

SUSTAINABILITY REPORT

Year 2024



mam

MAGLIFICIO ALTO MILANESE

**A CONCRETE
COMMITMENT TO
RESPONSIBLE
DEVELOPMENT**

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LETTER TO STAKEHOLDER

GRI 2-11, GRI 2-18, GRI 2-22

Dear readers,

With this third edition, we would like to thank you for the continued support and trust you have placed in us. Your presence and contribution are essential to our sustainable growth journey, a path we pursue with responsibility and **determination, fully aware of the role we play within the social, economic, and environmental context.**

We have renewed our strategic vision with dedication, placing sustainability as a core of our activities. We believe that creating value cannot be separated from **respect for people, environment, and communities** in which we operate. For this reason, we continue to integrate ESG (environmental, social, and governance) principles, guiding ourselves toward a more equitable, inclusive, and resilient future.

2024 has been a year of challenges, marked by a global context of adaptation and innovation. We have faced difficulties with courage and creativity, convinced that each obstacle also represents an opportunity for improvement.

We have worked to reduce our environmental impact by activating photovoltaic panels, obtaining a decrease in energy consumption. At the same time, we have validated a partnership with Retex Green, a consortium that supports managing textile waste as well as the circular economy, giving a second life to our products and minimizing waste. We have committed to collaborating with increasingly virtuous suppliers who share our principles and values, promoting sustainable and responsible practices throughout the entire supply chain. In parallel, we have supported the well-being of our employees and local communities, fostering a healthy work environment and actively contributing to local communities through solidarity initiatives and donations. Our commitment to sustainable innovation continues to grow, with the goal of developing solutions that not only address current challenges but also help to build a fairer, more responsible, and prosperous future for everybody.

The economic difficulties of 2024, including rising raw material costs and market uncertain-

ty, have driven many companies to turn to less sustainable solutions, relying on markets like Turkey, China, and other less sustainable economies. This puts us in a difficult position of balancing our values with the need to remain competitive. At the same time, aligning with the global context requires reflection on how market choices can impact global sustainability, risking destroying efforts for a more responsible future.

Aware of being part of a larger ecosystem, where every choice can have a significant impact, I want to reaffirm my personal commitment, along with the entire team, to pursuing sustainable and responsible growth. We want to **build a future where innovation, respect, and inclusion are the pillars on which our strategic decisions are based.** We will continue to work with dedication, knowing that only together can we achieve meaningful milestones.

Thanking you for your support and trust, I hope you enjoy the reading.

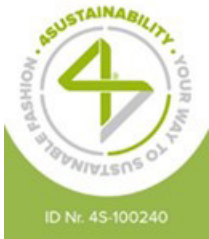
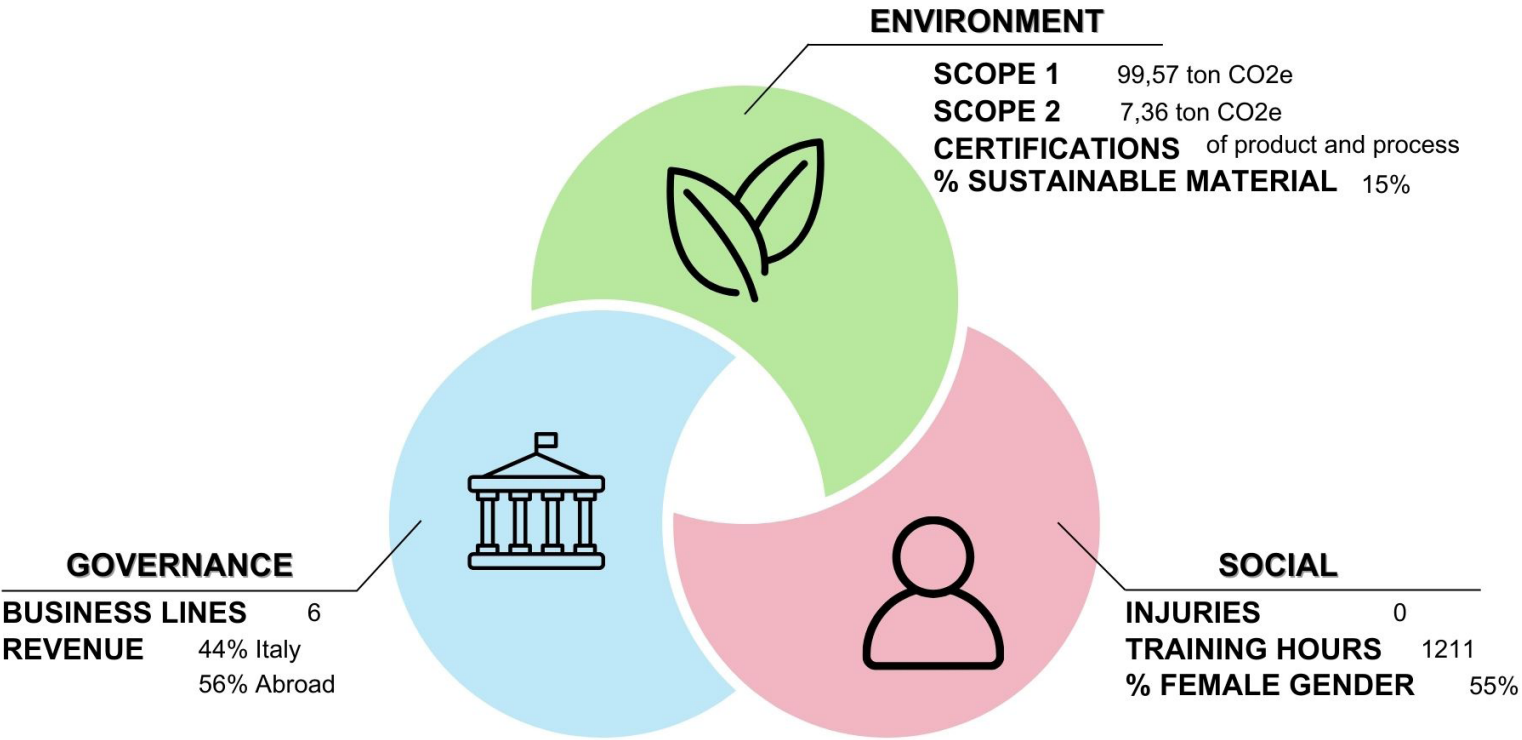
The Chairman





Figure 1. Grampa Attilio, CEO

SUMMARY DATA



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GOVERNANCE

GRI 2-1, GRI 2-9, GRI 2-10, GRI 2-11, GRI 2-12, GRI 2-14, GRI 2-17

Name	Maglificio Alto Milanese Srl
Year of foundation	1970
Registered office	Milano (MI) - Corso Buenos Aires, 20
Headquarters	Busto Arsizio (VA) - Via Grosseto, 14
Warehouse	Busto Arsizio (VA) - Corso Sempione, 238/8
VAT number and TAX code	IT 00211410121
NACE code	13.91

Board of Directors members	Function
Attilio Grampa	President
Vittoria Grampa	CEO
Marco De Bernardi	Board member

The Company has adopted a solid and stable governance structure, to ensure effective monitoring of activities and business performance. The Board of Directors, appointed until revoked, has a 33% representation of women.

Privacy GDPR	Function
Attilio Grampa	Data Processor

Prevention and Protection	Function
Enrico Silvestri	RSPP
Fabio Ippolito	RLS
Sergio Borsani	Occupational doctor
Team	Fire prevention service and first aid service

Statutory Auditor	Function
Massimo Solbiati	Statutory Auditor

The statutory auditor has been appointed until the approval of the financial statements for the year 2025.

Comitato ESG	Funzione
Giorgia Grampa	Operation manager
Angela Ambrosetti	Sales manager

During 2024, the ESG committee was formally established to monitor initiatives related to environmental, social, and governance matters. This committee is a key element in the transition process towards changing the company's status to a benefit corporation, one of the futu-

re goals.

To facilitate reading, in the following text, the term "Maglificio Alto Milanese" will be equivalent to "MAM," "Maglificio," "Company," or "Society."

ASSOCIATIONS

GRI 2-28

Confindustria Varese: an independent, non-political, non-profit association of entrepreneurs that is part of the Confindustria system. The member companies and their representatives are required to adhere to Confindustria's ethical code and values charter. MAM has been a full member since 2011.



SMI (Sistema Moda Italia): one of the largest associations in the world representing textile and fashion manufacturers in the Western world. Its mission is to protect the interests of the sector and its members, representing the entire supply chain in relations with institutions, public administrations, political, economic, trade union, and social organizations. MAM has been a full member since 2019.



Retex Green: a non-profit consortium of Italian manufacturers from fashion supply chain, sponsored by SMI and the Italian Textile Foundation. Its focus is to manage waste from textile, apparel, leather goods, and footwear scraps, promoting circularity actions within the supply chain. MAM has been a member since 2022.



ETHICS, MISSION AND VALUES

GRI 2-6, GRI 2-9, GRI 2-18

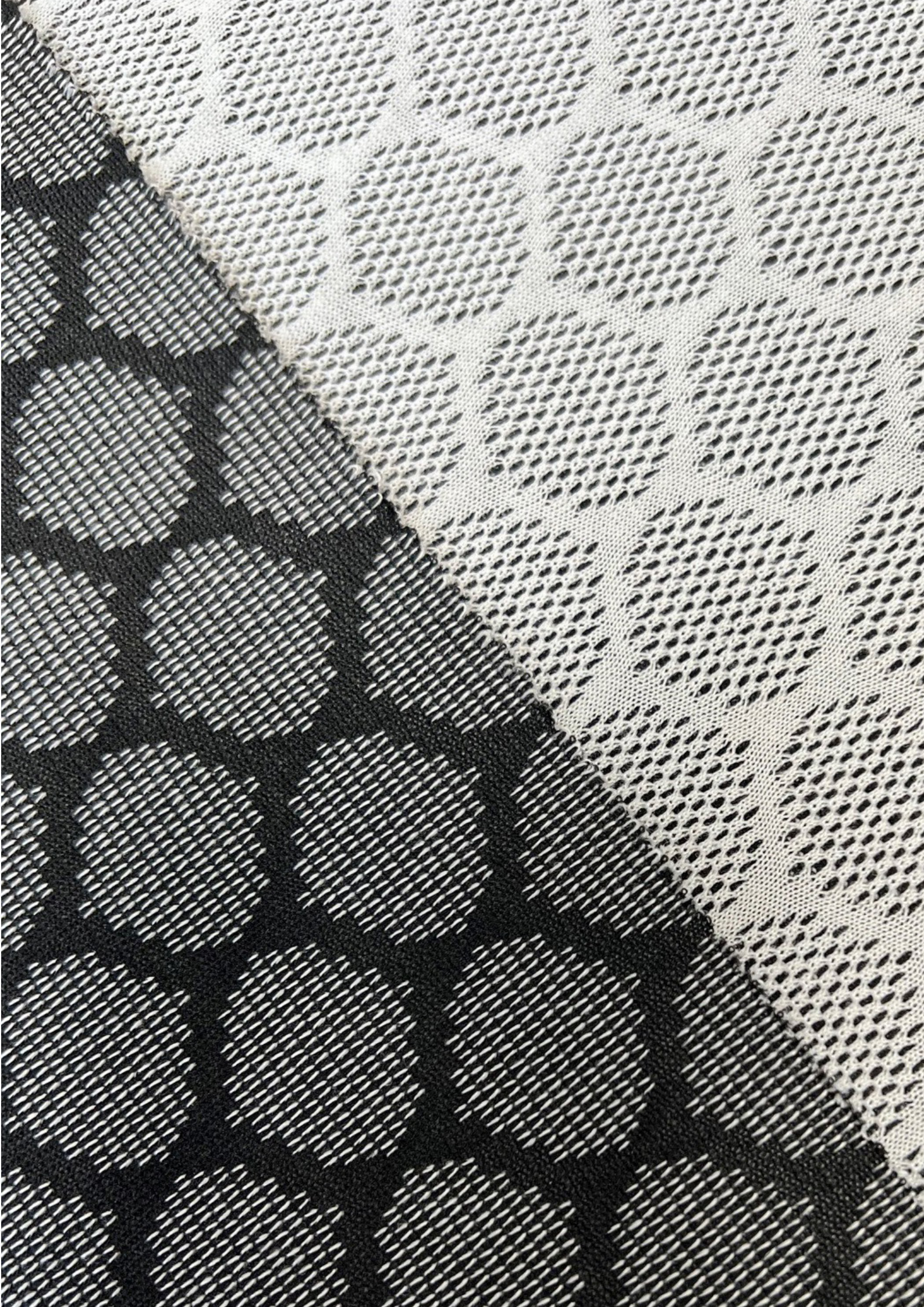
MAM's experience in transforming yarns into knitted fabrics is a solid foundation on which the Company builds its future, focusing on **product quality, service excellence, and attention to stakeholders**. MAM's mission is to anticipate and meet market needs by offering high-quality products and ensuring full customer satisfaction, thanks to continuous investments in research and development. MAM adopts a responsible approach to managing environmental issues, supported by product and process certification that ensure complete traceability of the production supply chain. The company values are expressed in:

- Quality
- Reliability
- Expertise
- Competitiveness
- Determination
- Passion and consistency

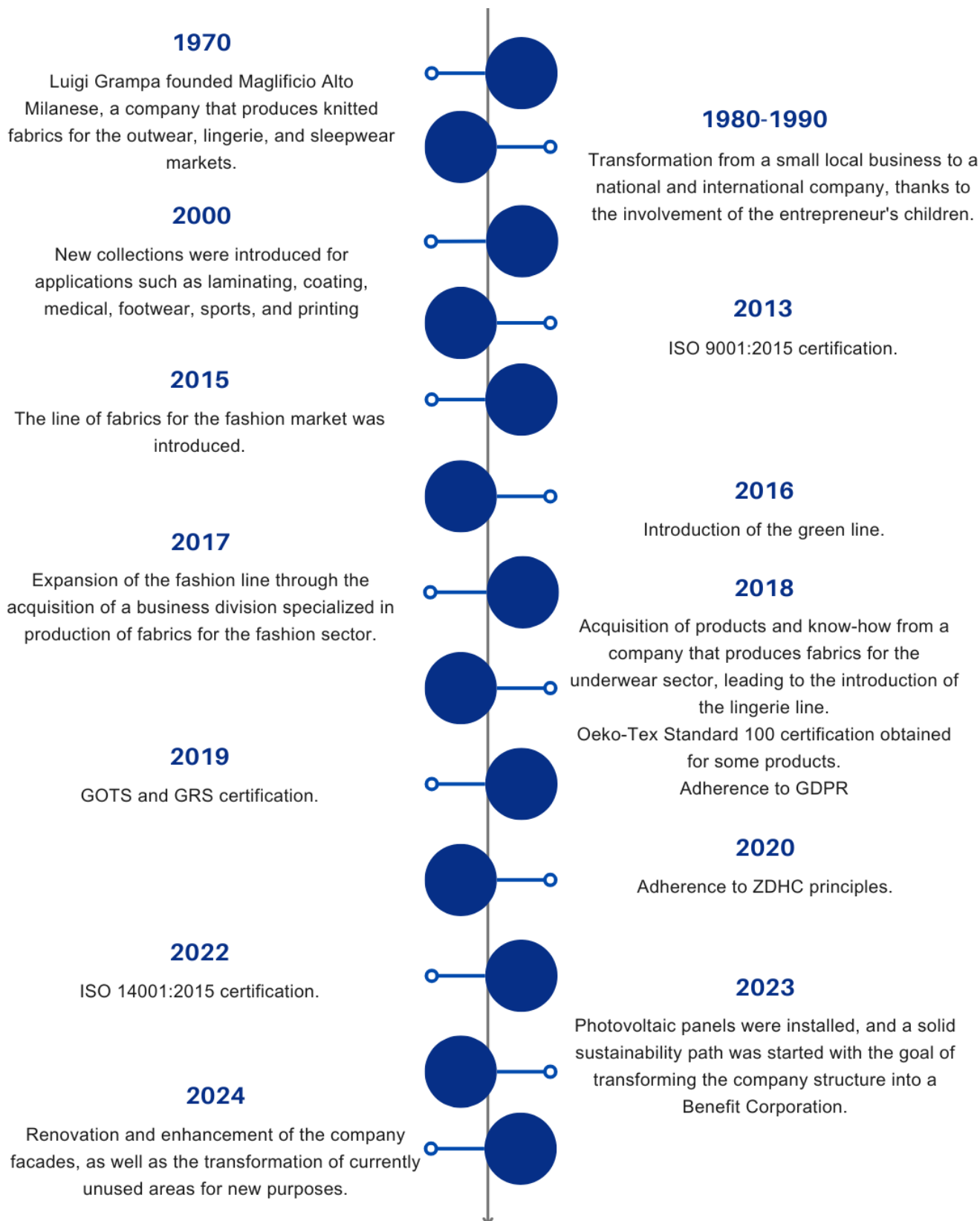
Maglificio Alto Milanese stands out as an **excellence of Made in Italy**, a goal achieved thanks to the commitment and valuable contribution of every team member. **The Company considers people is most important asset**, dedicating particular attention to their safety and ensuring healthy working environments in full compliance with regulations. Sustainability is an integral part of the company's strategy, actively involving all stakeholders and promoting a culture based on integrity and transparency. Over the years, in fact, no incidents of corruption have ever happened. The ongoing research and development activities in the creative, production, technological, and digital fields are made possible by a united, motivated, and responsible team. This strong collaboration enables the realization of innovative strategies and projects, always maintaining high standards of quality and service.

MAM collection celebrates the union of creativity and industrial potential, promoting an open and innovative dialogue with customers. Thanks to this collective approach, the Company offers **highly customized products**, reflecting its values through fabrics and prints blended to the elegance of classicism with the simplicity of minimalism, with a strong technological and eco-sustainable vocation. Thanks to this collective approach, every aspect of the product is carefully crafted with the utmost attention to detail, ensuring that performance remains a top priority in business decisions.

MAM Ethical Code establishes fundamental principles such as fairness, protection of individuals and the environment, transparency, and health protection. It clarifies the ethical and social responsibilities of all parties involved, without replacing existing laws or the National Collective Labor Agreement but integrating harmoniously with the ISO 9001:2015 certified Quality System. Ethics is a fundamental guide for professional behavior and business decisions, ensuring that all practices are aligned with values of fairness, good faith, transparency, loyalty, integrity, and respect both towards colleagues and towards third parties with whom one interacts.



MILESTONES OF SUCCESS



For over fifty years, MAM has been a point of reference in the Made in Italy knitwear sector, transforming all types of yarn into circular knit fabrics, suitable for all segments of the textile supply chain. Founded in 1970 by Luigi Grampa, the company began its activity with the production of **jerseys, interlocks, sweatshirts, and ribbed fabrics**, primarily in cotton, intended for outerwear, underwear, and sleepwear. From the beginning, MAM's mission has been clear: to meet every need related to knit fabrics, with a constant attention to quality, timeliness, and innovation.

In the **1980s**, under the leadership of Attilio Grampa, the founder's son, the company entered a phase of significant expansion. From a small local entity, it became a prominent player in the national market, thanks to the expansion of its machine park and the introduction of new production processes. This period represented the **transition from handcrafted production to a more industrialized one**, while maintaining a great focus on detail and quality.

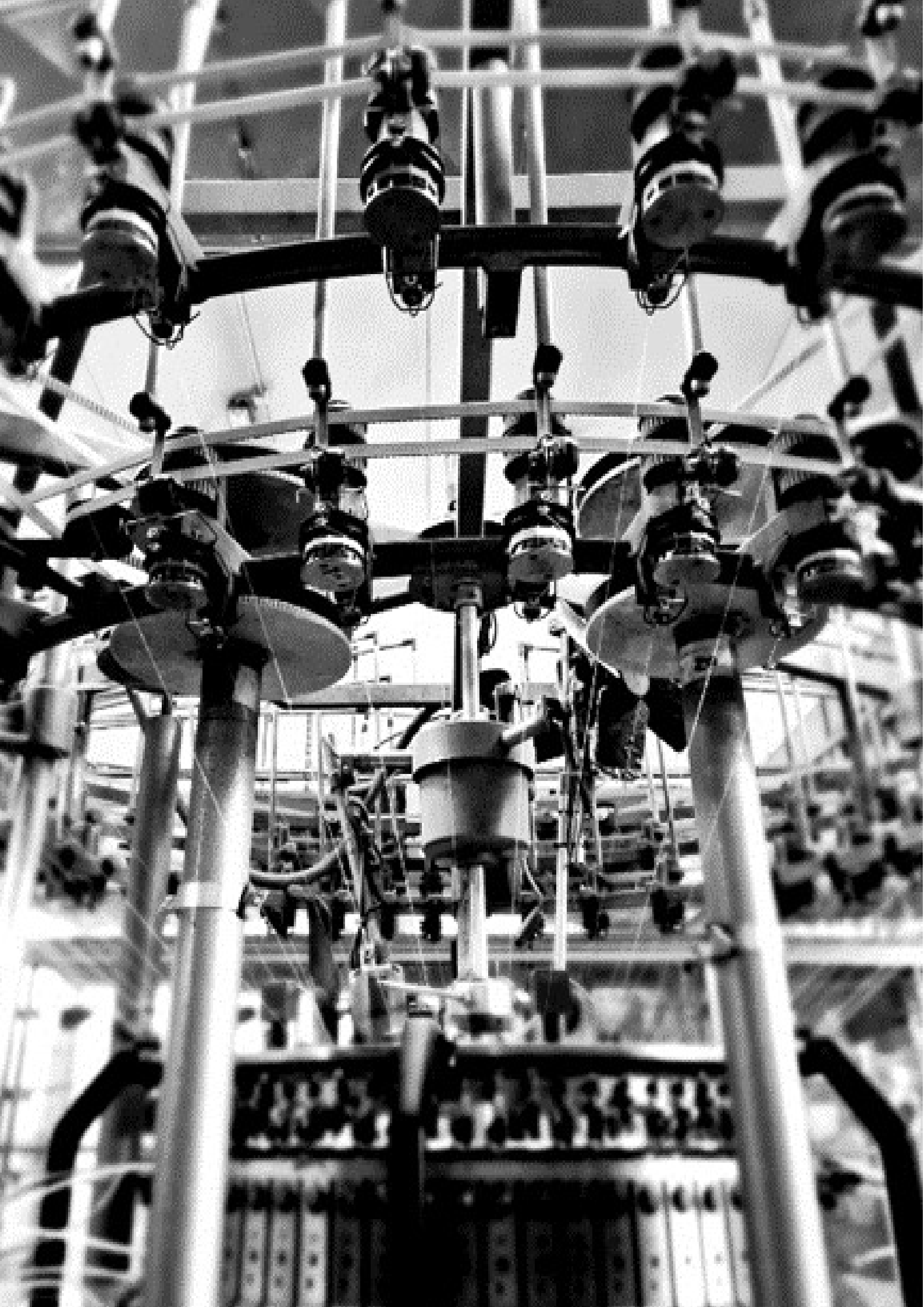
The **1990s** represented another pivotal moment. MAM has been transformed into a leading industry, embarking on a **path of internationalization** that expanded its presence in foreign markets and significantly broadened its product range. During this period, in addition to traditional fabrics, the company developed innovative collections for different applications, including coating, laminating, and uses in the medical, footwear, technical, and protective sectors. This diversified approach enabled MAM to meet an increasingly complex and varied demand, further consolidating its position in the market.

Today, MAM stands out for its ongoing research and development activities, focusing

on the creation of innovative, sustainable, trend-driven, and high-performance fabrics. Production is organized into **six collections: Hitext, Industry, Sport, Fashion, Underwear, and Green**. These collections, originally designed for specific sectors, have now become versatile in their applications, meeting the needs of various markets and customers.

With a rich history of success and a forward-looking vision, MAM continues to be a leader in the knitwear industry, ready to face the challenges and opportunities presented by the global market.

The involvement of new generations is essential to ensure the continuity of this tradition, enriching it with innovative ideas and new perspectives, in order to carry on the business with the same passion and dedication that have distinguished it from the beginning.



BUSINESS LINES AND REFERENCE MARKETS

GRI 2-6

MAM's product range is divided into six collections: Hitext, Industry, Underwear, Sport, Fashion, and Green.

- **Hitext collection:** it includes products developed for applications in specific sectors such as workwear, racewear, and firewear. These fabrics are designed with intrinsic properties to protect the user from risks associated with the respective industries, ensuring safety and reliability.
- **Industry collection:** it includes “basic” fabrics for industrial uses, such as bases for lamination, coating, printing, and thermoforming. The fibers used include cotton with specific finishes upon customer request, as well as nylon and polyester, dyed in piece or yarn-dyed.
- **Underwear collection:** it includes fabrics made primarily with natural fibers, high fineness, and innovative finishes. The micro-jacquard designs, created with creative combinations, are the answers
- to an increasingly demanding market that values both quality and comfort.
- **Sport collection:** it includes fabrics that combine innovative technologies to ensure high performance. Features such as breathability, resistance to pilling and abrasion, UV protection, excellent thermoregulation, and superior comfort are the elements of this collection.
- **Fashion collection:** it includes fabrics for men's and women's clothing. The collections combine timeless fabrics with trendy fabrics, featuring seasonal colors, jacquard designs, and innovative technical solutions.
- **Green collection:** a completely eco-friendly collection created within an integrated ecosystem that relies on carefully selected partners.



Figure 2. Business lines

Each of these collections plays a crucial role and has a specific target market. The company's revenue is therefore divided according to the different lines, each contributing uniquely and distinctively to the overall success of the business. This diversification allows for the monitoring and optimization of business performance, ensuring a focused and strategic management of resources.

As highlighted in the graph below, the company's core business is currently represented by the industrial sector (which includes Hitext,

Industry, and Sport lines), accounting for **62%** of the revenue. The Fashion line contributes **24%**, while the Underwear sector represents **12%**.

Revenue from sustainable products accounts for **10%** of total revenue, as shown in the graph below. Although this percentage depends on market demands and dynamics, MAM aims to achieve a higher share.

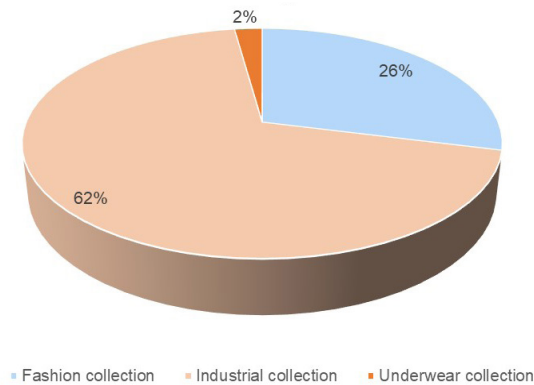


Figure 3. Revenue breakdown by line of business

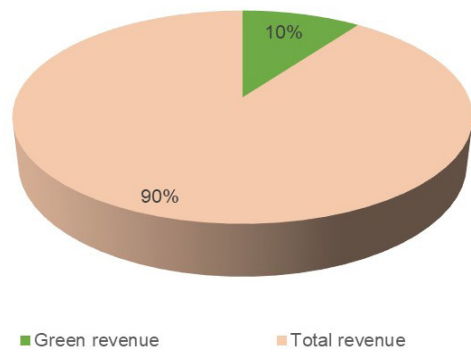


Figure 4. Revenue breakdown based on the green line

An analysis of revenue distribution based on target markets has also been conducted: European countries, non-European countries, and Italy. As highlighted in the table below, **49%** of the revenue comes from Europe, **7%** from non-EU countries, and **44%** from Italy.

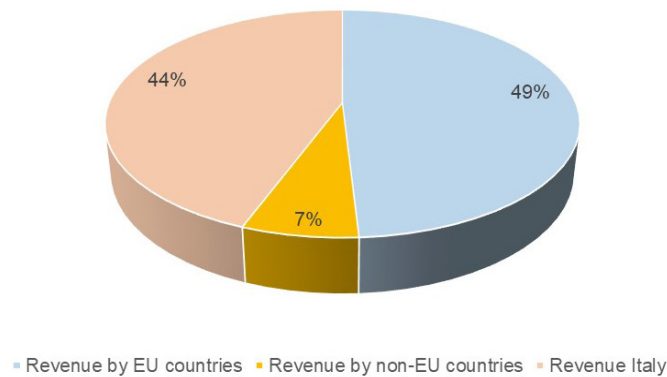


Figure 5. Revenue breakdown by target market

BUSINESS PROCESS

GRI 2-6

MAM's business process is structured in several stages, each of which aims to contribute to the achievement of a high-quality final product. At the core of each phase of the business process is a careful analysis and research of the product, which may stem from a specific customer request or result from the work of the R&D department. The research and development department are made up of a highly qualified internal team, constantly supported by external consultants, to anticipate market needs and ever-evolving trends.

The product analysis is accompanied by the selection of suppliers. They undergo thorough evaluation and are monitored annually based on various parameters such as certifications, adherence to the Ethical Code, participation in the ZDHC (Zero Discharge of Hazardous Chemicals) program, environmental risk assessment, and product quality. In this way, it is ensured that each supplier meets company standards and positively contributes to the overall production cycle.

These two activities are the fundamental prerogatives on which the company's process is based, structured as follows. The first phase involves the **purchase of yarns**, which are then subjected to **knitting**, a process that transforms the yarn into raw (unfinished) fabric using circular knitting machines. To carry out this activity, the yarn is loaded onto the machine, and through a series of needles, it is knitted into loops that form various types of fabrics. The result is, therefore, raw fabric, which is then further processed through dyeing procedures. **The finishing dyeing process** includes a series of treatments applied to the fabric with the aim of enhancing its aesthetic and functional characteristics: mechanical and chemical operations that make the fabric softer, more durable, shinier, wrinkle- and

stain-resistant, and waterproof.

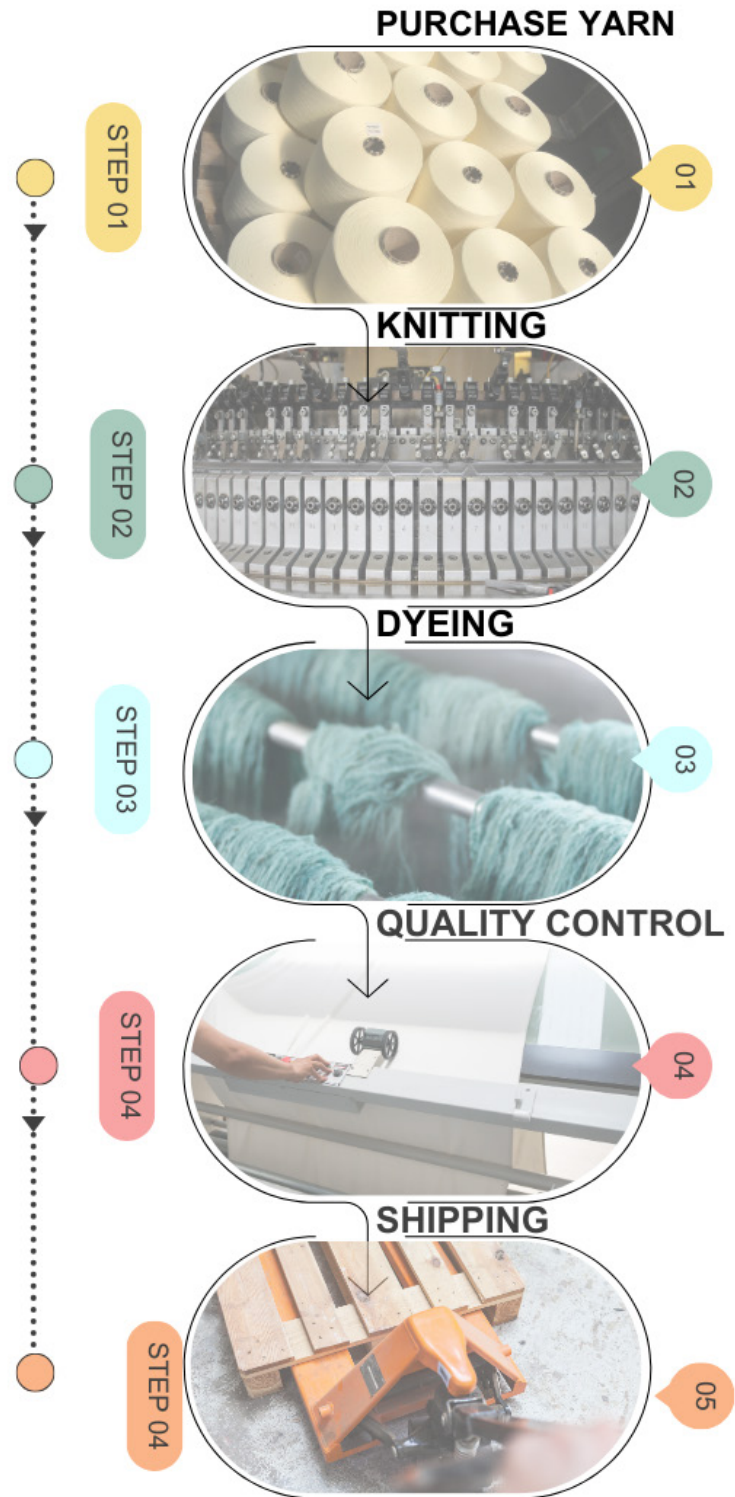


Figure 6. Business process

For certain products, after the dyeing process, an additional **printing phase** is carried out, further enhancing the final product. Following these phases, the finished product undergoes

quality control, which can be carried out by highly specialized internal staff or external suppliers. This phase ensures the conformity of the products to company standards.



Once the quality control is completed, the shipment to customers can proceed, ensuring that **delivery** date will be respected.



CORPORATE POLICY AND CERTIFICATIONS

GRI 2-6, GRI 2-18, GRI 2-27

The management policy of MAM is formally reflected in quality, health, and the environment². Here below are the specifications of the principles:

Type	Standard	Adoption date	Reference	Logo
Quality	ISO 9001:2015 ³	2013	Certified system - current	
Environment	ISO 14001:2015 ⁴	2022	Certified system - current	

In addition to the process certifications mentioned, MAM has also the following product certifications:

Type	Standard	Adoption date	Reference	Logo
Recycled synthetic fibers	GRS ⁵	2019	Certified system - current	
Organic cotton	GOTS ⁶	2019	Certified system - current	
Product	OEKO-TEX Standard 100 ⁷	2018	Certified system - current	

² <https://www.altomilanesesrl.it/media/ztdpqhec/integrated-policy-rev-05-settembre-2024.pdf>

³ <https://www.altomilanesesrl.it/media/ffdbcbbo/certificato-iso-9001-italiano.pdf>

⁴ <https://www.altomilanesesrl.it/media/5kpijp4s/certificato-iso-14001-inglese.jpg>

⁵ https://www.altomilanesesrl.it/media/c4tkwnw2/cc_grs_maglificioaltomilanesesrl_2024_03_30_01_18_18_customer.pdf

⁶ <https://www.altomilanesesrl.it/media/0tfnsIfi/certificato-gots-7-0-customer.pdf>

⁷ <https://www.altomilanesesrl.it/media/4sodbl2k/oekeo-tex-standard-100-eng.pdf>

The Company adopts other types of standards, such as:

Type	Standard	Adoption date	Reference	Logo
Chemical Management Protocol	ZDHC	2020	Manual/ procedures adopted	
Privacy	GDPR 679:2016	2018	Manual/ procedures adopted	

The Company considers important the continuous improvement and the ongoing development of measures aimed at Quality and Environmental Management. Since 2013, it has maintained an active Quality Management System that is compliant with and certified according to the **UNI EN ISO 9001:2015** standard, to enhance its positions in various markets and production sectors.

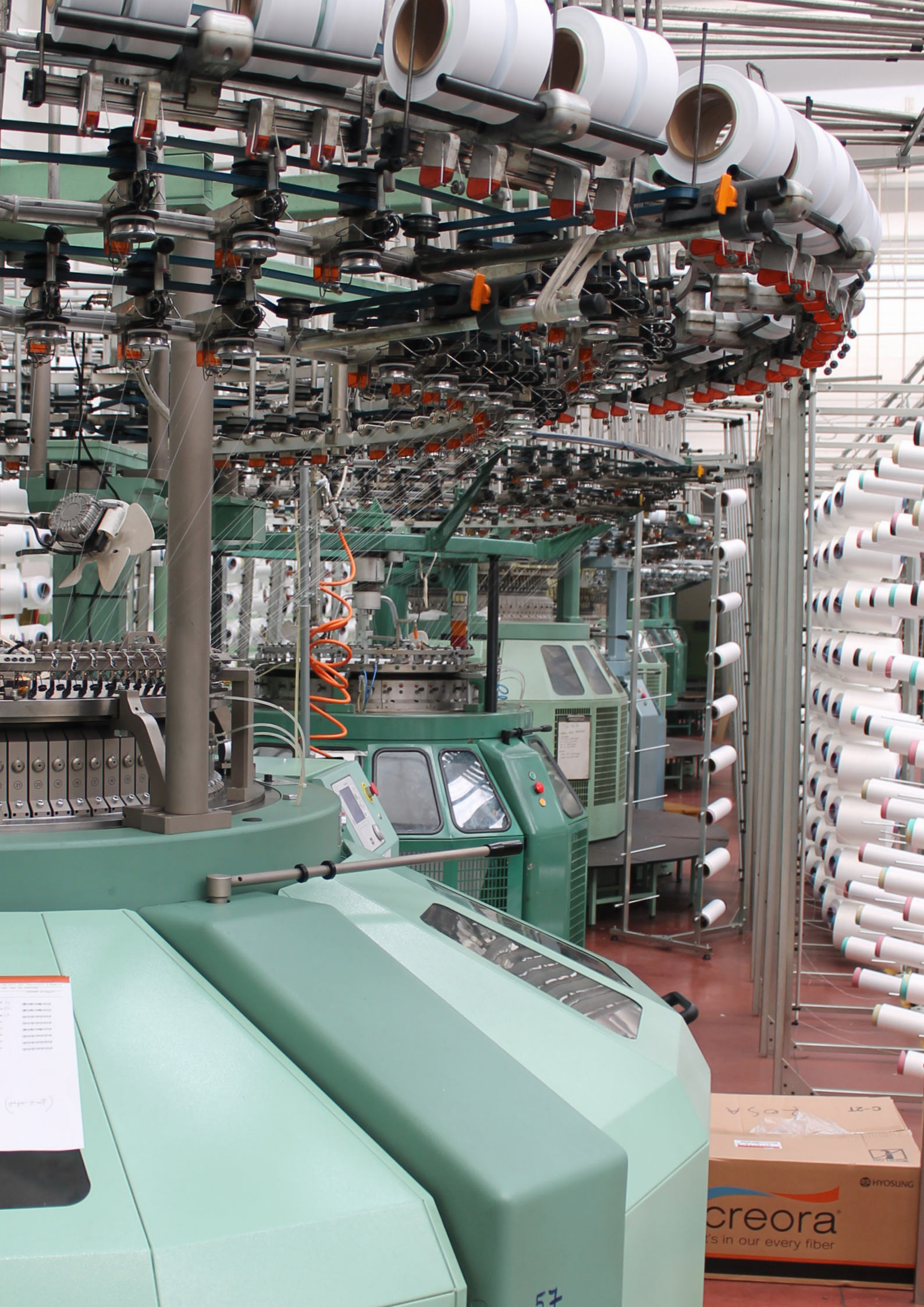
The attention towards the environment and the territorial context has encouraged MAM to develop an Environmental Management System in accordance with the UNI EN ISO 14001:2015 standard.

The two systems have been drafted and integrated by developing common documents and actions.

MAM's focus is growth, transparency, and sustainability. It bases its strategies on the belief that ethics and profit are not in conflict. The Company firmly believes that sustainable economic development in the long term must necessarily be integrated with social and environmental well-being.

For this reason, the Company adopts an organizational, management, and control model based on fundamental principles such as compliance with laws and regulations, fairness, transparency, impartiality, professionalism, the enhancement and training of human resources, confidentiality, clarity and completeness of information, as well as the protection of health and the environment, always with diligence and good faith.

Measures concerning the health and safety of workers have also been adopted in compliance with the Legislative Decree 81/08, with particular emphasis placed on internal staff training. MAM has introduced a privacy policy in accordance with EU Regulation 2016/679, known as the **GDPR** (General Data Protection Regulation), relating to the protection of individuals about the processing and free movement of personal data (which came into effect on May 25, 2018, and is applicable to all Member States).



STAFF

GRI 2-7, GRI 2-9, GRI 2-11, GRI 401-1

MAM's asset is represented by its human resources, **professionals with a wide range of skills, a strong sense of responsibility, and a dedication that impacts the daily operations, contributing to its success and growth.**

MAM's leadership is committed to ensuring the constant protection of its employees, and the Human Resources department is dedicated to enhancing, training, developing, and motivating each individual. This human capital, of paramount importance, deserves continuous attention and protection, as outlined in the guidelines of the Company's Ethical Code. As of December 31, 2024, the Company is composed of 33 employees,

including one contractor with a CO.CO.CO. contract and one intern.

All employees have permanent contracts, a clear sign of trust and stability in the company. This approach reflects the commitment to creating a lasting work environment, where each team member can feel like an integral part of the company's growth and success. Below is a summary of the employee composition, divided by age, gender, and years of service in the company.

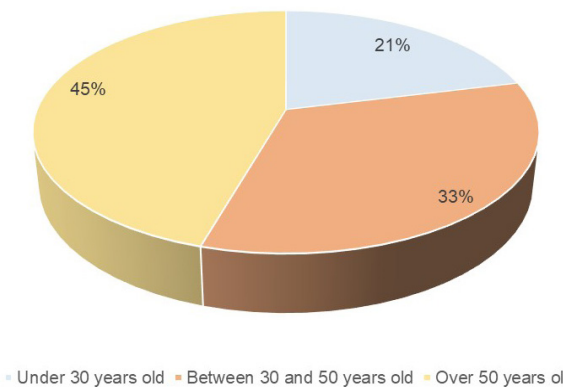


Figure 7. Percentage of workforce by age group.

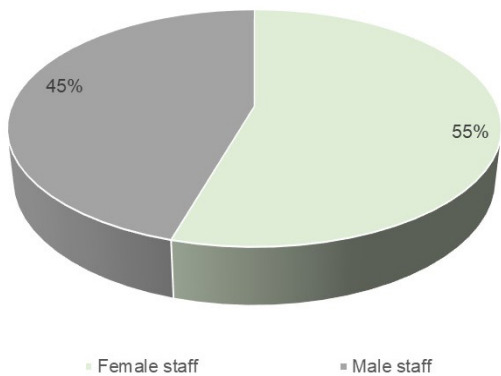


Figure 8. Percentage of workforce by gender

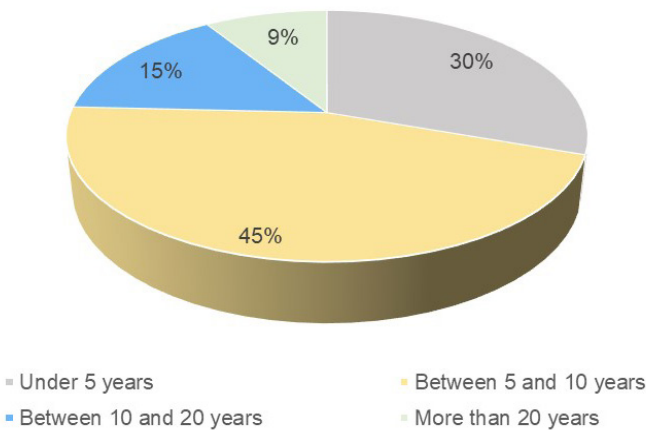


Figure 9. Percentage of workforce by years of service in the company

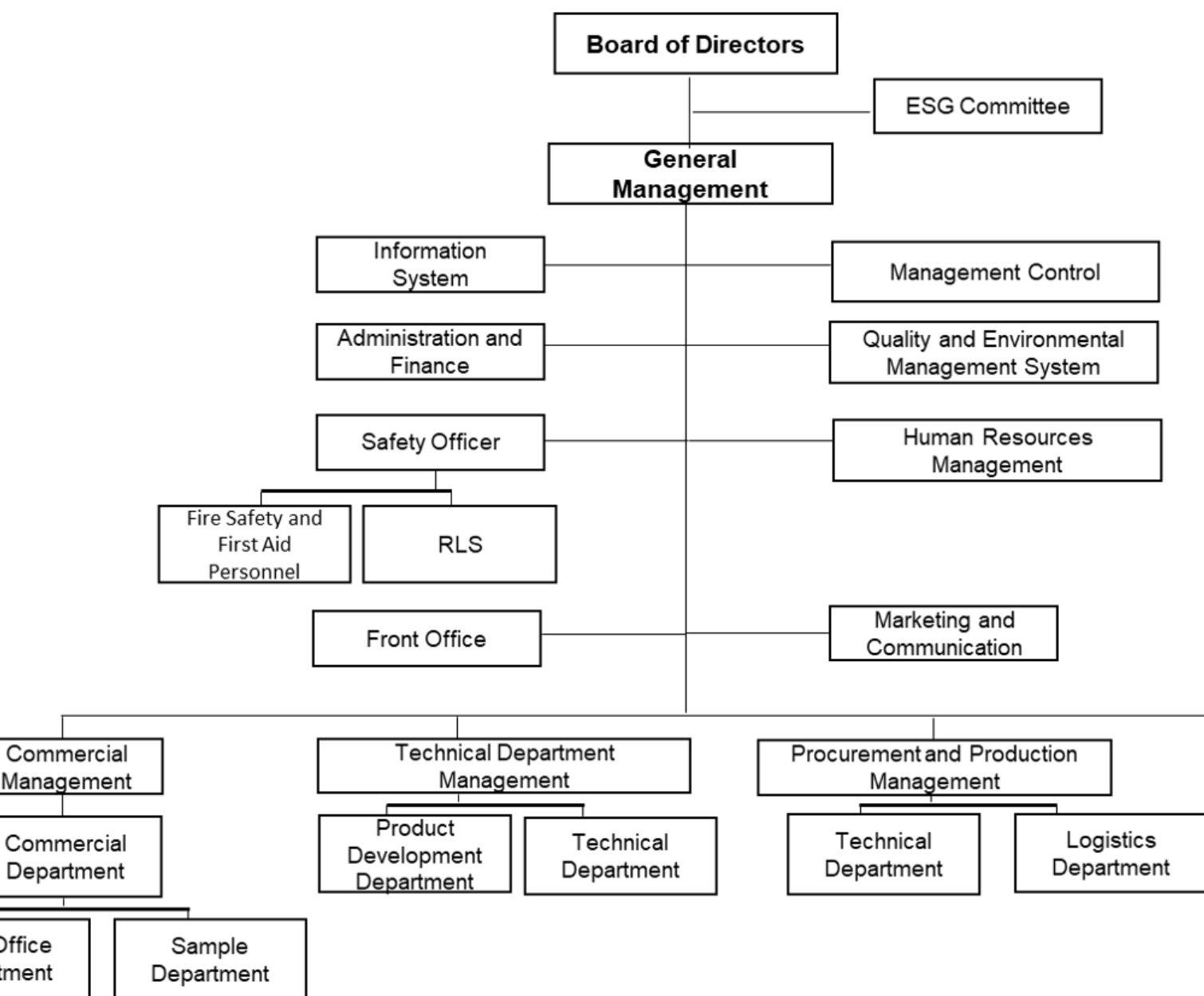


Figure 10. Company organizational chart

There is a **predominance of female employees, representing 55%** of the total workforce. The average age is slightly over 46 years, and the **average length of service within the company is approximately 8 years.** The company's structure is shown below. It is a well-articulated structure, divided according to key functions and responsibilities, which

promotes specialization and enables better control of activities. The presence of the ESG Committee reflects the company's attention to environmental, social, and governance aspects, while the integration of the quality and environmental systems means a commitment to standardized and sustainable processes.



ECONOMIC PERFORMANCE

GRI 201-1

STAKEHOLDER AND MATERIALITY ANALYSIS

GRI 2-29, GRI 3-1, GRI 3-2, GRI 3-3

The term “stakeholder” refers to all individuals or groups, having an interest in, influence on, or relationship with the company, and who can be affected by its activities or impact on its decisions. Managing the stakeholder ecosystem is a strategic element for MAM, as it directly affects the company’s ability to pursue sustainability.

resources, MAM has identified the following stakeholders:

- Suppliers;
- Customers;
- Local and national institutions and authorities;
- Credit institutions;
- Associations and organizations.

As part of its analysis, in addition to its internal

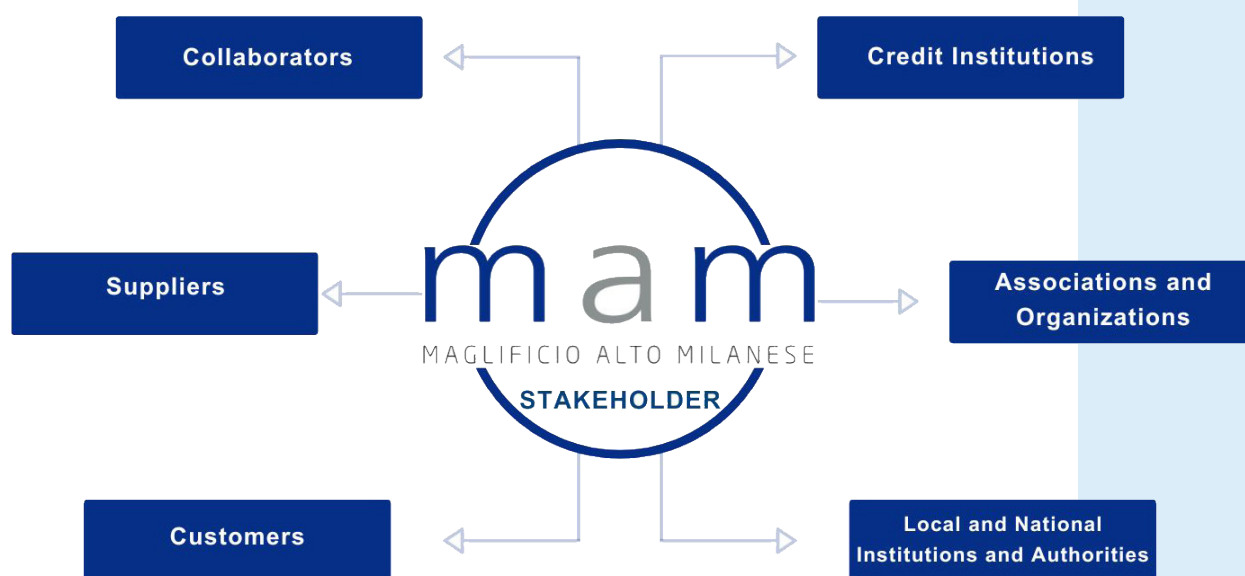


Figure 11. Stakeholder Map

MAM believes that sustainable growth is linked to the ability to anticipate and proactively respond to market and societal changes. In this context, establishing and maintaining continuous and constructive dialogue with stakeholders is a fundamental element. This approach enables the Company to identify priorities and effectively integrate them into its industrial and management strategies.

Constant dialogue with stakeholders not only strengthens mutual trust but also generates

shared value, supporting sustainable growth in line with stakeholders’ expectations. This active engagement gives positive relationships and transparent communication, contributing to more informed decision-making processes and better business performance. The benefits of this approach include risk mitigation, increased trust, the promotion of innovation, and the strengthening of social consensus towards business operation, all fundamental elements for ensuring long-term sustainable growth.

The stakeholder analysis has supported the creation of the materiality matrix. These analyses ensure the expectations and priorities of all involved parties, contributing to more responsible and transparent management of environmental, social, and governance performance. Materiality is the principle that guides the identification and definition of relevant topics to be included in corporate reporting. The analysis was conducted using the double materiality approach, which considers the company's impact both in financial terms and in relation to environmental and social aspects. The process was enhanced by stakeholder engagement activities, carried out through the distribution of surveys to the key stakeholders identified by MAM: employees,

suppliers, customers, and financial institutions. The questionnaires received 85% of the responses, and as a result, they were used to conduct an analysis that allowed MAM to validate the identification of material topics, considering the sector context, the company's market, and comparisons with competitors. The following materiality matrix is the graphical tool that represents the impact for stakeholders ("Relevance for stakeholders") and the impact for the company ("Relevance for Maglificio Alto Milanese").

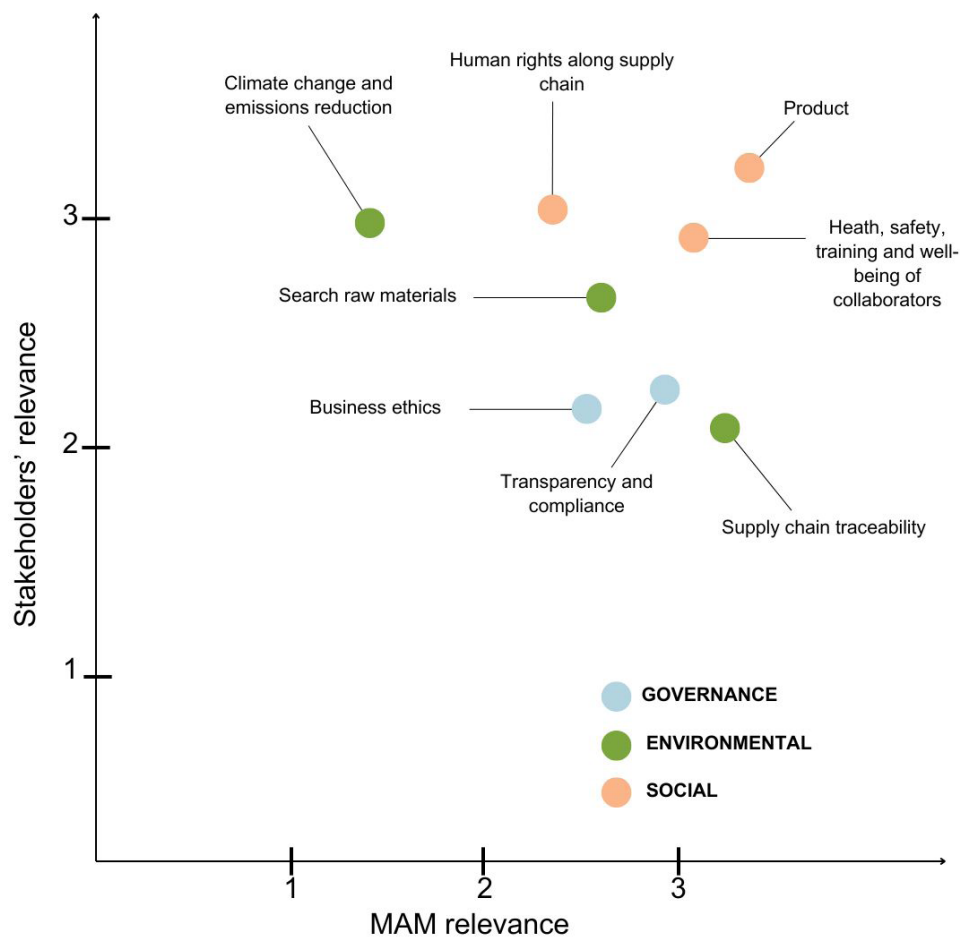


Figure 12. Materiality Matrix

Alongside the materiality matrix, a double materiality analysis was conducted. The topics are included in the materiality matrix and a table was prepared to analyze each topic in detail in order to assess the positive, negative, potential, and actual impacts that may affect MAM. The analysis was further enriched with the “magnetism” value, which reflects the relevance of a specific element for MAM, and the corresponding SDG (Sustainable Development Goal).

Material Issues	Specifications	Actual and potential positive (+)/negative (-) impacts	Magnetism	SDGs
Climate change and emission reductions	Reduction of consumption with production of energy from renewable sources and monitoring of the emissions from the activity.	+Actual: independence from fossil energy sources -Potential: polluting emissions from greenhouse gases	1	12, 13
Raw material re-search	Selection and searching of all raw materials, with the use of sustainable, certified raw materials wherever possible.	+Actual: contribution to the reduction of environmental damage -Potential: depletion and waste of raw materials	3	9, 12
Supply chain traceability	Mapping and control of own production supply chain.	+Actual: monitoring of suppliers and products -Potential: having non-compliant suppliers	3	9, 12
Product	Control systems implemented to ensure quality and safety. Additionally, production is entirely made in Italy.	Actual: quality and safety, verified product and made in Italy -Potential: non-compliant and unwanted products	3	9
Human rights along the supply chain (supplier verification)	Selection of suppliers takes into account social and environmental factors, in addition to economic ones.	+Actual: supplier monitoring -Potential: having non-compliant suppliers	3	3
Health, safety, training, and employee satisfaction	Human resource management aims to improve well-being and employees' satisfaction.	+Actual: employee's satisfaction -Potential: significant employee harm due to accidents	2	3, 4, 8, 10
Corporate ethics, transparency, and compliance	Respect for ethical standards, regulatory and market requirements, including actions aimed at preventing corruption risks.	+Actual: economic stability and continuity -Potential: corruption risks.	2	4, 8, 11

SDGs OBJECTIVES - SPECIFIC AREAS OF APPLICATION

GRI 2-22

The 17 Sustainable Development Goals (SDGs) and the 169 associated targets represent the core of the 2030 Agenda. These goals balance the three dimensions of sustainable development: economic, social, and environmental. All United Nations member states are responsible for implementing the goals of the 2030 Agenda, considering

their national priorities, capacities, and circumstances. In this context, organizations play a key role; this is why MAM has decided to undertake this commitment, actively contributing to the achievement of specific goals.



An ESG (Environmental, Social, Governance) assessment was conducted to identify the Sustainable Development Goals most aligned with MAM's reality. For 2024, the Company has made a commitment to actively pursue the following Sustainable Development Goals.

The material themes of MAM in relation to the SDGs are as follows:



Ensuring and improving employee safety, including safety training
Welfare



Low turnover
Predominance of female staff



Employee training and soft skills development
Collaboration with schools and universities



Support for communities



Ethics, responsibility, and transparency
Economic value generated and distributed



Supplier monitoring
Supply chain traceability
Carbon footprint
Energy consumption monitoring



Product and process certifications
ZDHC (Zero Discharge of Hazardous Chemicals)
Made in Italy product with supply chain traceability



Waste management

ENVIRONMENTAL

GRI 2-6, GRI 2-22, GRI 302-1, GRI 302-4, GRI 305-1, GRI 305-2, GRI 305-4, GRI 305-5, GRI 306-3



The textile industry, responsible for high greenhouse gas emissions, is called to reduce its environmental impact by adopting renewable energy, improving energy efficiency, and choosing materials with a lower environmental footprint. This represents not only a necessity for the environment but also an opportunity for companies to innovate and meet the demands of consumers and investors who are increasingly focused on protecting our planet.

MAM's business has a limited environmental impact, and the company is committed to monitoring its Carbon Footprint, considering both Scope 1 and Scope 2 factors. For over 50 years, the company has invested in human capital and research and development, with a strong focus on innovation, in the use of new fibers and technical skills.

MAM is also actively engaged in obtaining international certifications for social and

environmental responsibility, promoting sustainable technological projects, and adopting an Ethical Code for supplier selection. Innovation is at the heart of its production processes, aimed at improving both quality and environmental and social sustainability profiles.

The Company manages the entire production cycle, from design to finishing, ensuring quality and excellence with a focus on the traceability of the textile supply chain. By monitoring every phase of production, the Company guarantees respect for the environment, workers' rights, and quality, meeting the demand for ethical and sustainable products. Furthermore, it promotes recycling, the reduction of CO₂ emissions, and the elimination of labor exploitation. MAM has adhered to the principles of the ZDHC protocol, continuously monitoring its suppliers to ensure a sustainable supply chain.

CARBON FOOTPRINT

The Company has decided to manage its carbon footprint because it represents a key element in promoting responsible consumption and production. Reducing the carbon footprint means optimizing resource use, improving energy efficiency, and minimizing emissions across the entire value chain. This choice highlights MAM's commitment to integrating sustainability into business processes and fostering more conscious and environmentally

respectful business models. SDG 12 focuses on directly addressing climate change through the mitigation of greenhouse gas emissions. The carbon footprint is a measure expressing, in CO₂ equivalent, the total greenhouse gas emissions directly or indirectly associated with a product, organization, or service. MAM has decided to implement this calculation by defining its boundaries using a financial control method



through its company registration, which also includes its storage facility. For the calculation, the year 2024 is compared to the year 2023, the first year in which the company began reporting its carbon footprint. The emission factors used refer to the GWP (100 years) listed in Table 8.A.1 of the 5th Assessment Report.

SCOPE 1

It considers the direct greenhouse gas emissions from sources owned by the company. Specifically, it includes emissions from mobile combustion (company vehicles) and stationary combustion (gas).

To calculate the emissions related to the Company vehicles, an analysis was conducted by considering the total liters consumed during the year 2024, in relation to the GHG conversion tables. For this analysis, the total

litters consumed were directly taken from the invoices related to fuel supplies and then multiplied by the emission factors for the three different gases (CH₄, CO₂, N₂O) and subsequently summed.

Consumption [kg CO ₂ e]	2023	2024
Gasoline	4.734,66	9.050,43
Disel	55.153,67	79.813,04
Total	59.888,33	88.863,47
Total ton CO₂e	59,89	88,86

The graphic above highlights a 48% increase in fuel consumption for Company vehicles. Unfortunately, this increase is particularly high due to an inaccurate assessment made in 2023. The lack of precision in analyzing data from the previous year contributed to a distortion of the results, making the apparent increase more significant than it is. A more accurate comparison of the data will be made next year.

The consumption related to stationary combustion refers to the methane used for heating the building. The data was directly extracted from the year-end utility bill. The volume of methane, expressed in sm³, was then multiplied by the gas conversion factors (CH₄, CO₂, N₂O) provided by the “UK Government GHG Conversion Factors for Company Reporting” to

calculate the CO₂ equivalent in tons.

2023, as shown in the table below.

The increase in the use of heat pumps has resulted in a significant **reduction in CO₂ emissions compared to**

Consumption [sm ³ kgCO ₂ e]	2023	2024
Methane	11.386,45	10.709,70
Total ton CO₂e	11,39	10,71

SCOPE 2

Scope 2 includes the indirect greenhouse gas emissions resulting from the production of electricity purchased and consumed by the Company. For this analysis, the company's storage facility was also considered.

For the calculation, MAM used the data from the utility bills, considering the actual energy consumed. On the other hand, renewable energysourceswereincludedinthecalculation, as they are accounted for in the ISPRA factor.

To perform the calculation, the two bills from the two facilities were added together and then multiplied by the conversion factor directly provided by the ISPRA website. In this case, the UK Government GHG Conversion Factors for Company Reporting was not used, as its conversion values are based on average consumption figures from the UK, rather than Italy.

Consumption [kgCO ₂ e]	2023	2024
Energy	13582,73	7357,01
Total ton CO₂e	13,58	7,36

he table shows a **reduction of 46% in energy consumption, thanks to the installation of photovoltaic panels in 2024.**

These devices convert solar energy into electrical energy, representing an effective and eco-friendly solution to reduce environmental impact and dependence on non-renewable energy sources.

Thanks to their installation, MAM has achieved an initial positive result in terms of energy

savings. In the coming years, the Company aims to further optimize these results and conduct more in-depth analyses of the benefits and outcomes that can be achieved.



From the analyses below, it is possible to see the Company's equivalent CO₂ emissions in tons:

Consumption [ton CO ₂ e]	2023		2024	
	SCOPE 1	SCOPE 2	SCOPE 1	SCOPE 2
Vehicles	59,89		88,86	
Diesel	11,39		10,71	
Energy		13,58		7,36
Total	71,27	13,58	99,57	7,36

The resulting data, when compared to those from 2023, show a significant improvement in energy and methane consumption. The introduction of photovoltaic panels has started to make a positive contribution to energy savings, while the use of heat pumps has led to a reduction in methane usage.

Scope 3 includes all indirect emissions related to activities upstream and downstream of the Company. After evaluation, it was decided not

to proceed with this analysis, as it includes data that is difficult to obtain and monitor for MAM.

With an awareness of the importance of calculating and analyzing emissions, MAM will continue its data traceability.

WASTE

The waste produced by MAM is classified and separated according to the **CER codes** to promote proper storage in the temporary deposit. When necessary, waste tracking registers are activated to monitor the movement of materials for disposal (e.g., wood from pallets).

Most of the waste generated, such as cardboard and wood, is sent for recovery (R13). No hazardous waste is produced, as the company does not use substances of that nature.

Since 2022, MAM has joined the **Retex Green program**, an initiative promoted by Sistema Moda Italia and the Fondazione del Tessile Italiano. The following graph shows the percentage of waste produced by MAM, divided into paper, plastic, wood, organic waste, glass, iron, plant and textiles. This percentage is monitored annually to minimize waste production.

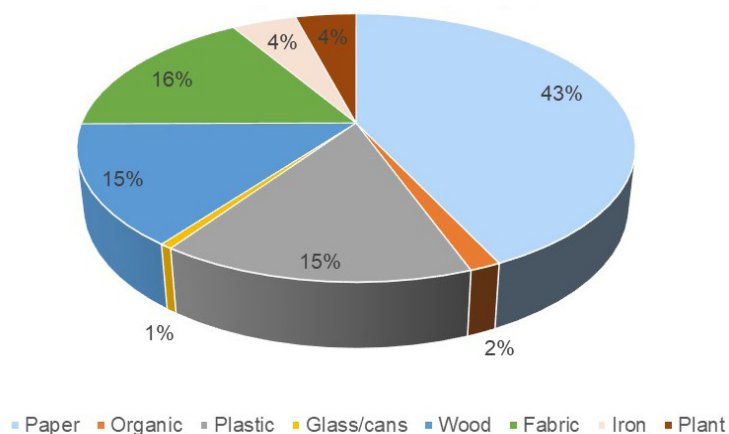


Figure 13. Percentage of waste by category

In addition, an awareness program has been launched with the distribution of informative and illustrative flyers to promote proper waste segregation.

STANDARDS AND CERTIFICATIONS

MAM reaffirms its deep respect for both the craftsmanship and environmental heritage, ensuring the highest quality of its work. In the textile sector, **user safety is linked to product compliance with chemical, environmental, and social regulations**. In this context, the company invests significantly in improving quality control and product safety; resources are allocated to the in-house laboratory and to checks conducted in

accredited external laboratories. In line with the strategic decision to develop an integrated management system that ensures control over all aspects of business processes and their consolidation, MAM has achieved significant internationally recognized certifications. Below is a brief description of each standard.

ISO 9001:2015

In 2013, MAM obtained certification for its Quality Management System according to the ISO 9001:2015 standard. This certification defines the minimum requirements that **an organization's Quality Management System must have to ensure the level of product and service quality.** The standard is the internationally recognized reference framework that all organizations, both public and private, across any sector, must adhere to enhance the effectiveness and efficiency of their internal processes. This certification represents an opportunity for MAM to build a management system that considers all business processes and allows for the optimization of its resources to reduce production costs, achieve expected objectives, maintain a consistent quality level, and monitor customer satisfaction. By obtaining the ISO 9001 certification, MAM assures its customers that its internal activities are focused on the continuous improvement of performance. The Company has created an online survey, sent periodically, to monitor customer satisfaction.

ISO 14001:2015

The international standard ISO 14001:2015 is a management system that provides a framework for coordinating and improving environmental performance. It **certifies the compliance of business operations with the required principles, systems, and support techniques.** Since 2022, MAM has obtained certification for its Environmental Protection Management System.

OEKO-TEX® STANDARD 100

Since 2018, MAM has obtained the Oeko-Tex® Confidence in Textiles Standard 100 certification. This standard is an **independent and internationally recognized control system with verification criteria, limit values, and scientific testing methodologies**

for the human-ecological requirements of raw materials, semi-finished products, and finished goods in the textile industry.

The checks for potentially toxic substances are primarily designed considering the intended use of the fabrics and materials: the more intense the contact of a product with the skin, the stricter the human-ecological requirements it must be. Among the future goals is to achieve greater control over the entire supply chain by renewing the certification for both standard and recycled products, and to obtain Oeko-Tex® certification for organic products as well.

GOTS – GLOBAL ORGANIC TEXTILE STANDARD

GOTS (Global Organic Textile Standard) was developed by leading international organizations in organic agriculture to **ensure that organic products meet stringent environmental and social criteria applied at all levels of the supply chain** (from the harvest of natural fibers to the subsequent manufacturing and labeling stages). Since 2019, MAM has been compliant with the GOTS certification, which includes the evaluation of a product's chemicals based on its toxicological and eco-toxicological characteristics. The regulation applies to textile products containing at least 70% natural fibers from organic agriculture (fibers, yarns, fabrics, clothing, textile accessories, and others).

GRS- GLOBAL RECYCLE STANDARD

GRS (Global Recycle Standard) is also a standard promoted by Textile Standard that recognizes the **importance of recycling for a sustainable production and consumption model, aiming to reduce the consumption of resources such as virgin raw materials, water, and energy.** This certification consists of an environmental declaration, verified by a third party, that ensures the presence of recycled material, both pre-consumer and post-consumer,

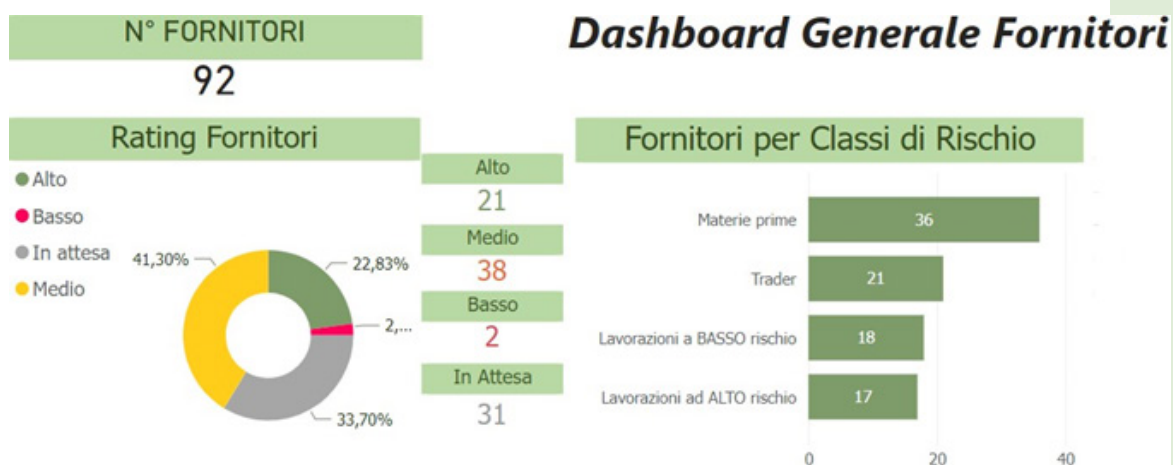


for at least 20%, along with traceability throughout the entire production process. By obtaining this certification in 2019, MAM has imposed restrictions on the use of chemicals and ensures the adherence to environmental and social criteria throughout all stages of the production chain.

ZDHC - Zero Discharge of Hazardous Chemicals

MAM pursues efficient management of natural resources by promoting an eco-sustainable supply chain. It adopts the Chemical Management 4sustainability® protocol and the ZDHC MRSL ver. 3.1, to ensure that the entire production chain follows “good chemistry” principles to contribute to a cleaner environment. ZDHC (Zero Discharge of Hazardous Chemicals) is a global initiative aimed at **eliminating the use of hazardous chemicals in the textile and fashion industries, promoting more sustainable processes and reducing environmental impact.** The MRSL (Manufacturing Restricted Substances List) is a list of chemicals that are either prohibited or restricted in manufacturing

processes to prevent their release into the environment. Version 3.1, updated by the ZDHC Foundation, is an international standard for the textile, leather, and footwear sectors. ZDHC MRSL 3.1 introduces regulatory updates with new substances and a revision of existing limits, promoting the use of environmentally friendly substances and social responsibility. It has applicability, covering all production processes such as dyeing, finishing, and special treatments. By adopting these standards, MAM has implemented procedures to ensure regulatory compliance and environmental excellence. Responsible chemical management involves selecting suppliers who exclusively use substances that comply with the MRSL. Suppliers are categorized into “high-risk processes” (those that use chemicals and water or a wide range of chemicals, such as dyeing and finishing) and “low-risk processes” (those that use few or no chemicals, such as spinning and knitting). Each supplier receives a commitment request, a written certification, and an evaluation questionnaire. The supplier rating is based on risk management and the Ympact assessment, which



determines compliance and the level of risk. The representation of **MAM's Ympact**, based on the analysis of the main suppliers assessed, collaborators who are engaged in practices compliant with ZDHC. The graph shows that suppliers with a low rating are in the clear minority, highlighting the presence of consistent control over the upstream supply chain. MAM ensures quality and transparency through **rigorous testing of raw materials and finished fabrics, conducted by certified laboratories**, as well as periodic audits for verification by clients and third-party organizations.

The company has achieved **Level 2 of the "Supplier to Zero" program**, demonstrating a concrete commitment to ensuring that products are safe, sustainable, and compliant with regulations, while reducing the environmental and social impact of production. Achieving Level 2 was the result of a rigorous and structured process:

- 1. Internal Training and Awareness:** investments in training programs for staff and suppliers, aimed at improving the understanding of ZDHC guidelines and sustainable chemical management practices.
 - 2. Implementation of Advanced Technological Tools:** introduction of chemical monitoring systems to ensure constant control over the products used and waste discharges, through verification of Chemical Management and Wastewater Management practices.
 - 3. Audits and independent verifications:** rigorous reviews of business processes by independent entities, which have assessed compliance with ZDHC standards.
 - 4. Collaboration with suppliers:** active involvement in the supply chain process, with particular attention to knitting factories who transform raw yarn into semi-finished fabric. This ensures synergy among the various actors in the supply chain for a collective result.
- Chemical Management and Wastewater

Management are two fundamental pillars in promoting sustainable production free from hazardous chemicals. Chemical Management concerns the responsible management of chemicals throughout all stages of production. According to the ZDHC standard, this involves:

- The adoption of the ZDHC Manufacturing Restricted Substances List (MRSL), which prohibits the use of certain hazardous chemicals in production processes.
- The creation of a structured system to select, monitor, and manage the chemicals used, ensuring their compliance with safety and sustainability standards.

The second pillar, **Wastewater Management**, concerns the treatment and monitoring of wastewater to minimize environmental impact. ZDHC provides specific guidelines through the ZDHC Wastewater Guidelines, which require:

- The treatment of wastewater in accordance with standards for the removal of hazardous chemicals.
- Regular monitoring of wastewater to verify its quality and compliance, through periodic testing of key parameters such as pH, COD (Chemical Oxygen Demand), heavy metals, and other pollutants.
- The publication of monitoring results through the ZDHC Gateway platform, promoting transparency and accountability.

65% of MAM's stakeholders have implemented Chemical Management, using the InCheck system to assess and improve chemical management in accordance with ZDHC parameters, and track progress through the ZDHC Gateway platform. Additionally, those who have adopted Wastewater Management have monitored and treated wastewater in accordance with the ZDHC Wastewater Guidelines. This integrated approach strengthens MAM's commitment to a responsible, sustainable supply chain aligned with international environmental standards, ensuring safer products and more environmentally respectful production processes.

The Company has mapped the entire production supply chain, implemented ISO 9001 and ISO 14001 management systems, and trained its staff on sustainability.

The REACH Regulation (EC No. 1907/2006) of the European Union establishes standards for the responsible management of chemicals, to protect human health and the environment,

promote industrial competitiveness, and hold producers accountable. The regulation includes evaluation, authorization, and restriction of chemicals, to reduce risks and encourage safe and sustainable practices in the chemical industry.



Maglificio Alto Milanese srl
has joined the 4sustainability® Commitment
and applies the Chemical Management Protocol
for eliminating toxic and harmful substances in production
through the ZDHC MRSI.

CHEM
IMPLEMENTATION LEVEL



Verification of Achievement

Based on document desktop review,
this document acknowledges

Maglificio Alto Milanese srl
A980XO17

has successfully completed Supplier to Zero (Level 2) on 01.11.2024 and meets the
Progressive level requirements as verified by ZDHC.*

Frank Michel
ZDHC
Executive Director

8039-6927-7EB

Document Control
Number



SUPPLIERS MONITORING

MAM's production supply chain extends from raw material producers and distributors to third-party external processing for product manufacturing. This complex ecosystem is managed with a structured approach that combines the requirements of the **ISO 9001:2015** standard with the environmental standards of **ZDHC MRSL ver. 3.1**, ensuring continuity, sustainability, and quality. In 2024, MAM collaborated with 89 suppliers, including service providers, all evaluated based on specific performance indicators:

- **Non-compliance rate**, related to revenue and the quantity of processed products.
- **Quality index**, which considers non-compliances in relation to revenue and product defects.

The assessments were conducted using standardized analytical tools, ensuring objectivity and transparency. The analysis revealed an average quality and reliability index of 98.65%, surpassing the internal benchmark of 95%. However, challenges emerged with some suppliers who did not meet the established performance targets. Corrective actions were taken regarding these cases, including:

- Increased inspections
- Definition of shared improvement plans.
- Targeted training to raise awareness of quality standards.

MAM considers Chemical management a central element:

1. Supplier Selection and Qualification.

Operations are classified as **high risk** (significant use of chemicals and water, such as dyeing and printing) or **low risk** (limited or no use of chemicals, such as knitting and winding).

All suppliers are required to submit a formal Commitment request and, where applicable, an **Ympact assessment**, which determines a rating based on a risk-based approach. 80% of raw material suppliers and

high-risk operations have been involved in these evaluation processes.

2. Chemical Monitoring. The company's suppliers are encouraged to use only chemicals that comply with the **ZDHC MRSL ver. 3.1**, documented and monitored, where applicable, through the InCheck system. Currently, 65% of the operations involved adopt these practices, integrating them with the ZDHC Gateway platform to ensure maximum transparency and compliance with international standards.

Responsible wastewater management is ensured through **periodic analyses**, where possible, in accordance with the ZDHC Wastewater Guidelines, with regular checks of wastewater to ensure compliance with environmental limits.

Staff and suppliers participate in continuous training programs to promote:

- A company culture focused on sustainability
- Responsible resource management.

MAM also actively collaborates with its partners, providing support to knitting and dyeing factories, and raw material producers in transitioning to practices that comply with ZDHC standards.

The company intends to continue monitoring supplier performance, reviewing performance indicators, and seeking new innovative partners. These efforts reflect the ongoing commitment to ensuring a sustainable, safe, and compliant supply chain that aligns with the company's values and customer needs.

PRODUCT

The Made in Italy textile product is a symbol of excellence and quality recognized worldwide. The definition of "Made in Italy" does not only refer to the final place of production but implies that the entire manufacturing process, from design to product creation, takes place in Italy. This approach ensures that every stage of production, from raw material selection to fabric creation, is carried out using traditional, artisanal, and cutting-edge techniques qualities that distinguish Italian textile products.

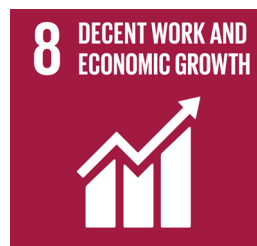
MAM adheres to this approach, as it produces a Made in Italy product, a brand that it considers

synonymous with sustainability. Like many Italian companies, it places particular emphasis on social and environmental responsibility, employing production practices that reduce ecological impact and protect workers' rights. This synergy between excellence, innovation, and ethics makes its products a benchmark for those seeking elegance, reliability, and a tangible commitment to sustainability.



SOCIAL

GRI 2-7, GRI 2-19, GRI 2-20, GRI 2-27, GRI 2-30, GRI 205-1, GRI 403-1, GRI 403-2, GRI 403-5, GRI 403-6, GRI 403-8, GRI 403-9, GRI 403-10, GRI 404-1, GRI 413-1



Human rights violations along supply chains represent a serious issue, including practices such as forced labor, child labor, and inhumane working conditions. MAM addresses these challenges with a tangible commitment to transparent supply chain management, selecting suppliers who adhere to strict ethical standards and conducting regular audits, both internal and external. The certification manager periodically visits suppliers to verify compliance with regulations. Additionally, customer audits and additional certifications provide further assurance that human rights are respected throughout the entire production process.

Civil society and consumers play a crucial role in promoting transparency and pushing companies to improve. International initiatives, such as the United Nations guidelines and European legislation on due diligence, encourage businesses to adhere to ethical standards. A shared commitment is essential for a responsible, ethical, and sustainable supply chain system.

Health, safety, and employee satisfaction are essential for the success of a company. A safe

and healthy work environment promotes the physical and psychological well-being of workers, creating a positive company culture, motivation, and engagement. Investing in health, safety, and well-being also increases productivity, reduces turnover, and has a positive impact on the company's reputation. For MAM, this is a priority, as evidenced by the survey conducted in 2024 to assess employee satisfaction.

COLLABORATIONS WITH SCHOOLS AND UNIVERSITIES

MAM collaborates with secondary schools and ITS (Higher Technical Institutes) / IFTS (Higher Technical Vocational Institutes) to offer internships and school-work alternation programs. Students are educated in safety regulations and company practices, receiving the same protections granted to the company's collaborators and employees. In terms of placement, the company works with local authorities to provide internship experience and job orientation programs. In this regard, MAM participates annually in the **"Generazione d'Industria" project, promoted by Confindustria Varese.**

With the increasing complexity of the sector,

it is becoming more and more rare to find highly specialized professionals. Therefore, the company has decided to directly **invest in the training of new talents** so that they can integrate into the industry and benefit from the experience of the company's staff. The goal is to bring young people closer to the world of work, shortening the time between their educational path and their entry into business.

In 2024, a scholarship was donated to Carlo

REMUNERATION

All employees of the company operate in accordance with the National Collective Labor Agreement (CCNL) for the Textile and Fashion Apparel sector in Italy. As a result, the compensation provided

Cattaneo Liuc University to support the education of future generations. This donation represents a social and economic contribution, helping to promote collective well-being and support for young people. The goal is to foster solidarity and civic responsibility, strengthening the social fabric and the progress of the community.

is in line with the provisions set out by this contract. The remuneration for the highest governing body is determined annually by the shareholders' assembly. In 2024, the contract was amended to



introduce significant evolutionary changes in terms of welfare, equal dignity for workers, and professional development for employees. Currently, there are no employees enrolled in a trade union.

SECURITY

Safety is a priority for every sector and category of workers. MAM places the health and safety of its employees among its primary business objectives. The Company operates in compliance with Legislative Decree 81/2008 and subsequent amendments, and specifically ensures:

- The appointment and training of a Responsible for the Prevention and Protection Service (RSPP)
- The appointment of a Competent Doctor, specializing in occupational medicine
- The drafting of a risk assessment document (DVR).
- The creation of procedures for emergency situations and evacuation, along with related drills.
- The provision of Personal Protective Equipment (PPE) with appropriate training and information on their use
- Staff training on health and safety at work.

These activities have resulted in an almost total absence of workplace injuries, as evidenced by the table below.

Injuries	2023	2024
Administrative area	0	0
Technical-commercial area	0	0
Warehouse area	0	0
Sample area	0	0
Total	0	0

Commuting accidents	2023	2024
Administrative area	0	0
Technical-commercial area	1	1
Warehouse area	0	0
Sample area	0	0
Total	1	1

Only one workplace injury occurred during 2024, which was an in itinere accident. In the event of an injury, the company promptly reports the incident to the relevant authorities and analyzes the potential causes, consulting, when necessary, the RSPP (Safety, Prevention, and Protection Manager), the Company Doctor, or qualified external personnel.

In addition to the medical examinations conducted at the start of employment, the company doctor conducts periodic health surveillance visits for employees based on their role and the maintenance of the required fitness to carry out their duties.

PRESENCE

The staff at MAM is considered a fundamental element for the company's success. **Thanks to their motivation and constant commitment, the Company can ensure a stable and continuous presence, with a team always ready to face new challenges.** The dedication of the employees contributes daily to achieving business goals, creating a dynamic and productive environment.

A particularly low rate of sick leave and proper use of vacation time are indicative of a healthy company environment, reflecting a commitment that translates into consistent presence at work and a strong focus on mutual needs. As shown in the graph below, sick leave hours are lower than hours for ROL (Reduction working hours)/vacation time. The company

is dedicated to maintaining a healthy work-life balance, encouraging employees to take the necessary time off to promote individual well-being and improve overall productivity.

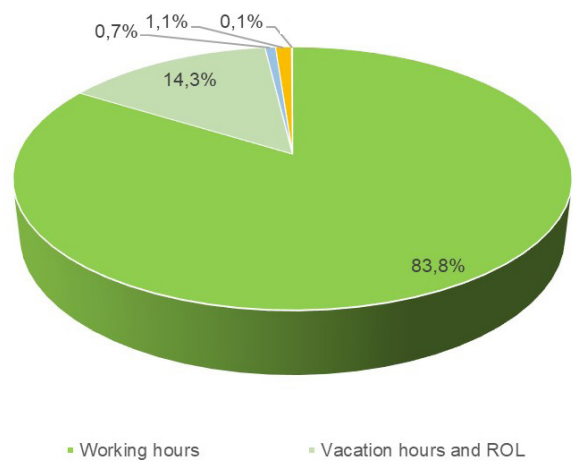


Figure 14. Analysis of employee absence hours

TRAINING

Training is the process through which an individual or a group acquires knowledge, skills, and abilities to effectively and productively address the challenges of a specific context. It is a key element for personal development and organizational success. It enables adaptation to changes, enhances performance, and helps achieve strategic objectives through a combination of theory, practice, and continuous updates. **MAM is committed to continuously informing and training its workers and collaborators regarding the risks associated with their activities.** The company also ensures specific and adequate training in health and safety, with reference to:

Knowledge of risks, damage, prevention, protection, rights and duties of company stakeholders, and supervisory, control, and assistance bodies. Risks related to tasks, possible damage, and the corresponding prevention and protection measures and procedures typical of the company's sector or industry. MAM has increased the number of hours dedicated to health and safety training, certifications, and welfare. In 2024, 1,211 hours of training have been made, as shown in the following graph.



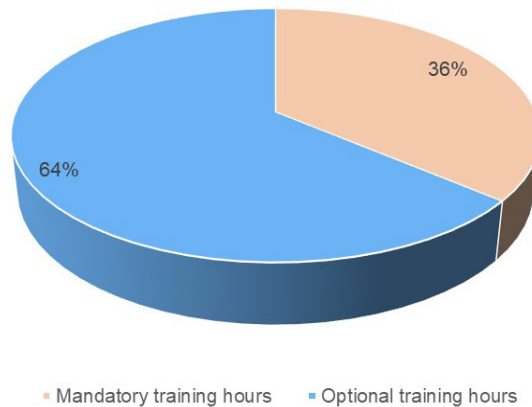


Figure 15. Training hours

The representation clearly shows that the number of optional training hours exceeds that of mandatory ones; this demonstrates the Company's commitment to enhancing continuous training and developing the skills of its employees. In 2024, various courses were organized on **topics such as: benefit corporations, sustainability reporting, cybersecurity, certifications, problem**

solving and decision making, knitting technology, aramid fabrics, time and stress management, Excel, English, and cultivating personal well-being.

Furthermore, throughout the year, **informational material on sustainability** was distributed to all employees to further enhance training and awareness, thereby increasing their understanding of the subject.

HEALTH AND WELL-BEING

MAM has taken out a Sanimoda insurance policy for the benefit of all employees, which is also extended to their dependent family members. Specifically designed for the textile sector, this policy provides a wide range of healthcare and welfare coverage; it ensures assistance in the event of illness, injury, or the need for medical treatments, contributing to the well-being and safety of the staff, while simultaneously reinforcing the sense of protection and corporate support. In addition to safeguarding the physical well-being and safety of employees through the Sanimoda insurance policy, MAM is also committed to promoting relational well-being and social integration within the team. The organization of team-building activities plays a central role in this approach, fostering a cohesive work environment where employees can develop strong interpersonal relationships based on unity,

availability, and mutual understanding. In 2023, the Company launched the "BenEssere" project with the goal of raising awareness among employees about the importance of a healthy lifestyle and promoting a balanced diet. The project includes the distribution of seasonal fruit and the availability of a drinking water dispenser. To consolidate this initiative, in 2024 a platform for employee benefits was introduced, designed to offer a wide range of discounts and exclusive advantages on products and services from numerous brands. Thanks to these benefits, each member can take advantage of targeted offers, contributing to their well-being and strengthening the bond between the company and its employees, with a focus on satisfaction and ongoing attention to quality of life.

Benvenuti!

Per accedere al nostro portale di convenzioni aziendali è necessario effettuare la registrazione iniziale.

I tuoi dati personali verranno utilizzati esclusivamente per il servizio richiesto. Registrati in pochi minuti.

REGISTRATI ORA >

LOGIN

La tua email

La tua password

[Hai dimenticato la password?](#)

ACCEDI >

As previously mentioned, three courses focused on soft skills have been held. The main topics covered included time and stress management, individual well-being, and problem-solving and decision-making techniques.

These training programs provided participants with the opportunity to enrich and refine essential skills, useful not only in the workplace

but also, and especially, in managing daily challenges. Thanks to these courses, some employees were able to improve their quality of life while simultaneously enhancing business performance.

SOLIDARITY PROJECT

MAM is consistently engaged in solidarity projects, promoting charitable initiatives and support, with particular focus on local communities. Among its long-standing collaborations, the partnership with the provincial branch of the National Firefighters Association (Associazione Nazionale dei Vigili del Fuoco ODV) stands out, aiming to support and facilitate their numerous activities.

Additionally, for about five years, MAM has been collaborating with LILT (Italian League for the Fight Against Cancer), through donations and the traditional purchase of Easter doves and Christmas panettone during the holidays, in support of the association's initiatives.



METHODOLOGICAL NOTE

GRI 2-2, GRI 2-3, GRI 2-4

This sustainability report has been prepared for the first time, on a voluntary basis, for the 2022 financial year in accordance with the GRI Standards (Core Option of the Global Reporting Initiative) and highlights the connection with the goals of the UN 2030 Agenda.

This year is the **third edition** of the report.

The information and data refer to Maglificio Alto Milanese, headquartered at Via Grosseto 14 - 21052 in Busto Arsizio (VA), for the period from January 1, 2024, to December 31, 2024, unless otherwise specified.

Where available, comparative data from previous years have been included to present the company's performance over a longer time frame. To provide an accurate representation of performance, the inclusion of measurable and directly quantifiable indicators has been prioritized.

This sustainability report was approved by the Board of Directors on March 31, 2025.

The person responsible for preparing this report is the legal representative, who is also tasked with monitoring the progress of the Sustainable Development Goals identified by the Company. The contents of this report have not been verified by a third party. The information contained in this report is distributed across the three macro-areas (Environmental, Social, and Governance) and enables the clear identification of MAM's ESG sustainability goals.

For further information regarding this document, please email contact@altomilanesesrl.it or visit the website www.altomilanesesrl.it.

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<https://www.altomilanesesrl.it>

SUSTAINABILITY REPORT 2024

Edition no. 3

published in
March **2025**





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MAGLIFICIO ALTO MILANESE