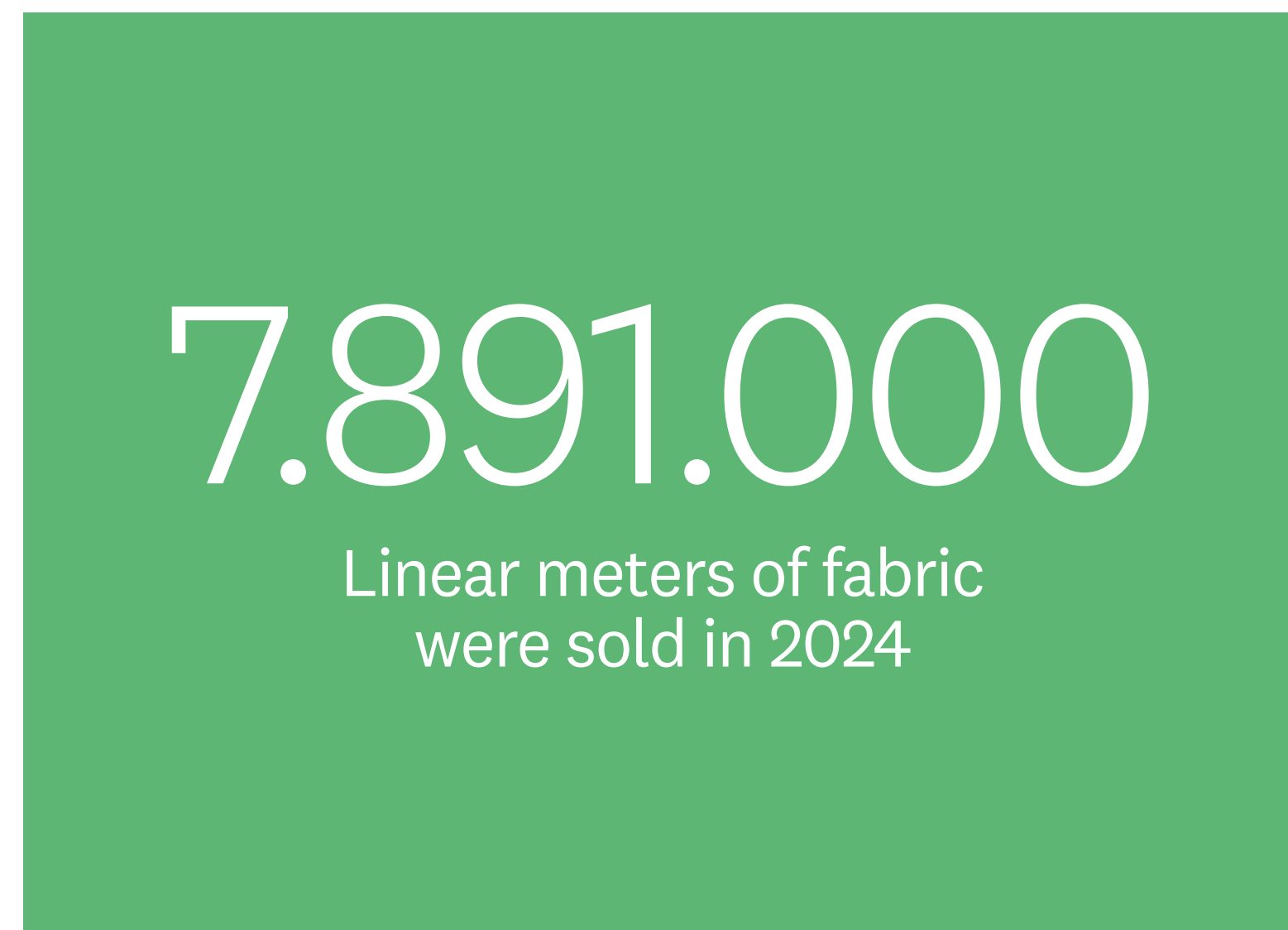
Purchases of services by geographical areas in % in the 2022-2024 three-year period



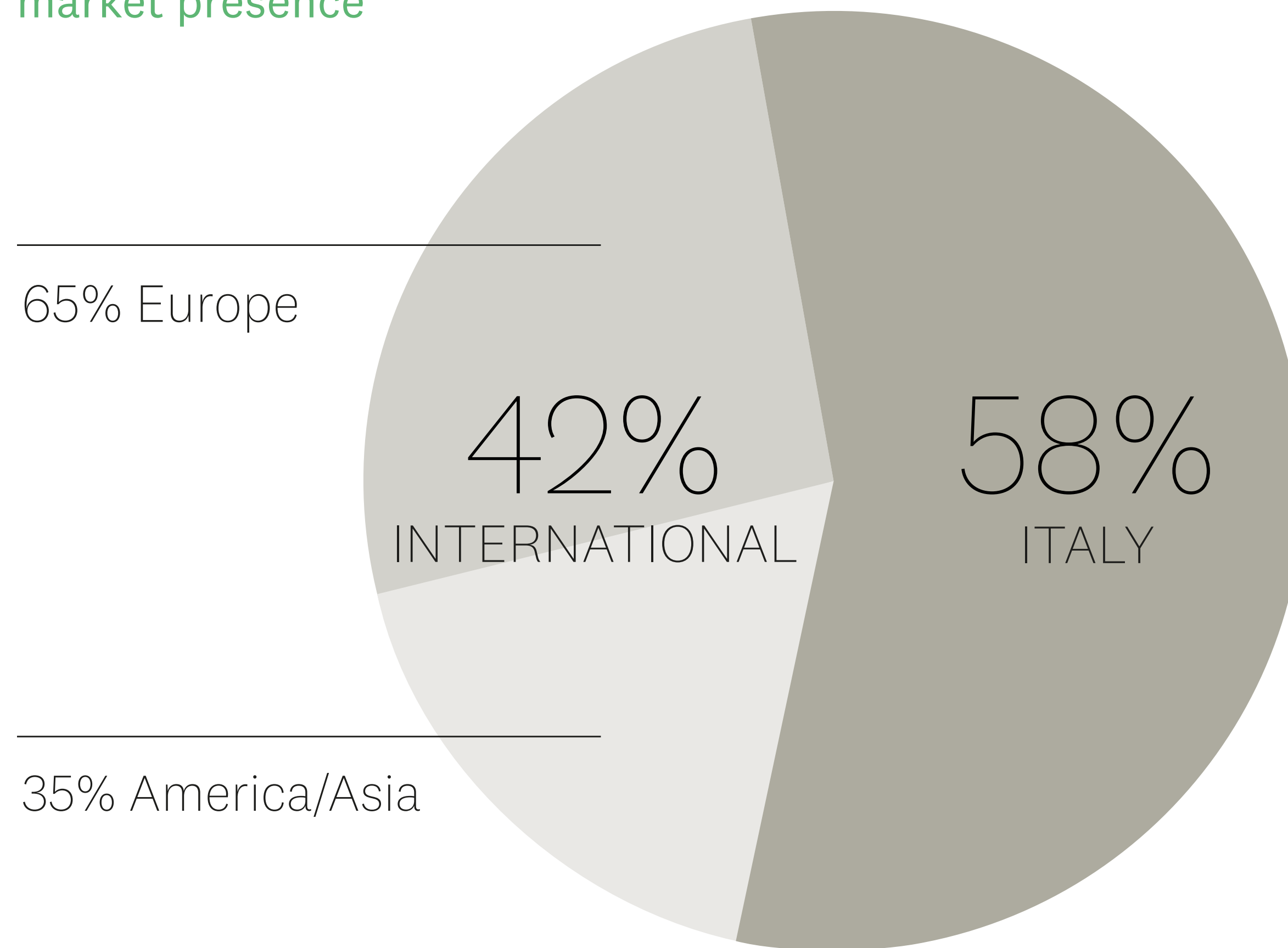
Given the strong **diversification and verticalization**, the company targets an international and highly heterogeneous B2B market, in **the medium-high segment**, especially linked to **Italian and international fashion and luxury brands**.

Limonta exports to approximately 72 countries in the world, 65% of which in the European continent.

**A total of 7.891.000 linear meters of fabric were sold in 2024.**



### Limonta S.p.A. market presence





## Society Limonta

Society Limonta, the expression of Italian textile excellence, decorates every room in the house with passion and care. Established in 2000 within the Limonta Group, it immediately distinguished itself for the high quality of its fabrics, made with natural yarns and carefully researched and developed finishing treatments, perfected inside a fully local production chain, which, before being “Made in Italy” is “Made in Limonta”.

Every year Society Limonta introduces two seasonal collections, with different choices of textiles and hues. The willingness to find different ways to interpret materials is manifested by choosing complex and refined processes, such as garment dyeing. To be found online and in flagship stores in Milan, Rome, Geneva and New York, Society Limonta realizes both residential and Contract projects, creating customized textile solutions for the home, tailored to the most distinct specific tastes and requirements.

In its latest OLTRE Society collection, the brand also introduces interior design accessories to enhance and complement the collection of household linens.



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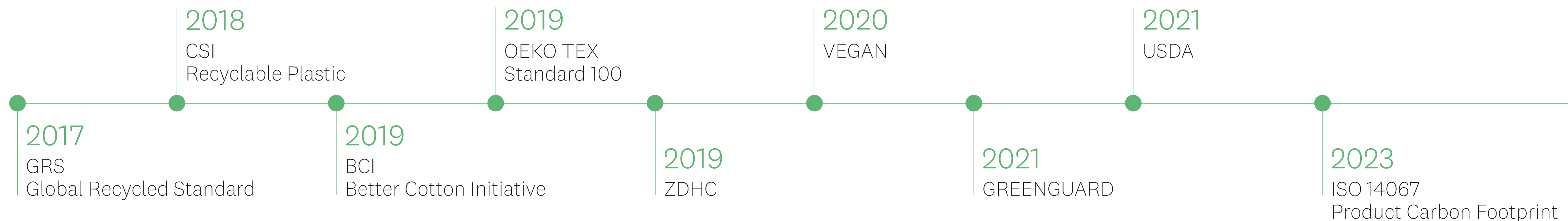
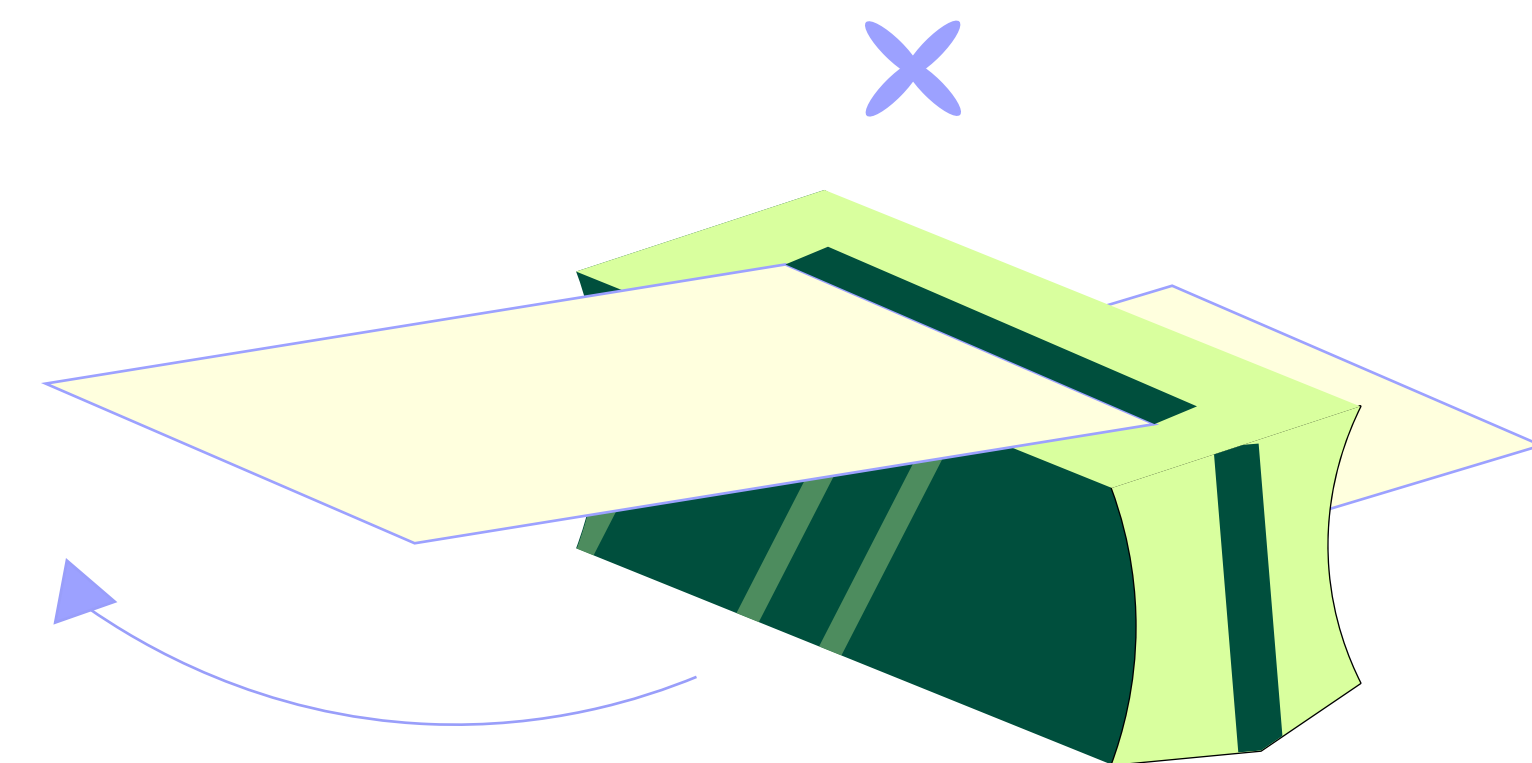
# 4.3. Product quality and sustainability certifications

For years Limonta has been focused on important international certifications and standards as a benchmark for innovative, sustainable, and industrial products.

The basis for compliance with these standards is the **ISO 9001 certification**, which Limonta was awarded years ago, and which provides the reference model for the management of internal processes, striving for quality and continuous product improvement.

The company operates in compliance with the following **standards**:

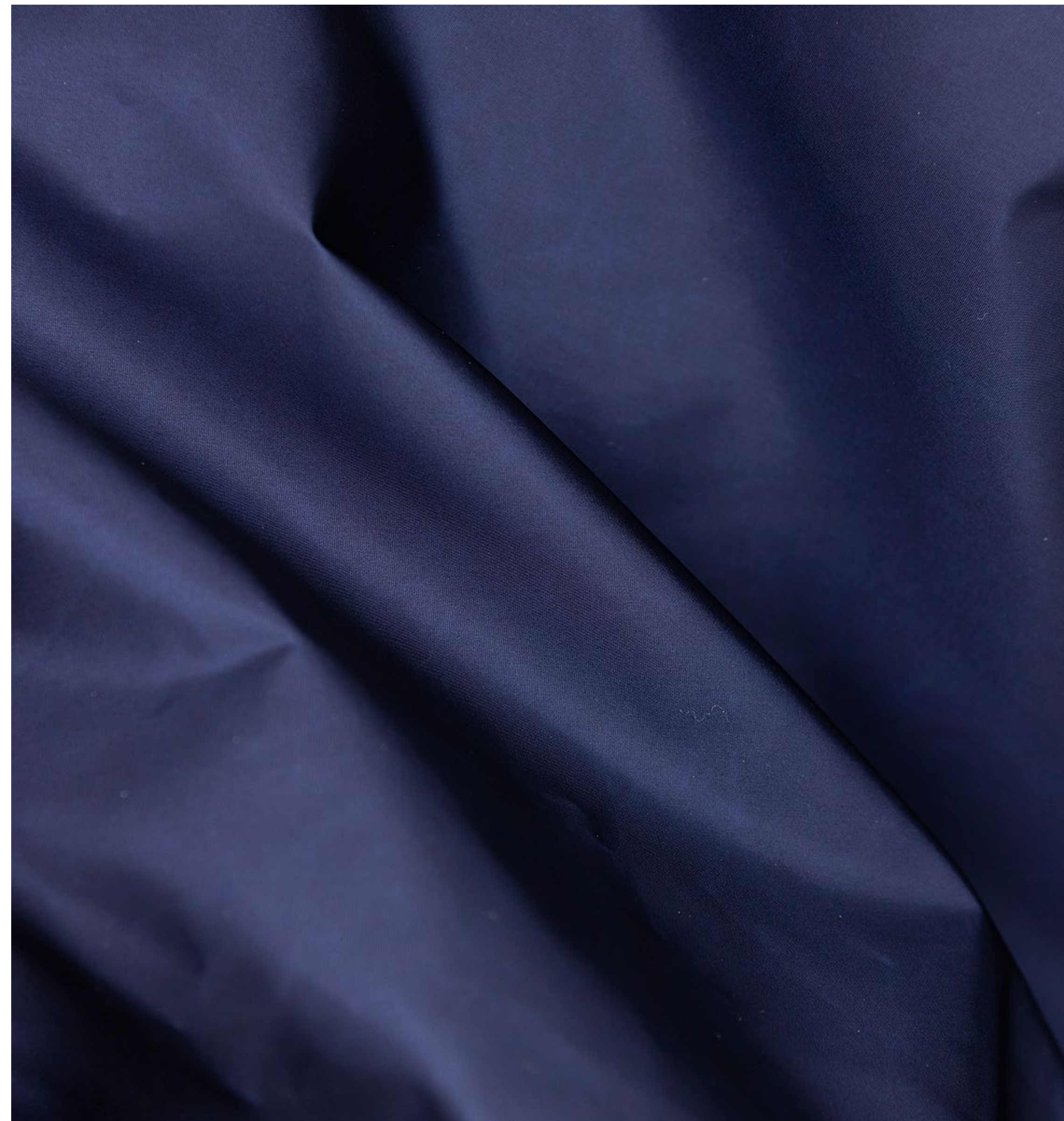
- GRS – Global Recycled Standard - 2017
- CSI - Recyclable Plastic - 2018
- BCI – Better Cotton Initiative - 2019
- OEKO TEX Standard 100 - 2019
- ZDHC - 2019
- VEGAN - 2020
- GREENGUARD - 2021
- USDA - 2021
- ISO 14067 - Product Carbon Footprint - 2023



## GRS – Global Recycled Standard: circular economy of materials

A textile certification that certifies the use of recycled fibers of any nature: cotton, wool, polyester and polymers. This standard, promoted by the Textile Exchange, one of the most important international non-profit organizations **for responsible and sustainable development in the textile sector**, takes the concepts of circular economy inside manufacturing processes. Always proactive, Limonta obtained the **CRS certification for polyamide, polyester fabrics produced with recycled yarns in 2017**. The GRS standard provides for the issue of an environmental certification, verified by an independent body after a preliminary audit and a subsequent on-site inspection, to add value and credibility to the certification.

Purchasing figures for fabrics produced with recycled materials have been constantly increasing since 2017, further evidence that Limonta fully understands the potential of circular economy.





## CSI Recyclable Plastic: recyclability certification

Limonta's considerable commitment to **Eco-Design and Circular Economy** is also expressed by developing **fully recyclable products**. In 2018 the company obtained a certification, validated by a third-party institution, that guarantees recyclability at the end of life for certain materials. In detail, the “**Recyclable Iceberg PVC leaf for leather goods**” and “**Recyclable PVC**

**leaf for synthetic turf for sports fields**” materials comply with the requirements of the CSI Recyclable Plastic certification in conformity with provision 003/13.



## Better Cotton Initiative: a platform for cotton sustainability

The Better Cotton Initiative is the largest-scale **cotton sustainability** program in the world. Its goal is to improve the impact of global cotton production for the people who produce it and for the environment, as well as ensuring a future for the sector without depleting natural resources.

It has a holistic approach to production that spans all three pillars of sustainability. Each one of the elements of the Better Cotton Initiative acts in an integrated manner involving the entire chain, from farming to the final product. The system is designed to guarantee the exchange of good practices and to encourage the strengthening of collective undertakings for a sustainable product.

Limonta is also involved in this virtuous circle, responding to customers' requests who increasingly require **sustainable and certified materials**.

For this reason, the company joined the international platform and can process and supply a **BCI certified product** to its customers, therefore keeping the “**chain of custody**” for cotton sustainability intact. To meet customers' requests, Limonta started to procure BCI certified cotton fabrics.



## OEKO TEX Standard 100: tested and certified sustainability

In 2019 Limonta was awarded the **OEKO TEX Confidence in Textile certification**. The standard provides for an independent certification which involves a scientific check on the finished products in the textile sector at every stage of processing, including the accessory materials used for said processes. The check is performed with scientific tests to determine the compliance with the threshold levels of many chemical substances deemed dangerous for the environment and people's health and, in some cases, not yet regulated by law.

The standard furthermore establishes that every component (even accessory ones) must be in conformity with said requirements and that the company must include the requirements in specific procedures and commit and undersign binding agreements on conformity. These requirements contribute to guaranteeing a **high and effective level of safety** for consumers.



## ZDHC – Zero Discharge Hazardous Chemicals: the *roadmap* for sustainable chemicals

The Zero Discharge of Hazardous Chemicals is a program started by several top-brand fashion houses on a global level. They focused on principles of transparency and the management of chemicals according to an integrated prevention and safety approach. The program is not only aimed at fashion brands, but also at manufacturing companies in the production chain, of which Limonta is an integral part. All players in the supply chain, indirectly, must, in fact, comply with ZDHC standards to meet their customers' needs and, therefore, be considered “**qualified suppliers**”.

To this end, Limonta has already been able to eliminate some types of harmful substances from the production cycle to comply with the “MRLS” (Manufacturing Restricted Substance List) that customers require. The company also **subscribed to the ZDHC Gateway platform**, specifically created to simplify the search for alternative substances and to offer a simpler way to record and find safer chemical solutions. With the help of this platform, Limonta can guarantee continuous improvement and the pursuit of increasingly sustainable chemical substances to its customers.

### Ø ZDHC

## ZDHC – Supplier to ZERO

In 2022 Limonta joined and completed **Level 1** of the new ZDHC project, “**Supplier to ZERO**”, a program aimed at brands, suppliers, and formulators that offers support to companies for the sustainable management of chemicals, offering technical guidance.

In 2024, Limonta completed **Level 2** of the program, showing commitment and ensuring an ever-increasing level of transparency and accountability.

## VEGAN: certification for the protection of animals

In January 2020, Limonta obtained the Vegan certification for some families of coated products and new articles were added in 2021.

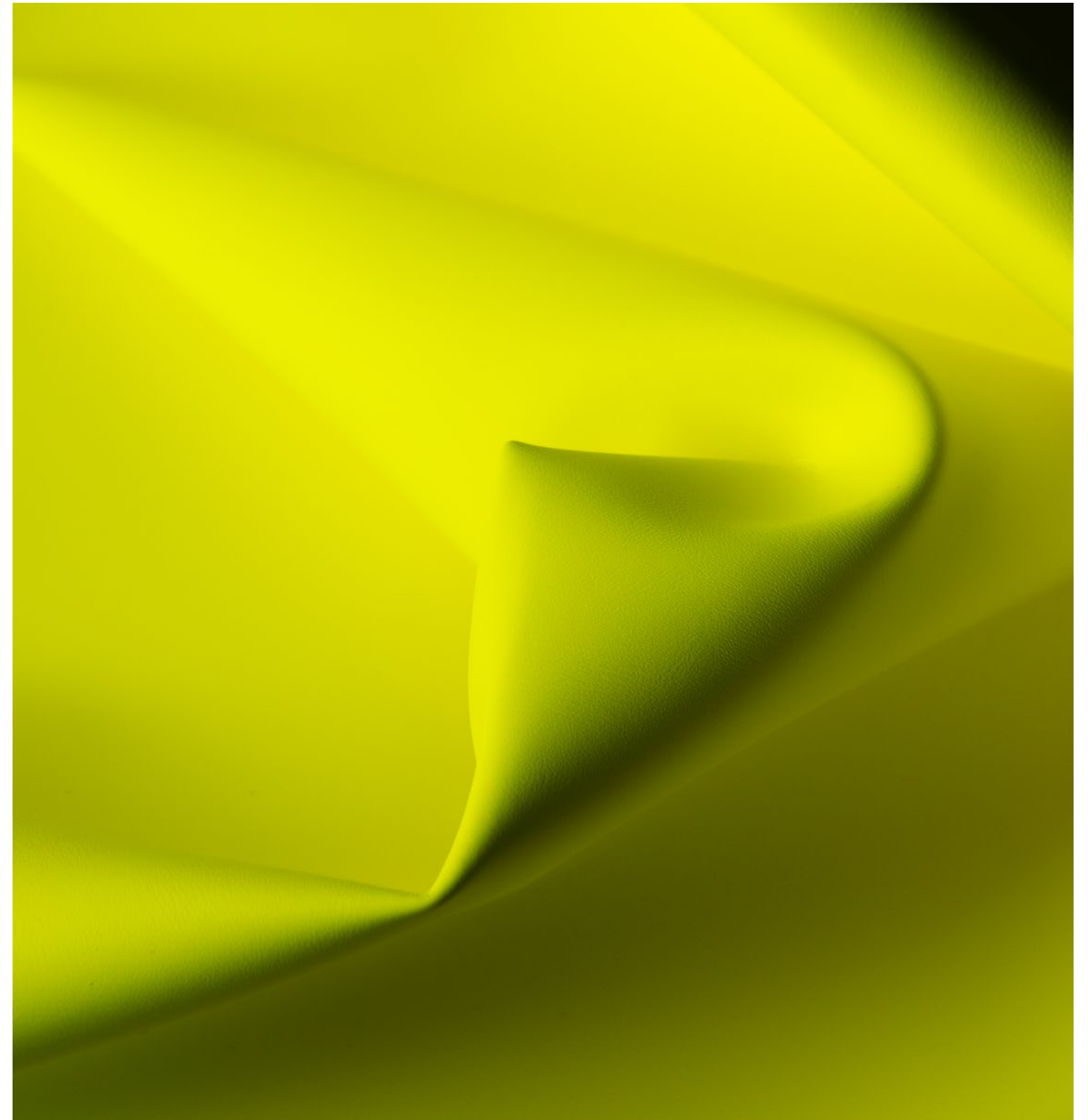
The procedural guidelines for the certification of **vegetarian and vegan products** were developed by **ICEA** together with **LAV – League Against Vivisection**, which has been promoting information campaigns in favor of **100% plant-based consumption** since its establishment. Pigments, textile components, chemicals and dyes are inspected to check there are **no traces of components of animal origin**.

The products must also guarantee:

- compliance with product and process requirements specified by procedural guidelines;
- truthful and verified labels to meet vegan/vegetarian consumers' requirements;

In 2023, 12 families of products were certified in compliance with the VEGAN standard

- no ingredients and/or animal by-products for articles in which their indication on the label is not obligatory.



## GREENGUARD: product certification for low chemical emissions

GreenGuard is an **Environmental Product Certification** developed in the United States and issued by the UL control organization. This important certification guarantees that products designed for indoor use, comply with strict limits of chemical emissions and therefore

contribute to healthier living environments. The certification measures in every single product the emission of approximately 400 harmful substances: from phthalates to benzene, from aromatic amine to formaldehyde.



## USDA Certified Bio-based Product: the certification for Biobased content

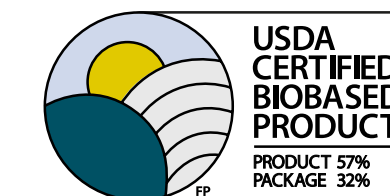
The USDA certification is promoted by the USDA's BioPreferred® Program, a program first introduced in the United States in 2002 as part of the Farm Bill. It requires federal agencies and contractors to favor the purchase of **Biobased products** with the aim of fostering their development, their market and their use.

The certification guarantees the exact Biobased content inside a given product, as defined by law. Biobased products contain renewable plant, marine and tree-based resources not derived from

petroleum. They supply an alternative to conventional petroleum-derived products and include a diverse range of articles, such as lubricants, detergents, inks, fertilizers, and bioplastics.

Five families of products, for a total of 14 articles, were certified according to the USDA standard in 2023.

Two additional families were certified in 2024.





## ISO 14067: Product carbon footprint

ISO 14067 defines the principles, the requirements, and the guidelines to quantify and report the **Product Carbon Footprint**, based on international reference standard for LCA studies (ISO 14040 and ISO 14044). The standard offers to all organizations a tool to **calculate the carbon footprint** of their products, to help them better understand the measures to be put in place to reduce said footprint.

In 2023, Limonta certified 4 articles of the CLIMA and ALTERA collection in conformity with ISO 14067 standard.

In 2024, an additional 5 articles were certified in conformity with ISO 14067.



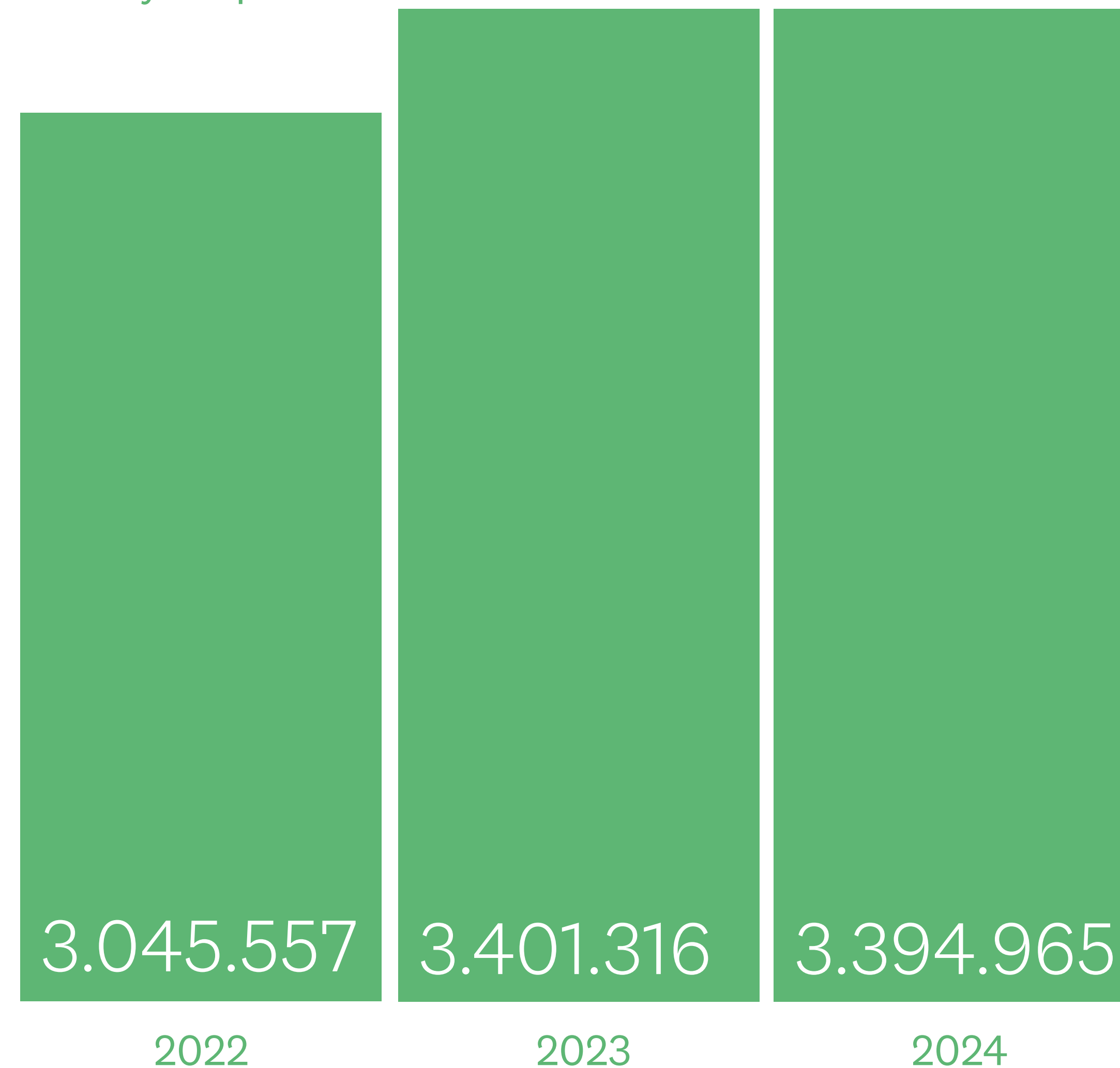
ISO 14067



## 4.4. Recycled Fabrics: Resource Efficiency in a Context of Circular Economy

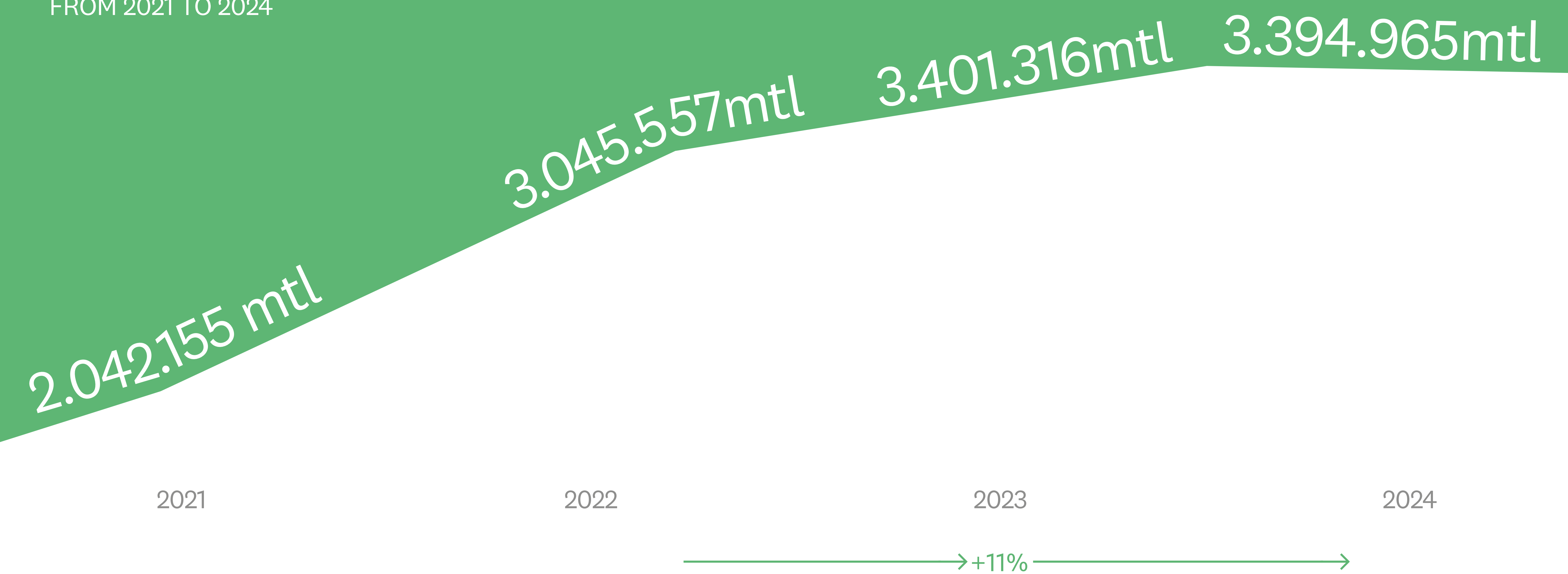
The care shown by Limonta in choosing recycled fabrics is documented by the increase in production. From 2021 to 2024 we went from a production of 2.042.155 linear meters to 3.394.965 linear meters; a steady value compared to 2023, after the constant increase of previous years.

Fabrics from recycled material  
in linear meters in the 2022-2024  
three-year period



# +66%

INCREASE IN PRODUCTION  
OF RECYCLED MATERIALS  
FROM 2021 TO 2024

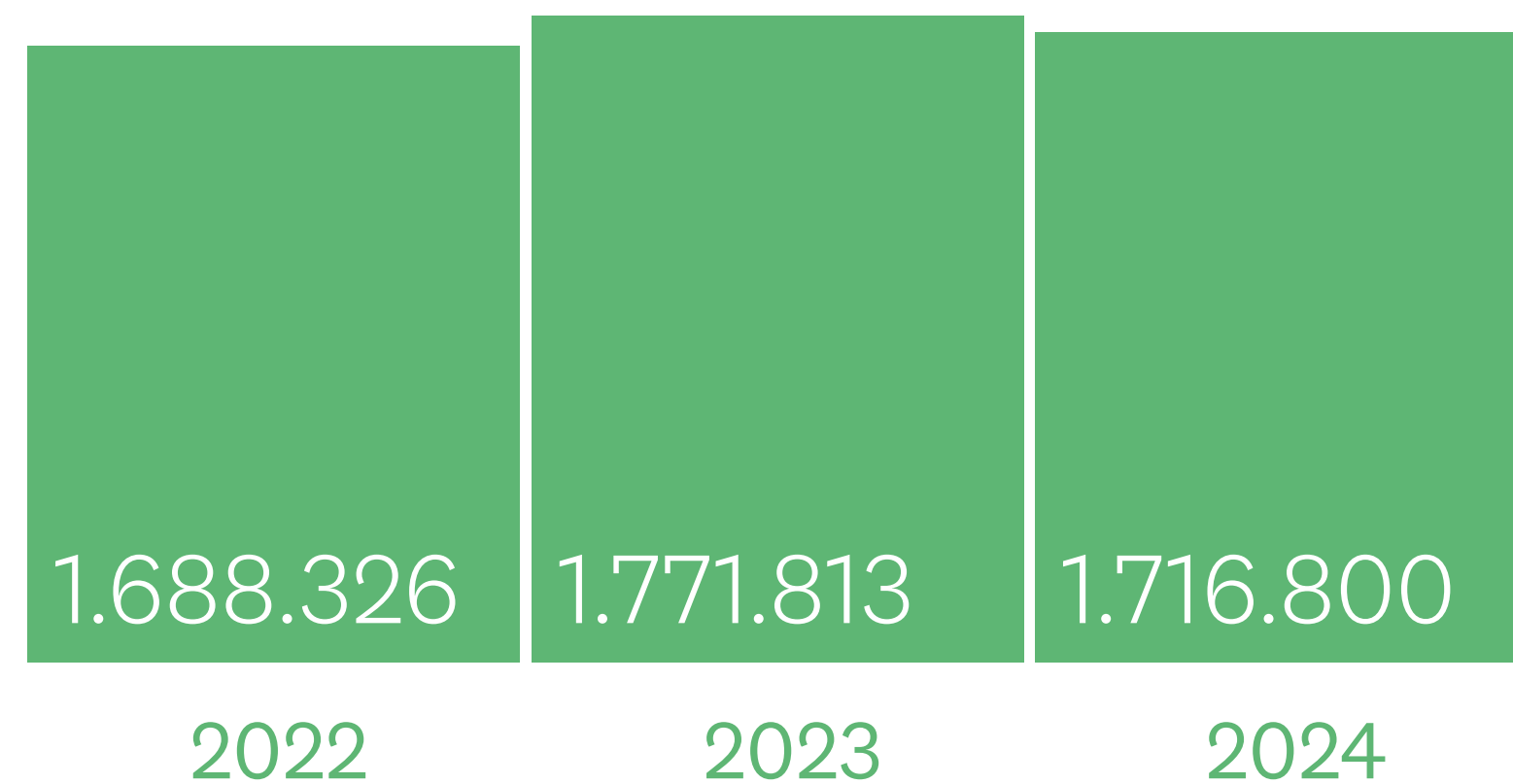




A large percentage of these fabrics is represented by **ECONYL**, a **100% regenerated Nylon yarn**, from **pre- and post-consumer** waste materials (such as fishing nets) at the end of their life cycle, which, instead of being discarded, are reclaimed and regenerated in a complex process of physicochemical decomposition.

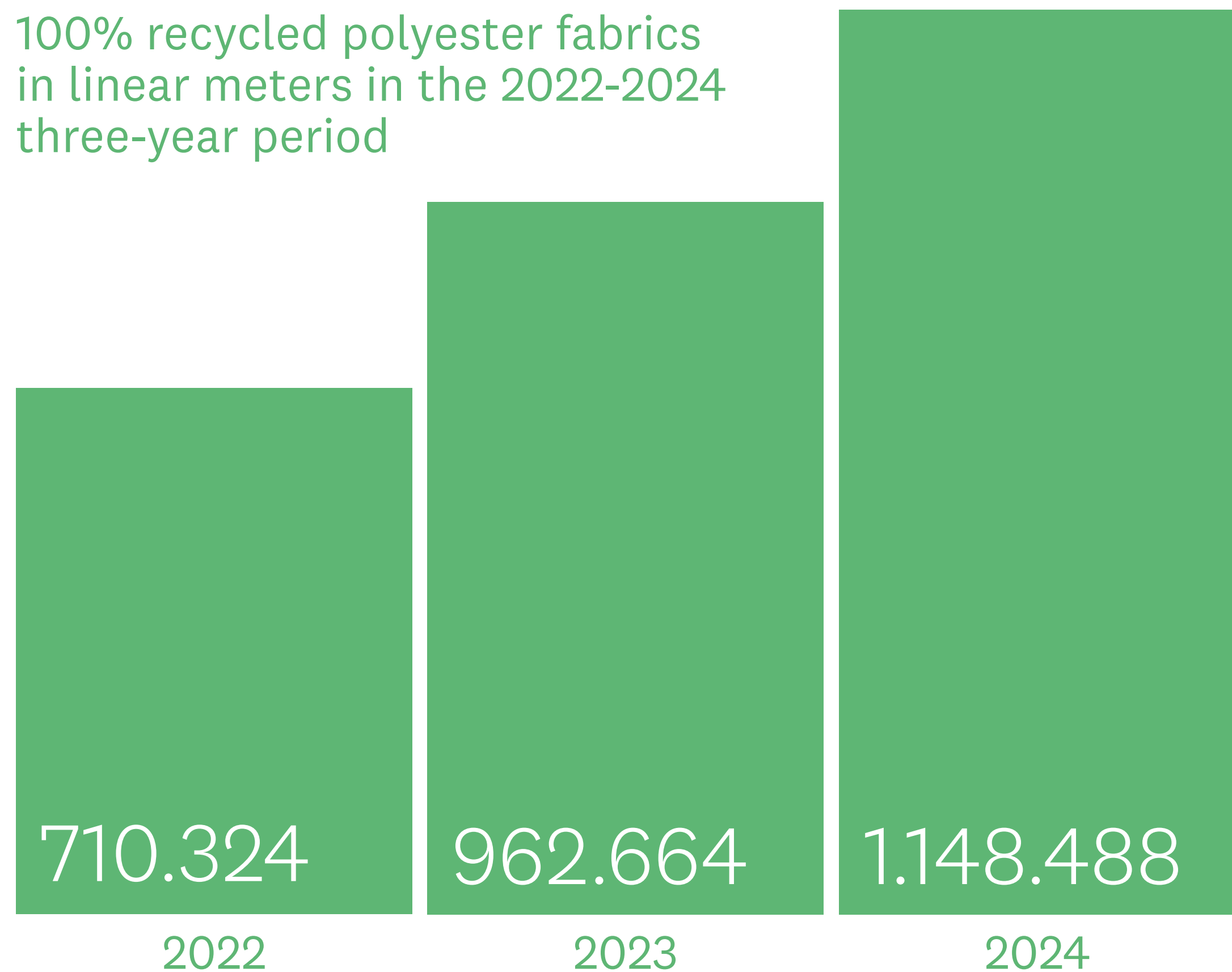
ECONYL has the same identical characteristics of nylon from virgin sources, but can be regenerated, recreated, and remodeled a limitless number of times.

### 100% recycled nylon fabrics (Econyl) in linear meters in the 2022-2024 three-year period



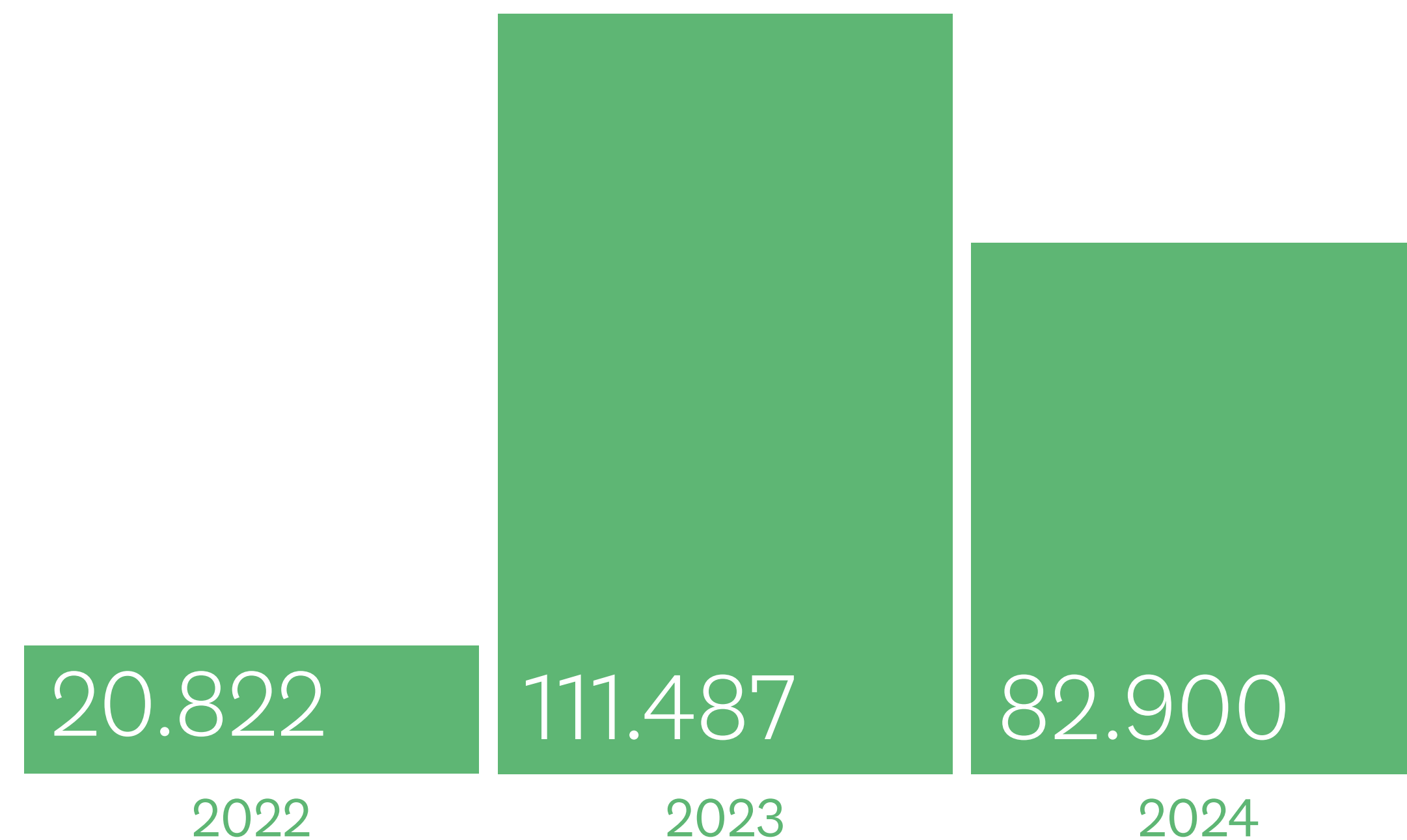
The production in linear meters of 100% recycled polyester also steadily increased in the three-year period being analyzed.

100% recycled polyester fabrics in linear meters in the 2022-2024 three-year period



The following chart shows the production of 100% GOTS certified cotton.

Fabrics produced with 100% GOTS certified cotton in linear meters in the 2022-2024 three-year period





## 4.5. Product Research, Development and Innovation

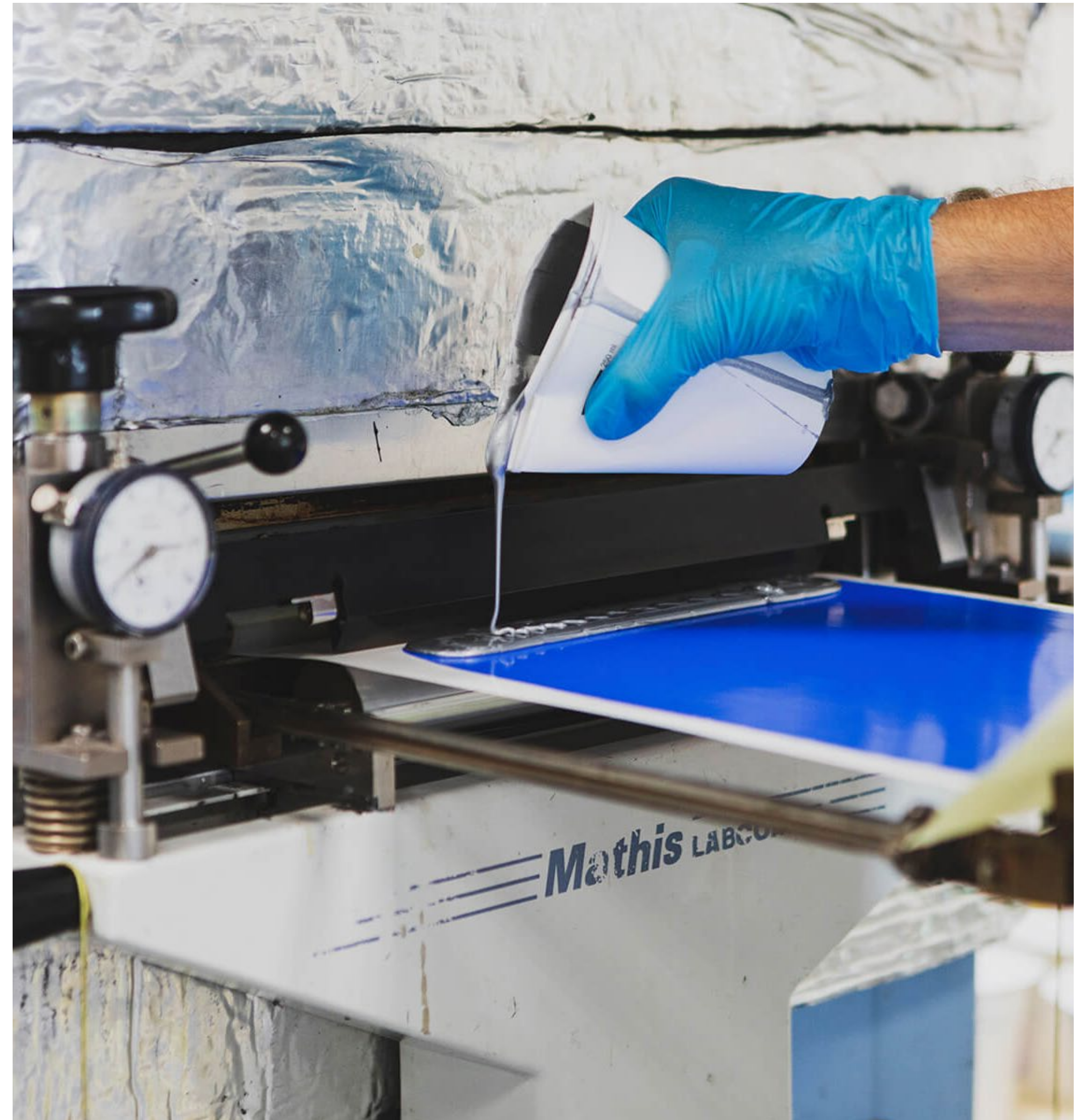
Innovation in Limonta is also achieved thanks to the fundamental contribution of the **Research & Development department**. The company has a dedicated department with 30 full-time employees working on researching new materials and on development projects looking for new, more efficient processing solutions.

This ongoing effort has allowed in time, to create more environmentally friendly product prototypes that can offer the same quality performance of traditional ones.

In more detail, **Solvent Free** applications have been developed for the main manufacturing processes (coating, resin coating and printing). The absence of fluorinated compounds reduces the potential greenhouse effect of materials and therefore the carbon footprint of products. In addition to this research, the company is focusing on **bio-based materials**, that is, organic materials instead of their synthetic equivalents.

To further improve the impact on the environment, said materials are applied on different bases, such as GRS, recycled polyester and cotton fabrics or FSC certified Viscose.

Another important goal was reached in 2024: **fluorocarbon resins were eliminated in all production processes**.

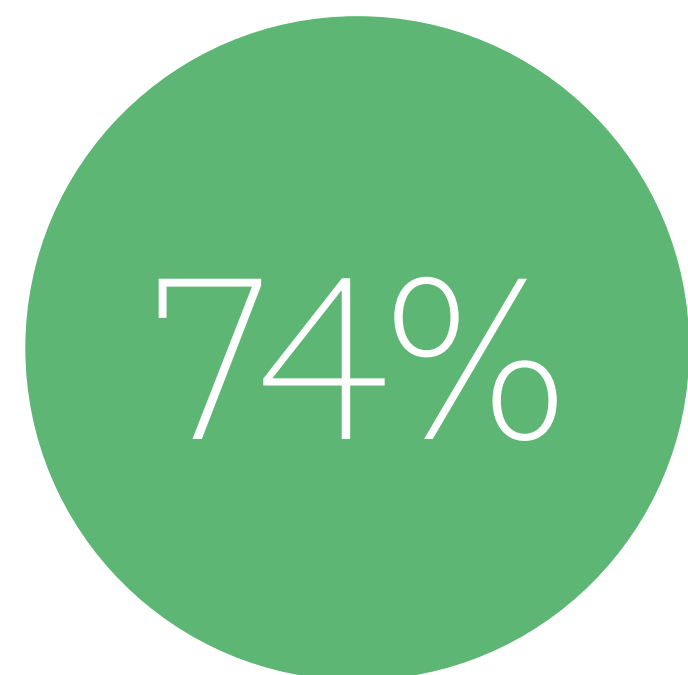


## 4.6. Altera: Sustainability Measured With Digital Passports

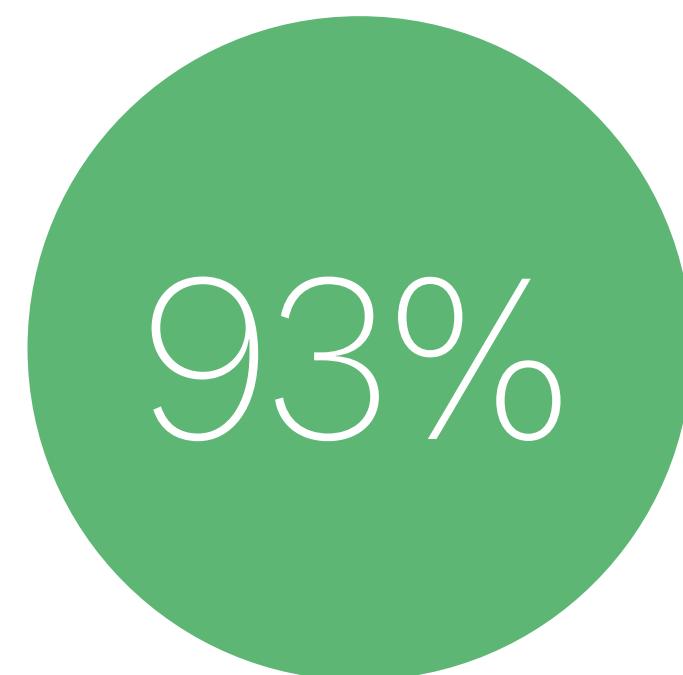
For Altera, the new line of luxury products that combines sustainable textile bases with the most advanced tanning techniques, Limonta created a **digital passport**. This tool provides all sustainability indicators, in terms of composition, traceability of the supply chain, emissions into the atmosphere, as well as the percentage of recycled material and materials coming from renewable sources. The digital passport, which can also be accessed via a QR code, is presented as a new way to perceive the production process: measurable, transparent and responsible. In the carbon footprint certificate, emissions are calculated in conformity with the ISO 14067 standard, thus reinforcing the importance of sustainability which must first and foremost be assessed for its impacts.



# HIGHLIGHTS



OF PURCHASES FOR MATERIALS AND GOODS ARE FROM ITALIAN SUPPLIERS



OF EXPENSES FOR SERVICES ARE FROM ITALIAN SUPPLIERS



INTERNATIONAL CERTIFICATIONS AND PROGRAMS FOR THE SUSTAINABILITY OF OUR PRODUCTS



CARBON FOOTPRINT CERTIFICATES IN 2024



INCREASE IN THE PRODUCTION OF RECYCLED FABRICS COMPARED TO 2022



LOOMS

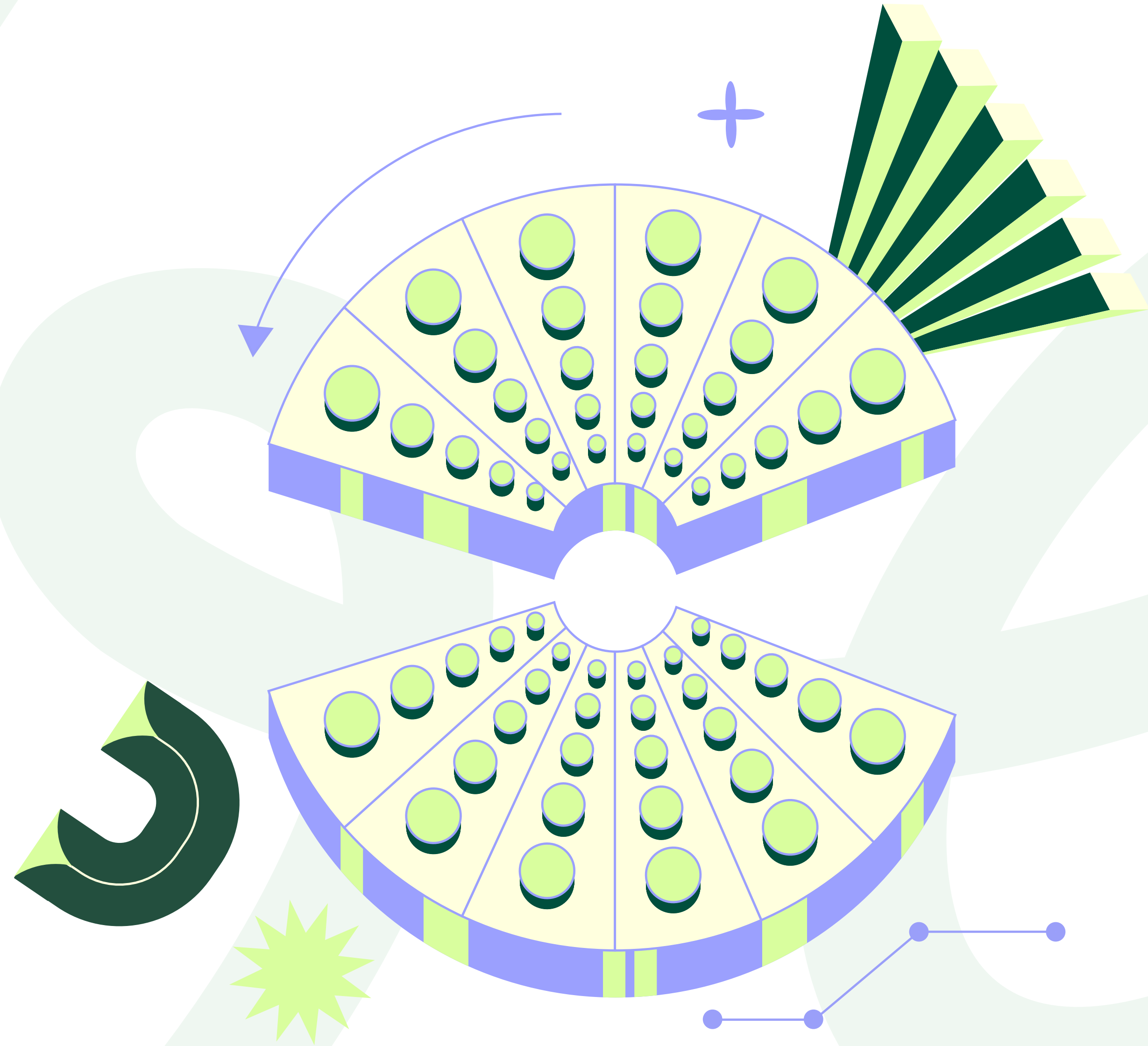


COATING MACHINES



FINISHING PLANTS

BE



GLOCAL



**Think Global – Act Local:** it's the spirit that inspires Limonta in the creative and production stages. Its approach to **Social Responsibility** is also in line with this philosophy. The company is active in the promotion of “**Made in Italy**” products, supports local communities and the development of the territory in which it operates. The decision **to keep the historical manufacturing plants in the province of Lecco** and to offer the opportunity for qualified work to people residing in the area is the result of this philosophy.



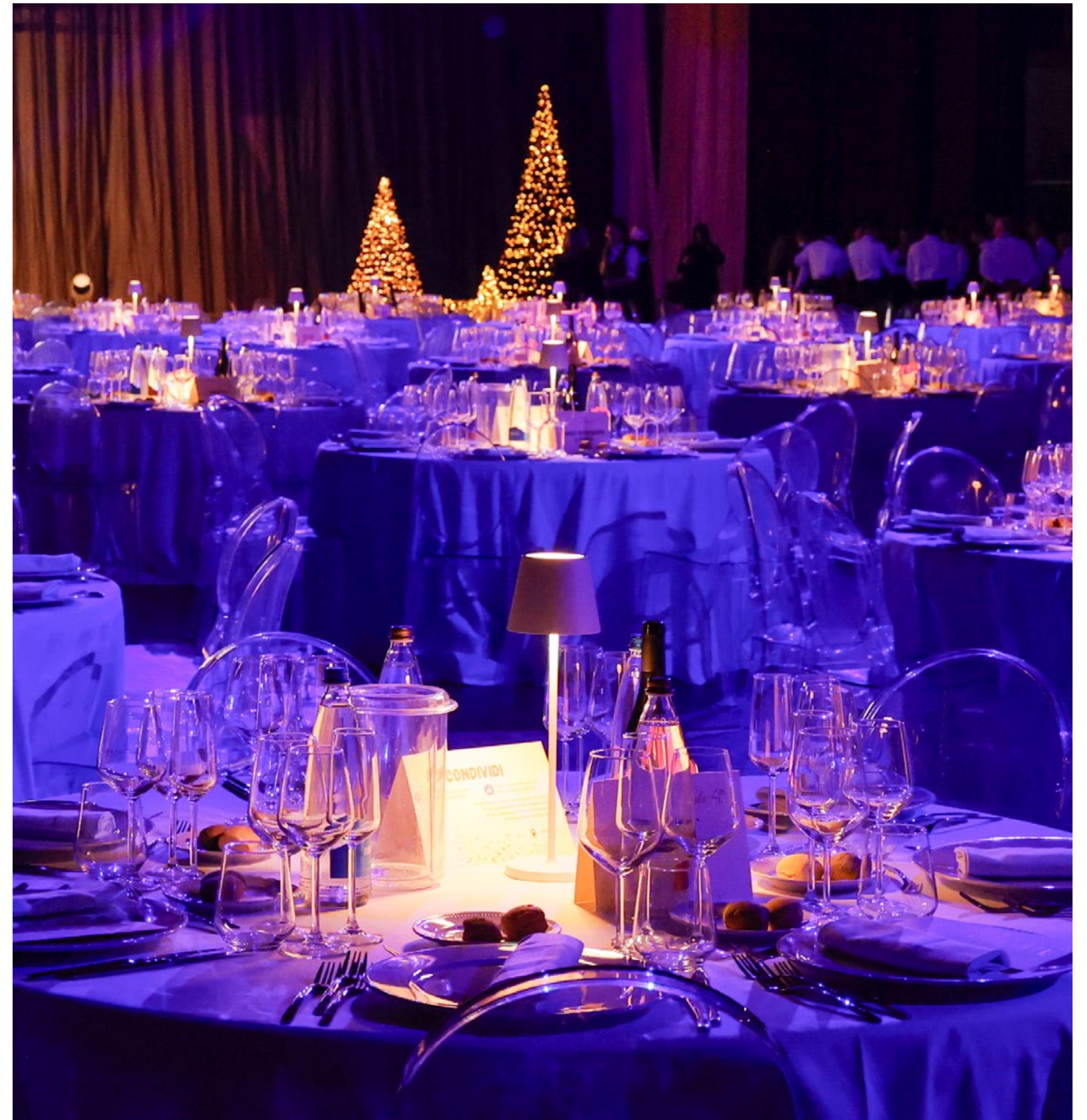
\* Refer to “Limonta’s SDGs 2030 and applicability Table” for the steps taken by Limonta to contribute to the achievement of the Sustainable Development Goals

# 5.1. On the Front Line for the Territory

The bond between the company, the territory and the local communities can only be a permanent one, especially for a business which started in Costa Masnaga, which built its strength with the contribution of people, which was able to create value for the community and the industrial district in which it operates. In this context of proximity and interdependence, Limonta is fully aware of the role it plays not a simple economic agent but a fundamental mechanism in the community.

As a **socially responsible business**, Limonta is committed to generating a positive impact in the community through a series of charitable initiatives, that range from **protecting the artistic, cultural and artisanal heritage of the textile sector**, **promoting job integration for vulnerable categories of workers** (especially focusing on young people) and **supporting associations or non-profit organizations operating in the territory** close to Costa Masnaga.

In 2024 for the “**Natale Solidale 2024**” campaign, like in previous years, Limonta sponsored three important project benefitting local communities. The first one for “**La Nostra Famiglia**” in Bosisio Parini, a center of excellence dedicated to the treatment and training of childhood neurological and neuropsychic conditions. Limonta contributed to the purchase of new instrument for the medical genetics lab.



The second project involved extending support to the **Associazione Noi Genitori**, a social Cooperative founded in 1994 in Erba (province of Como) whose aim is to become a reference point for the care, training and social inclusions of children and young adults with disabilities that live in the local communities.

Limonta has also renewed its support to the project “**Banca delle visite**”, promoted by the **Green Cross in Bosisio Parini**, whose mission is to protect the right of health and promote initiatives aimed at helping people facing difficult times, due to sickness, economic and social hardship, in accordance with mutual principles of solidarity and reciprocal aid.

Lastly, in 2024, Limonta continued to support “**Villa Beretta**” in Costa Masnaga, a structure dedicated to Rehabilitative Medicine, for the recovery of the best possible functional levels for people affected with congenital or acquired disabilities.

Limonta also sponsors and has an on-going and consolidated relationship with sports and cultural associations. Among them, the one with the **Associazione sportiva dilettantistica Limonta Basket Costa Masnaga** is particularly felt. The goals and the mission of the Association, which started almost 40 years ago around the local sports center, have never changed: the access to sport and the promotion of sport culture, including competitive sports, for girls and young women, sometimes left on the fringes of sports activities.



A vision of equal gender opportunities for a sustainable future, that the company also wanted to emphasize by sponsoring the “**Bollettone in Rosa**” initiative, the charity walk supporting the **Veronesi Foundation**, organized in September 2024 by the **Pink Ambassadors in Como**, a group of women who, following the illness, promotes a series of initiatives to raise awareness and foster prevention on women’s cancers.

Limonta is committed both locally and on a national level for the promotion of culture. In 2024 the Company started to approach and support the arts acting as Main Sponsor for the Adrian Piper “**Race Traitor**” exhibition, organized at the **PAC**, the **Contemporary Art Pavillion** in Milan, Italy, from 18th March to 9th June. Approximately 17.000 people visited the exhibition.

Worth mentioning are the donations to the **Corpo Musicale Santa Cecilia**, to **TEDxLakeComo** and to **FAI Fondo Ambiente Italiano** (Italian fund for the environment), through the **Corporate Golden Donor program**, which contributes to the restoration of the environmental and architectural heritage in the territory open to the public.



Limonta also contributed, like in 2023, to the **Telethon campaign** in Lecco, hosting a stand in the company premises during the celebration of Mother's Day.

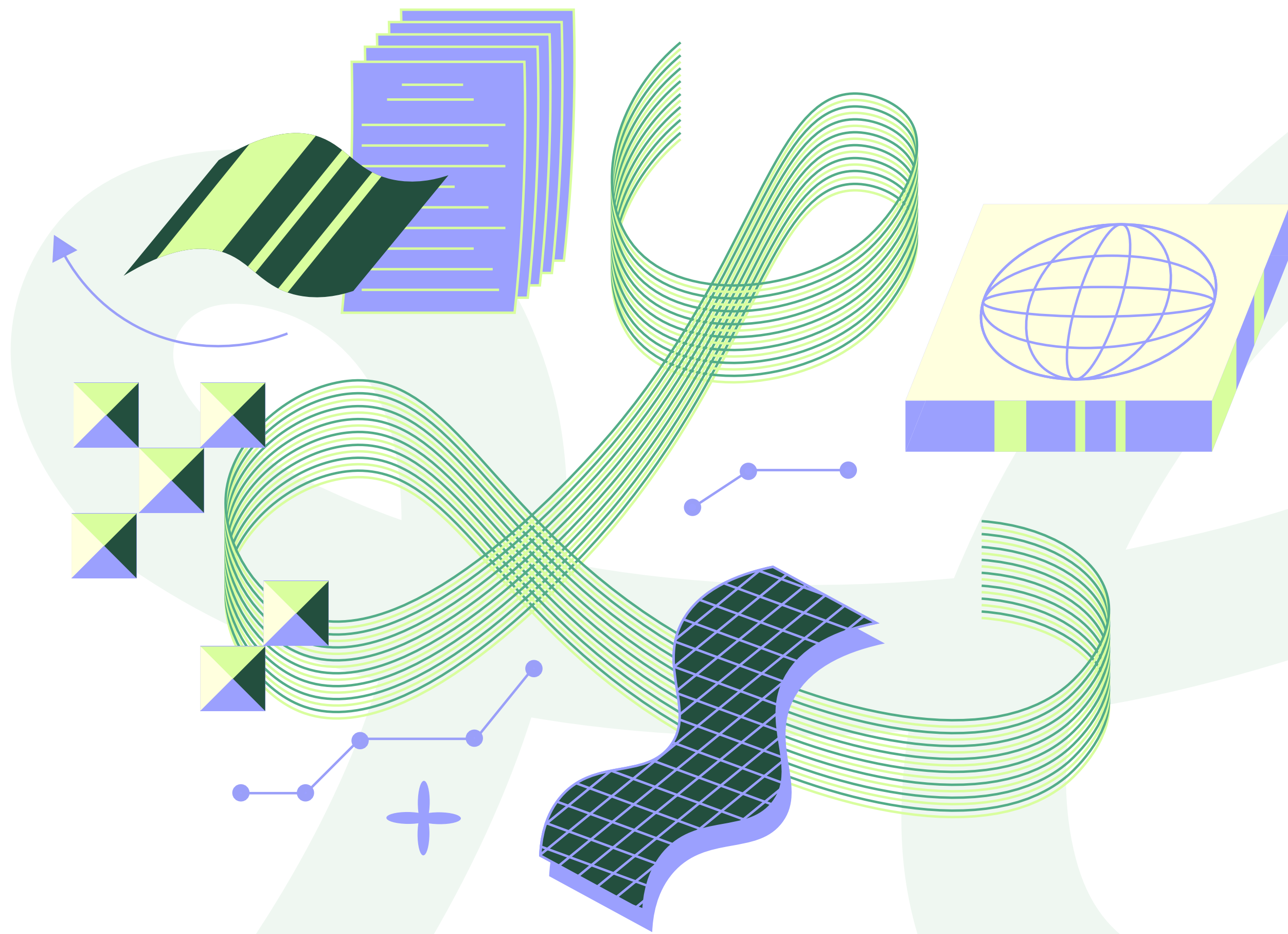
Limonta annually renews its membership to Confindustria Lecco e Sondrio, its reference trade association.

In line with corporate policies, in 2024, the **SOCIETY Limonta** division participated in various charitable initiatives, donating products from its collections: to **Centro Benedetta d'Intino ONLUS** that offers support to children with serious communication disabilities and children and youth affected by psychological distress; **Fondazione Libellule Insieme** that offers prevention, treatment and support to people diagnosed with breast cancer; **Centro IEO Monzino** for cancer research; **Fondazione TOG**, a center that offers specialized treatment to children and adolescents affected by serious neurological conditions.

**In 2024, Limonta donated and contributed over 162.000 euros to various associations, sponsoring high-social value projects.**



**BE**



**PERFORMANT**



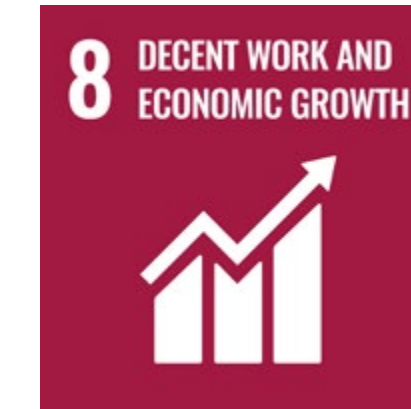
# 6.1. Corporate Governance Model

The Corporate Governance model adopted by the Company is organized in a set of rules of conduct, regulations, practices, and procedures structured to make the company's business effective and transparent and to promote an open dialogue with its Stakeholders, thus creating sustainable value in the long term, as well as strengthening the Company's high standing.

The Corporate Governance model adopted by Limonta S.p.A. complies with the current regulations applicable in Italy, where it has its registered headquarters.

The Company has adopted a traditional administration and control system, in conformity with the provisions of the Italian Civil Code, which consists of a management body (Board of Directors), a control body (Board of Statutory Auditors) and an auditing and accounting control body (Independent Auditors).

In addition to the above listed bodies, a committee composed of managers was established in 2024 with the aim to promote the sharing of ideas and new business opportunities and develop new synergies. The committee meets once a month.



\* Refer to “Limonta’s SDGs 2030 and applicability Table” for the steps taken by Limonta to contribute to the achievement of the Sustainable Development Goals

## 6.1.1. The Board of Directors

The Board of Directors also appoints the Supervisory Board in conformity with Legislative Decree 231/2001.

The Board of Directors is the Company's highest decision-making body, it is vested with full powers for the ordinary and extraordinary management of the company and has the authority to carry out all the decisions it deems necessary for the realization and fulfillment of the corporate scope, with the exception of those reserved by law or Articles of Association to the Shareholders' Meeting. The Board of Directors is appointed by the Shareholders' Meeting and remains in office for three fiscal years. It has 6 members, one chairperson and 5 directors, 4 of which are managing directors.

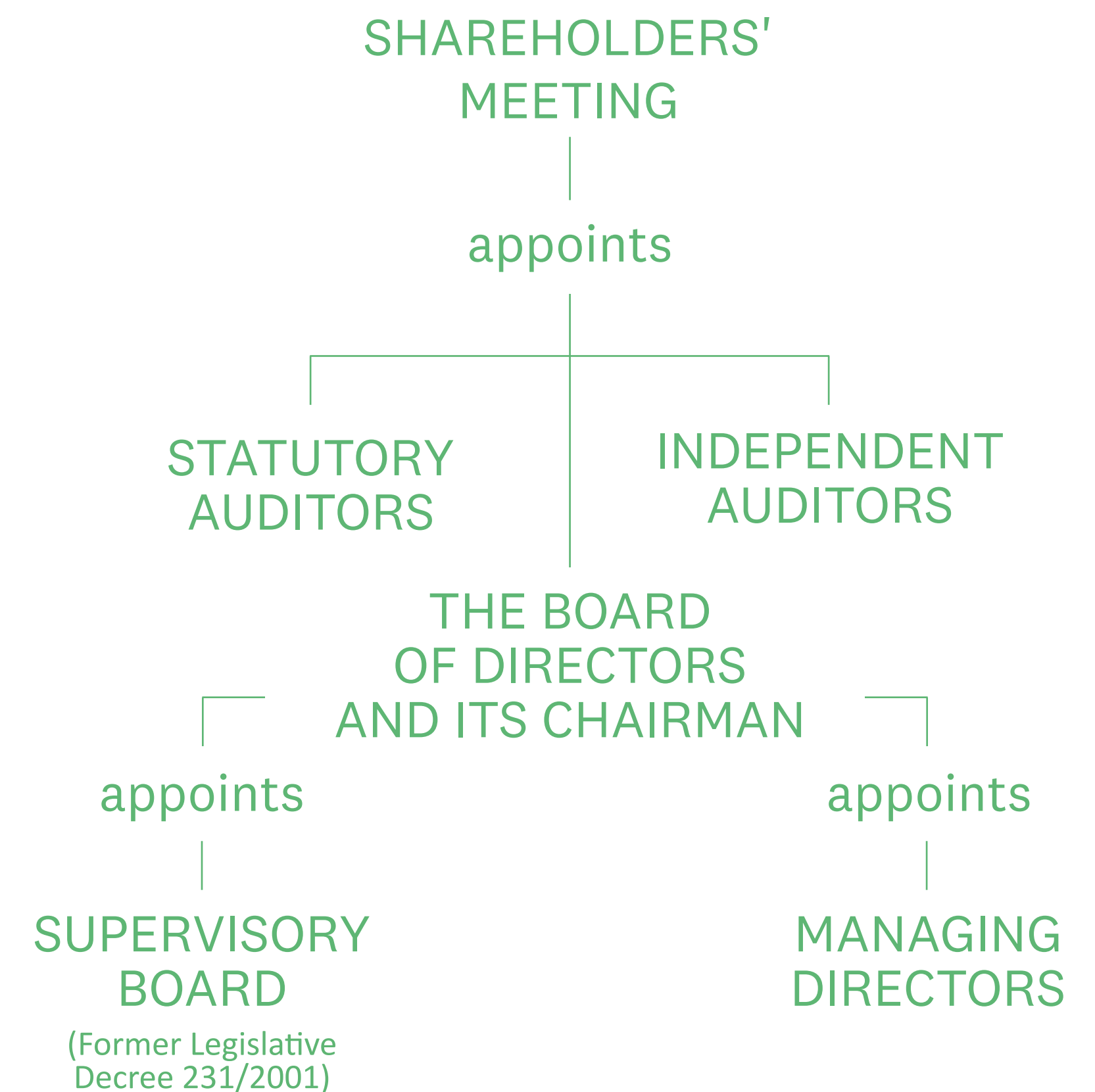
The Board of Directors can either meet on a formal or informal basis. Formal meetings are held at least once a year to approve the Company's financial statements and whenever there is a need to pass resolutions concerning the company's business.

The Board of Directors also formally meets on a quarterly basis to discuss various topics concerning company administration, as well as to analyze its economic and financial state.

The Board of Directors, being in charge of defining the general strategy of the Company, evaluates and approves the annual budgets, the investment plan, and the strategic objectives to be submitted to the approval of the shareholders' meeting. It is responsible for implementing the decisions taken by the shareholders' meeting as well as analyzing the Company's operating and financial performance and overseeing all the aspects related to business performance and the annual and quarterly results in accordance with the objectives defined by the shareholders' meeting.

The Board of Directors is also involved in the definition and monitoring of the company's sustainability strategy and holds quarterly meetings, discussing, among other topics, the progress of sustainability reporting.

Furthermore, the Board of Directors guarantees that adequate internal control and risk management systems are carried into effect.

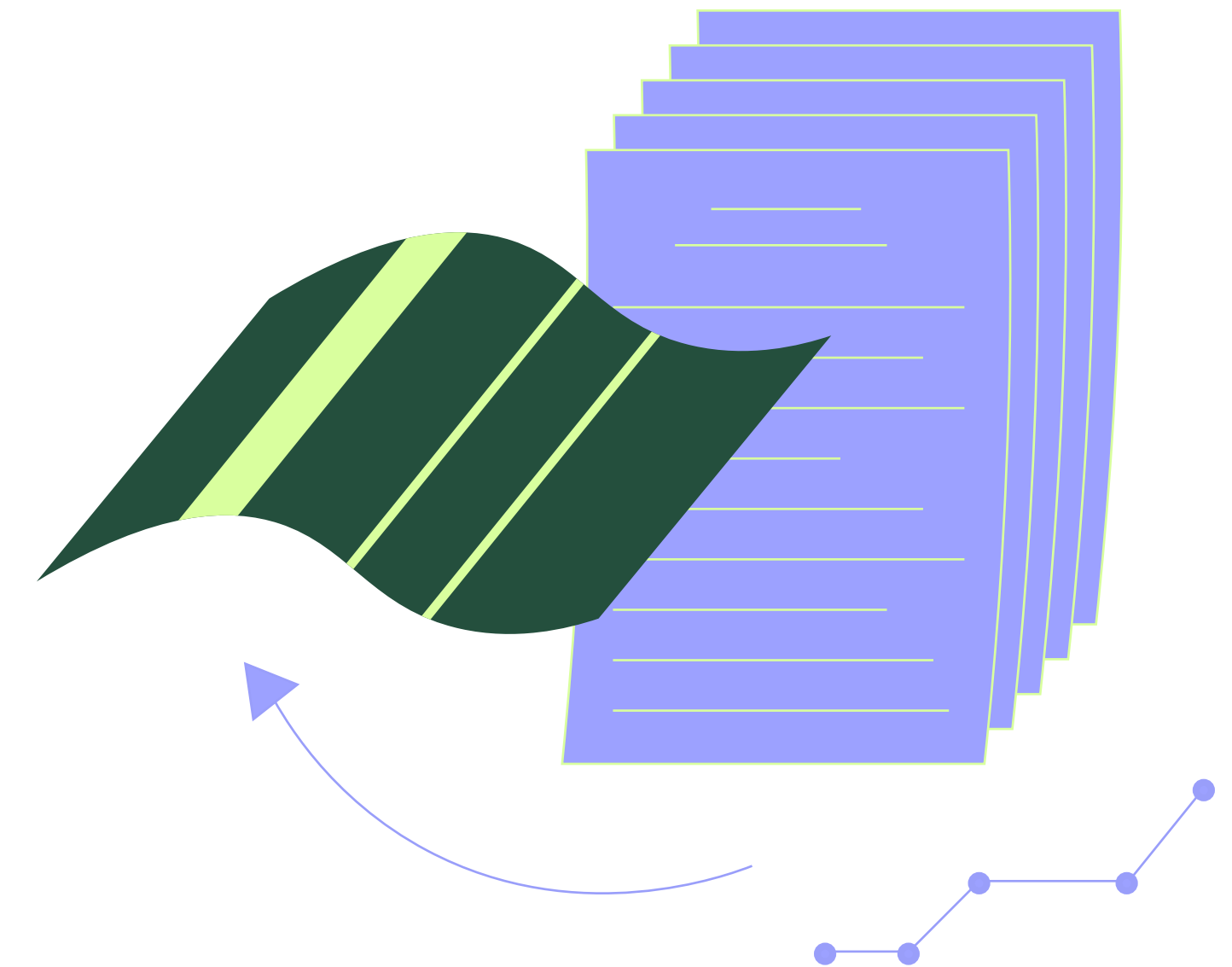


## 6.1.2. Statutory Auditors

The Board of Statutory Auditors oversees compliance with laws and the Articles of Association, as well as the compliance with proper administration principles in the performance of corporate activities. It also monitors the adequacy of the organizational, administrative and accounting structure adopted by the Company, the efficacy of the internal auditing system and the independence of independent auditors. The Shareholders' Meeting held on 29 April 2024 appointed the Board of Statutory Auditors, which is composed of three Acting Statutory Auditors and two Alternate Statutory Auditors for a period of three fiscal years (2024-2026).

## 6.1.3 Supervisory Board

In accordance with the provisions of Legislative Decree No. 231 of 8 June 2001 (the "Decree"), the Company has also appointed a Supervisory Board, whose primary function is to ensure the operation, the effectiveness and fulfilment of the Organization Management and Control Structure adopted by the Company in accordance with the Decree. The current Supervisory Board consists of three members of proven expertise and qualifications appointed by the Board of Directors.



## 6.2. Transparency and Integrity

Limonta's commitment to a transparent and honest approach to business is ratified in a series of documents, including the **Code of Ethics**, the **General Terms of Supply**, the **Environmental and Safety Policy**, the **Quality Policy**, the **Organizational Chart in accordance with Legislative Decree No. 231/2001 and the Whistleblowing Regulation** in compliance with Legislative Decree 24/2023.

The Code of Ethics ratifies the company's general ethical principles, ranging from business management in general, to the management of conflicts of interest, to anti-money laundering, anti-corruption, and anti-competition principles. It also covers ethical principles regarding personnel management, that is respect for diversity, prohibition of child labour and impartiality in every approach to human resources. The Company has also adopted a specific policy for the protection of the environment and safety in the workplace, as well as a quality policy.

To integrate the previous policies, in the past years Limonta has activated a series of rules of conduct, control tools and organizational procedures to best meet the expectations of its stakeholders. An example is the **organizational**

**Model provided for by the above-mentioned decree 231**, which aims at preventing any possible offense, distinguishing between the accountability of individuals from those of the Company.

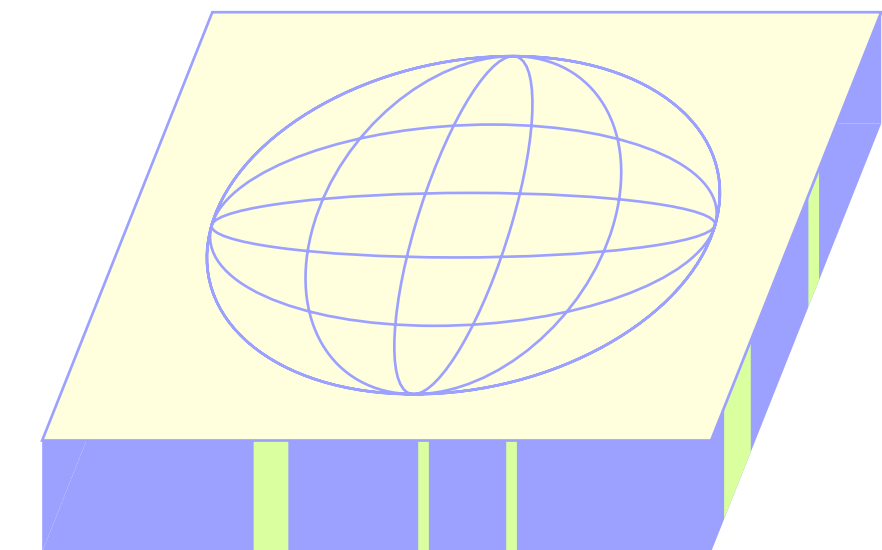
**Whistleblowing systems** are organized both in internal and external flows. The company is constantly working to improve said systems in a timely and organized manner.

In conformity with Legislative Decree No. 24 of 10 March 2023, the Company, in pursuit of a global concept of crime prevention, has drawn up a Whistleblowing Regulation and Procedure, characterized by dedicated and adequate reporting channels, designed to report conducts which have come to light in the work environment, contrary to national or European standards, the Organizational Structure 231, the Ethics Code and other provisions of the decree.

Reports and recommendations to the Supervisory Body can be made in writing and mailed to the company, care of the SB 231, or sent by email to the dedicated SB address.

In August 2024, Limonta was certified in conformity with the **ISO/IEC 27001:2022** Standard, establishing a management

system whose objective is to regulate the security of data and information, in line with international best practices. The above certification is the latest addition to the four previously certified management systems: UNI EN ISO 9001:2015, UNI EN ISO 14001:2015, UNI EN ISO 45001:2018, IATF 16949:2016.



## 6.3. Economic Performance

Since the beginning of its activities, Limonta's history has been characterized by a positive trend, both in economic terms and in terms of market recognition and presence in the territory.

In line with the paradigm of sustainable development, Limonta understands that the objective of medium-long term growth must be the motivation that guides its initiatives.

In 2024 the company generated approximately **162 million Euros**; this figure **shows a decrease of 7.9% compared to 2023**. The economic value directly generated was calculated by reclassifying the income statement. The main component of this value is revenues from sales and services which showed a decrease of 12,86% compared to 2023.

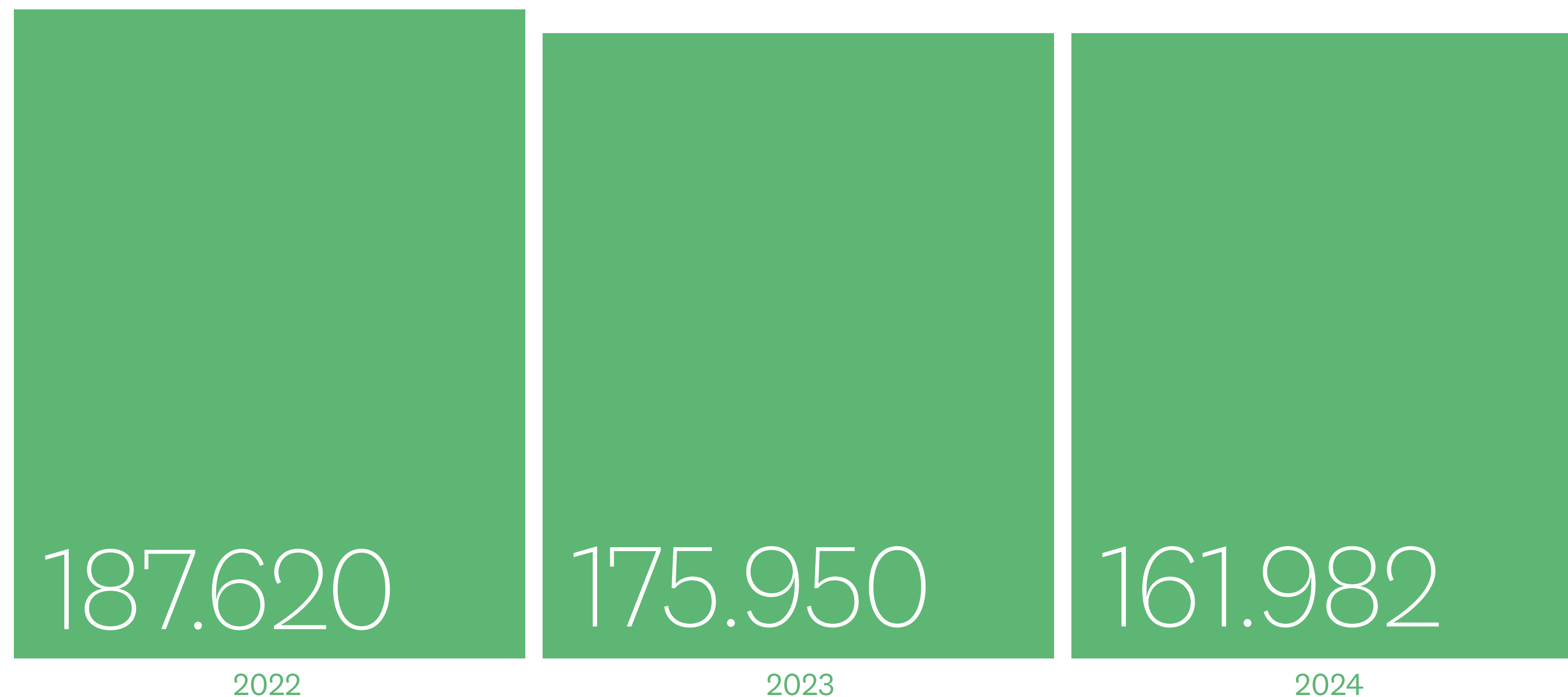
### Economic performance in thousands of Euros. 2022-2024 three-year period

Amounts in thousands of euros	2022	2023	2024
Economic value directly generated	187.620	175.950	161.982
Economic value distributed	171.704	166.564	150.965
- Operating costs	120.152	100.686	95.969
- Employees' wages and benefits	33.285	34.838	34.398
- Payments to capital providers	12.347	22.849	17.502
- Payments to the Public Administration per Country and investments in the community	5.920	8.192	3.096

The economic value distributed shows a 9,4% decrease compared to 2023. The largest share of the economic value distributed to stakeholders is represented by operating costs, which count for 63,6% of the total distributed value, a 5% decrease compared to 2023, mainly due to the decrease in the cost of energy and raw materials. The second important item is represented by employees (23,2%) with a beneficial impact especially in the local community. The percentage allocated to the Public Administration and the community equals 2%, while most of the value reinvested in the company is represented by investment allowance.

Limonta S.p.A. is a joint-stock company subject to Italian taxation.

### Economic value directly generated- thousands of Euros. 2022-2024 three-year period





# MATERIALITY ANALYSIS AND SCALE OF IMPACTS

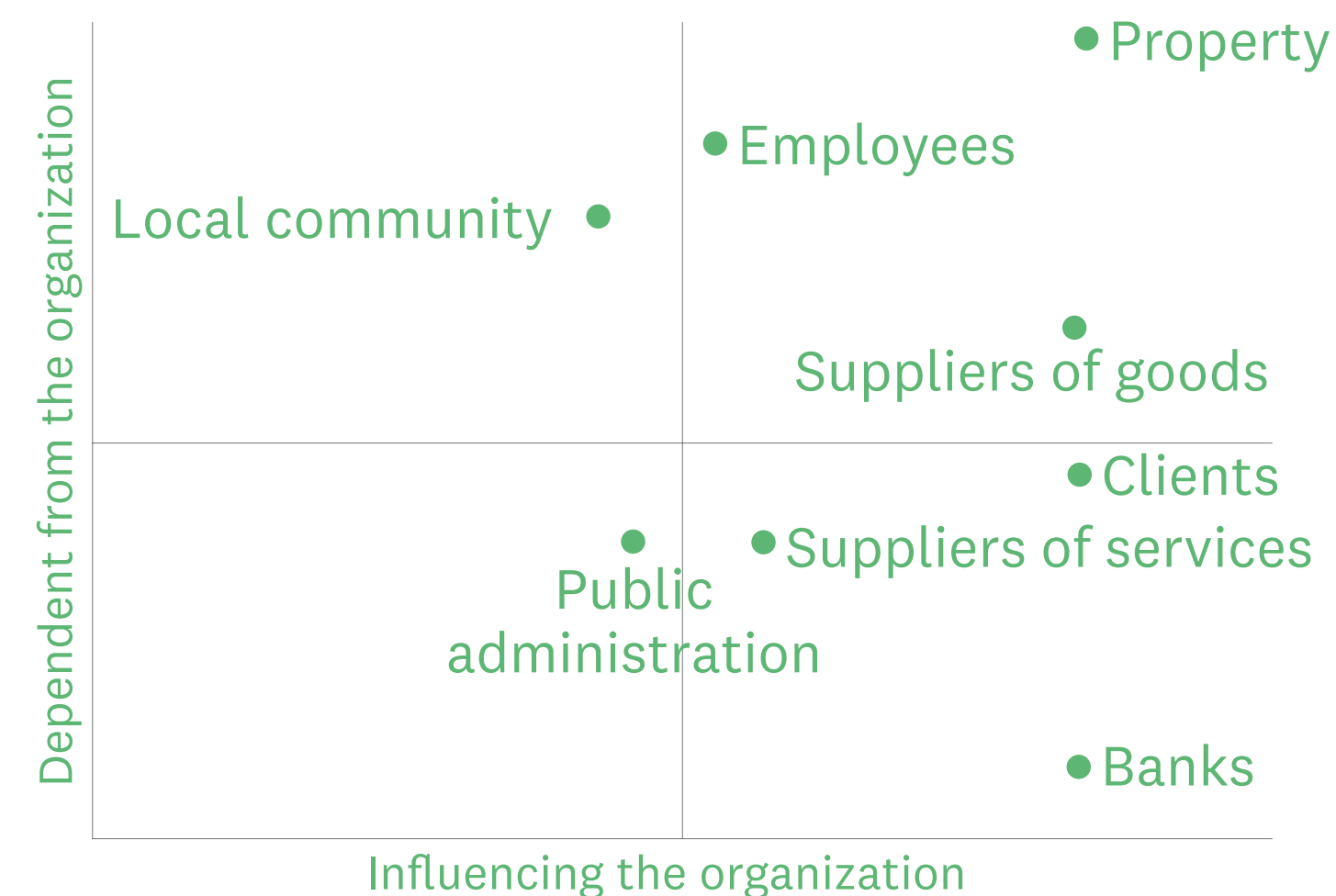
The materiality analysis consists of a set of activities aimed at identifying the “material”, or primary topics for Limonta. Said activity is the result of a process of internal and external consultations with the organization’s stakeholders, finalized at understanding the context and **identifying and assessing impacts**, to determine the priority of the most relevant ones for the purposes of this reporting.

**In 2021, Limonta has defined the analysis process of material topics in four main phases:**

- 1. Training courses** offered to the main corporate departments to introduce sustainability principles and ESG criteria.
- 2. Mapping of stakeholders** and their classification according to a dependency and influence matrix (the results are shown below).
- 3. Interviews with the managers** of the main corporate departments with the purpose of investigating the main elements of their activities, establishing interest in sustainability issues and identifying relevant projects/initiatives that can be the topic of specific reporting.

- 4. Interviews with expert external stakeholders** to establish their perception of company activities and understand their interest in sustainability issues.

The **stakeholders’ mapping** phase starts by analyzing the list of the stakeholders involved in management systems. The following matrix, which identifies the main categories of stakeholders and whether they are “dependent from” or “influencing” the Organization was prepared with the involvement of internal departments.



All interviews were conducted based on a “standard questions” format, which represented the starting point for reflections and considerations on the issues being considered. The results of the interviews were shared with Corporate Management.

## Scale of impacts

The previous version of the materiality analysis was subjected to revision and update in 2023.

The material topics subject matter of this reporting were identified by assessing the ESG impacts connected to the company’s activities.

The following table shows the results of the analysis carried out on the main issues that emerged from the analysis.

The risks involved, the management methods, the type of impact generated and the repercussions on the stakeholders, were examined for each single topic, assessing their significance.

# Correct management of energy and emissions into the atmosphere

## POTENTIAL RISKS

- Fines
- Rising costs
- Damage to image or reputation
- Risks to people's health

## MANAGEMENT METHOD

- Photovoltaic plants
- Trigeneration plant
- Emissions abatement plant
- ISO 14001 management system
- Single Environmental Permit
- Energy audit
- Scope 1 and 2 emissions inventory, first approaches to scope 3
- KPI monitoring and analysis reports

## ESG TYPE OF IMPACT

High impact on the environment, on people's health, on the community and the economy



# Product research and innovation

## POTENTIAL RISKS

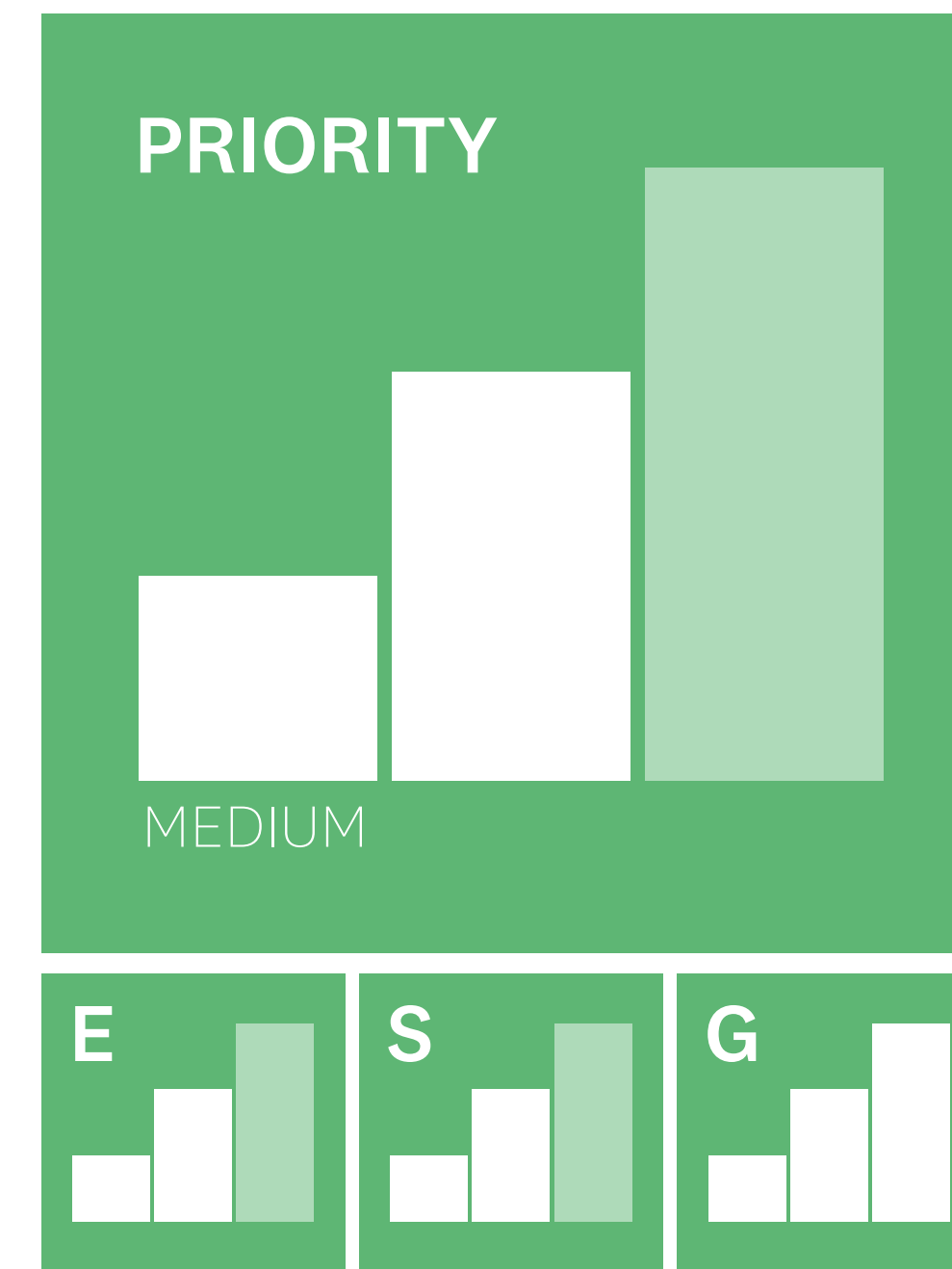
- Risks to reputation
- Failure to position on the market
- Non-conformity and compliance to regulations
- Low customers' satisfaction
- Risks connected to complaints, product defects
- Increase in overheads

## MANAGEMENT METHOD

- ISO 9001 and IATF Quality management systems
- Compliance with - ZDHC Level 2
- Internal R&D laboratory studies
- Carbon Footprint and digital passports for the ALTERA and CLIMA collections
- Fluorocarbon resins eliminated from all production processes

## ESG TYPE OF IMPACT

Moderate short-term impact on the environment and people. High economic impact due to considerable investments in R&D



# Responsible marketing

## POTENTIAL RISKS

- Non-transparent communications
- Fines
- Damages to reputation
- Loss of market opportunities

## MANAGEMENT METHOD

- BeLimonta" icon system for product classification
- Product certifications
- CSR procedures
- Management and monitoring of company web sites and all external communication channels
- Internal communication and awareness-raising activities on sustainability issues

## ESG TYPE OF IMPACT

Moderate social and economic impact



# Occupational health and safety

## POTENTIAL RISKS

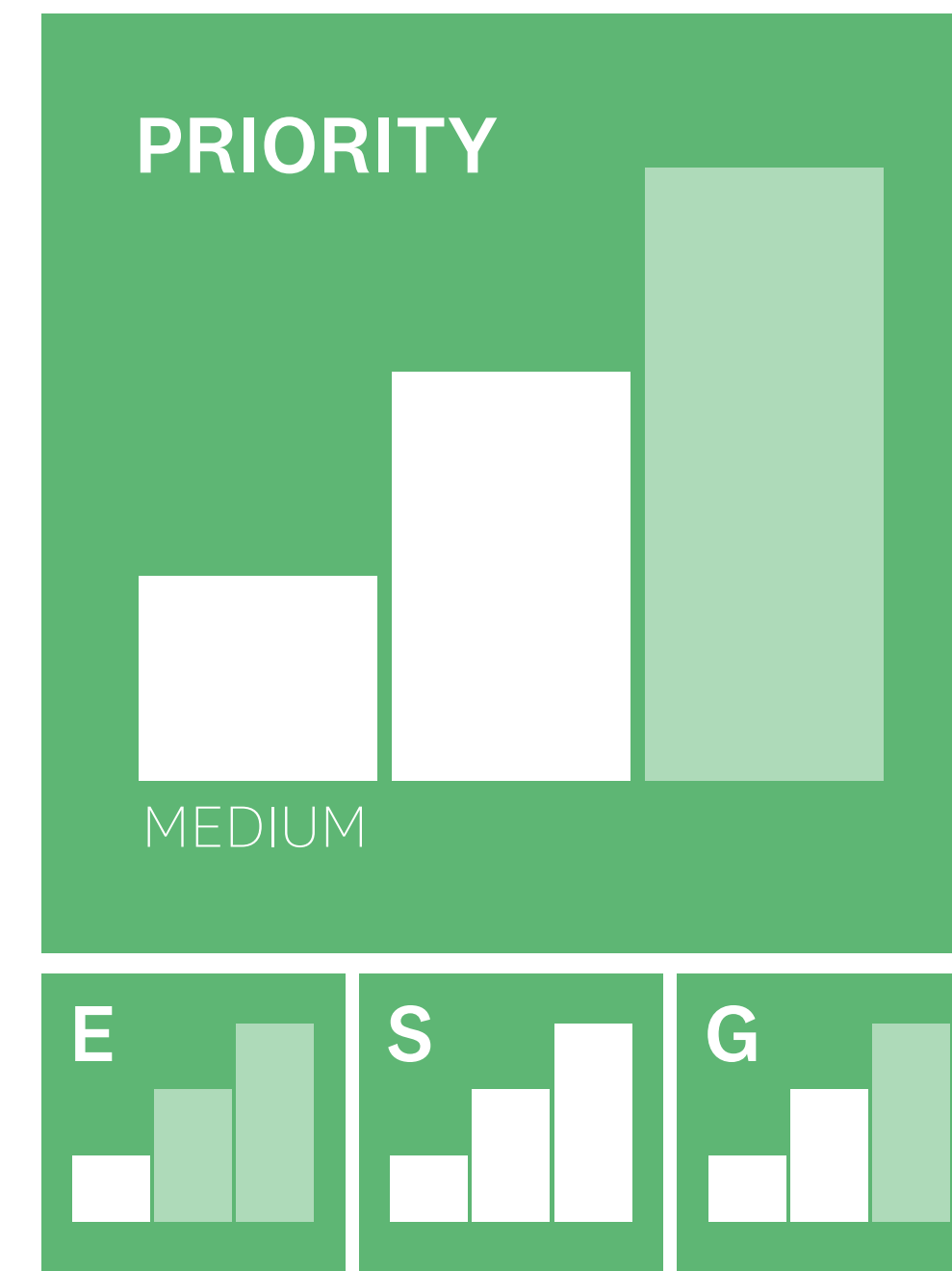
- Risks to people's health
- Fines for non-compliance with regulations
- Decline in productivity in case of accidents

## MANAGEMENT METHOD

- Occupational Health and Safety Management system - ISO 45001
- H&S manager and WHSR in the company
- Risk assessment analysis and documentation
- Policies for Occupational Health and Safety
- Training and prevention courses
- Procedures to report potential risks via a dedicated portal

## ESG TYPE OF IMPACT

High social impact, moderate impact from an economic point of view due to upgrading and prevention costs and management of accidents. Low environmental impact



# Use of water resources

## POTENTIAL RISKS

- Risks connected to water shortage
- Possible fines

## MANAGEMENT METHOD

- Internal industrial water treatment plant
- Constant monitoring and analysis of effluents
- Partial resource withdrawal from on-site well

## ESG TYPE OF IMPACT

High environmental impact given the importance of the resource in processes.  
Moderate social and economic impact



# Procurement of sustainable raw materials

## POTENTIAL RISKS

- Risks connected to the shortage of raw materials and depletion of virgin resources
- Risks associated to the monitoring of environmental and social issues along the supply chain
- Increase of procurement costs

## MANAGEMENT METHOD

- Suppliers audit (24 in 2024)
- Purchase of recycled and biosource materials
- Phasing out of single-use plastic
- General procurement terms
- Internal team in charge of compliance with traceability requests from customers

## ESG TYPE OF IMPACT

High environmental and economic impact linked to the costs of raw materials and the choice of suppliers. Moderate social impact on the supply chain



# Waste management and circular economy

## POTENTIAL RISKS

- Increase in waste to be disposed of and resulting increase in costs
- Risks connected to the incorrect management of waste and incorrect compliance to regulations
- Non optimization of processes and the use of raw materials

## MANAGEMENT METHOD

- Use and monitoring of indicators to calculate the share of reclaimed generated waste
- Upcycling projects

## ESG TYPE OF IMPACT

High environmental and economic impact linked to waste production and management. Low social impact



# Valorization of people, diversities and equal opportunities

## POTENTIAL RISKS

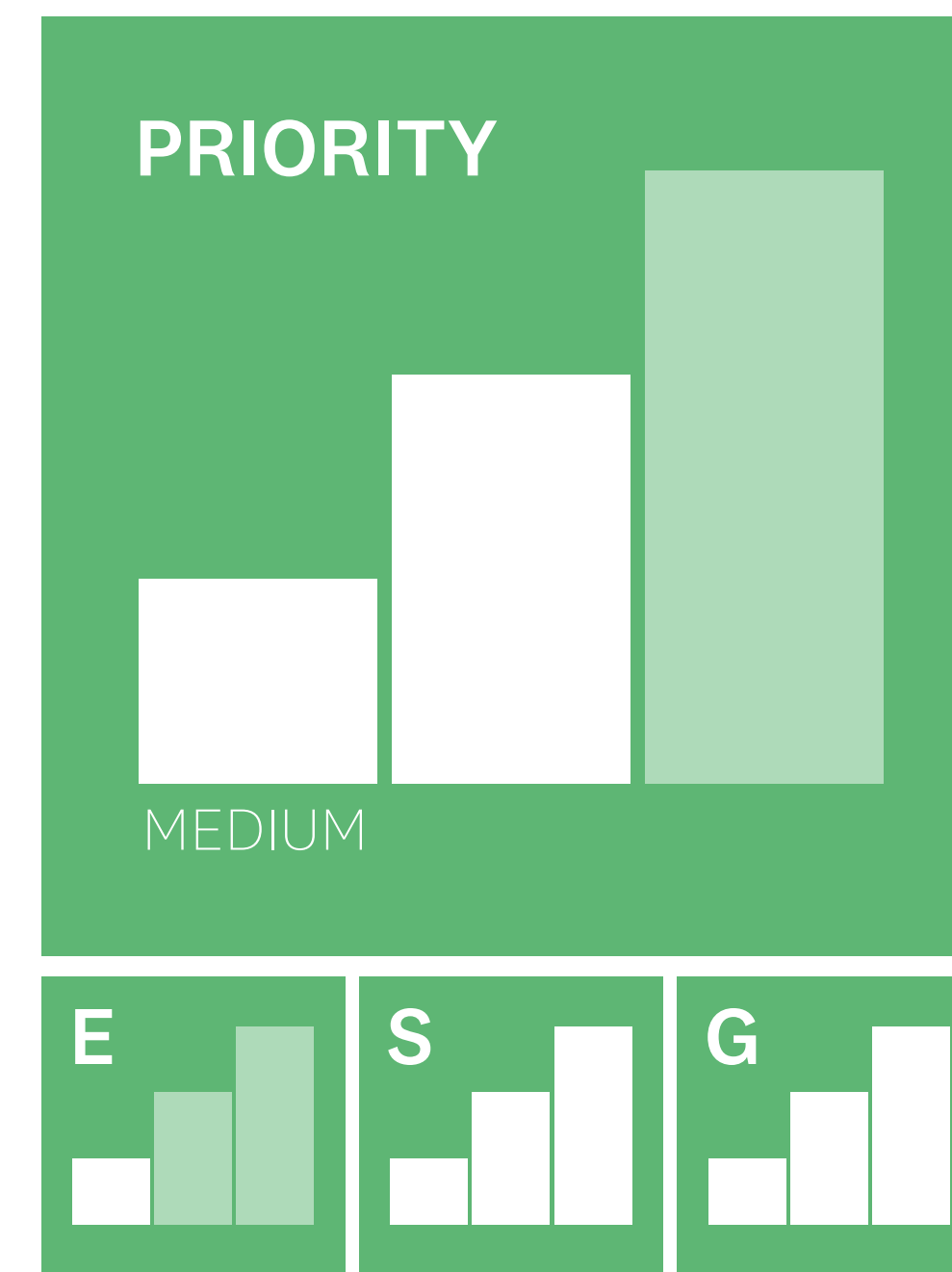
- Insufficient availability of qualified personnel due to the low appeal linked to the type of work
- High personnel turnover and high costs to find and train new personnel
- Failure to value diversity and loss of new growth opportunities

## MANAGEMENT METHOD

- ISO 45001 Management system
- Specific training programs
- Corporate welfare
- Ethichs Code and personnel management policy
- WHP - focuss on the fight against addictions
- Work inclusion tools for protected categories of workers
- Job opportunities for young people

## ESG TYPE OF IMPACT

High social and economic impact for the company and workers



# Support to local communities

## POTENTIAL RISKS

- Failed integration with the territory and repercussions in terms of reputation and operational processes
- Difficulty in attracting skilled local manpower

## MANAGEMENT METHOD

- Initiatives aimed at financially supporting the community
- Sponsorship of local associations and non-profit organization involved in social and environmental issues

## ESG TYPE OF IMPACT

High social and economic impact to meet local needs. Moderate environmental impact



# LIMONTA'S SDGS 2030 AND APPLICABILITY TABLE

	1 NO POVERTY	2 ZERO HUNGER	3 GOOD HEALTH AND WELL-BEING	4 QUALITY EDUCATION	5 GENDER EQUALITY	6 CLEAN WATER AND SANITATION	7 AFFORDABLE AND CLEAN ENERGY	8 DECENT WORK AND ECONOMIC GROWTH	9 INDUSTRY, INNOVATION AND INFRASTRUCTURE	10 REDUCED INEQUALITIES	11 SUSTAINABLE CITIES AND COMMUNITIES	12 RESPONSIBLE CONSUMPTION AND PRODUCTION	13 CLIMATE ACTION	14 LIFE BELOW WATER	15 LIFE ON LAND	16 PEACE, JUSTICE AND STRONG INSTITUTIONS	17 PARTNERSHIPS FOR THE GOALS
Proposes opportunities to all employees to improve company welfare			×														
Strives to constantly improve and increase the hours of training offered to employees				×													
Works in synergy with partners to help disadvantaged social categories	×	×														×	×
Creates value for the territory in which it operates and promotes initiatives aimed at local communities								×	×								×
Invests in the future of young generations, collaborating with national schools and universities				×				×		×							
Dedicates resources to research and development on an on-going basis									×								
Started and continues to pursue a journey of improvement aimed at obtaining product and process certifications in terms of environment, health-safety and quality						×	×	×					×				
Constantly working to improve the impact of its activities on the environment by the:																	
- reduction of energy and water consumption												×	×		×		
- responsible management of procured materials												×	×				
- responsible management of auxiliary materials												×	×				
- reclamation of waste and production scraps												×					
- use of recycled and bio based raw materials												×					
- application of eco-design principles												×					
- reclamation of industrial waters													×				
- production of renewable energy							×						×				
- assessment of the impacts of its production processes												×	×				



This Sustainability Report is addressed to all Limonta S.p.A. stakeholders. Its purpose is to highlight all the steps taken concerning the Group's sustainability goals and, by doing so, meet the expectations of all its stakeholders.

This document takes into consideration the entire organizational, economic, environmental, and social context, both inside and outside the Group's premises, to promote knowledge of its activities, its results, and the generated impacts.

This document was prepared in accordance with the "Sustainability Report Standards" set forth by the Global Reporting Initiative (GRI) 2021 version – "with reference" option.

To this effect Limonta S.p.A. has launched a process to identify the "relevant" topics which, in January 2023, were discussed with the main internal and external stakeholders as described in the dedicated "Materiality analysis and material aspects" section at the beginning of this report.

The pertinent SDGs of the UN 2030 Agenda are referred to in each chapter of this report to link the Organization's goals with the ones established by the international community.

## 1. Scope of this Report

The reporting scope is represented by Limonta S.p.A. in its three locations:

- Via Battisti, 15, 23845 Costa Masnaga (LC)
- SS36, km 36, n. 13, 23846 Garbagnate Monastero (LC)
- SS36, km 36, n. 9, 23846 Garbagnate Monastero (LC)

All its internal Divisions are also to be considered within the scope of this report: Fabrics & Coatings, Interiors and Society Limonta.

The companies belonging to Gruppo Limonta 1983, i.e., Tessitura di Lurago, Tiba, Limonta Sport, Limonta Informatica, and Aunde Italia are excluded from the scope of this report. The details of the Corporate organizational chart and the divisions are listed in Chapter 1.

Information relating to the origin, business model, history and structure of the company are also to be found in the same chapter. Any external reference to Limonta S.p.A. is duly indicated in the text.

Data and information contained in the other chapters of the Report, as well as in the reporting tables and the topics related to the materiality matrix, are to be considered within the reporting scope of this Report, that is Limonta S.p.A.

The words "Limonta", "the company", "the organization" contained in the text of the Report and in this note, are to be intended as Limonta S.p.A with its previously listed production sites.

## 2. Reporting data and period

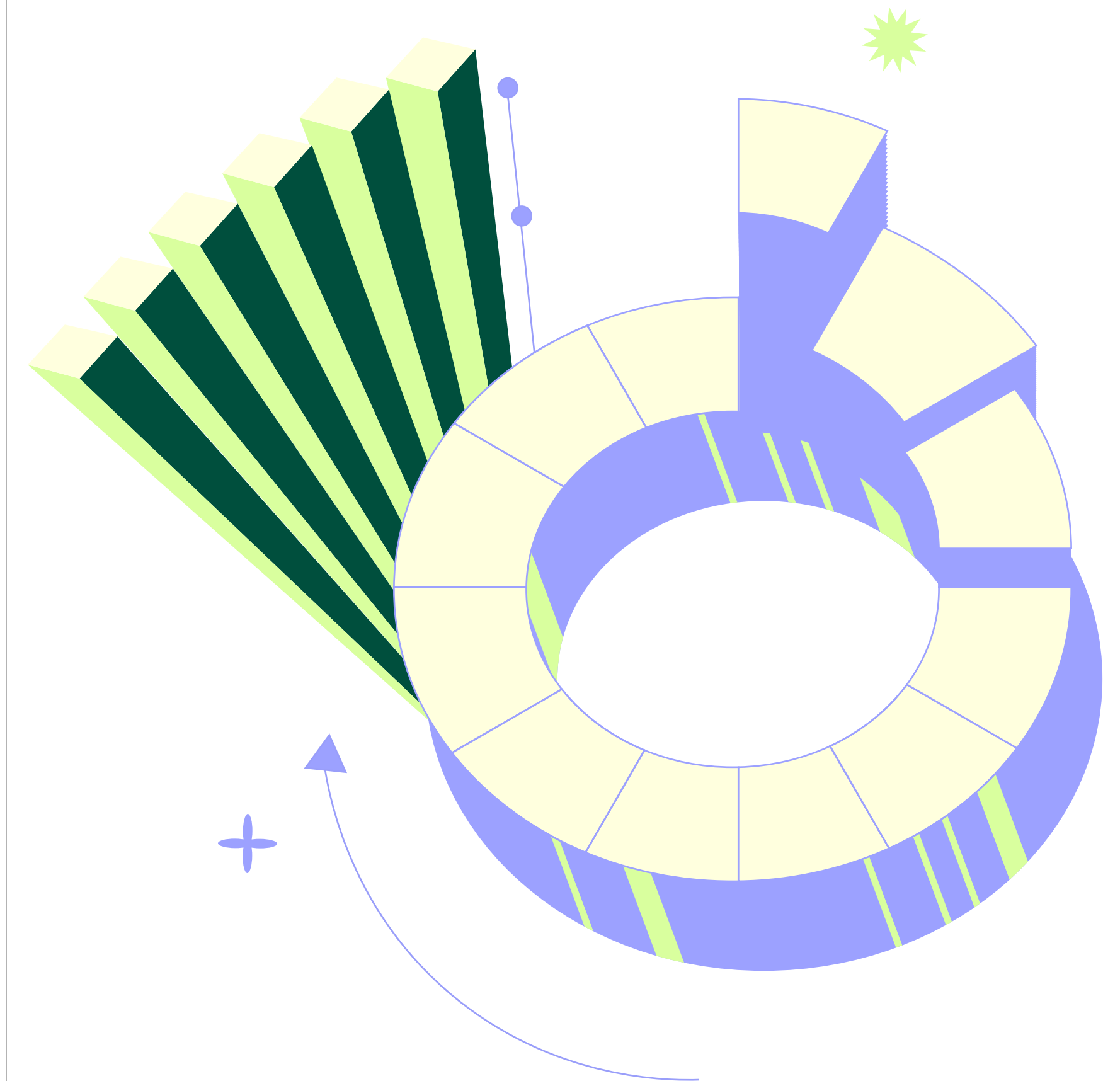
This report collects data from Limonta S.p.A. business and processes from the Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 sites.

The reporting period chosen for this report is the 2022-2024 three-year period. Data are updated on 31st December of every year.

With a view to continuous improvement, in preparation for the next editions of the Report, the company is committed to providing increasingly accurate data for the chosen reporting period.

## 3. Compilation notes and editing of information

- **Production:** For the purposes of this report, if the terms “processing” or “production” are used, they also include fabrics or materials produced by other companies belonging to the group, that have undergone at least one relevant processing by Limonta S.p.A.
- **Clarification on the Garbagnate Monastero 13 site (Wall Division):** within Chapter 3, consumption related to the Garbagnate Monastero 13 site is still accounted for (despite the decommissioning of production facilities that began in 2023) as to date it is still used as a warehouse.
- **GHG reporting:** The values for Scope 1 and Scope 2 for the years 2022 and 2023 have been revised due to an update of the emission factors in order to make them consistent with the methodology used to calculate the 2024 emissions.
- **Trigenerator yield:** The trigenerator yield reported in 2023 was corrected after a review of the calculation method.





<b>STATEMENT OF USE</b>	LIMONTA S.P.A. PREPARED THIS REPORT IN CONFORMITY WITH GRI STANDARDS FOR THE PERIOD 1ST JANUARY - 31ST DECEMBER 2024
<b>GRI USED</b>	GRI 1: REPORTING PRINCIPLES 2021

GRI STANDARD	DISCLOSURE	LOCATION
GRI 2: GENERAL DISCLOSURES 2021	2-1 ORGANIZATIONAL DETAILS	CHAPTER 1.1 / METHODOLOGY NOTE
	2-2 ENTITY INCLUDED IN THE ORGANIZATION'S SUSTAINABILITY REPORTING	CHAPTER 1.1 / METHODOLOGY NOTE
	2-3 REPORTING PERIOD, FREQUENCY AND CONTACT POINT	METHODOLOGY NOTE
	2-4 RESTATEMENTS OF INFORMATION	METHODOLOGY NOTE
	2-5 EXTERNAL ASSURANCE	NOT SUBJECTED TO EXTERNAL ASSURANCE
	2-6 ACTIVITIES, VALUE CHAIN AND OTHER BUSINESS RELATIONSHIPS	CHAPTER 1.2 / CHAPTER 4.1
	2-7 EMPLOYEES	CHAPTER 2.1
	2-8 WORKERS WHO ARE NOT EMPLOYEES	CHAPTER 2.1
	2-9 GOVERNANCE STRUCTURE AND COMPOSITION	CHAPTER 6.1
	2-10 NOMINATION AND SELECTION OF THE HIGHEST GOVERNANCE BODY	CHAPTER 6.1
	2-11 CHAIR OF THE HIGHEST GOVERNANCE BODY	CHAPTER 6.1
	2-12 ROLE OF THE HIGHEST GOVERNANCE BODY IN OVERSEEING THE MANAGEMENT OF IMPACTS	CHAPTER 6.1
	2-13 DELEGATION OF RESPONSIBILITY FOR MANAGING IMPACTS	NO FORMAL MANDATE TO MANAGE IMPACTS
	2-14 ROLE OF THE HIGHEST GOVERNANCE BODY IN SUSTAINABILITY REPORTING	CHAPTER 6.1
	2-15 CONFLICTS OF INTEREST	CHAPTER 6.2
	2-16 COMMUNICATION OF CRITICAL CONCERNS	CHAPTER 6.2
	2-17 COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNANCE BODY	CHAPTER 6.1
	2-18 EVALUATION OF PERFORMANCE OF THE HIGHEST GOVERNANCE BODY	NOT EVALUATED
	2-19 REMUNERATION POLICIES	CHAPTER 6.3

GRI 2: GENERAL DISCLOSURES 2021	2-22 STATEMENT ON SUSTAINABLE DEVELOPMENT STRATEGY	LETTER TO STAKEHOLDER
	2-23 POLICY COMMITMENTS	CHAPTER 6.2
	2-24 EMBEDDING POLICY COMMITMENTS	CHAPTER 6.2
	2-25 PROCESSES TO REMEDIATE NEGATIVE IMPACTS	MATERIALITY ANALYSIS AND SCALE OF IMPACTS
	2-26 MECHANISMS FOR SEEKING ADVICE AND RAISING CONCERNS	CHAPTER 6.2
	2-27 COMPLIANCE WITH LAWS AND REGULATIONS	CHAPTER 6.2
	2-28 ASSOCIATIONS MEMBERSHIPS	CHAPTER 5.1
	2-29 APPROACH TO STAKEHOLDERS ENGAGEMENT	MATERIALITY ANALYSIS AND SCALE OF IMPACTS
	2-30 COLLECTIVE BARGAINING AGREEMENTS	CHAPTER 6.3
GRI 3: MATERIAL TOPICS 2021	3-1 PROCESS TO DETERMINE MATERIAL TOPICS	MATERIALITY ANALYSIS AND SCALE OF IMPACTS
	3-2 LIST OF MATERIAL TOPICS	MATERIALITY ANALYSIS AND SCALE OF IMPACTS
	3-3 MANAGEMENT OF MATERIAL TOPICS	MATERIALITY ANALYSIS AND SCALE OF IMPACTS
GRI 201: ECONOMIC PERFORMANCE 2016	201-1 DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED	CHAPTER 6.3
GRI 202: MARKET PRESENCE 2016	202-2 PROPORTION OF SENIOR MANAGEMENT HIRED FROM THE LOCAL COMMUNITY	CHAPTER 2.1
GRI 204: PROCUREMENT PRACTICES 2016	204-1 PROPORTION OF SPENDING ON LOCAL SUPPLIERS	CHAPTER 4.2
GRI 205: ANTI-CORRUPTION 2016	205-2 COMMUNICATION AND TRAINING ON ANTI-CORRUPTION POLICIES AND PROCEDURES	CHAPTER 6.2
GRI 207: TAX 2019	207-1 APPROACH TO TAX	CHAPTER 6.3
GRI 301: MATERIALS 2016	301-1 MATERIALS USED BY WEIGHT OR VOLUME	CHAPTER 4.4 / CHAPTER 4.5
	301-2 RECYCLED INPUT MATERIALS USED	CHAPTER 4.4 / CHAPTER 4.5
	301-3 RECLAIMED PRODUCTS AND THEIR PACKAGING MATERIALS	CHAPTER 4.4 / CHAPTER 4.5
GRI 302: ENERGY 2016	302-1 ENERGY CONSUMPTION WITHIN THE ORGANIZATION	CHAPTER 3.1.4
	302-4 REDUCTION OF ENERGY CONSUMPTION	CHAPTER 3.1.4

GRI 303: WATER AND EFFLUENTS 2018	303-1 INTERACTION WITH WATER AS A SHARED RESOURCE	CHAPTER 3.1.1
	303-2 MANAGEMENT OF WATER DISCHARGE-RELATED IMPACTS	CHAPTER 3.1.1
	303-3 WATER WITHDRAWAL	CHAPTER 3.1.1
	303-4 WATER DISCHARGE	CHAPTER 3.1.1
	303-5 WATER CONSUMPTION	CHAPTER 3.1.1
GRI 305: EMISSIONS 2016	305-1 DIRECT (SCOPE 1) GHG EMISSIONS	CHAPTER 3.2
	305-2 ENERGY INDIRECT (SCOPE 2) GHG EMISSIONS	CHAPTER 3.2
	305-3 OTHER INDIRECT (SCOPE 3) GHG EMISSIONS	CHAPTER 3.2
	305-5 REDUCTION OF GHG EMISSIONS	CHAPTER 3.2
GRI 306: WASTE 2020	306-1 WASTE GENERATION AND SIGNIFICANT WASTE-RELATED IMPACTS	CHAPTER 3.3.1
	306-2 MANAGEMENT OF SIGNIFICANT WASTE-RELATED IMPACTS	CHAPTER 3.3,1 / MATERIALITY ANALYSIS
	306-3 WASTE GENERATED	CHAPTER 3.3,1
	306-4 WASTE DIVERTED FROM DISPOSAL	CHAPTER 3.3,1
	306-5 WASTE DIRECTED TO DISPOSAL	CHAPTER 3.3 ,1
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