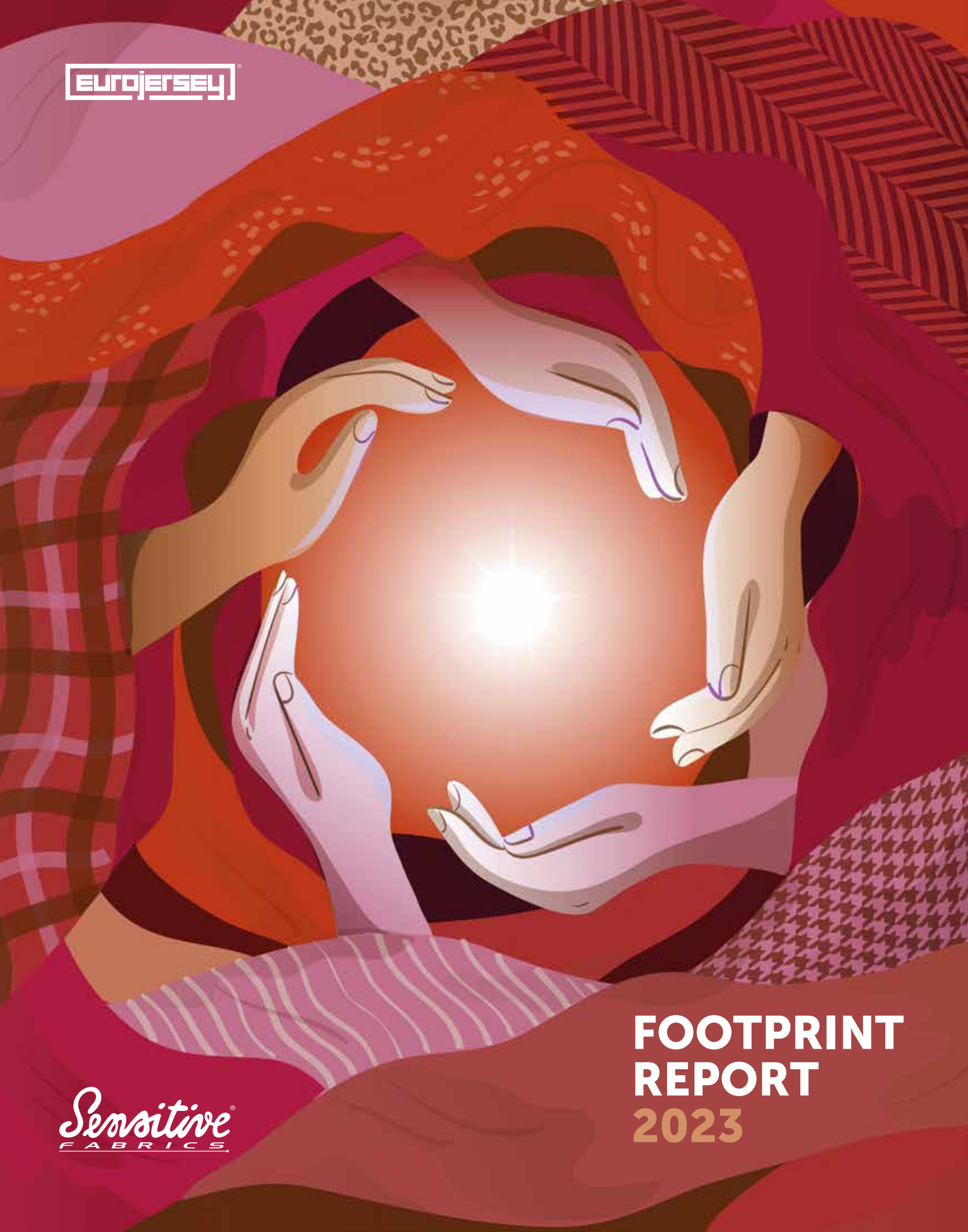


EUROJERSEY®

*Sensitive*  
FABRICS

**FOOTPRINT  
REPORT  
2023**





**FOOTPRINT  
REPORT  
2023**



# Letter to the Stakeholders

Now in its fourth edition, the Footprint Report describes EUROJERSEY's responsibility towards the environment, society and people. A commitment that has always been at the heart of our strategy and that in 2023 was reinforced with the launch of a Sustainability Plan aimed at **defining new objectives and targets to be achieved** by 2030.

From the first edition in 2020 until today, the world has evolved dynamically as a result of social, economic and political events that have irrevocably affected our daily lives and business dynamics.

New risks, but also new opportunities, for the realities that have always integrated the variables related to the 'ESG', Environmental, Social and Governance, factors into corporate business models. A path that has become compulsory, in the context of the evolution of European reporting legislation and beyond, in the light of the new and complex set of regulations and standards that will significantly change the basis of the textile market, including aspects related to transparency, traceability and value chain management.

At EUROJERSEY, the journey of improvement on the sustainability front started in 2007 with the concrete objective of improving the production system of Sensitive® Fabrics by reducing its impact, optimising processes and the use of resources. We have achieved a lot in recent years, but we continue to invest and **look for innovative solutions to further improve process efficiency**. We place people and the younger generation at the centre of our actions, factors at the basis of a successful way of 'doing business'.

For our employees, we have identified new *welfare* services with the aim of making the **workplace perceived as 'their own'**, a kind of second home to support well-being.

Generational change requires new efforts to be attractive and foster retention, a challenge common to the entire industry, which we address by imagining new channels of interaction with schools and universities and by strengthening professional and personal growth paths within the Company.

Equal commitment is devoted to dialogue with supply chain partners to encourage the **creation of synergies** that can accelerate the transition to a circular business model, which implies the need to find shared solutions to problems such as end-of-life product recovery and fabric regeneration.

These are **the medium- and long-term challenges that we have taken** on board and describe in the Report, which constitutes a presentation and assessment of the results achieved in 2023 and also serves as a window as to what awaits us in the future.

We are convinced that only joint actions and the sharing of best practices will assist the sustainable development of our industry and the growth of its ability to meet the challenges emerging from today's environment proactively, to the benefit of the planet and all of us.

Enjoy reading.

**Andrea Crespi**  
Direttore Generale EUROJERSEY S.p.A



## Letter to the Stakeholders

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# 1.0

## EUROJERSEY and the Footprint Report



## 1.1 EUROJERSEY Identity

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

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

Today EUROJERSEY is at the top of the textile industry, thanks to a state-of-the-art factory designed by the famous architect Antonio Citterio, which is a unique example of efficiency and productivity. The Company has an area of 40,000 square metres with **a single fully verticalised cycle plant**, from weaving, dyeing, finishing, to printing and bonding with an annual production capacity of 13 million metres of fabric.

At the basis of the Company's success is a strategy that combines a strong drive for innovation, the continuous search for quality - through the production of high-quality, high-performance products that last over time - and the constant pursuit of sustainable development. Sensitive® Fabrics, in fact, are among the most chosen by the leading brands in the sports, clothing, underwear and swimwear sectors, not only for their high aesthetic and functional characteristics, but also **by virtue of the production processes, aimed at mitigating environmental impacts.**



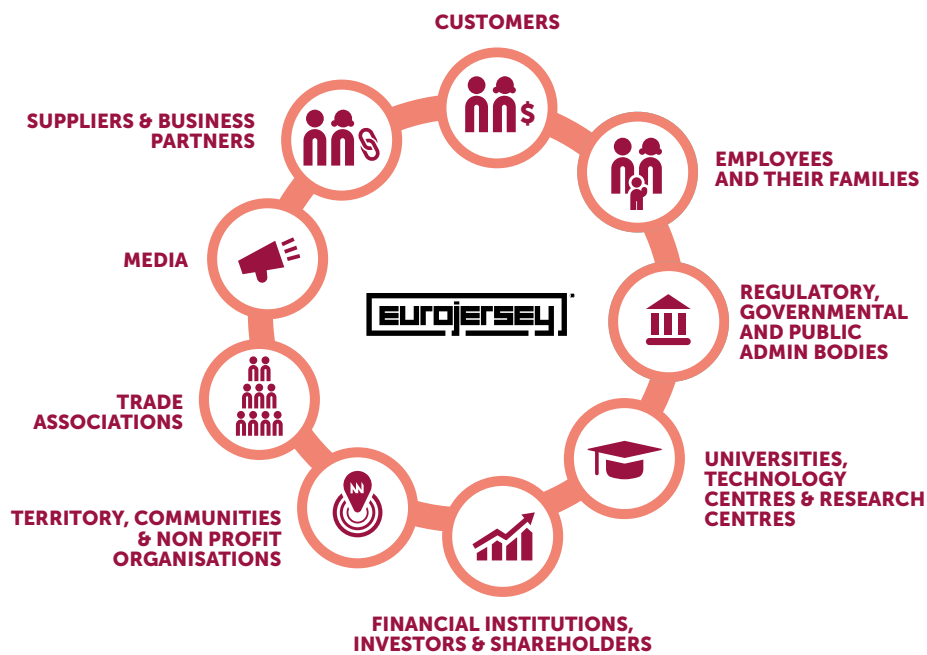
## 1.2 Who is the Footprint Report addressed to?

EUROJERSEY's Footprint Report 2023 aims to **communicate in a simple and straightforward manner the Company's ESG (Environment, Social and Governance) footprint**, with a focus on environmental aspects and the main strategies and actions implemented to mitigate the negative impacts related to the production process, while maximising the positive ones. This document is addressed to all those who, for various reasons, are interested in, influence and/or are affected by EUROJERSEY's work and ESG footprint (so-called stakeholders or interested parties).

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


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

The image presented below shows the main macro-categories of entities and subjects with which EUROJERSEY relates and interfaces in the management of the business<sup>1</sup>.



↑ 1. Stakeholder map

<sup>1</sup>In order to represent the relations established with the main stakeholders better, the map of the stakeholder categories involved was reviewed and updated during the 2023 financial year. In particular, the category 'Universities and research centres' was changed to 'Universities, technology centres and research centres' and the category 'Trade associations' was added.

Stakeholder	Engagement actions	Stakeholder expectations
 <b>Customers</b>	<ul style="list-style-type: none"> <li>• Constant dialogue and discussions with customers</li> <li>• Continuous monitoring of changes in market demand</li> <li>• Measuring the products' ESG footprint</li> </ul>	<ul style="list-style-type: none"> <li>• Product quality and sustainability</li> <li>• Safety and traceability of materials</li> <li>• Measuring the products' ESG footprint</li> </ul>
 <b>Employees and their families</b>	<ul style="list-style-type: none"> <li>• Involvement in relation to welfare initiatives, including the Welfare Platform for all employees and family benefits (education reimbursement, mortgage interest reimbursement, health vouchers, culture and travel)</li> <li>• Comparison and dialogue to ensure part-time hours for the reconciliation of work and family life</li> <li>• Provision of smart-working plans</li> </ul>	<ul style="list-style-type: none"> <li>• Safe and inclusive workplaces</li> <li>• Respect of the principles of diversity and inclusion</li> <li>• High employment stability and corporate welfare</li> <li>• Fair remuneration policies and meritocratic systems</li> </ul>
 <b>Regulatory, Governmental and Public Administration bodies</b>	<ul style="list-style-type: none"> <li>• Formal communication in the various areas (e.g. Governance, Taxation)</li> </ul>	<ul style="list-style-type: none"> <li>• Compliance with regulations</li> <li>• Combatting active and passive corruption</li> <li>• Seriousness and transparency towards PA requirements</li> </ul>
 <b>Universities, technology and research centres</b>	<ul style="list-style-type: none"> <li>• Dialogue with training organisations to offer school/work rotations and monetary awards (scholarships)</li> <li>• Collaborations with technology and research centres to achieve strategic synergies in R&amp;D</li> </ul>	<ul style="list-style-type: none"> <li>• Promoting youth employment and research and development</li> </ul>
 <b>Financial institutions, investors and shareholders</b>	<ul style="list-style-type: none"> <li>• Periodic meetings with shareholders and investors</li> <li>• Ongoing dialogue</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Continuous improvement in ESG</li> </ul>
 <b>Territory, communities and non-profit organisations</b>	<ul style="list-style-type: none"> <li>• Dialogue and participation in events and activities</li> <li>• Involvement, support and collaboration in environmental and social projects</li> </ul>	<ul style="list-style-type: none"> <li>• Participation in and support of ESG projects</li> </ul>
 <b>Media</b>	<ul style="list-style-type: none"> <li>• Dialogue and contributions to events and activities</li> </ul>	<ul style="list-style-type: none"> <li>• Transparency</li> <li>• Social and environmental initiatives</li> </ul>
 <b>Suppliers and Business Partners</b>	<ul style="list-style-type: none"> <li>• Procurement relations</li> <li>• Involvement and discussion in relations to the internal policies regarding the protection of suppliers and partners (Code of Ethics)</li> <li>• Involvement and discussion in relation to the traceability and measurement of the environmental impact of raw materials</li> </ul>	<ul style="list-style-type: none"> <li>• Fair and equal treatment</li> <li>• Compliance with contractual conditions</li> </ul>
 <b>Trade associations</b>	<ul style="list-style-type: none"> <li>• Participation in workshops and moments of dialogue or discussion with other actors in the supply chain for the creation of synergies</li> </ul>	<ul style="list-style-type: none"> <li>• Protection of the interests of the professional and production categories involved</li> <li>• Promotion of best practices</li> </ul>

## 1.3 How are the contents of the Footprint Report defined?

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

On this basis, EUROJERSEY involved its top management, a group of function managers and a group of employees from EUROJERSEY's production departments in a workshop dedicated to the review and evaluation of material topics identified during the previous reporting period, in order to update the list of material topics.

The result of this analysis led to the list shown below, which depicts the material topics of EUROJERSEY from the most to the least relevant for internal stakeholders.<sup>2</sup>

List of material topics of EUROJERSEY	
Responsible waste and water management	Environmental
Employee development and well-being	Social
Product durability and quality	Product and Customers Responsibility
Occupational health and safety	Social
Level of service offered	Product and Customers Responsibility
Fight against climate change, energy consumption and atmospheric emissions	Environmental
Responsible procurement and supply chain traceability	Governance
Research, development and sustainable innovation	Governance
Product Environmental Footprint	Product and Customers Responsibility
Circular economy and raw materials management	Environmental
Certifications	Governance
Talent attraction, retention and development	Social
Diversity and equal opportunity	Social
Ethics, business integrity and protection of information	Governance

### LEGEND

Environmental

Social

Governance

Product and Customers Responsibility

### ↑ 2. List of material topics

In line with the new version of the GRI Standards (2021)<sup>3</sup> adopted for the preparation of this Footprint Report, in updating its materiality analysis, the Company examined its reference context in order to identify the actual and potential impacts, both positive and negative. These were then linked to the material topics, as detailed in the table below. The GRI Report thus presents all the information needed to understand the impacts generated by the Company's activities in relation to ESG topics, as well as possible impacts that may affect the Company's ability to create value over time.

<sup>2</sup> It should also be noted that the Company will conduct a material topics analysis and assessment process during 2024 that will also involve representatives of the external stakeholders identified in the map depicted in this Document.

<sup>3</sup> For further details on the methodology used, please refer to the Methodological Note.



## ENVIRONMENTAL

Relevant topics	Positive impact	Negative impact
Fight against climate change, energy consumption and atmospheric emissions		<ul style="list-style-type: none"> <li>• Energy consumption and atmospheric emissions with negative impacts in relation to climate change</li> </ul>
Responsible waste and water management		<ul style="list-style-type: none"> <li>• Water consumption</li> <li>• Microplastics and other substances dispersed in waste water during the textile washing process with negative impacts on the ecosystem and the health of end users</li> <li>• Improper/incorrect management of water discharges from textile processing with negative impacts on water quality and the health of local communities</li> </ul>
Circular economy and raw materials management	<ul style="list-style-type: none"> <li>• Dialogue and synergies with suppliers, consortia and research centres in order to develop technological solutions that enable the regeneration of materials</li> </ul>	<ul style="list-style-type: none"> <li>• Use of materials and resources that are guaranteed to be used only during a production cycle and cannot be reused in any other way</li> <li>• Possible contamination of reusable materials through the use of aggressive chemicals in waste recovery processes</li> <li>• Potential negative impact on the environment due to non-virtuous management of off-cuts and scraps in terms of volumes produced and non-use of recovery treatments</li> </ul>
Ethics, business integrity and protection of information	<ul style="list-style-type: none"> <li>• Dissemination of responsible practices and ethical behaviour</li> </ul>	<ul style="list-style-type: none"> <li>• Non-compliance with applicable laws, regulations, internal and external standards with related social/environmental/economic impacts, including potential corruption and anti-competitive behaviour</li> <li>• Potential leaks of sensitive data and privacy breaches could result in damage to corporate reputation and consequent loss of public trust, customers and business partners</li> </ul>

## GOVERNANCE

Involvement	Mitigation
Caused by EUROJERSEY and directly connected through a business relationship	<ul style="list-style-type: none"> <li>• Investments to reduce energy consumption</li> <li>• Investments to increase the use of renewable energy, including the installation of photovoltaic panels</li> </ul>
Caused by EUROJERSEY and directly connected through a business relationship	<ul style="list-style-type: none"> <li>• Reduced water consumption through investments in efficient production processes</li> <li>• Reduced risk of sewage contamination thanks to innovative systems</li> <li>• Training and raising awareness on waste disposal</li> </ul>
Caused by EUROJERSEY and directly connected through a business relationship	<ul style="list-style-type: none"> <li>• Initiatives to create a recovery and reuse process within the supply chain of Sensitive® Fabrics offcuts and scraps</li> </ul>
Caused by EUROJERSEY and directly connected through a business relationship	Code of Ethics

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

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

## SOCIAL

## CUSTOMER AND PRODUCT RESPONSIBILITY

Relevant topics	Positive impact	Negative impact
Employee development and well-being	<ul style="list-style-type: none"> <li>Protecting the well-being of employees and their families, with positive impacts on the local community</li> <li>Positive impacts on the growth of corporate know-how, management efficiency and effectiveness, and organisational well-being</li> <li>Positive impacts on personal growth through the enhancement of talents and vocations</li> </ul>	<ul style="list-style-type: none"> <li>Potential lack of personnel skills and motivation caused by insufficient training and development initiatives</li> </ul>
Occupational health and safety		<ul style="list-style-type: none"> <li>Potential cases of accidents at work and occupational illnesses, also due to the failure to monitor and enforce health and safety management systems</li> </ul>
Talent attraction, retention and development	<ul style="list-style-type: none"> <li>Positive impacts on personal growth through the enhancement of talents and vocations</li> </ul>	
Product durability and quality	<ul style="list-style-type: none"> <li>Promotion of Made in Italy and Italian creativity, with direct and indirect benefits to the positioning of the Italian industry and the textile sector in national and international markets</li> <li>Meeting the needs of customers and investors for high-quality and high-performance products</li> </ul>	
Product Environmental Footprint	<ul style="list-style-type: none"> <li>Promotion, also among sector peers, of good practices for measuring the impact generated on the environment</li> </ul>	
Level of service offered	<ul style="list-style-type: none"> <li>Positive impacts on the target market, due to the satisfaction of customer needs and requirements, guaranteeing high standards of quality and performance</li> </ul>	

Involvement	Mitigation
Caused by EUROJERSEY	<ul style="list-style-type: none"> <li>• Listening to personnel</li> <li>• Definition and implementation of welfare and well-being initiatives</li> </ul>
Caused by EUROJERSEY	<ul style="list-style-type: none"> <li>• Employee training and development with courses on Health and Safety</li> <li>• Continuous improvement of working environments to mitigate possible risks</li> <li>• Compliance with current regulations</li> </ul>
Caused by EUROJERSEY	
Caused by EUROJERSEY and directly connected through a business relationship	
Caused by EUROJERSEY and directly connected through a business relationship	
Caused by EUROJERSEY and directly connected through a business relationship	





# 2.0

## SensitivEcoSystem®: Sustainability Culture

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**Sustainable innovation** is the cornerstone  
of EUROJERSEY's DNA

Measurement through PEF supports continuous  
**improvement of the environmental footprint**

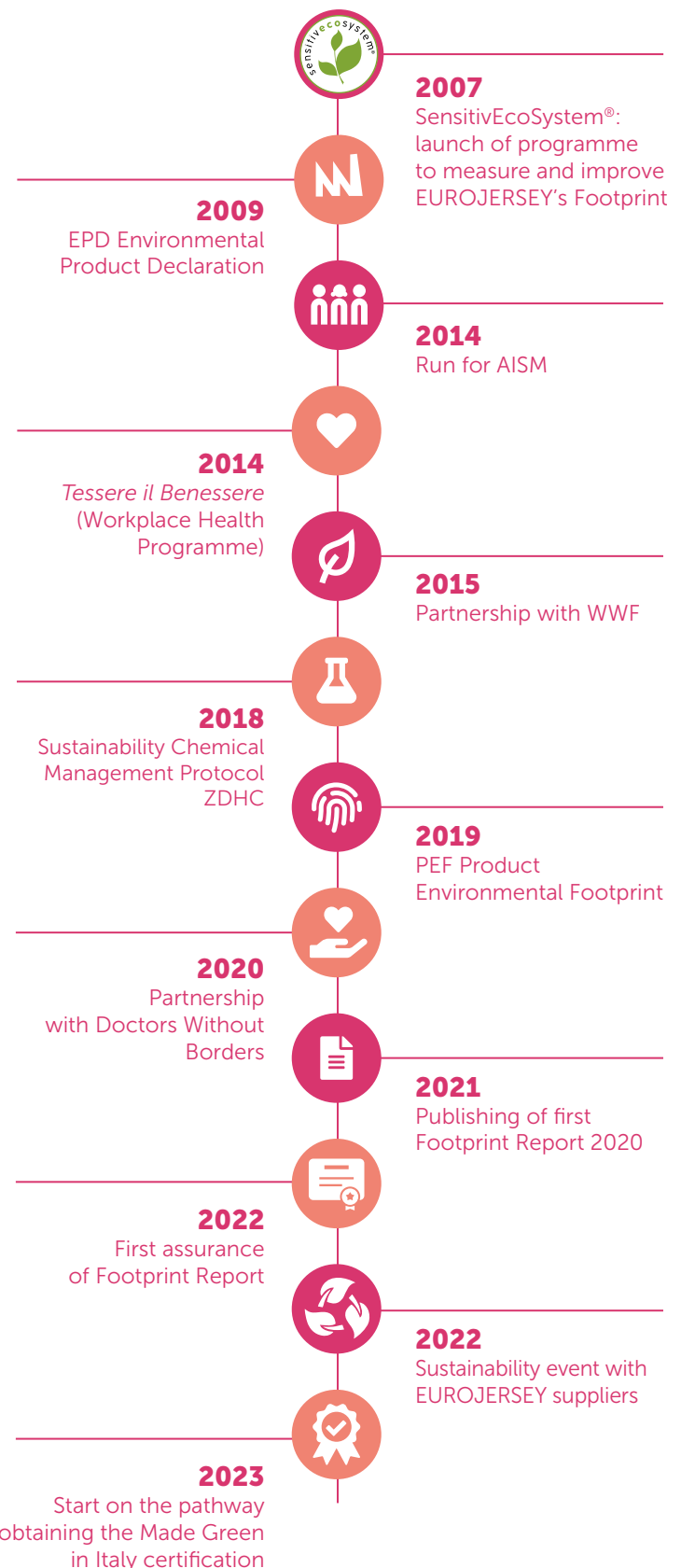
EUROJERSEY's activities are consistent with the **ten principles  
of the UN Global Compact**; moreover, they contribute  
to the **Sustainable Development Goals of the UN 2030 Agenda**



## 2.1 A holistic approach to sustainability: SensitivEcoSystem® and SDGs

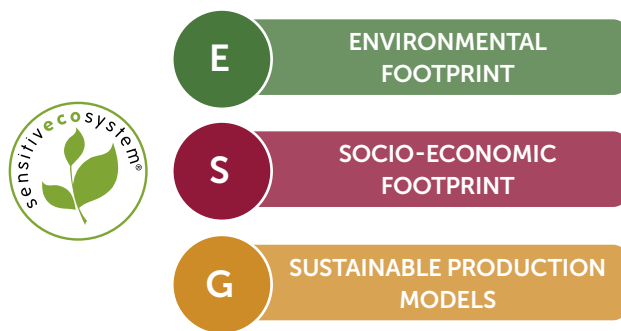
**Transparency and a sense of responsibility** are the values that guide EUROJERSEY's journey towards sustainability. The decision to embark on this path is linked to an important awareness, that of the responsibility to operate in the present to create value without compromising the possibilities of future generations. For this reason, **sustainability is a principle that is reflected daily in the entire life of the Company**, directing managerial choices and solutions adopted in the production cycle.

Since 2007, with the ambitious SensitivEcoSystem® Programme, EUROJERSEY has been committed to ensuring the utmost respect for the environment at every stage of its business, through the implementation of processes that reduce the impacts associated with the production of Sensitive® Fabrics. The Programme has from the outset provided a **holistic vision** aimed at developing more sustainable approaches for all actors in the supply chain, involving employees, suppliers, customers and consumers. The path to sustainability necessarily passes through the need to **track and measure one's own footprint**. The SensitivEcoSystem® project, born as a set of best practices and technologies to reduce the environmental impact of business processes, has evolved through the daily commitment of every person in the Company, to become **an inclusive and universal approach** that is reflected in every decision and choice of EUROJERSEY and allows the sharing of common values.



The culture of sustainability inherent in the SensitivEcoSystem® project includes the direct involvement of **Environmental, Social** and **Governance** aspects, in a model that is expressed in:

- Environmental footprint;
- Responsible production models;
- Social and economic footprint.



#### ↑ 5. SensitivEcoSystem® Approach

The pillars of the SensitivEcoSystem® programme, which are consistent with the ten principles of the UN Global Compact<sup>4</sup>, also correlate with the 17 goals of the **2030 Agenda for Sustainable Development**, the 'Programme of Action for People, Planet and Prosperity'<sup>5</sup> defined by the United Nations in 2015. This Agenda, further broken down into 169 specific targets to 2030, was examined in order to understand how EUROJERSEY itself, with its activities, can contribute to the achievement of the SDGs.

Thanks to this analysis, the Company has identified the SDGs of greatest relevance in relation to its activities: **Goal 8, Goal 12** and **Goal 13**. The impacts associated with EUROJERSEY's activities can also be directly and indirectly related to the other relevant SDGs.

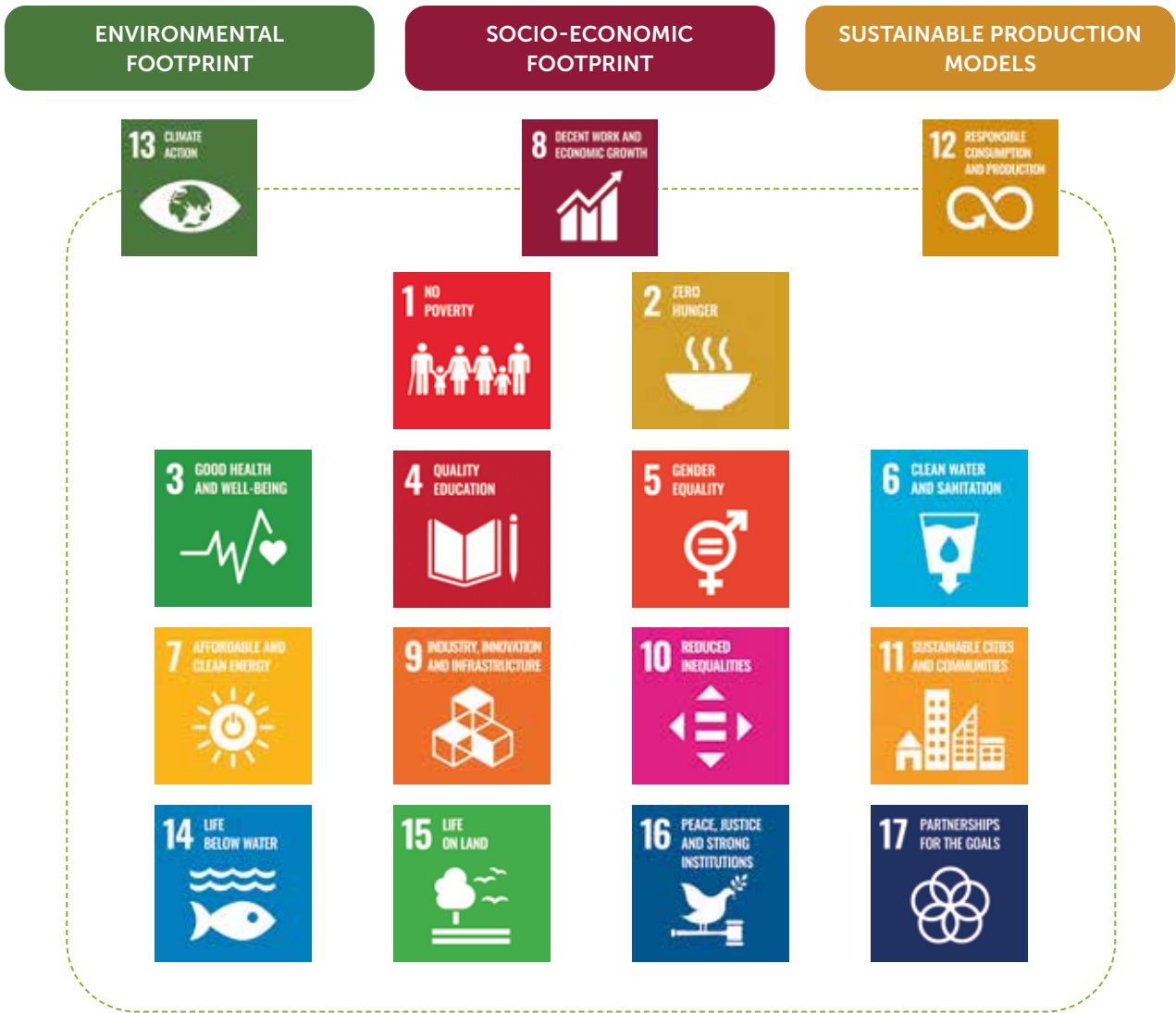
During the course of 2023, EUROJERSEY also **started the process of defining its own Sustainability Plan to 2030**.

The first step of this path is the definition of strategic levers, to be subsequently declined in qualitative and quantitative targets, pursued through **the investigation and enrichment of relevant topics for the Company and its stakeholders, with the contribution of all corporate functions**.

This first step in a longer journey to strengthen the Company's sustainability strategy and governance has led to the definition of the strategic levers presented below. The **strategic levers** outlined also include aspects that, although not material to the stakeholder engagement activities conducted during 2023, are areas on which EUROJERSEY has always focused its efforts, such as the relationship with local communities and the protection of biodiversity.

<sup>4</sup>The UN Global Compact is the world's largest corporate sustainability initiative and supports companies to do business responsibly by aligning their strategies and operations with the Ten Principles on Human Rights, Labour, Environment and Corruption; and take strategic actions to promote broader societal goals, such as the UN Sustainable Development Goals, with an emphasis on collaboration and innovation.

<sup>5</sup>UN Regional Information Centre, SDGs, <https://unric.org/it/agenda-2030/>. The 2023 Agenda for Sustainable Development, signed by the 193 member states of the UN in September 2015, contains 17 Sustainable Development Goals (SDGs), which in turn are divided into 169 'targets' or goals.



↑ 6. Our contribution to the SDGs

**THE LABEL**

**Sensitive® Fabrics** distinguishes the inimitable identity of the product made entirely in Italy with characteristics that represent the best of Italian creativity, both in terms of technical know-how and of aesthetics and authenticity. The **label** distinguishes garments made from **Sensitive® Fabrics** by protecting against imitations and counterfeits. It has the value of a **certificate of authenticity** because it certifies both the specific characteristics of the fabric and the ethical significance of an eco-friendly product. The

different colour bands for each product sector identify the specific qualities for each application. Furthermore, it is a tool that increases the end consumer's awareness of the technical aspects of the product and its environmental sustainability. The folding carton label highlights sustainability pictograms on the left side and product performance on the right side. In 2023, 1,600,000 labels were produced.









GOVERNANCE

<p><b>Corporate governance</b></p>	<ul style="list-style-type: none"> <li>Managing the transformation into a Benefit Corporation</li> <li>Reinforcing sustainability governance</li> <li>Integrating sustainability into risk management and mitigation</li> <li>Anticipating the regulatory framework while maintaining product quality and performance</li> </ul>		
<p><b>Responsible value chain management</b></p>	<ul style="list-style-type: none"> <li>Evaluating and monitoring suppliers according to ESG criteria</li> <li>Fostering collaboration along the value chain to improve the sustainability performance of the sector</li> <li>Contributing to transparency and traceability of the supply chain</li> </ul>		




CUSTOMERS AND PRODUCTS

<p><b>Responsible marketing and communication</b></p>	<ul style="list-style-type: none"> <li>Enabling the end-user to make an informed choice</li> <li>Strengthening responsible communication activities</li> <li>Strengthen marketing activities through cobranding</li> </ul>		
<p><b>Operational excellence</b></p>	<ul style="list-style-type: none"> <li>Continuously improving the efficiency of the production process</li> <li>Consolidating product quality monitoring through digital solutions</li> <li>Strengthening the cybersecurity and data protection system</li> </ul>		
<p><b>Process and product innovation</b></p>	<ul style="list-style-type: none"> <li>Contributing to the development of innovative circular business models</li> <li>Implementing technological and digital solutions to optimise design</li> </ul>		

ENVIRONMENTAL

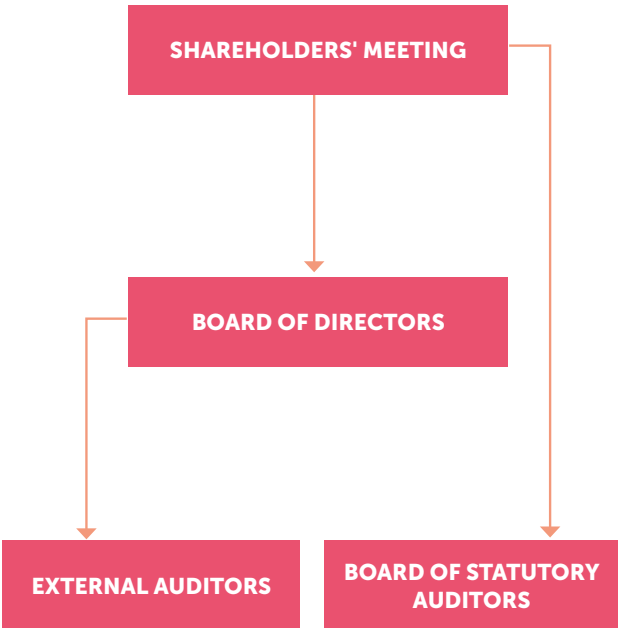
<p><b>Circular economy and raw materials management</b></p>	<ul style="list-style-type: none"> <li>Promoting the procurement of regenerated material</li> <li>Supporting continuous improvement in the responsible chemical management</li> <li>Implementing solutions for the collection and regeneration of unused textile material</li> </ul>	  
<p><b>Protection of biodiversity</b></p>	<ul style="list-style-type: none"> <li>Promoting the protection of ecosystems and biodiversity</li> </ul>	 
<p><b>Responsible water management</b></p>	<ul style="list-style-type: none"> <li>Efficiently utilising water resources</li> </ul>	
<p><b>Fight against climate change, energy consumption and atmospheric emissions</b></p>	<ul style="list-style-type: none"> <li>Contributing to the fight against climate change</li> <li>Supporting energy efficiency and the use of 100% renewable energy</li> <li>Promoting sustainable mobility</li> </ul>	 

SOCIAL

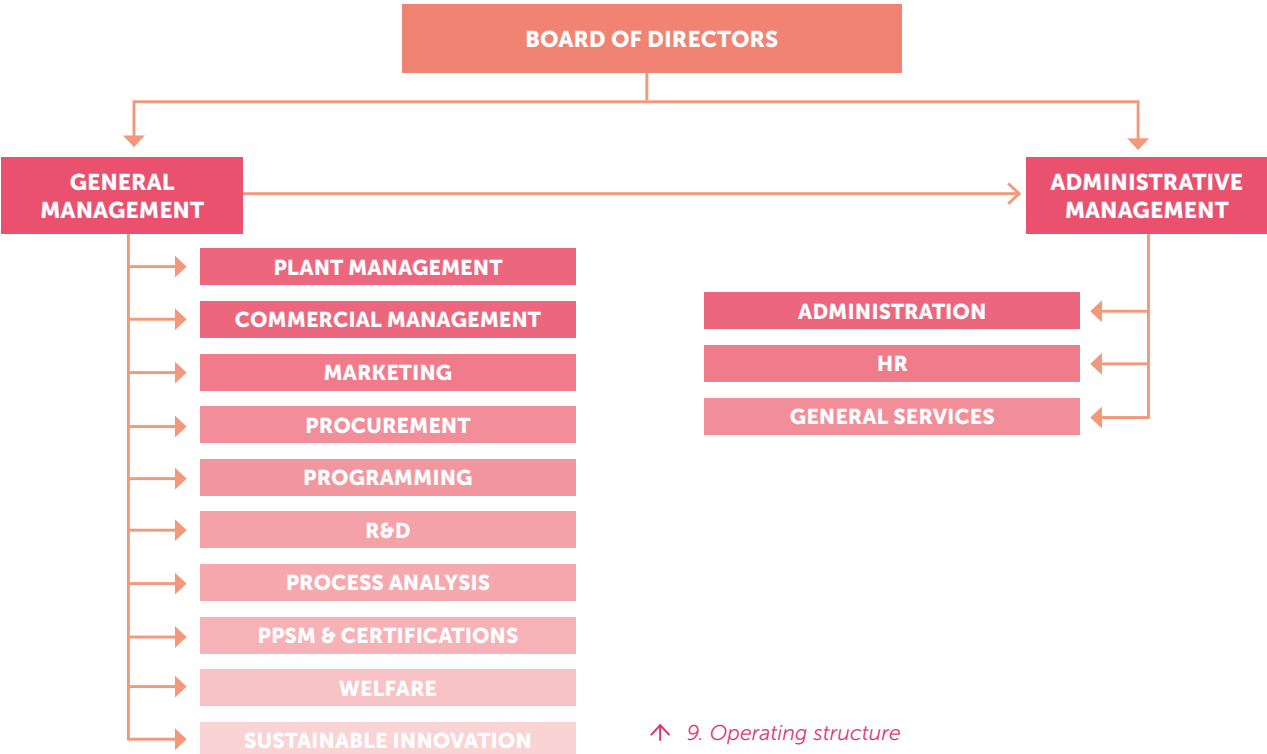
<p><b>Human resources attraction, retention and development</b></p>	<ul style="list-style-type: none"> <li>Training top management in inclusive leadership</li> <li>Strengthening training and development activities and foster talent incubation</li> <li>Attracting and integrate high-potential resources into the company</li> <li>Welcoming young people and students into the company and consolidating cooperation with training organisations</li> </ul>	
<p><b>Protection of human and workers rights</b></p>	<ul style="list-style-type: none"> <li>Contributing to the protection of human and labour rights</li> </ul>	
<p><b>Health and safety</b></p>	<ul style="list-style-type: none"> <li>Maintaining the highest standards of health and safety</li> </ul>	
<p><b>Creation of value for the community</b></p>	<ul style="list-style-type: none"> <li>Strengthening collaboration with local, national and international bodies</li> </ul>	 
<p><b>Employee development and well-being</b></p>	<ul style="list-style-type: none"> <li>Promoting a corporate culture that fosters collaboration and a sense of belonging</li> <li>Supporting parenting and work-life balance</li> </ul>	 

# 2.2 Administrative bodies, compliance and business ethics

EUROJERSEY is wholly owned by the **company Finanziaria Il Belvedere S.p.A.**, to whose management and coordination it is subject. The **Shareholders' Meeting** appoints the **Board of Directors**, composed of nine non-executive members who are collectively vested with the prerogatives of **controlling and managing the Company, assessing the adequacy of the organisational model, defining strategies and investment plans**, and more generally, evaluating management performance. Directors are in office for a three-year term, with the possibility of being re-elected. The Shareholders' Meeting is also responsible for approving the annual financial statements and appointing the **Board of Statutory Auditors**, the body responsible for verifying and controlling compliance with the bylaws, compliance with current legislation and control of corporate governance. The Board of Statutory Auditors has a three-year term of office and consists of three regular members and two substitute members. The operational structure, under the direction of the Board of Directors, to which the General Management and the Administrative Management report, is organised as shown in the following organisation chart.



↑ 8. EUROJERSEY Governance



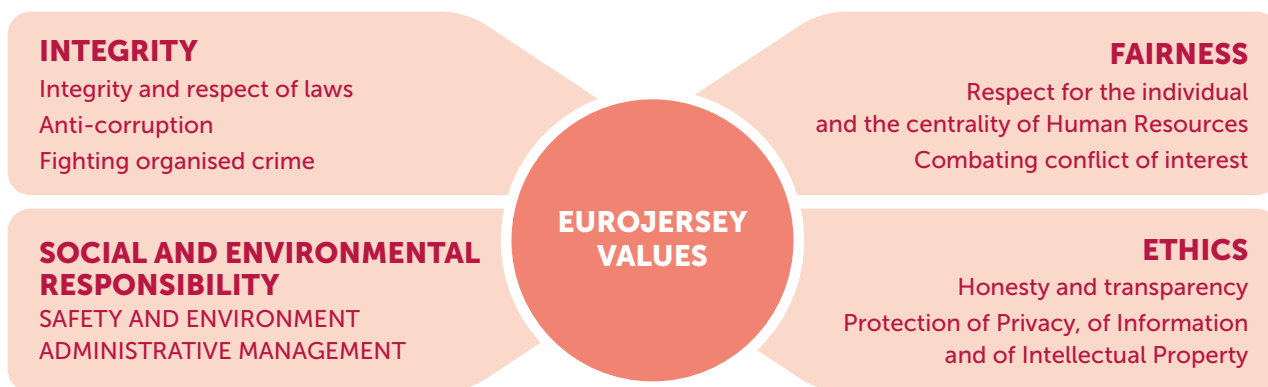
↑ 9. Operating structure

In 2022 the Board of Directors approved EUROJERSEY's Code of Ethics, which is based on the principles of **Integrity, Loyalty, Honesty and Transparency, Social and Environmental Responsibility**. These principles are translated by EUROJERSEY into precise values, as set out in the 'EUROJERSEY Charter of values', represented below. With the unwavering commitment to operate in full compliance with the applicable regulations, particular attention is paid to ensuring that all employees and parties interfacing with the Company act **with respect for the integrity of the business**, combating all forms of irregularity.

EUROJERSEY, through the Code of Ethics, defines the Company's expectations in relation to the behaviour of its stakeholders, while guaranteeing the utmost fairness in the execution of activities and high levels of quality of the products and services offered. The addressees

of the Code of Ethics are the members of the Board of Directors, managers, employees and third parties who carry out activities on behalf of EUROJERSEY. In order to enable everyone to adapt their behaviour to the contents of the Code of Ethics, EUROJERSEY ensures adequate training and constant awareness of the issues and values of the rules contained therein.

For a better implementation and dissemination of the Code, EUROJERSEY has also established an **Ethics Committee**, composed of two members, whose task is to monitor the application of the Code of Ethics and, where necessary, to update the rules. In addition, anyone who becomes aware of situations that may constitute violations of the Code of Ethics is obliged to notify the Ethics Committee promptly, by reporting such matters using the appropriate e-mail and postal addresses (**whistleblowing system**).



↑ 10. EUROJERSEY Charter of values

## 2.3 Research, development and sustainable innovation

**Research and development** have always been part of EUROJERSEY's DNA as, through innovation, it is possible to contribute to the Company's growth. The innovative projects undertaken are classified according to their time horizon: **short- and long-term projects**.

### SHORT-TERM PROJECTS

These are all those projects that have a time horizon of six months to a year. They are numerous and have different approaches:

- **Identification of market needs**

This approach includes an initial step of market analysis, store checking, trend monitoring, or partly derived from feedback received from customers. Leading consultants in the sector are used, both from a technical point of view and from the fashion world. We then move on to

development to meet the identified need. This phase involves the generation of innovative solutions, risk analysis and evaluation of the technical and economic feasibility of the proposed ideas.

- **Tailor-made projects**

In this specific case, the customer's request is the starting point. By sending specific references or expressing a need for functional or fashion performance, the customer is a stimulus for improvement and innovation.

- **Trust in the supply chain**

The close relationship established with the various suppliers means that they contact EUROJERSEY when they innovate their product or process. This is both because they recognise its value in the market and because it is an excellent training ground for their products. They are very often the first interlocutors with whom R&D interfaces when tackling a new development.

• **Sustainable innovation**

The combination of R&D and sustainability has been a natural evolution for EUROJERSEY, becoming fundamental in the SensitivEcoSystem® approach to ensuring continuous improvement. Research and sustainable innovation constitute an integrated approach that transversally involves all departments and offices of the Company and its supply chain partners in a true team effort. Research may be aimed at using less polluting chemical products, obtaining fabrics with a lower environmental impact, or researching opportunities for regeneration of both the raw materials and the fabric produced, up to the finished garment.

One of the pillars of sustainable innovation remains durability. The cornerstone of innovation is to develop and

manufacture a high-quality, high-performance product that lasts over time.

**LONG-TERM PROJECTS**

These are all projects that have great uncertainty of realisation and a long-time horizon of at least five years. These are basic research topics, in which innovations that are not strictly textile are often used or academic collaborations initiated. Thanks to the constant updating through magazines and trade fairs, one comes into contact with cutting-edge technologies and innovative start-ups.

The phases characterising the implementation of these projects, whether short- or long-term, are as follows:

**1**

**Design and prototyping**

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

**2**

**Test and validation**

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

**3**

**Commercialisation and market launch**

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

**4**

**Monitoring and continuous improvement**

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

In conclusion, R&D is an **interactive and multidisciplinary process** that requires a combination of **scientific, technical and commercial knowledge** to bring new ideas and innovations to market successfully.

In 2016, the Company invested around € 350,000 in the creation of a **dedicated R&D laboratory** equipped with state-of-the-art instrumentation to design and test the technical characteristics of Sensitive® Fabrics, expan-

ding from one person to a dedicated four-person team. In addition to the substantial initial investment, there is continuous investment in the laboratory and training and refresher courses to keep the laboratory and staff at the cutting edge. Three team members are in charge of **product**, covering the design, production and testing phases. The fourth member is entirely dedicated to **digitisation**, research and evaluation of different software on the market.

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## EUROJERSEY AND DIGITISATION OF SENSITIVE® FABRICS

As the first textile manufacturing company in Europe, EUROJERSEY addressed the digitisation of its Sensitive® Fabrics as a key tool for innovation and sustainability.

The use of 3D software makes it possible to create digital twins of Sensitive® Fabrics, which not only visually match the real thing, but also have the same physical properties. The digital twin reports the weight, elasticity and drape of the real fabric in the graphic environment and, by applying 3D maps, also presents the same appearance

in terms of texture, colour and light refraction. In 2023, following extensive data entry work, EUROJERSEY's Digital Library was created. This innovative digital platform allows all customers a detailed and interactive view of the wide range of products and materials offered by the Company, with their performance and technical characteristics. In addition, it offers the possibility of viewing virtual garments to which the 3D fabrics produced by EUROJERSEY can be applied.

### PHYSICAL DATA



A set of measurements describing the physical properties of the fabric



### 3D MAP



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

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

- Time savings: by having access to ready-made 3D fabrics, designers can save time and focus more on the design phase, speeding up the whole creative process;
- Consistency and reliability: with 3D fabrics supplied directly from the manufacturer, it is possible to obtain a very accurate and true representation of the fabrics even in a digital environment;

- Savings in resources, costs and waste: the ability to evaluate fabric at the digital design stage helps to reduce errors and waste during the subsequent production phase. This results in less fabric being discarded and lower costs for our customers. The savings in production time, resources and materials used are immediately noticeable. The sampling phase and the various iterations necessary to achieve the desired result can be carried out digitally by producing the garment only once.



## 2.4 Certifications, programmes and regulations

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

1994		<p><b>OEKO-TEX®</b></p> <p>It represents a guarantee for the consumer that 'Sensitive®' Fabrics do not contain or release substances harmful to the health of the end consumer.</p>
2007		<p><b>REACH (Registration, Evaluation, Authorization and Restriction of Chemicals)</b></p> <p>Provides a legal framework on the use of chemicals in the European Union, to ensure a high level of protection of human health and the environment, as well as to promote the free movement of chemicals in the EU market, enhancing competitiveness and innovation.</p>
2008		<p><b>ISO 14001</b></p> <p>Main management system standard that specifies the requirements for implementing and maintaining an Environmental Management System. It certifies the company's compliance with the environmental management requirements defined in the standards.</p>
2009		<p><b>EPD (Environmental Product Declaration)</b></p> <p>EUROJERSEY is the first company in the textile industry to obtain the Environmental Product Declaration certification, which measures the environmental impact of every square metre of Sensitive® Fabrics. Certification is no longer active.</p>
2018		<p><b>ZDHC (Zero Discharge of Hazardous Chemicals)</b></p> <p>A programme initially initiated by some of the world's top brands, which created it by focusing on the principles of transparency and management of chemicals according to an integrated approach of prevention and precaution.</p>
2018		<p><b>ISO 9001</b></p> <p>International standard for Quality Management Systems (QMS), published by the International Organisation for Standardisation (ISO). The standard was last updated in 2015 and is called ISO 9001:2015.</p>
2019		<p><b>PEF (Product Environmental Footprint)</b></p> <p>EUROJERSEY is the first textile company to measure and certify the environmental footprint of the entire fabric production cycle through the European PEF methodology.</p>
2019		<p><b>Global Recycled Standard (GRS)</b></p> <p>Demonstrates that Sensitive® Life Reco fabric, a product made from recycled materials, meets environmental and social criteria at all stages of the production process.</p>
2022		<p><b>ISO 14067</b></p> <p>The standard defines the principles, requirements and guidelines for quantifying and reporting the Product Carbon Footprint (PCF). The application of this standard provides a better understanding of how to manage and reduce one's PCF and how to assess and show product environmental performance.</p>

↑ 11. Certifications, reference programmes and regulations

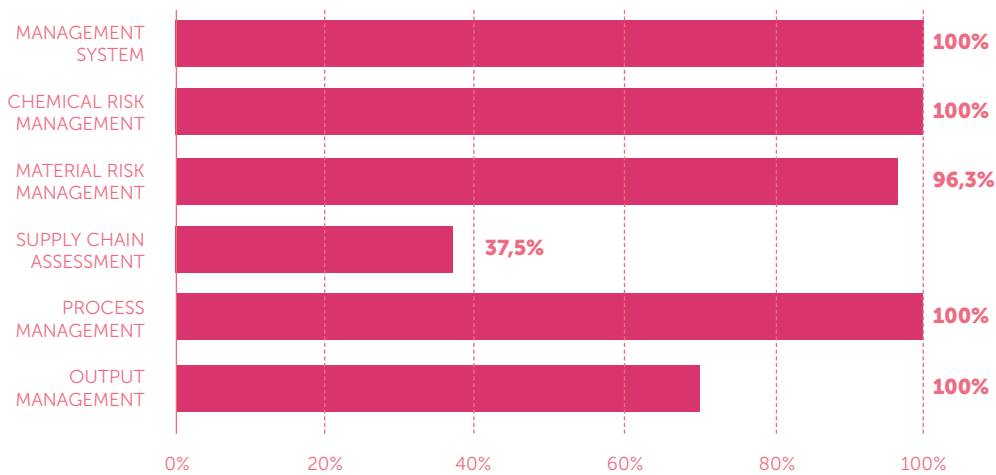
During the course of 2023, EUROJERSEY decided to join the voluntary **Made Green in Italy** scheme for communicating the environmental footprint of products with the aim of enhancing Made in Italy textile manufacturing. This is due to be finalised in 2024.

## Focus: The ZDHC (Zero Discharge of Hazardous Chemicals) path

EUROJERSEY has embarked upon a path to be **increasingly more responsible in the use of chemical resources** in the production process.

Since 2018, by implementing the **Chemical Management Protocol di 4sustainability®** (a brand of the strategic consultancy company Process Factory that certifies the adherence of companies in the Fashion & Luxury sector to the roadmap for sustainability), the Company has set itself the objective of **verifying and reducing, in the processing cycles of Sensitive® Fabrics, the presence of chemical substances considered hazardous to people and the environment**, defining the management system for the reduction of these substances.

In fact, the CHEM4sustainability® protocol is based on the **Manufacturing Restricted Substances List (MRSL)** of ZDHC's **Roadmap to Zero Programme**, which indicates the chemical presence limits applied to products. ZDHC is an **holistic and transparent approach** that encourages the **collaboration of all supply chain actors to eliminate hazardous chemicals** throughout such chain.

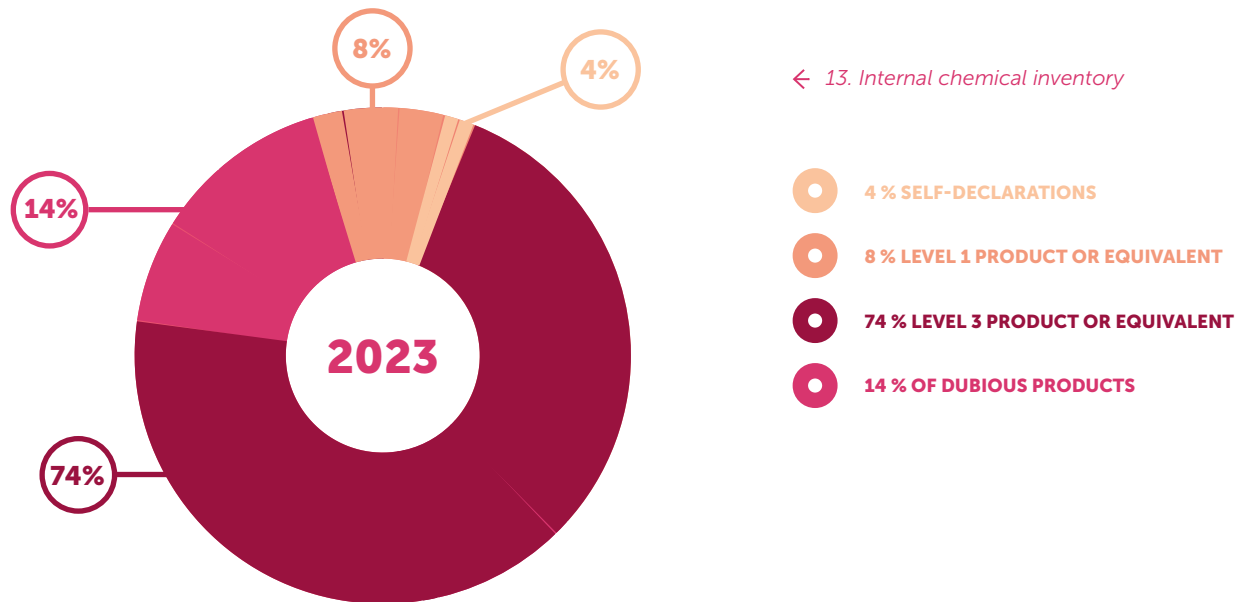


### ↑ 12. 4S Requirements and implementation level

With the latest CHEM4sustainability® audit, EUROJERSEY maintained the **Excellence level**. This important milestone was achieved by the Company thanks to its **high score in the following assessment requirements**:

- **Management system:** assesses the presence and communication of the internal sustainability policy, staff training, as well as the setting of reduction targets and monitoring of exceptional performance.
- **Chemical risk management:** measures the management of chemical inventory information, its qualification level to ZDHC MRSL 2.0 and improvement plan.
- **Materials risk management:** assesses the management and control system of incoming materials and their level of compliance with the 4sustainability PRSL (Product Restricted Substances List).
- **Supply chain assessment:** highlights the mapping, qualification, engagement, training and monitoring of subcontractors and material suppliers and all procedures in place.
- **Process management:** verifies the proper functioning of the internal traceability system and its digitalisation, as well as process due diligence testing to monitor product contamination.

- **Chemical Health&Safety:** analyses the labelling, management and storage of chemicals within the plant, as well as emergency procedures and waste management.
- **Output management:** assesses the company's management of process outputs; in particular, authorisation for the emission and control of wastewater according to ZDHC guidelines, for internal processes and final product testing.



In 2023, the Company **ensured the level of compliance** of its **chemical inventory** with MRSL v3.0 (and subsequently 3.1), with **74% of chemical products with the highest level of compliance** (so-called Level 3 products).

Compliance with ZDHC's MRSL certifies that the chemical formulation does not contain any of the substances listed in the MRSL in values exceeding the limits set by ZDHC. With the aim of **helping to improve the management of chemicals in the textile industry**, EUROJERSEY has also been a ZDHC Contributor since July 2018. This allows the Company to actively participate in the industry's transition towards minimising environmental impact and progressively reducing the use of harmful chemicals in production processes.

In 2023, EUROJERSEY joined ZDHC's Supplier to Zero Programme, which helps to identify areas for improvement in the sustainable management of chemicals and reduce their risks, and provides access to ZDHC's Chemical Management System (CMS). With the January 2022 assessment, EUROJERSEY reached the Progressive level of the ZDHC Supplier to Zero Programme, which was maintained with the February-March 2024 assessment. The 4sCHEM® protocol has also been recognised as an implementation protocol for the Supplier to Zero Programme.

**PARTICIPATION IN THE ZDHC SOLVENT FOCUS GROUP AND COLLABORATION ON THE DRAFTING OF THE SOLVENT MANAGEMENT GUIDELINES 'RESPONSIBLE SOLVENT APPROACH GUIDELINE V1.0'.**

Solvents are used in various processes in the textile and footwear industry, as they are used for sector-specific applications.

To support and promote a positive change in the industry towards sustainable chemical management and the search for safer alternatives to these solvents, in 2023 EU-ROJERSEY collaborated with ZDHC and other partners to draft the 'Responsible Solvent Approach Guideline v1.0' whose aim is to drive a positive supply chain transforma-

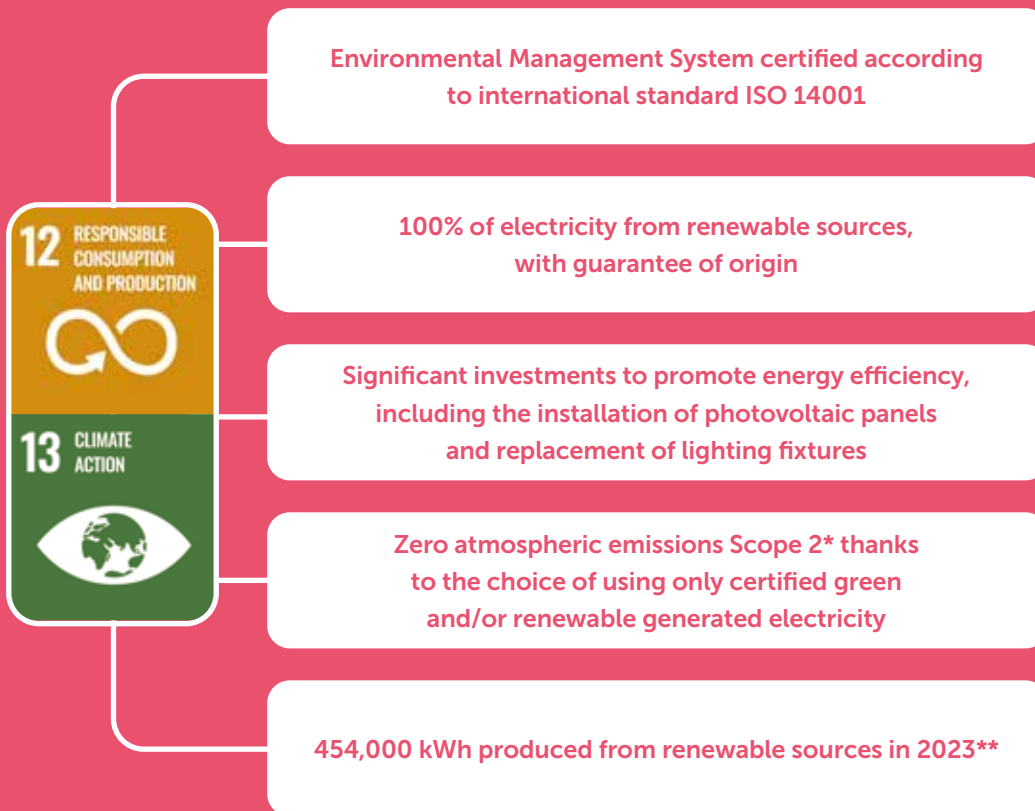
tion and minimise emissions and the exposure of workers through the implementation of good practices. ZDHC at the same time also published the updated version of the Manufacturing Restricted Substances List - MRSL v3.0 (and later 3.1), including the prohibition of the intentional use of specific organic and halogenated solvents in the production of textiles, leather and footwear; however ZDHC with the implementation of the Responsible Solvent Approach Guideline v1.0, requires adequate emission and exposure controls, including the use of solvents in closed loop washing machines, to ensure the health and safety of workers. Solvents that are allowed to be used have been marked 'EC' - Emission and Exposure Controls best practices are in place.





# 3.0

## Environment



\* Calculated according to the Market Based approach, as explained in more detail in this chapter.

\*\* Increase due to the commissioning of the new 478 kWp photovoltaic plant

## 3.1 Our sustainable process

Since 2007, EUROJERSEY has implemented a set of practices and technologies to **improve resource use efficiency** and progressively reduce **impacts** related to the production process.

In addition, the decision to keep every stage of the processing in Italy, at the Caronno Pertusella site, guarantees the possibility of **controlling every phase of the production cycle** and constantly monitoring the results obtained for the mitigation of the impacts on the environment.

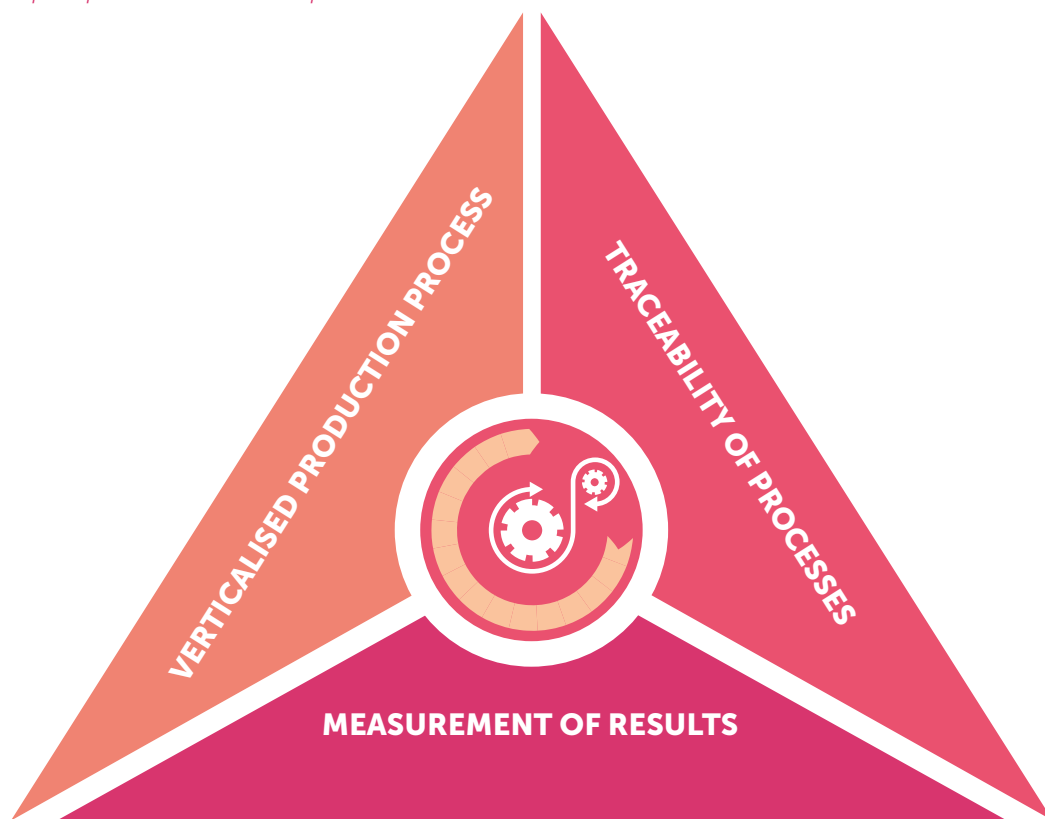
Through the **environmental management system certified in accordance with UNI ISO 14001: 2015**, all Company processes and activities are carried out in compliance with the **Environmental Policy, for quality and transparency** in the management of environmental issues, optimisation of energy consumption, reduction of water withdrawals, promotion of the circular economy and efficient management of processing waste.

The plant has an **Integrated Environmental Authorisation (AIA)**, which confirms the Company's compliance with current environmental regulations and guarantees complete control of the impacts generated. Periodic checks are also conducted by ARPA Lombardy (Regional Agency for the Protection of the Environment) on compliance with current regulations on atmospheric emissions, water, waste management and noise emissions.

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



↓ 15: The principles of our sustainable process



↓ 16: Activities to protect resources

**THERMAL EFFICIENCY**

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

**EFFICIENCY IN THE PRODUCTION PROCESS**

In 2023, a production efficiency drive was initiated to be achieved through:

- inclusion of a new, more effective and efficient production scheduling software (thanks to heuristic and non-heuristic algorithms) that will allow better optimisation of production capacity;
- revision of plant efficiency indicators.

**WATER AS A RESOURCE**

Using the service of a certified external consortium, the Company ensures the purification of residual water from the production process. In 2023, a feasibility study was started on a water regeneration plant, with the aim of recovering water used during production processes.

**FEWER HAZARDOUS CHEMICAL SUBSTANCES**

The Company is committed to limiting the consumption of chemicals, dyes and auxiliaries hazardous to health and the environment through compliance with the Manufacturing Restricted Substances List (MRSL) of the Zero Discharge of Hazardous Chemicals (ZDHC) programme.

**WASTE-FREE PACKAGING**

Less paper and packaging film waste results from careful handling of shipping packaging. By adapting the packaging to the size of the Sensitive® Fabrics pieces, EUROJERSEY saves 4,000 metres of fabric packaging film and 9,000 FSC-certified cardboard tubes each year, equal to approximately 6,000 kg.

## 3.2 Measuring the footprint of the production processes

For EUROJERSEY, commitment to the environment starts with measuring the impact of production processes. This is why, with the SensitivEcoSystem® programme, the Company has from the outset pursued the objective of **tracking and measuring the environmental footprint** resulting from the production of Sensitive® Fabrics with accredited methodologies, with the aim of determining what actions to take to reduce it.

Following the path of continuous improvement of the environmental performance of its production processes, since 2014 the Company has found in **PEF (Product Environmental Footprint)** and OEF (Organisation Environmental Footprint) additional tools to measure its impact on the environment.

The PEF and OEF methodologies were specifically introduced in 2013 by the Joint Research Centre (JRC) of the European Union and recommended in 2020 within the European Green Deal precisely to create a standardised and accredited method of measuring the environmental footprint of the product and the organisation. Their aim is to overcome the confusion generated by the fragmentation of previous instruments and at the same time ensure greater transparency towards all stakeholders.

It is worth noting that recent European regulatory developments supporting corporate disclosure of sustainability information are accelerating the path towards transparent disclosure. An example of this is what is regulated by the 'Green Claims' Directive<sup>6</sup>, aimed at countering false environmental claims made to consumers and putting an end to the proliferation of public

and private environmental labels. Through these instruments, the European legislator is increasingly urging companies to adopt new best practices for monitoring and communicating ESG performance, to the benefit of all stakeholders.

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

By combining the Life Cycle Assessment (LCA) approach with a set of 16 specific environmental indicators and defined criteria, EUROJERSEY's environmental footprint takes into account **all phases of the production cycle** and all upstream activities, including all impacts generated by raw material and energy flows and their transport<sup>7</sup>. PEF is a virtuous impact measurement because it offers EUROJERSEY the opportunity to go beyond the boundaries of the Company and create value in partnership with its customers by comprehensively and accurately measuring the environmental footprint of finished garments made with Sensitive® Fabrics.

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

<sup>6</sup> This Directive was adopted on 14 February 2024.

<sup>7</sup> For the assessment of the product environmental footprint in EUROJERSEY, all impact categories and related methods of the Recommendation 2013/179/EU were applied, revised according to the document 'Supporting information to the characterisation factors of recommended EF Life Cycle Impact Assessment methods'.

## MADE GREEN IN ITALY

Made Green in Italy is a voluntary national scheme proposed by the Ministry of Environment and Energy Security for the evaluation and communication of the environmental footprint of products and is based on the PEF - Product Environmental Footprint - method. EUROJERSEY has decided to adhere to the scheme in order to enhance responsible textile manufacturing and Made in Italy. The quantification of the environmental performance of **Sensitive® Fabrics** has been possible thanks to a complete PEF study, verified and validated

by an independent third party. The PEF study, drawn up by an external consulting firm in 2023, was structured by subdividing the **Sensitive® Fabrics** articles made during the year 2022 according to their grammage (g/sq. m.) and according to the types of processing carried out. For each of the 16 categories envisaged by the PEF methodology, the impacts generated by the production of one square metre of Sensitive® Fabrics fabric\* were calculated. Verification by the Ministry for obtaining the Made Green in Italy logo is now underway.

*\*These impacts were calculated by paying attention to the three categories considered most relevant within the reference Product Category Rules (PCRs) (i.e. climate change, resource use - fossil and water use). The calculated impacts were then compared with the reference benchmarks identified within the PCRs themselves and the comparison showed that all **Sensitive® Fabrics** analysed fell into CLASS A, the best achievable result.*

## FOCUS: ANALYSES PERFORMED ON SENSITIVE® FABRICS

Below is a summary of the analyses performed on the entire production cycle of Sensitive® Fabrics class 3<sup>8</sup> (150 - 200 g/m<sup>2</sup>) light dyed and ink-jet printed fabrics produced in 2022.

These fabrics were chosen because they are more representative in terms of production quantities. In particular, for each we report the value of the three most relevant impact indicators: energy footprint, CO<sub>2</sub> footprint and water footprint<sup>9</sup>.

Following the specific requirements for reporting environmental impact results in the PEF methodology<sup>10</sup>, the environmental footprint of Sensitive® Fabrics is compared with the environmental footprint of products used in everyday life. With the aim of assessing the environmental footprint of Sensitive® Fabrics in a more conscious manner, the values of the three most relevant impact indicators are compared as follows:

<sup>8</sup> Each class is homogeneous in terms of the production process, the variation of environmental loads within the class is proportional to the grammage. Considering that the impact of transport is exclusively a function of the weight transported, this has been quantified respectively for the square metre of dyed fabric and printed fabric, distinguished only by grammage classes.

<sup>9</sup> More details on the PEF results can be found in the section Appendices - Detail Tables.

<sup>10</sup> Recommendation 2013/179/EU on the use of common methodologies to measure and communicate environmental performance throughout the life cycle of products and organisations requires strict adherence to the principles of reliability, transparency, relevance and accuracy. These principles are also laid down in UNI ISO/TS 17033:2020 Ethical claims and supporting information - Principles and requirements.

# CARBON FOOTPRINT



IMPACT



1 m<sup>2</sup> lightly-dyed fabric

kg CO<sub>2</sub>  
EQUIVALENT

1,83



1 m<sup>2</sup> ink-jet printed fabric

3,87



10 Km medium-sized euro 5 petrol car<sup>11</sup>

4,1

**How much do we contribute to climate change?**

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

# ENERGY FOOTPRINT



IMPACT



1 m<sup>2</sup> lightly-dyed fabric

MJ  
EQUIVALENT

32,15



1 m<sup>2</sup> ink-jet printed fabric

62,18



1 Kg of pasta<sup>12</sup>

36

**To what extent are we responsible for the depletion of natural resources?**

This parameter estimates the energy employed to make a product, considering its whole life cycle and measuring consumption from processes, manufacturing and transportation.

# WATER FOOTPRINT



IMPACT



1 m<sup>2</sup> lightly-dyed fabric

m<sup>3</sup> Water  
EQUIVALENT

1,64



1 m<sup>2</sup> ink-jet printed fabric

5,25



1 l of milk<sup>13</sup>

0,382

**What is the impact of our water consumption?**

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

↑ 17: Carbon, energy and water footprint

<sup>11</sup> Source CO<sub>2</sub> footprint of an average-sized petrol car: Ecoinvent 3.8.

<sup>12</sup> Source Pasta energy footprint: PEFCR for Dry pasta, v3.0. 18/04/2018. Environmental impact results refer to the production of 1 kg of dry pasta over its entire life cycle (including use phase).

<sup>13</sup> Source Milk water footprint: PEFCR for Dairy product February 2020. The environmental impact results refer to production, including the use phase [operation of the refrigerator; washing of crockery (glassware, if any), disposal of packaging; excluding the cooking phase].

### 3.3 Reducing the environmental footprint

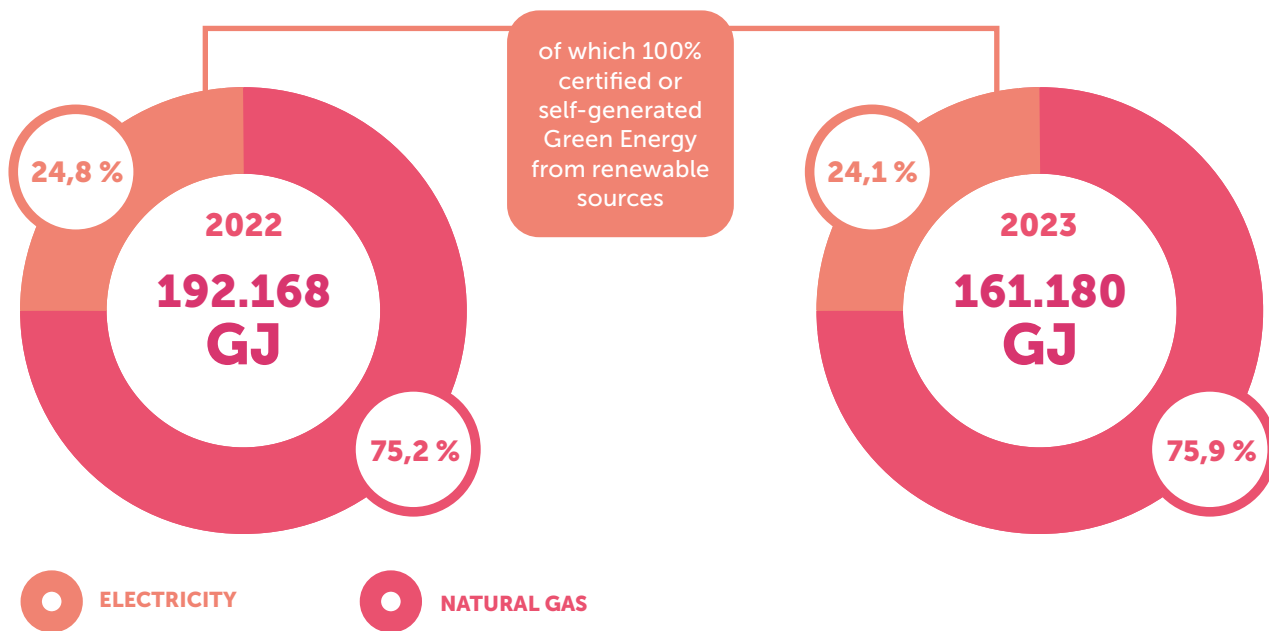
At the heart of EUROJERSEY's approach to sustainability is a commitment to promoting responsible use of resources through technical reduction and efficiency initiatives aimed at curbing consumption, preserving natural resources and reducing atmospheric emissions.

The reduction of consumption in the production cycle is the result of continuous research that allows the Company to reduce the environmental footprint generated by the production process of Sensitive® Fabrics. Also fundamental are the daily gestures and commitment of all EUROJERSEY people, which make it possible to achieve significant results in reducing waste.

#### Energy

Since 2008, EUROJERSEY's focus on energy consumption has resulted in the decision to use exclusively **electricity from renewable sources** with Guarantee of Origin certification. Not only renewable electricity. The **photovoltaic solar panel systems**, installed at EUROJERSEY in 2008 and 2019, and then expanded in 2023 with a new 478 kWp system, have enabled the Company to produce more than 454,000 kWh of electricity in 2023, covering around 5% of its overall energy needs.

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



↑ 18. Energy consumption 2022-2023 by type

In this regard, already in 2007, the Company invested in an **advanced flue gas purification system** that allows the re-use of water for cooling the plant<sup>14</sup>, with an overall energy saving of more than 200 T.E.P. (tonnes of oil equivalent).

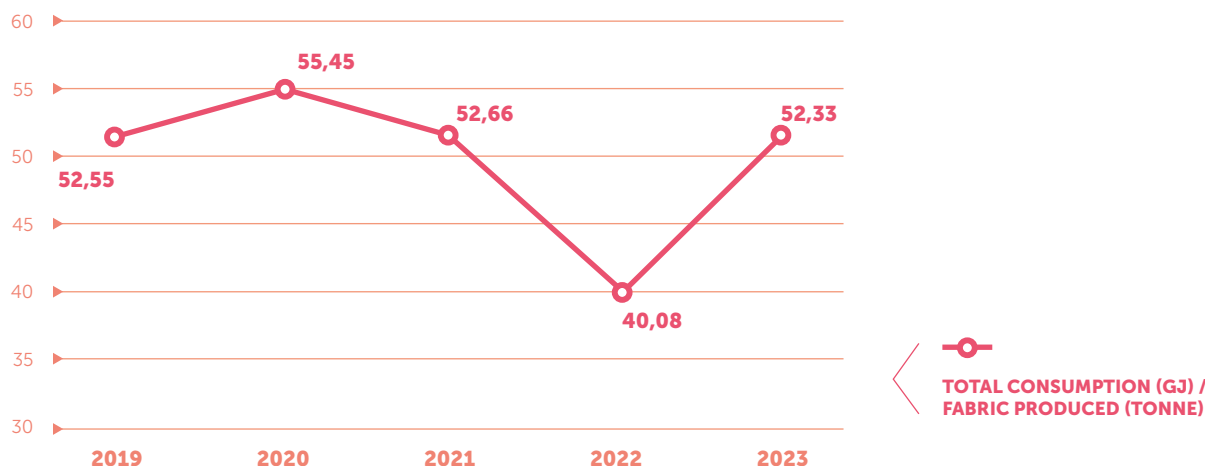
In addition, several studies have been undertaken in recent years to optimise energy at the lighting fixture level in order to reduce consumption; these studies aim at gradually replacing lighting fixtures with LED devices that self-regulate according to brightness and the presence of movement.

**EUROJERSEY is committed to reducing its methane gas** requirements over time. During 2023 it saved around 643,000 cubic metres of gas compared to 2022.<sup>15</sup>

Compared to previous years, there has been a decrease in energy consumption in 2023, as shown in the graph n. 18.

In 2023, there was a decrease in energy efficiency (thermal and water) related to the decrease in production; it is possible to associate the slight increase in consumption with the discontinuous production flow and the activities implemented to ensure better quality performance of the fabric.

In the graph below, there is the five-year trend of 'overall energy intensity'<sup>16</sup>.



↑ 19. Energy intensity (2019 – 2023)

## ENERGY DIAGNOSIS AND MODERNISATION OF AIR CONDITIONING SYSTEMS

During 2023, an energy diagnosis pursuant to Legislative Decree 102/14 was carried out at EUROJERSEY's plants. The activity of energy diagnosis represents a fundamental step towards the efficiency of a production process and consists of the elaboration of a detailed overview of the process, capable of characterising as clearly and unequivocally as possible the activities carried out within it in terms of energy use and the economic magnitudes involved.

Through this diagnosis, it is possible to highlight firstly the scale of general consumption (in terms of energy and costs incurred); secondly, the most energy-intensive sectors and production activities are identified. The third and final step involves the energy and economic investigation of the production areas where the greatest potential for savings lies.

In addition, modernisation of the air conditioning system in the weaving department began in 2023, involving the complete replacement of the equipment with the latest generation of energy-saving machines.

<sup>14</sup> The Company thus recovers around 30 million litres of hot water annually, which is about 6% of the litres used in the production process.

<sup>15</sup> EUROJERSEY's total energy consumption for 2023 is approximately 161,180 GJ, of which 24.1% is related to renewable sources (purchase of electricity from the free market and consumption of self-generated electricity from renewable sources). For more details on the energy consumption recorded and the conversion factors used, please refer to the section Appendices - Detail Tables.

<sup>16</sup> L'intensità energetica complessiva è calcolata come rapporto tra i consumi complessivi di metano e di energia elettrica in GJ, e le tonnellate di tessuto lavorato nei reparti di tintoria e stamperia.

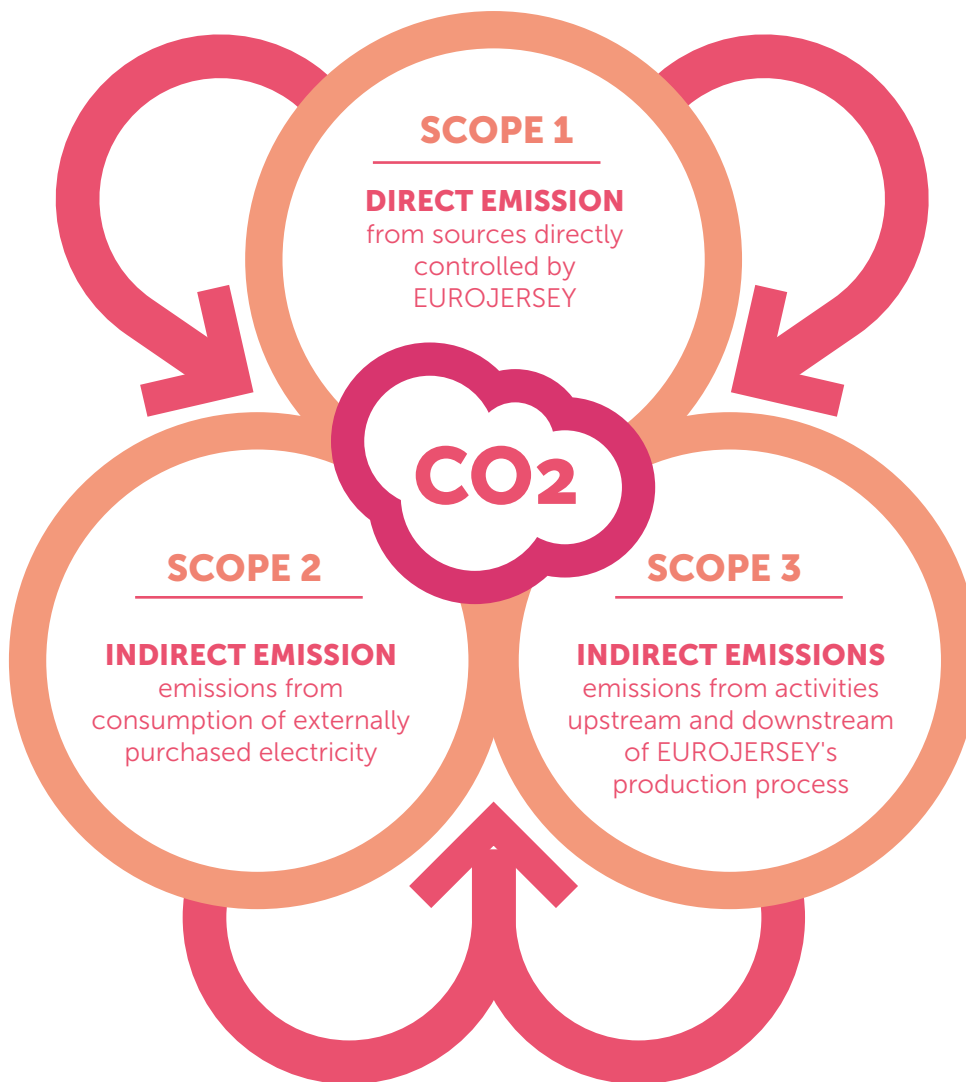
## Atmospheric emissions

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

Carbon dioxide emissions decreased in 2023 (1,682 tonnes of CO<sub>2</sub> equivalent less than in 2022).

EUROJERSEY considers it fundamental, as a manufacturing company, **to promote environmental policies that contribute to reducing emissions**, thus participating in the fight against climate change, a development objective of the international community pursued at national and European level also thanks to regulatory interventions, such as the European Green Deal.

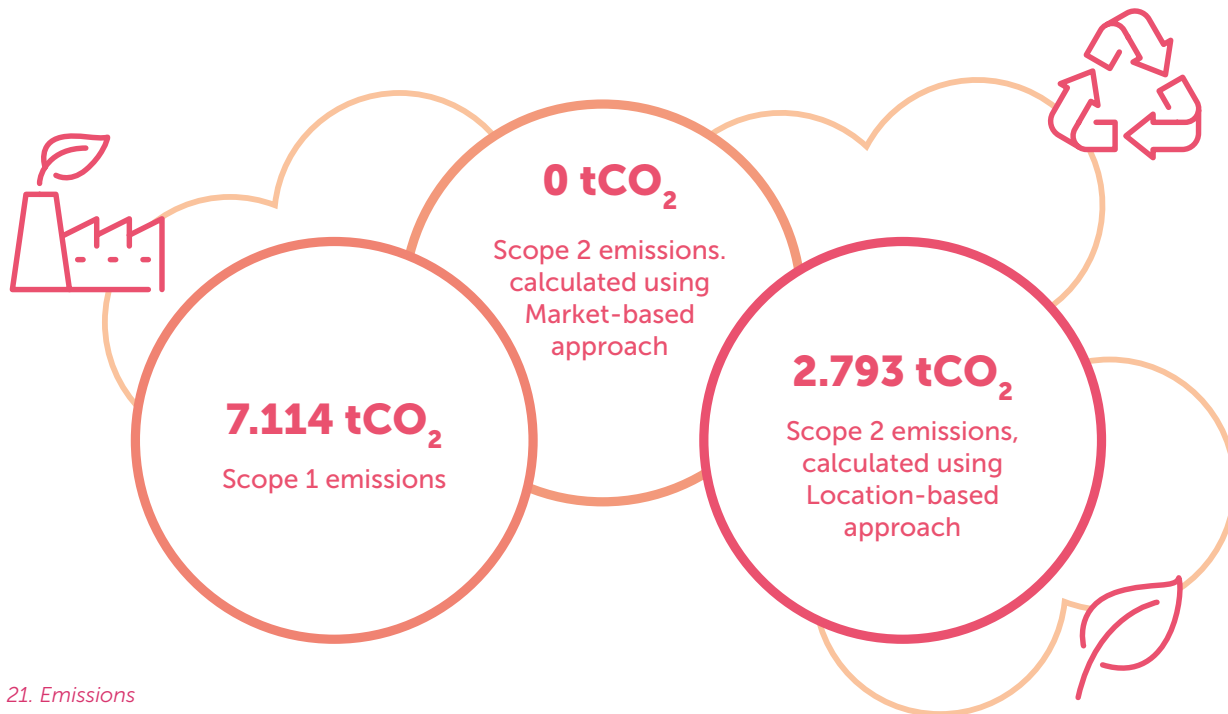
Greenhouse gas emissions fall into 3 types<sup>17</sup>, a brief summary of which is given below.



<sup>17</sup> 20. Emissions generated by EUROJERSEY

<sup>17</sup> Scope 3 emissions are not covered in this Report.

Calculated according to the Location-based approach, Both Scope 1 and Scope 2 emissions decreased in 2023<sup>48</sup>, in line with the decrease in energy consumption mentioned above. The figure shows the values in tonnes of CO<sub>2</sub>. Thanks to the Company's moral choice to use only **certified green electricity**, the **Scope 2 emissions calculated according to the Market based approach are 0**.



↑ 21. Emissions

### GRI 305-1 | GRI 305-2: EMISSIONI

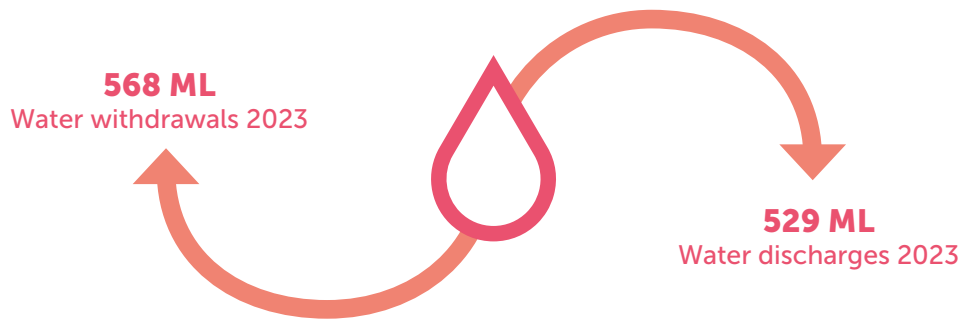
Unit of measurement t CO <sub>2</sub>	2021	2022	2023
<b>SCOPE 1</b>	7.592	8.148	7.114
<b>SCOPE 2: LOCATION BASED APPROACH</b>	3.189	3.427	2.793
<b>SCOPE 2: MARKET BASED APPROACH</b>	0	0	0
<b>TOTAL</b>	<b>10.781</b>	<b>11.575</b>	<b>9.907</b>

<sup>48</sup> Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:  
 - Location-based approach: reflects the intensity of emissions generated by electricity consumption in relation to the production network within which it operates;  
 - Market-based approach: reflects the intensity of emissions generated by the consumption of electricity purchased by EUROJERSEY through any specific supply contracts.

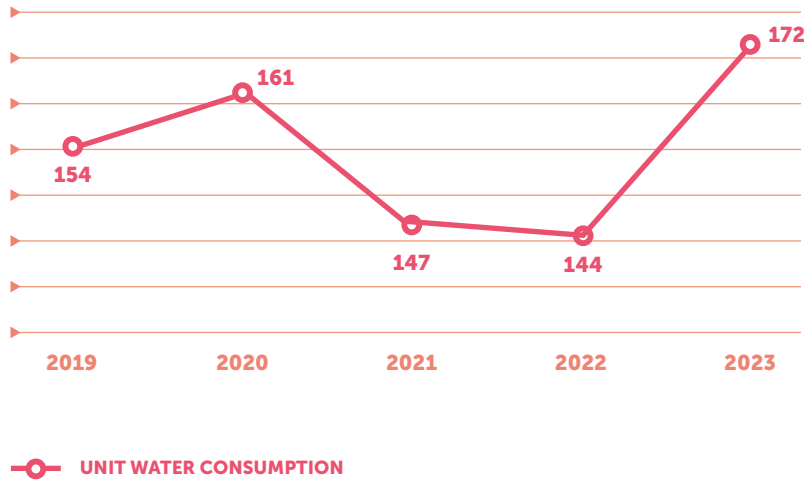
## Water

Water conservation and water saving are two very important actions in reducing a company's environmental footprint. For this reason, EUROJERSEY is committed to introducing technological and process innovations that can **ensure water quality**, reduce waste and thus mitigate the environmental impact of the production process. Furthermore, with a view to the future scarcity of water resources, in 2023 EUROJERSEY conducted a feasibility study for a project to regenerate the water used in the production cycle to allow water to be returned to the Company for dyeing or secondary activities.

EUROJERSEY's total water consumption decreased in absolute terms in 2023 compared to 2022, as a result of the reduction in the amount of fabric produced. This decrease, as shown in the graph below, only stopped in 2020 due to the extraordinary conditions under which the production department operated due to the Covid-19 emergency<sup>19</sup>.



↑ 22. Water withdrawals and discharges



↑ 23. Unit water consumption- last 5 years (litres of water consumed/Kg fabric produced)

<sup>19</sup> For more details on water consumption and discharges recorded, please refer to the section Appendices - Detail Tables. Withdrawals of groundwater and third-party water resources are entirely freshwater withdrawals. No withdrawals are made from water-stressed areas. With regard to water discharges, it should be noted that the difference between water withdrawal from groundwater (i.e. from aquifers) and water discharge is the water that goes into evaporation during the production process. All water discharges consist of fresh water (≤1,000 mg/l total dissolved solids). No water discharges are made in water-stressed areas.

Since 2010, **EUROJERSEY has also reduced water consumption for printed fabric by up to more than 60 per cent** through the elimination of the steaming and finishing stages of the fabric, thanks to its innovative Ecoprint printing technique.

Below is a time comparison of the consumption benefits achieved over the last three years through the use of Ecoprint printing:

Impact category	Up-stream+ Core Processes 1m <sup>2</sup> Fabric	Variation Ecoprint - traditional		
		Unità	2022	2021
Climate change – Total	kg CO <sub>2</sub> eq	-44	-45	-38
Water use	m <sup>3</sup> depriv.	-70	-62	-56
Resource use, fossils	MJ	-38	-41	-39

\* The most recent data is for 2022; pending update to 2023.

## 3.4 Towards a circular economy

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

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

The identification of an effective process for the regeneration of Sensitive® Fabrics represents EUROJERSEY's most ambitious and exciting challenge to implement the transition to a circular economy model.

In this respect, EUROJERSEY continues to pursue research and development projects for the recycling of fabric waste. In 2023, **collaborations were established with supply chain partners** for the development of innovative and sustainable technological solutions for the regeneration of Sensitive fabrics. EUROJERSEY also pays attention to the end-of-waste of raw materials and cooperates with suppliers and partners for the recovery and recycling of other materials that, for various reasons, are used in business processes.

### EUROJERSEY and joining the Retex Green Consortium

EUROJERSEY is a founding member of the Retex Green Consortium of Sistema Moda Italia. The main mission of the Consortium is the optimised management of waste from textile, clothing, footwear and leather goods products, with the aim of anticipating regulatory decisions on recycling and providing a functional operational tool for the entire production chain.

### RECO® NYLON

The transition to a circular economy model is achieved through the constant search for innovative yarns made from recovered waste materials. The GRS-certified Sensitive® Fabrics product range is made with RECO® NYLON, a polyamide yarn made by recycling pre-consumer waste.

### Monitor for Circular Fashion

In 2023, the Company took steps to join the Monitor for Circular Fashion, a multi-stakeholder project involving leading fashion companies and supply chain players with the scientific contribution of the SDA Bocconi Sustainability Lab for the identification of circularity KPIs.

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





# 4.0

## People



# 4.1 EUROJERSEY people

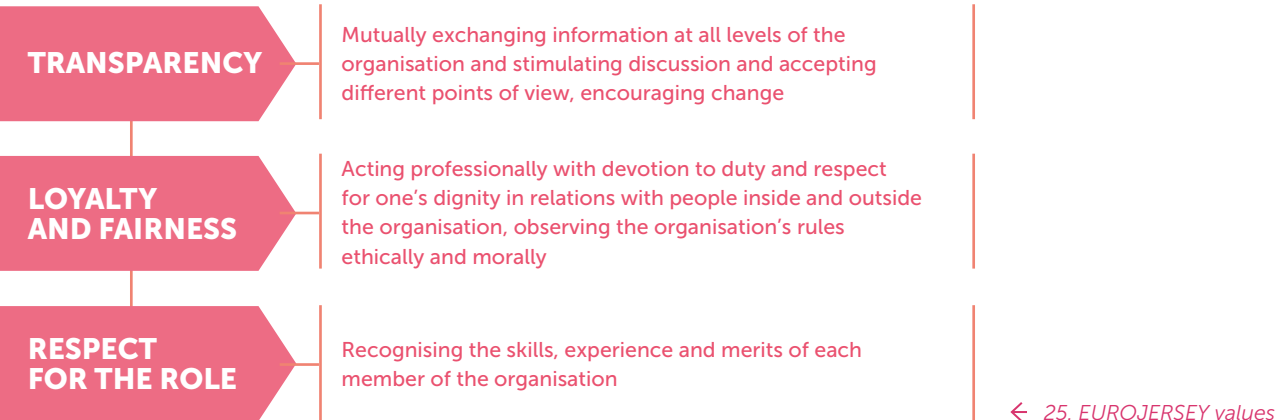
The SensitivEcoSystem® project and its results would not have been possible without the daily commitment of all the people at EUROJERSEY.

Every single person, with their own role and within their job description, is a resource that contributes to determine the identity of EUROJERSEY and to support the achievement of its objectives. For this reason, the Company **protects and promotes the value of each person**, guaranteeing paths of improvement and growth both in professional and personal terms. **Respect for work and workers is at the heart of EUROJERSEY's corporate policies** and its concrete commitment to combating all forms of discrimination, promoting inclusion and equal treatment, protecting each employee in his or her dignity and guaranteeing optimal conditions for the performance of functions.

At EUROJERSEY, people's wellbeing also passes through **team building activities**: in fact, for the year 2023, in the splendid setting of Villa di Porta Bozzolo - for which the Company has supported water efficiency works in partnership with FAI - a training event for Managers and Supervisors was arranged, with the aim of developing team working through experience-oriented activities, improving and developing organisational behaviour.

It is precisely in the diversity of gender, experience and knowledge where the generative resources to foster the creation of socially and economically sustainable economic value reside.

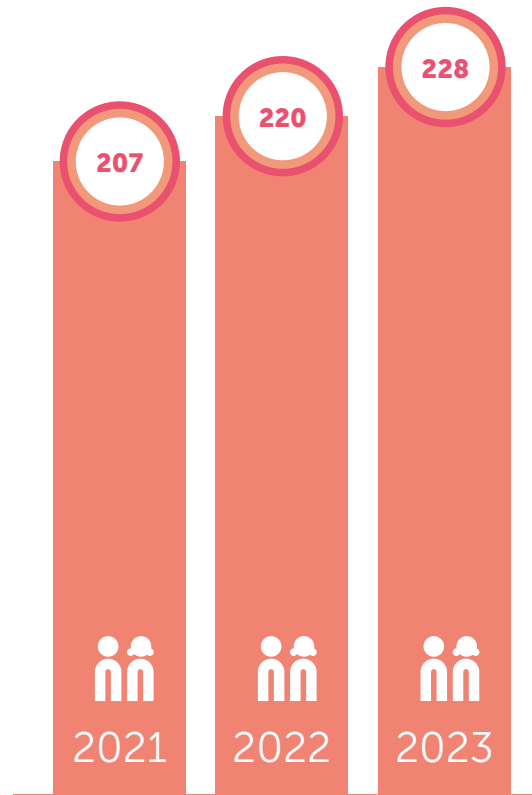
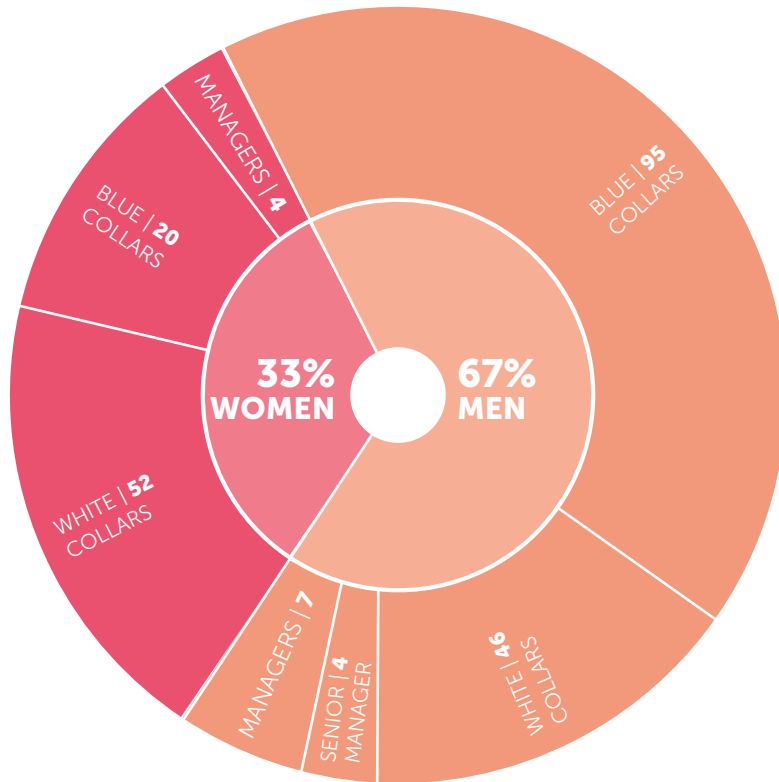
The corporate values underlying EUROJERSEY's activities, which influence the quality of the product and production process, are also recognised in the Company's management systems:



EUROJERSEY guarantees **equality in employment opportunities**, in accordance with the applicable legal provisions and in compliance with the principles enshrined in the Universal Declaration of Human Rights adopted by the UNO<sup>20</sup>.

<sup>20</sup> The Universal Declaration of Human Rights was adopted on 10 December 1948 by the United Nations General Assembly and enshrines the inalienable rights of every human being, without distinction of race, sex, religion, political ideology.

The Company is continuously growing. By 31 December 2023, the team had reached **228 people**, broken down as follows:



↑ 26 e 27. EUROJERSEY employees at 31 December 2023

Confirming EUROJERSEY's commitment to **ensuring the economic stability of its people and their families**, as of 31 December 2023 99% of the people are employed on permanent contracts.

In the production area, the Company uses temporary staff to replace staff leaving due to resignation or retirement and to manage work peaks at particular times of the year. The supply route is considered to all intents and purposes a probationary period and training for the job, which leads, in most cases, to permanent employment. Workers, in fact, are employed in operational tasks that require professionalism and skills that can only be acquired after an appropriate training period.

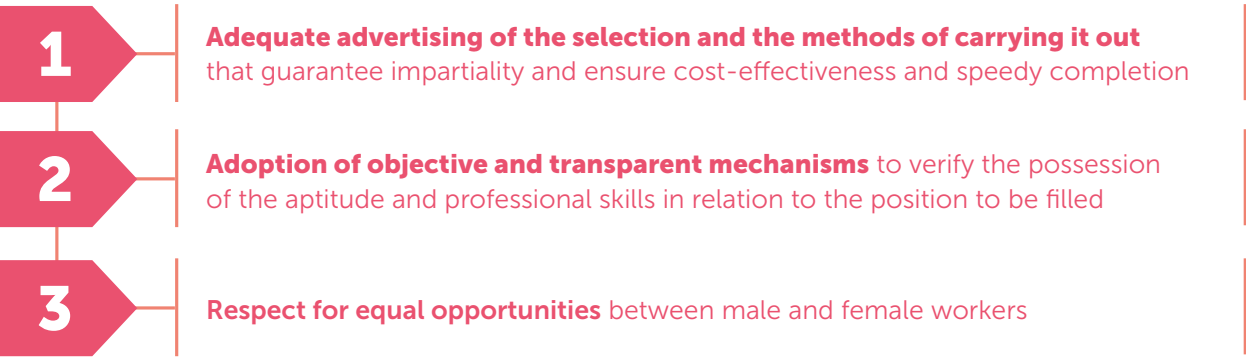
Finally, it should be noted that, for all EUROJERSEY employees, the Smart-working Project has been active since 2018. This has enabled employees to be able to organise their commitments and working time independently, with positive effects on both the quality of the work offered and the well-being of workers, who benefit from a better work-life balance. Since the end of the health emergency, smart-working has become an integral part of the Company's routine, with employees being able to practice it up to two days a week.



# 4.2 Selection and recruitment of personnel

EUROJERSEY adopts a **Procedure for the selection and recruitment of personnel**. It defines the roles, responsibilities, operating methods and behavioural principles to be followed by the Company’s personnel in managing the recruitment, selection and hiring process.

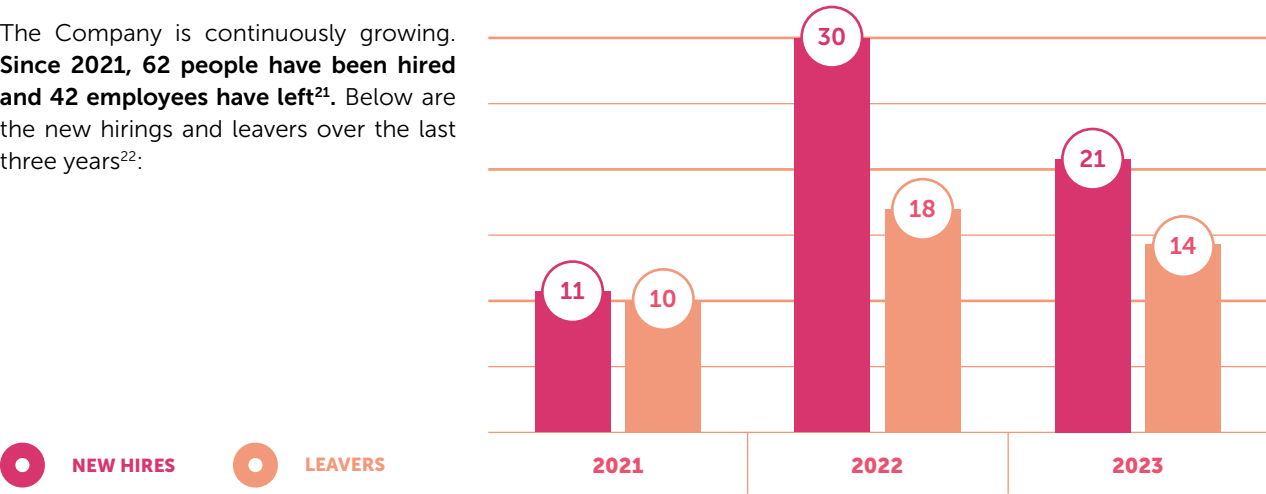
The search for personnel takes place on the basis of justified requests from Area Managers or organisational analyses, examined by the Management, which consistently shares the choices following the principles of objectivity and transparency as set out below:



↑ 28. Criteria for the selection and recruitment of EUROJERSEY personnel

# 4.3 New hires and turnover

The Company is continuously growing. **Since 2021, 62 people have been hired and 42 employees have left<sup>21</sup>**. Below are the new hirings and leavers over the last three years<sup>22</sup>:



↑ 29. New hires and turnover EUROJERSEY (2021 – 2023)

<sup>21</sup> The leavers in the last three years mainly relate to retirements. In 2023, 6 of the 14 leavers are related to voluntary resignations in order to pursue other professional experiences.  
<sup>22</sup> For more details on recruitments and leavers over the last three years in EUROJERSEY, refer to the section Appendices – Detail tables.

## 4.4 Training and development of human capital

### Commitment to young talent

EUROJERSEY pays attention to the training and development of young talents. As evidence of this vision, also for 2023, the Company has renewed its participation in the **Generation of Industry Project**, promoted by the Industrial Union of the province of Varese, with which the Company is associated. The project aims to disseminate the enterprise culture by involving and offering **tailor-made school/work rotations** for students in the fourth and fifth year of high school.

The philosophy of the project is to make the most of the **students' potential by rewarding their merit**. At the end of the school year, deserving students are rewarded with scholarships financed by the member companies and the Association.

### Training and development of EUROJERSEY personnel

Aware of the importance of professional development in people's lives and the need to create the conditions for all workers to be aware of the risks and dangers associated with work activities, EUROJERSEY **invests in employee training**, both when they join the Company and throughout their careers.

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

In the specific case of **occupational health and safety**, the objective of the courses provided by EUROJERSEY is to provide the employee with concrete information on safety and emergency plans in the production plant, as well as more general information such as the Company's organisational structure, the management system and the operating methods on how to manage the activities related to the assignment. The Plan is updated in the event of a change of employee assignment.

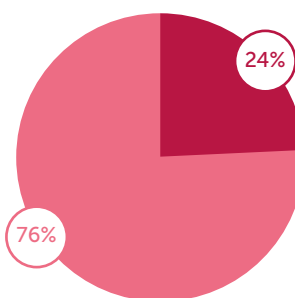
In line with its commitment, **a total of approximately 3,042 hours of training** were administered to employees at EUROJERSEY in 2023, of which 57% was administered to male employees and 43% to female employees; in addition, **592 hours of training were administered to temporary workers**.

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



### EUROJERSEY AND ITS PARTNERSHIP WITH ANTIA

Since June 2022, in collaboration with Antia (a company that collaborates with Sistema Moda Italia and organises studies, research, conferences, seminars and workshops with fashion institutes), EUROJERSEY has hosted students from local design and fashion institutes twice a month, in order to give them the opportunity to be 'face to face' with the Company.



- Compulsory training
- Voluntary training

↑ 30. Hours of training provided by type of course 2023

- MEN
- WOMEN

← 31. Average training hours in 2023 by professional category and gender

## 4.5 Tessere il Benessere: people first

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

EUROJERSEY provides **20 hours per year of paid leave for medical examinations for staff with blue-collar qualifications**, a plus that the Company has activated in order to reserve equal opportunities for all categories of employees, in line with the provisions of the national contract. From 2023, the use of leave has also been extended to accompanying family members.

Furthermore, continuing the project Workplaces that Promote Health - WHP Network of the Lombardy Region in tune with the project SensitivEcoSystem Tessere il Benessere, EUROJERSEY has activated the compulsory meal reservation with a view to reducing food waste.

The year 2023 saw the reopening of the **Sensitive Gym** to support the improvement of its employees' lifestyles. An access booking system was implemented to allow for a planned and optimal management of the gym, also with the support of a qualified Personal Trainer.

With a view to improving the work-life balance, EUROJERSEY has activated the **'Osteopath in the company'** service for all its employees, offering an initial treatment free of charge and facilitating financially the subsequent

### **TESSERE IL BENESSERE PLASTIC FREE**

Each year, EUROJERSEY uses as many as 24,000 bottles, which corresponds to 360kg of plastic. This is an incentive to reduce plastic by eliminating plastic bottles from vending machines and take-away meals.

Furthermore, all water dispensers were replaced with the latest generation of water stations made of recyclable plastic and new thermal water bottles were distributed to all employees.

September also saw the launch of the new **My-EUROJERSEY Portal**, a tool for consultation, updates and information on Company life. It is a new platform designed to improve communication within the Company. Every employee can find useful answers, share Company decisions and be kept up-to-date on our Welfare, Human Resources, Production, Environment and Safety, and Community initiatives.

**Flu vaccine** initiative for EUROJERSEY employees continued in 2023.

In addition, in 2023 EUROJERSEY chose to contribute to supporting the family 'welfare' of each of its employees by paying a one-off bonus of €1,000 to help with the cost of living.

### **EUROJERSEY'S EMPLOYEE ASSISTANCE PROGRAM (EAP) IS A NEW PROJECT WHICH INCLUDES:**

#### **1. Listening Desk Initiative**

In April 2023, EUROJERSEY selected a free **telephone helpline service**, active 24 hours, 7 days a week, 365 days a year, which allows every employee (including cohabiting family members) to have available Psychological, Emotional and Relational Counselling sessions. Users can call the Helpline at any time and whenever they feel the need, being welcomed and supported on their specific issue, receiving the appropriate information and support.

Issues such as emotional distress and disorders, anxiety, distractibility, excessive reactivity, work and family relationships can be addressed.

#### **2. Ad hoc Management Consultation for all management and HR functions**

The aim of the **Management Consultation** service is

to work on the relationship with employees when, due to uncomfortable changes, or situations of high stress, depression, anxiety, there is an alteration of the relational balance in the workplace. The service is accessible through the Helpline for managers, human resources, supervisors, team leaders.

#### **3. Legal/fiscal/social welfare guidelines**

The **Legal/Fiscal/Social Welfare Guidelines** service aims to enhance the person's ability to choose and act, guaranteeing the security of information and preventing presenteeism. These are general guidelines, which cannot replace the advice of a professional directly appointed by the person and are not intended to 'solve the case' but to provide general information that enables the person to develop awareness and put him/her in a position to act. The service is aimed at supporting the normalisation of emotions, fatigue and discomfort, raising awareness of an attentive and conscious corporate culture on the subject of relational dynamics that must be able to be rethought and modulated through the communication channels and resources available.

## 'FAMILY DAY 2023' EVENT

On 7 May 2023, EUROJERSEY opened its doors to welcome employees and their families to a day of involvement and discovery. Each employee was able to invite their family members, who had free access to the production departments and offices to discover how EUROJERSEY's **Sensitive® Fabrics** are created, following all the production steps.

Various workshop activities were included for the children, trying to recreate in a playful way the activity that the parent carries out in the Company, using waste materials, fabric, cardboard, pipes and selvages. The main avenue on site was set up as street food with food trucks, tables and benches and three table footballs to socialise better. Everyone was given a t-shirt exclusively made of **Sensitive® Fabrics**.

A unique opportunity to improve work-life balance, strengthening the connections between all members of the great EUROJERSEY family.

The event was an opportunity to learn about the values that the Company pursues with its various projects of sustainability, respect for the environment, attention to the choice of suppliers, passion for developing innovative techniques that enhance a production not only made in Italy, but as local as possible, as well as projects and initiatives of a social and ethical nature.



## 4.6 Occupational health and safety

As a direct consequence of the production process involving around 260 people on a continuous cycle manufacturing activity of around 230 days per year, in addition to the obvious positive effects on the provision of work to its employees, the Company could also have a potential negative effect in the form of a high number of accidents and occupational illnesses.

For this reason, EUROJERSEY's **commitment to make safety in the workplace an indispensable element in the performance of Company activities** passes through the updating and methodical improvement of the tools used to ensure health and safety at work and to minimise the risk of accidents or injuries, in compliance with the provisions of Legislative Decree 81/08<sup>23</sup>.

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

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

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

- 1** The periodic updating of risk assessment documents (physical and chemical DVRs)
- 2** Promoting the *Tessere il Benessere*, Workplace Health Programme (WHP)
- 3** Specific working procedures in departments
- 4** Periodic checks on plant and equipment
- 5** Employee training plan

↑ 32. Actions in the area of employee health and safety

<sup>23</sup> Legislative Decree 81/08: Consolidation Act on Workers' Health and Safety.



The effectiveness of the actions taken is evaluated through the assessment of accidents and near misses by assessing from time to time whether there are any and what **improvement actions need to be taken**, constructive discussion with the workers' safety representatives, support from the competent doctor on any problems encountered, and periodic inspections in the workplace. The implementation of the planned maintenance and improvement actions is reported to the management and the various managers at the annual meeting of the Prevention and Protection Service (SPP), where the objectives achieved during the year are discussed and those for the following year are defined.

Specifically, the greatest dangers associated with the Company's work activities stem from the risk of exposure to chemical and physical agents such as noise. In the history of EUROJERSEY, **there have never been any cases of death** resulting from an accident at work and, moreover, in the last three years there have been no cases of accidents at work involving serious consequences<sup>24</sup>.

In 2023, four cases of accidents at work were recorded without serious consequences. In order to ensure maxi-

imum health and safety, EUROJERSEY has several communication channels available for reports and complaints related to occupational safety, such as joint meetings, worker reports to their supervisor, six-monthly MCC inspections in the workplace, satisfaction questionnaires for the use of the Company canteen and gymnasium, and reports of 'near misses'. Frequent questionnaires, as well as in-person audits carried out by customers, also contribute to the organisation's suggestions for improvement<sup>25</sup>. EUROJERSEY protects the health and safety of employees by using automated colour kitchens. Dyes and dyeing auxiliaries arrive directly from the service tanks of the colour kitchen through dedicated lines that feed the dyeing machines, and the colour preparation phase is fully automated.

In addition, through the replacement of the stenter in the finishing department and the revamping of the heating plant, EUROJERSEY has eliminated thermal oil from the production process. This major achievement has increased the safety of people from the risk of fire and improved the environmental conditions in which they work on a daily basis.

<sup>24</sup> Occupational accidents are all accidents that may result in death, days of absence, work limitations, transfer to other work, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputations, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious accidents are accidents at work that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully to the state of health before the accident within 6 months.

<sup>25</sup> For more details on occupational accidents over the last three years in EUROJERSEY, please refer to the section Appendices - Detail Tables.

## 4.7 Territory and community

An integral part of the SensitivEcoSystem® project is **social responsibility**. EUROJERSEY creates tools for dialogue with virtuous realities to generate a positive social impact through **initiatives or partnerships supporting the territory and the community**.

### The partnership with FAI - Fondo per l'Ambiente Italiano

EUROJERSEY continues its partnership with FAI (started in 2022 with the support of Villa and Collezione Panza in Varese), which protects Italy's historical, artistic and landscape heritage, by supporting in 2023 water efficiency works at Villa Della Porta Bozzolo, an 18th-century residence in Casalzuigno (VA).

The noble 18th-century residence in Valcuvia, which the FAI has restored to its former splendour, is located a few kilometres from Varese and Lake Maggiore, set in a mo-

numental Italian-style garden, an original setting of stone-carved terraces that rise up the hill to the large green lawn of the 'theatre', with the fishpond and a steep path to the panoramic viewpoint. The imposing and spectacular staircase of the Villa, which has been surprising admiring visitors since the 18th century, actually contains a complex water management system, the efficiency of which is supported by EUROJERSEY, through the restoration to eliminate seepage in the staircase and with interventions in the water conveyance system to allow a water supply without waste for irrigation purposes in the garden and for the fountains on the side crags.

### EUROJERSEY and DOCTORS WITHOUT BORDERS (MSF) in favour of the women's empowerment programme

Once again in 2023, EUROJERSEY supported **Médecins Sans Frontières (MSF)**, remaining at the side of the women the organisation cares for and assists every day. Indeed, there are **millions of women at the heart of MSF's medical and humanitarian work**: vulnerable, victims of violence and often without access to medical care.

Even today, many die from pregnancy-related causes, others are left without any medical or psychological assistance, and in countries with fewer resources it is not possible to obtain the care and services that should instead be accessible to all.

MFS has been dedicated to **saving lives for more than 50 years**: thanks to the support of donors such as EUROJERSEY, MSF provides free medical care and assistance, promotes the implementation of health protocols, strengthens medical care infrastructure and fosters the training of local health personnel.

EUROJERSEY also supports the work of **MSF aid workers, who are essential for women's health programmes**.

### EUROJERSEY AND ITS DONATIONS

In 2023 EUROJERSEY has made donations worth over **€ 50,000** to support the organisations it works with

### Sensitive® Fabrics "RUN FOR AISM"

EUROJERSEY confirmed again this year its support to **AIMS** at the **Milano Marathon** with the donation of an exclusive technical t-shirt 'RUN FOR AISM' to runners participating for the Associazione Italiana Sclerosi Multipla - Sezione Provinciale di Milano. The Association, in addition to providing social and health services, has the task of promoting, directing and financing scientific research for the Italian Multiple Sclerosis Foundation (FISM), which today supports 70% of the research carried out in Italy.

The t-shirt made from patented **Sensitive® Fabrics**, given to every runner, encompasses all the product's performance features: it is functional and aids movement with measured compression, without constrictions and chafing. **Sensitive® Fabrics** with their high-quality and great versatility in use, are light and breathable, ideal in all weather conditions thanks to their thermoregulation and protection from the sun's rays. Always perfect even after frequent washing, they are ideal for sportswear

### VERONESI FOUNDATION SOLIDARITY PANETTONE

In 2023 EUROJERSEY decided to **support the Veronesi Foundation** by giving each employee a solidarity panettone. This contribution is intended to support the work of the best researchers engaged in finding new therapies and cures for cancer patients.

### PISTOLETTO FOUNDATION FASHION TO RECONNECT

On the occasion of Fashion to Reconnect, an **exhibition inspired by the new dynamic equilibrium of Michelangelo Pistoletto's Third Paradise and Cittadellarte**, which proposes clothes and fashion objects as works of art that become tools for raising awareness for responsible social change, EUROJERSEY donated **10 metres of Sensitive® Fabrics** as support for the set design. This exhibition was held on 25 June 2023, during the 25<sup>th</sup> edition of 'Arte al Centro', the annual review of exhibitions, performances, creative and educational workshops, and musical events by Cittadellarte-Pistoletto-Biella Foundation.

Designers, brands and artists, under the unique definition of 'living beings' reconnect with nature to create a harmonious relationship, where the choice of materials, processes and the change in perception of creation itself become the driving force behind a virtuous transformation of fashion.

The garments - selected by Cittadellarte Fashion B.E.S.T. in collaboration with CNMI - are made as unique pieces and accompanied by a certificate of authenticity just like any work of art.

## PARTNERSHIPS FOR THE PROTECTION OF BIODIVERSITY

2011



**2014**

EUROJERSEY has developed the 'One metre of fabric for one metre of forest' project with **World Land Trust**, which has enabled 36.8 million square metres of rainforest in Argentina to be safeguarded

**DAL 2015**



Partnership with WWF for participation in campaigns and projects for land and sea protection



EUROJERSEY has partnered with WWF Italia to **protect the biodiversity of the Mediterranean Sea** by focusing on the protection of the *Caretta caretta* sea turtle and the bottlenose dolphin



EUROJERSEY has symbolically adopted the **Sea Turtle Recovery Centre** in the WWF Oasis of Policoro in the province of Matera



Project on sustainable fishing and the **#SaveSharks** campaign, with a Sensitive® Fabrics T-shirt donated to fishermen in some Italian fishing centres



WWF Italia: International awareness campaign for the **rehabilitation of watercourses** and the restoration of their ecological continuity

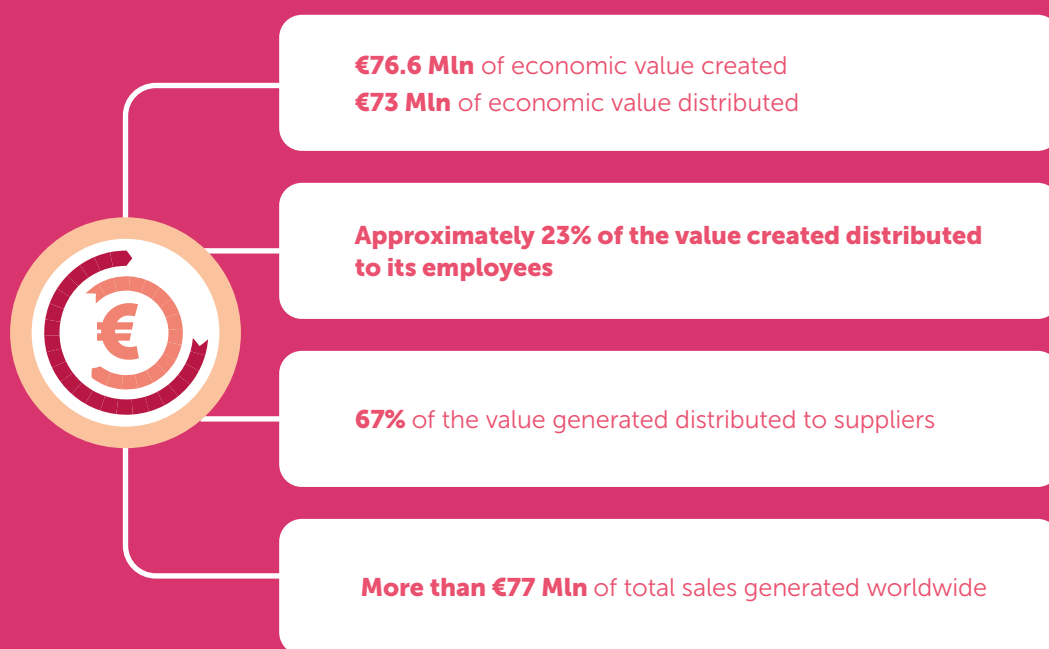
2021



# 5.0

## EUROJERSEY's Value Creation Model

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## 5.1 Economic value generated and distributed

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

Through the conduct of its business activities, the Company generates **positive impacts that benefit its stakeholders and the territory** in which it operates: from job creation, to the distribution of economic value along the supply chain of goods and services, to the payment of taxes and fees.

In fact, the business model is based on the ability to create and distribute economic and social value in ways that

allow for simultaneous internal and external stakeholder benefits. The measurement of economic value generated and distributed expresses an organisation's ability to create and distribute economic value for itself and its stakeholders. This representation is complementary to the profit and loss account, and offers the opportunity to understand and monitor economic flows not only in terms of costs and revenues, but also in terms of value creation and distribution.

The economic value generated by EUROJERSEY in 2023 was **approximately € 76.7 million**, compared to approximately € 73 million distributed.

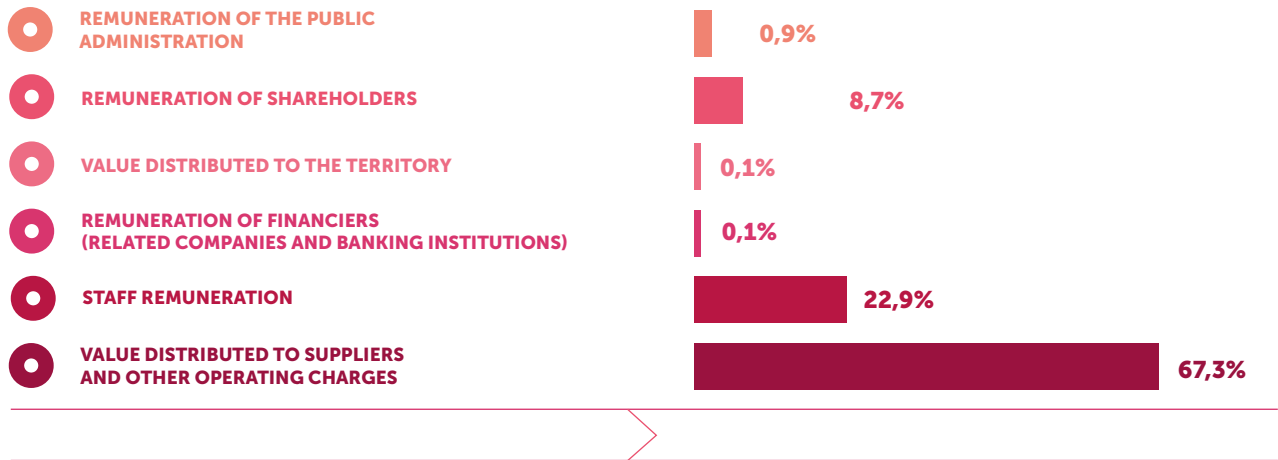
<b>GRI 201-1: Direct economic value generated and distributed</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
	<i>000 euro</i>	<i>000 euro</i>	<i>000 euro</i>
<b>Economic value generated</b>	<b>81,426</b>	<b>96,145</b>	<b>76,661</b>
<b>Economic value distributed</b>	<b>71,727</b>	<b>86,590</b>	<b>73,051</b>
<i>of which, value distributed to suppliers and other operating costs</i>	<i>47,966</i>	<i>60,251</i>	<i>49,192</i>
<i>of which, staff remuneration</i>	<i>15,937</i>	<i>16,984</i>	<i>16,710</i>
<i>of which, remuneration of financiers (related companies and banking institutions)</i>	<i>61</i>	<i>75</i>	<i>84</i>
<i>of which, shareholders' remuneration<sup>26</sup></i>	<i>5,100</i>	<i>6,360</i>	<i>6,360</i>
<i>of which, distributed to the territory (donations)</i>	<i>51</i>	<i>41</i>	<i>62</i>
<i>of which, remuneration of the Public Administration (Taxes for the year)</i>	<i>2,612</i>	<i>2,880</i>	<i>643</i>
<b>Economic value retained</b>	<b>9,699</b>	<b>9,555</b>	<b>3,610</b>

↑ 34. Statement determining the economic value generated, distributed and retained by EUROJERSEY

The breakdown of distributed value shows that suppliers and staff are the stakeholder categories to which the largest share of distributed value is allocated (67% and 23% respectively in 2023). The other stakeholder categories to which the Company distributes value are lenders, the territory, shareholders and the Public Administration. The economic value distributed to the territory, in particular, relates to donations and sponsor-

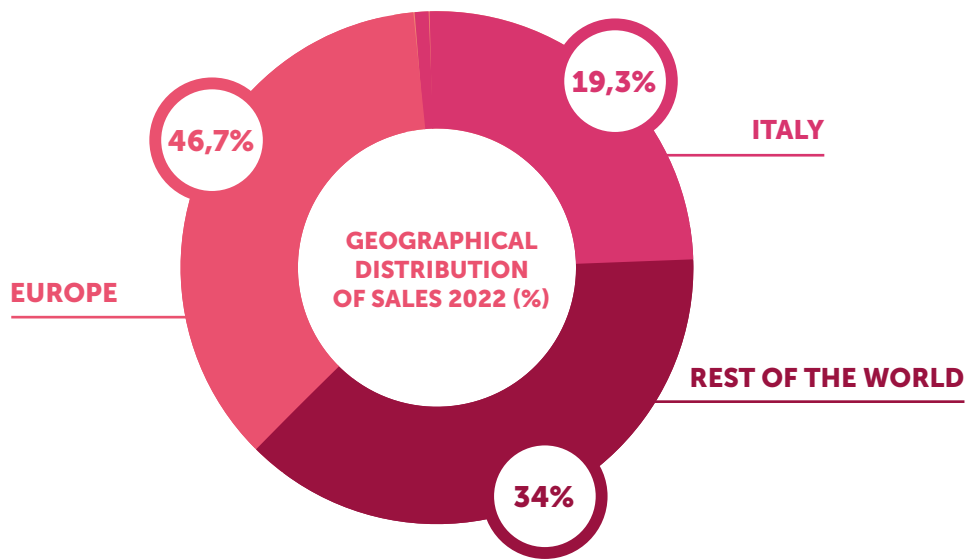
ships, which in recent years have been provided to support the initiatives of local entities. In view of the concentration of activities at the Company's only site in Caronno Pertusella, a large part of the value generated and distributed relates to the Italian territory, with particular reference to the value distributed to personnel and suppliers (for more details please refer to the following paragraph).

<sup>26</sup> Distribution of profits accrued in the year preceding that of disbursement (cash principle).



↑ 35. Geographical distribution of sales 2023 (%)

With regard to sales, which form the bulk of the directly generated economic value, **more than € 77 million** are recorded for 2023, of which approximately 66% in Europe and more than 34% in the Rest of the World<sup>27</sup>.



↑ 36. Distribuzione geografica delle vendite 2023 (%)

<sup>27</sup>The geographical breakdown of sales for 2021 and 2022 does not show any particular differences from what was reported for 2023.

## 5.2 Supply chain

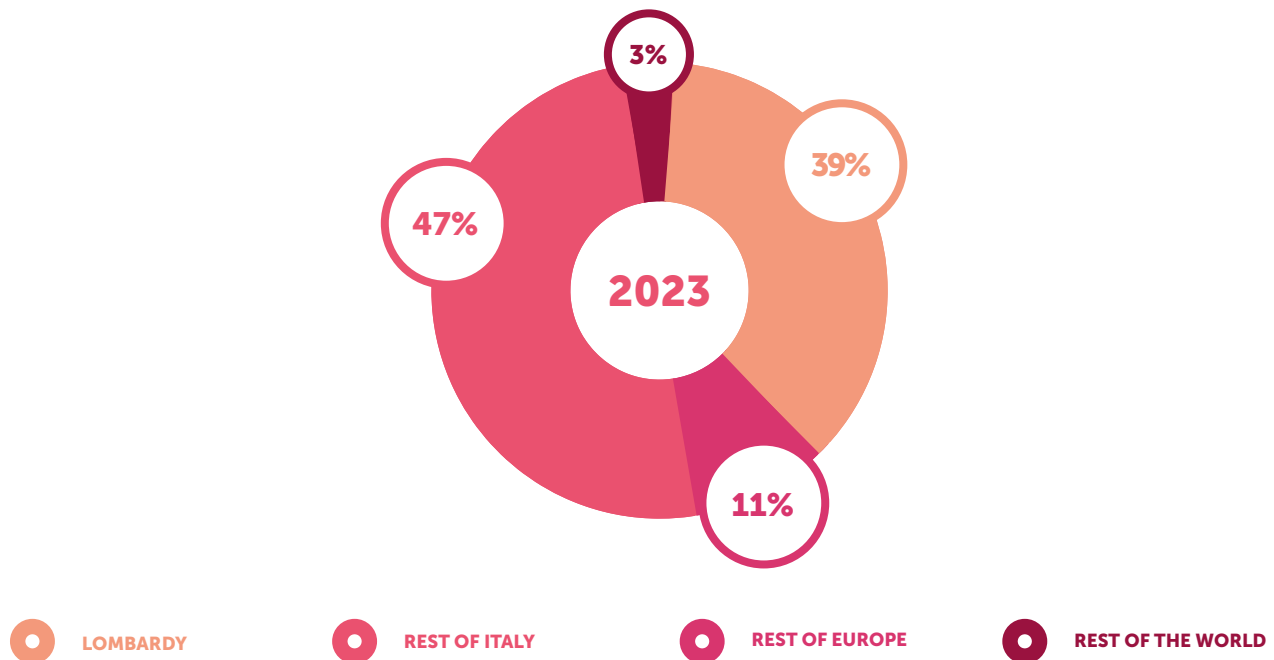
As part of the **certified Quality Management System** in accordance with UNI ISO 9001:2015, qualification and evaluation criteria are defined for suppliers of goods and/or services, considered strategic<sup>28</sup> for the Company's processes and their interactions, also taking into account certifications and environmental responsibility programmes.

Operationally, at present, the environmental assessment of suppliers is carried out when they join the list of strategic suppliers, or when an already active supplier becomes strategic. Periodically, the Procurement Department internally evaluates the supplier's activity from the point of view of performance. This evaluation process of strategic suppliers, which started in 2018 with the obtain-

ing of UNI ISO 9001:2015 certification, is constantly being expanded, also in light of the publication of the Code of Ethics in 2022.

In order to monitor the correct issuance of orders for the procurement process, **operating methods and related responsibilities** have been identified, on the basis of which the supplier evaluation is periodically updated.

From an economic point of view, analysing the purchases made during 2023, within the Italian territory, Lombardy emerges as the area of greatest importance for EUROJERSEY's activity, which, together with Europe, constitutes the geographical area of greatest interest in terms of supplies. In particular, 50% of the 2023 expenditure is related to local suppliers.<sup>29</sup>



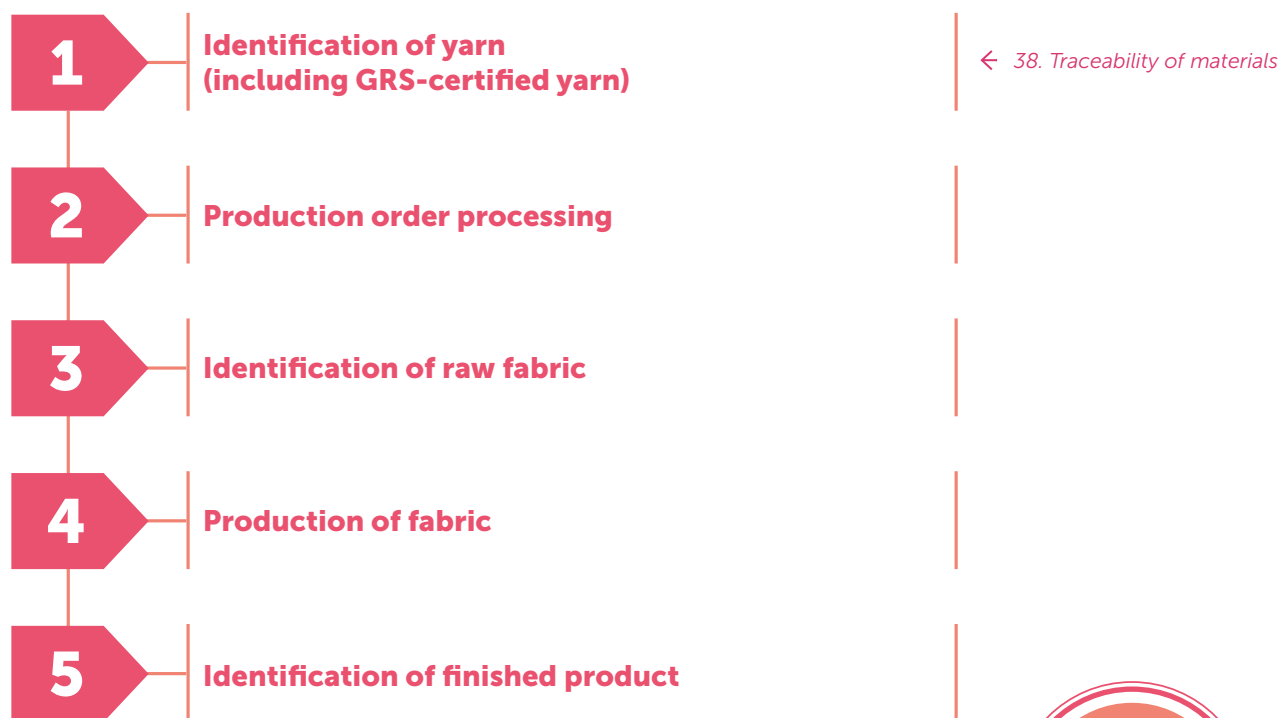
↑ 37. Proportion of spending on local suppliers (2023)

<sup>28</sup> A supplier is classified as 'strategic' in relation to the volume of purchases made and the type of supply.

<sup>29</sup> Local suppliers are defined as Italian suppliers.

## 5.3 Traceability of materials and evolution of the supply chain

As part of its commitment to the careful and transparent management of the value chain, EUROJERSEY ensures the traceability of materials, a fundamental process to enable the tracking of all incoming raw materials that are essential for creating and processing Sensitive® Fabrics. All information necessary to ensure the traceability of the final product is recorded and coded:



In order to guarantee customers complete traceability of the entire production cycle, the Company undertakes to **ensure the creation of a batch or lot identification code** for each material purchased, the identification of the material processed and the chemical products used in each process, including the batch number of the chemical product, as well as the origin of the materials used.

During 2023, EUROJERSEY used **3,286 tonnes of material**, of which approximately **78%** was yarn. For each work order, it is possible to verify the yarn lot and the quantity used for each product during dyeing and finishing; since the end of 2022, this data has also been available for the bonding process, and in 2023 the traceability process for the printing process followed.

At EUROJERSEY, the correctness of the processing traceability information is also verified during specific annual audits carried out as part of the renewal of Company certifications, as well as during specific audits conducted by customers. The traceability of each stage of the production process and of the raw materials used is guaranteed by the use of a management tool introduced in the Company in 2020.



↑ 39. Volume of materials

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

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

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



# 6.0

## Appendices

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## 6.1 Methodological note

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

The data and information reported refer to the period between 1 January 2023 and 31 December 2023. The reporting scope includes the performance of the Company in its entirety. In order to allow for the comparability of data over time, a comparison was made with data for 2021 and 2022. In addition, to ensure the reliability of the data, the use of estimates has been limited as far as possible and these have been reported within the document. It is to be noted that there were no significant changes to the organisation or its supply chain during 2023.

The Footprint Report has been prepared in accordance with the 'Global Reporting Initiative Sustainability Reporting Standards' defined by the GRI - Global Reporting Initiative (hereinafter referred to as the 'GRI Standards'), in accordance with the 'in accordance' option. In line with the GRI Standards, EUROJERSEY has been inspired by the principles of inclusiveness of Stakeholders and completeness for the definition of the contents, preliminarily assessing its own sustainability context, and by the principles of balance, clarity, accuracy, timeliness, comparability and reliability to ensure the quality of the information and the appropriateness of the presentation methods. Again in 2023, EUROJERSEY continued its activity of analysing the most relevant impacts on the economy, the environment and people, including those on human rights, within the scope of its activities and business relations (so-called 'material topics'). The objective was to draw up a document that reflects, as far as possible, the reality of EUROJERSEY, also through specific internal Stakeholder Engagement activities, as better illustrated in the first chapter of the Report.

Over the coming years, EUROJERSEY aims to broaden the range of stakeholders and further diversify the ways in which they are involved.

EUROJERSEY has also strengthened its commitment in terms of sustainability strategy in 2023, starting the process of defining the Sustainability Plan to 2030, through the identification of qualitative and quantitative targets related to its relevant topics. A summary of the strategic levers on which the Company is working to identify specific targets is presented in this Report.

This document has been subjected to an opinion on its conformity ('limited assurance engagement' according to the criteria indicated in ISAE 3000 Revised) by Deloitte & Touche. The engagement was conducted in accordance with the procedures indicated in the 'Independent Auditors' Report' included in this document.

The frequency of publication of the document is set to be annual.

For any information on the Footprint Report, please contact the following e-mail address: [info@EUROJERSEY.com](mailto:info@EUROJERSEY.com).

The Report is also available on our website: [sensitivefabrics.it](http://sensitivefabrics.it).

## 6.2 Detail tables

### Environment

<b>GRI 302-1: Energy consumption by type<sup>30</sup></b>				
	<b>Unit</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Natural g	135,068	144,619	122,308	122,308
Self-generated electricity	348	355	1,634	1,634
- of which from renewable sources	100%	100%	100%	100%
Electricity sold	130	145	293	293
- of which from renewable sources	100%	100%	100%	100%
Electricity	44,195	47,357	37,530	37,530
- of which certified green energy	100%	100%	100%	100%
<b>Total</b>	<b>179,480</b>	<b>192,187</b>	<b>161,180</b>	<b>161,180</b>

<b>GRI 305-1   GRI 305-2: Emissions<sup>31</sup></b>		<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Unit</b>		<b>t CO<sub>2</sub></b>	<b>t CO<sub>2</sub></b>	<b>tCO<sub>2</sub></b>
Scope 1		7,592	8,148	7,114
Scope 2: Location-based approach		3,189	3,427	2,793
Scope 2: Market-based approach		0	0	0
<b>Total</b>		<b>10,781</b>	<b>11,575</b>	<b>9,907</b>

<b>GRI 302-3: Energy intensity<sup>32</sup></b>		<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Intensity (GJ/tonnes of fabric produced)</b>		53	40	53

<b>GRI 303-3: Water withdrawals (megalitres)</b>			
<b>Fonte</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
Groundwater	531	599	555
Third party water sources	13	13	13
<b>Total<sup>33</sup></b>	<b>544</b>	<b>612</b>	<b>568</b>

<b>GRI 303-4: Water discharges (megalitres)<sup>34</sup></b>			
	<b>2021</b>	<b>2022</b>	<b>2023</b>
Third party water sources	501	562	529
<b>Total water discharges</b>	<b>501</b>	<b>562</b>	<b>529</b>

<b>GRI 306-3: Waste generated (tonnes)</b>			
	<b>2021</b>	<b>2022</b>	<b>2023</b>
Hazardous waste	254	143	94
Non-hazardous waste	516	588	686
<b>Total</b>	<b>770</b>	<b>731</b>	<b>780</b>

<sup>30</sup> Energy consumption is reported in GJ according to GRI. The following factors were used to convert energy consumption into GJ: for methane the conversion coefficient used is 0.0355 GJ/ m<sup>3</sup> (Source: ISPRA 2023), the conversion coefficient used is 0.0036 GJ/kWh (Source: GRI Sustainability Reporting Guidelines, Version 3.1).

<sup>31</sup> Scope 2 emissions are divided, as required by the reporting standard used (GRI Sustainability Reporting Standards), into two calculation approaches:  
 - Location-based approach: reflects the intensity of emissions generated by electricity consumption in relation to the production network within which it operates;

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

For the calculation of Scope 1 emissions related to methane consumption, the emission factors provided by ISPRA were used [For 2021: 0.001983 tCO<sub>2</sub>/Smc (source: ISPRA, 2021), for 2022: 0.001991 tCO<sub>2</sub>/Smc (source: ISPRA, 2022), For 2023: 0.00200 tCO<sub>2</sub>/Smc (source: ISPRA, 2023)].

Also for the calculation of Scope 2 emissions according to the 'Location-based' approach, the emission factor provided by ISPRA was used [For 2021: 259.8 gCO<sub>2</sub>/kWh (source: ISPRA, 2021); for 2022: 260.5 gCO<sub>2</sub>/kWh (source: ISPRA, 2022), for 2023: 268 gCO<sub>2</sub>/kWh (source: ISPRA, 2023)].

<sup>32</sup> The overall energy intensity is calculated as the ratio between the total consumption of methane and electricity in GJ, and the tonnes of fabric processed in the dyeing and printing departments.

<sup>33</sup> Withdrawals of groundwater and third-party water resources are entirely freshwater withdrawals. No withdrawals are made from water-stressed areas.

<sup>34</sup> With regard to water discharges, it should be noted that the difference between water withdrawal from groundwater (i.e. from the water table) and water discharge is the water that goes into evaporation during the production process. All water discharges consist of fresh water (≤1,000 mg/l total dissolved solids). No water discharges are made in water-stressed areas.

## People

GRI 2-7: Employees, GRI 2-8 Other workers									
BREAKDOWN OF PERSONNEL BY CONTRACT TYPE AND GENDER									
Type of contract	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Permanent	137	69	206	152	67	219	151	75	226
Temporary	0	1	1	1	0	1	1	1	2
<b>Total employees</b>	<b>137</b>	<b>70</b>	<b>207</b>	<b>153</b>	<b>67</b>	<b>220</b>	<b>152</b>	<b>76</b>	<b>228</b>
Type of contract	Men	Women	Total	Men	Women	Total	Men	Women	Total
Full-time	136	67	203	151	65	216	150	74	224
Part-time	1	3	4	2	2	4	2	2	4
<b>Total employees</b>	<b>137</b>	<b>70</b>	<b>207</b>	<b>153</b>	<b>67</b>	<b>220</b>	<b>152</b>	<b>76</b>	<b>228</b>
Collaborators	5	1	6	5	1	6	5	1	6
Interim/Temporary	34	4	38	22	14	36	17	9	26
Interns	1	1	2	0	0	0	0	1	1
Total external workers	40	6	46	27	15	42	22	11	33
<b>Total workforce</b>	<b>177</b>	<b>76</b>	<b>253</b>	<b>180</b>	<b>15</b>	<b>262</b>	<b>174</b>	<b>87</b>	<b>261</b>

GRI 2-21a Annual total compensation ratio <sup>35</sup>			
	2021	2022	2023
Ratio of total annual remuneration	34,04	41,4	45,1

GRI 2-21b Annual total compensation ratio <sup>35</sup>			
	2021	2022	2023
Percentage increase in the total annual salary of the highest paid person	Not available	Not available	Not applicable <sup>36</sup>
Median percentage increase in total annual emuneration of all employees (excluding the highest paid person)	Not available	Not available	Not applicable
Ratio of total annual salary increase	Not available	Not available	Not applicable

<sup>35</sup> All employees as at 31/12 reported in Information 2-7 were taken into account. The total remuneration includes the annualised Gross Annual Remuneration (RAL) and the variable components considering their target values, i.e. at 100% of the achievable bonus, pertaining to the reporting year.

<sup>36</sup> The disclosure under point b of GRI indicator 2-21 is not applicable as there is a median decrease of 2.87% in the total annual remuneration of all employees (excluding the highest paid).

## GRI 401-1: New hires and turnover

### Nuber of new hires

	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	2	2	4	5	2	7	2	2	4
30-50 years old	4	1	5	14	2	16	6	7	13
>50 years old	1	1	2	6	1	7	1	3	4
<b>Total</b>	<b>7</b>	<b>4</b>	<b>11</b>	<b>25</b>	<b>5</b>	<b>30</b>	<b>9</b>	<b>12</b>	<b>21</b>

### Number of leavers

	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	0	0	0	1	2	3	4	0	4
30-50 years old	2	0	2	4	4	8	1	1	2
>50 years old	6	2	8	4	3	7	6	2	8
<b>Total</b>	<b>8</b>	<b>2</b>	<b>10</b>	<b>9</b>	<b>7</b>	<b>18</b>	<b>11</b>	<b>3</b>	<b>14</b>

## GRI 403-9 Work-related injuries<sup>37</sup>

Number of injuries – employees	2021	2022	2023
Total number of recordable work-related accidents	1	3	4
<i>of which: Total number of serious accidents at work (excluding fatalities)</i>	0	0	0
<i>of which: Total number of deaths due to accidents at work</i>	0	0	0
<i>of which: Other injuries</i>	1	3	4
<b>Hours worked</b>	<b>358,941</b>	<b>373,431</b>	<b>366,498</b>
<i>Calculation multiplier</i>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>
<b>Death rate due to work-related accidents<sup>38</sup></b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Serious work accident rate</b>	<b>0</b>	<b>0</b>	<b>0</b>
<b>Recordable work accident rate</b>	<b>0.6</b>	<b>1.6</b>	<b>2.2</b>

<sup>37</sup> Work-related accidents are all accidents that may result in death, days of absence, work limitations, transfer to other duties, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputation, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious accidents are accidents at work that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully to the state of health before the accident within 6 months.

<sup>38</sup> The calculation of accident rates was based on 200,000 hours worked, according to the following formulae:

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

**GRI 403-9 Work-related injuries<sup>39</sup>**

<b>Number of injuries – external workers</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
<b>Total number of recordable work-related accidents</b>	1	2	2
<i>of which: Total number of serious accidents at work (excluding fatalities)</i>	-	-	0
<i>of which: Total number of deaths due to accidents at work</i>	-	-	0
<i>of which: Other injuries</i>	1	2	2
<b>Hours worked</b>	<b>55,176</b>	<b>59,139</b>	<b>42,614</b>
<i>Calculation multiplier</i>	<b>200,000</b>	<b>200,000</b>	<b>200,000</b>
<b>Death rate due to work-related accidents<sup>40</sup></b>	-	-	-
<b>Serious work accident rate</b>	-	-	-
<b>Recordable work accident rate</b>	<b>3.6</b>	<b>6.7</b>	<b>9.4</b>

<sup>39</sup> Work-related accidents are all accidents that may result in death, days of absence, work limitations, transfer to other duties, medical treatment beyond first aid, loss of consciousness. These are all injuries caused by risks and hazards to which workers are exposed in the workplace (e.g. death, amputation, lacerations, fractures, hernia, burns, loss of consciousness and paralysis). Serious accidents are accidents at work that result in death or injury from which the worker cannot recover, does not recover or cannot realistically be expected to recover fully to the state of health before the accident within 6 months.

<sup>40</sup> The calculation of accident rates was based on 200,000 hours worked, according to the following formulae:

- Fatal accidents/hours worked ratio:  $(\text{total fatal accidents}/\text{hours worked}) * 200,000$ ;
- Serious accidents/hours worked ratio:  $(\text{total serious accidents}/\text{hours worked}) * 200,000$ ;
- Recorded accidents/hours worked ratio:  $(\text{total other accidents}/\text{hours worked}) * 200,000$ .

### GRI 404-1: Average training hours per year per employee

#### BREAKDOWN OF PERSONNEL BY PROFESSIONAL CATEGORY AND GENDER

Professional category	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Management	1.7	-	<b>1.7</b>	13	-	<b>13</b>	1	-	<b>1</b>
Supervisors	20.4	3.7	<b>24</b>	20	15	<b>18</b>	11	36	<b>20</b>
White collar	12.5	24	<b>36.5</b>	30	19	<b>24</b>	21	20	<b>21</b>
Blue collar	4.3	6	<b>10.3</b>	5	7	<b>5</b>	7	6	<b>7</b>
<b>Average hours over total employees</b>	<b>7.8</b>	<b>17.6</b>	<b>25.4</b>	<b>13</b>	<b>15</b>	<b>14</b>	<b>11</b>	<b>17</b>	<b>13</b>

### GRI 405-1: Diversity of employees and governing bodies

#### BREAKDOWN OF PERSONNEL BY PROFESSIONAL CATEGORY AND GENDER

Professional category	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
Management	3	-	<b>3</b>	3	-	<b>3</b>	4	-	<b>4</b>
Supervisors	8	3	<b>11</b>	8	3	<b>11</b>	7	4	<b>11</b>
White collar	44	45	<b>89</b>	46	45	<b>91</b>	46	52	<b>98</b>
Blue collar	82	22	<b>104</b>	96	19	<b>115</b>	95	20	<b>115</b>
<b>Total employees</b>	<b>137</b>	<b>70</b>	<b>207</b>	<b>153</b>	<b>67</b>	<b>220</b>	<b>152</b>	<b>76</b>	<b>228</b>

### GRI 405-1: Diversity of employees and governing bodies

#### BREAKDOWN OF BOARD OF DIRECTORS BY GENDER AND AGE BRACKET

Age bracket	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	-	-	-	-	-	-	-	-	-
30-50 years old	4	-	<b>4</b>	4	-	<b>4</b>	4	-	<b>4</b>
>50 years old	2	1	<b>3</b>	2	1	<b>3</b>	2	1	<b>3</b>
<b>Total</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>7</b>	<b>6</b>	<b>1</b>	<b>7</b>

### BREAKDOWN OF MANAGEMENT BY GENDER AND AGE BRACKET

Age bracket	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	-	-	-	-	-	-	-	-	-
30-50 years old	1	-	1	1	-	1	2	-	2
>50 years old	2	-	2	2	-	2	2	-	2
<b>Total</b>	<b>3</b>	<b>-</b>	<b>3</b>	<b>3</b>	<b>-</b>	<b>3</b>	<b>4</b>	<b>-</b>	<b>4</b>

### BREAKDOWN OF SUPERVISORS BY GENDER AND AGE BRACKET

Age bracket	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	-	-	-	-	-	-	-	-	-
30-50 years old	2	1	3	2	1	3	1	2	3
>50 years old	6	2	8	6	2	8	6	2	8
<b>Total</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>8</b>	<b>3</b>	<b>11</b>	<b>7</b>	<b>4</b>	<b>11</b>

### BREAKDOWN OF WHITE COLLAR BY GENDER AND AGE BRACKET

Age bracket	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	5	3	8	6	3	9	4	3	7
30-50 years old	24	28	52	26	28	54	28	32	60
>50 years old	15	14	29	14	14	28	14	17	31
<b>Total</b>	<b>44</b>	<b>45</b>	<b>89</b>	<b>46</b>	<b>45</b>	<b>91</b>	<b>46</b>	<b>52</b>	<b>98</b>

### BREAKDOWN OF BLUE COLLAR BY GENDER AND AGE BRACKET

Age bracket	31 December 2021			31 December 2022			31 December 2023		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
<30 years old	7	1	8	9	1	10	6	1	7
30-50 years old	54	13	67	57	11	68	57	13	70
>50 years old	21	8	29	30	7	37	32	6	38
<b>Total</b>	<b>82</b>	<b>22</b>	<b>104</b>	<b>96</b>	<b>19</b>	<b>115</b>	<b>95</b>	<b>20</b>	<b>115</b>

## The Value Creation Model

<b>GRI 201-1: Direct economic value generated and distributed</b>			
<b>Direct economic value generated and distributed</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
	<i>000 euro</i>	<i>000 euro</i>	<i>000 euro</i>
<b>Economic value generated</b>	<b>81,426</b>	<b>96,145</b>	<b>76,661</b>
<b>Economic value distributed</b>	<b>71,727</b>	<b>86,590</b>	<b>73,051</b>
<i>of which, value distributed to suppliers and other operating costs</i>	47,966	60,251	49,192
<i>of which, staff remuneration</i>	15,937	16,984	16,710
<i>of which, remuneration of financiers (related companies and banking institutions)</i>	61	75	84
<i>of which, shareholders' remuneration<sup>41</sup></i>	5,100	6,360	6,360
<i>of which, distributed to the territory (donations)</i>	51	41	62
<i>of which, remuneration of the Public Administration (Taxes for the year)</i>	2,612	2,880	643
<b>Economic value retained</b>	<b>9,699</b>	<b>9,555</b>	<b>3,610</b>

<b>GRI 204-1: Proportion of spending on local suppliers</b>		<b>2021</b>	<b>2022</b>	<b>2023</b>
		<i>000 euro</i>	<i>000 euro</i>	<i>000 euro</i>
<b>Total</b>		<b>48,726</b>	<b>60,291</b>	<b>45,440</b>
of which, Italy	Lombardy	18,093 37%	21,312 35,3%	17,582 39%
	Rest of Italy	5,796 12%	7,115 11,8%	5,076 11%
of which, Rest of Europe		23,315 48%	30,157 50,1%	21,509 47%
of which, Rest of the World		1,521 3%	1,706 2,8%	1,273 3%

<b>Sales (three years 2021-2023)</b>		<b>2021</b>	<b>2022</b>	<b>2022</b>
		<i>000 euro</i>	<i>000 euro</i>	<i>000 euro</i>
<b>Total</b>		<b>80,080</b>	<b>90,712</b>	<b>77,219</b>
of which, Italy	Lombardy	7,601 9.5%	11,345 13%	8,448 11%
	Rest of Italy	7,196 8%	7,941 9%	6,413 8.3%
of which, Rest of Europe		36,671 45.8%	38,140 42%	36,057 47%
of which, Rest of the World		28,613 35.7%	33,284 37%	26,302 34%

<sup>41</sup> Distribution of profits accrued in the year preceding that of disbursement (cash principle).

## PEF results (Product Environmental Footprint)

Up-stream+ Core Processes						
Impact category	Unit of measurement	White print				
		Class 1	Class 2	Class 3	Classe 4	
Climate change – Total	kg CO <sub>2</sub> eq	n.a.	n.a.	n.a.	n.a.	
Particulate matter	disease inc.	n.a.	n.a.	n.a.	n.a.	
Ecotoxicity, freshwater	CTUe	n.a.	n.a.	n.a.	n.a.	
Water use	m <sup>3</sup> depriv.	n.a.	n.a.	n.a.	n.a.	
Resource use, fossils	MJ	n.a.	n.a.	n.a.	n.a.	
Resource use, minerals and metals	kg Sb eq	n.a.	n.a.	n.a.	n.a.	

Up-stream+ Core Processes						
Impact category	Unit of measurement	Ecoprint printing				
		Class 1	Class 2	Class 3	Classe 4	
Climate change – Total	kg CO <sub>2</sub> eq	0,91	1,47	1,97	2,74	
Particulate matter	disease inc.	3,52E-08	5,71E-08	7,59E-08	1,13E-07	
Ecotoxicity, freshwater	CTUe	31,3 1	50,51	67,44	95,52	
Water use	m <sup>3</sup> depriv.	0,86	1,38	1,85	2,53	
Resource use, fossils	MJ	16,60	26,75	35,82	49,56	

Downstream						
Impact category	Unit of measurement	Dyeing				
		Class 1	Class 2	Class 3	Classe 4	
Climate change – Total	kg CO <sub>2</sub> eq	1,64E-01	2,44E-01	3,23E-01	4,21E-01	
Particulate matter	disease inc.	2,59E-09	3,85E-09	5,08E-09	6,63E-09	
Ecotoxicity, freshwater	CTUe	1,07E+00	1,59E+00	2,10E+00	2,75E+00	
Water use	m <sup>3</sup> depriv.	4,18E-03	6,21E-03	8,20E-03	1,07E-02	
Resource use, fossils	MJ	2,19E+00	3,26E+00	4,30E+00	5,61E+00	

	Up-stream+ Core Processes							
	Lightly-dyed coloured fabrics				Darkly-dyed coloured fabrics			
	Class 1	Class 2	Class 3	Classe 4	Class 1	Class 2	Class 3	Classe 4
	0,85	1,37	1,83	2,55	0,88	1,40	1,87	2,60
	2,90E-08	4,69E-08	6,23E-08	9,45E-08	3,04E-08	4,89E-08	6,49E-08	9,80E-08
	14,40	23,18	30,84	46,06	13,31	21,35	28,36	42,72
	0,78	1,24	1,66	2,26	1,04	1,61	2,17	2,92
	14,95	23,98	32,15	44,63	15,38	24,49	32,84	45,49
	1,10E-06	1,76E-06	2,36E-06	3,36E-06	1,43E-06	2,24E-06	3,00E-06	4,21E-06

	Up-stream+ Core Processes							
	Ink-jet printing				Traditional printing			
	Class 1	Class 2	Class 3	Classe 4	Class 1	Class 2	Class 3	Classe 4
	1,77	2,90	3,87	5,31	1,67	2,67	3,56	4,90
	4,06E-08	6,63E-08	8,80E-08	1,29E-07	3,67E-08	5,94E-08	7,87E-08	1,17E-07
	16,94	27,50	36,57	53,70	48,83	77,99	103,67	145,01
	2,40	3,95	5,27	7,16	2,87	4,57	6,08	8,29
	28,48	46,58	62,18	85,26	27,34	43,75	58,35	80,25

	Downstream			
	Printing			
	Class 1	Class 2	Class 3	Classe 4
	1,60E-01	2,40E-01	3,12E-01	4,15E-01
	2,53E-09	3,78E-09	4,92E-09	6,55E-09
	1,05E+00	1,56E+00	2,04E+00	2,71E+00
	4,08E-03	6,10E-03	7,93E-03	1,06E-02
	2,14E+00	3,20E+00	4,16E+00	5,54E+00

## 6.3 Correlation between Material Topics and GRI Standards

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

PERIMETER				
ESG SCOPE	MATERIAL TOPIC	WHERE THE IMPACT OCCURS	TYPE OF IMPACT	CORRELATION TOPIC - GRI
RESPONSIBILITY TOWARDS CUSTOMERS AND PRODUCT	Product durability and quality	Company, Customers	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021)
	Level of service offered	Company, Customers	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021)
	Product Environmental Footprint	Company, Suppliers, Customers	Caused by the Company and directly connected through a business relationship	GRI 3: Material topics (2021)

## 6.4 GRI Content Index

GRI 2: GENERAL DISCLOSURES (2021)				
Declaration of use	EUROJERSEY has reported in accordance with the GRI Standards for the period from 1 January 2023 to 31 December 2023			
GRI 1 used	GRI 1 - Foundation – 2021 version			
Relevant GRI industry standard	Not applicable			
GRI indicator		Page	Omissions	Notes
<b>The organisation and its reporting practices</b>				
GRI 2-1	Organisational details	7-8		
GRI 2-2	Entities included in the organisation's sustainability reporting	69		
GRI 2-3	Reporting period, frequency and contact point	69		
GRI 2-4	Restatements of information	69		
GRI 2-5	External assurance	88-90		
<b>Activities and workers</b>				
GRI 2-6	Activities, value chain and other business relations	65		
GRI 2-7	Employees	51-52; 72		
GRI 2-8	Workers who are not employees	51-52; 72		
<b>Governance</b>				
GRI 2-9	Governance structure and composition	26-27		
GRI 2-10	Nomination and selection of highest governance body	26-27		
GRI 2-11	Chair of the highest governance body	26-27		
GRI 2-12	Role of the highest governance body in overseeing the management of impacts	26-27		
GRI 2-13	Delegation of responsibility for managing impacts	26-27		
GRI 2-14	Role of the highest governance body in sustainability reporting	69		
GRI 2-15	Conflicts of interest	26-27		
GRI 2-16	Communication of critical concerns	26-27		

GRI indicator		Page	Omissions	Notes
	<b>Governance</b>			
GRI 2-17	Collective knowledge of the highest governance body	26-27		
GRI 2-18	Evaluation of the performance of the highest governance body	26-27		
GRI 2-19	Remuneration policies	51-52		
GRI 2-20	Process to determine remuneration	51-52		
GRI 2-21	Annual total compensation ratio	72		The Company undertakes, over the coming years, to strengthen the disclosure of background information for the definition of the report referred to at 2.21a.
	<b>Strategies, policies and practices</b>			
GRI 2-22	Statement on sustainable development strategy	3		
GRI 2-23	Policy commitments	21-25		
GRI 2-24	Embedding policy commitments	21-25		
GRI 2-25	Processes to remediate negative impacts	12-17		
GRI 2-26	Mechanisms for seeking advice and raising concerns	27		
GRI 2-27	Compliance with laws and regulations			During the course of 2023 there were no incidents of non-compliance with laws and regulations.
GRI 2-28	Membership associations			EUROJERSEY is associated with: Sistema Moda Italia, Tessile Salute di Biella and UniVa.
	<b>Stakeholder engagement</b>			
GRI 2-29	Approach to stakeholder engagement	8-9		
GRI 2-30	Collective bargaining agreements			100% of EUROJERSEY employees are covered by collective bargaining.
	<b>Ethics, business integrity and protection of information</b>			
	<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	10, 26-27, 80		
	<b>GRI 205: Anti-corruzione (2016)</b>			
GRI 205-1	Operations assessed for risks related to corruption	31-32		
GRI 205-3	Confirmed incidents of corruption and actions taken			During the course of 2023 no cases of corruption were established.

GRI indicator		Page	Omissions	Notes
	<b>GRI 206: Anti-competitive behaviour (2016)</b>			
GRI 206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices			During the course of 2023 there were no incidents regarding anti-competitive behaviour.
	<b>GRI 413: Local communities (2016)</b>			
GRI 413-2	Operations with significant actual and potential negative impacts on local communities			The type of activity of the Company and the current conditions of EUROJERSEY's reference context does not suggest the presence of particular significant negative impacts, potential or actual, on local communities. For further information on the Company's environmental performance please refer to Chapter 3.
	<b>Fight against climate change, energy consumption and atmospheric emissions</b>			
	<b>GRI 3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	10, 37-47, 80-81		
	<b>GRI 302: Energy (2016)</b>			
GRI 302-1	Energy consumption within the organisation	42-43, 70		
GRI 302-3	Energy intensity	43, 70		
	<b>GRI 305: Emissions (2016)</b>			
GRI 305-1	Direct (Scope 1) GHG emissions	44-45, 70		
GRI 305-2	Energy indirect (Scope 2) GHG emissions	44-45, 70		
GRI 305-4	GHG emissions intensity	44-45, 70		
	<b>Responsible waste and water management</b>			
	<b>GRI-3: Material topics (2021)</b>			
GRI 3-3	Management of material topics	10, 37-47, 80-81		
	<b>GRI 303: Water and effluents (2018)</b>			
GRI 303-1	Interactions with water as a shared resource	46-47, 71		
GRI 303-2	Management of water discharge-related impacts	46-47, 71		
GRI 303-3	Water withdrawals	46-47, 71		
GRI 303-4	Water discharges	46-47, 71		

GRI indicator		Page	Omissions	Notes
<b>GRI 306: Waste (2020)</b>				
GRI 306-1	Waste generation and significant waste-related impacts	47, 71		
GRI 306-2	Management of significant waste-related impacts	47, 71		
GRI 306-3	Waste generated	47, 71		
<b>Health and safety</b>				
<b>GRI 3: Material topics (2021)</b>				
GRI 3-3	Management of material topics	10, 57-58, 80		
<b>GRI 403: Occupational health and safety (2018)</b>				
GRI 403-1	Occupational health and safety management system	57-58		
GRI 403-2	Hazard identification, risk assessment, and incident investigation	57-58		
GRI 403-3	Occupational health services	57-58		
GRI 403-5	Worker training on occupational health and safety	57-58		
GRI 403-6	Promotion of worker health	57-58		
GRI 403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	57-58		
GRI 403-9	Work-related injuries	57-58, 73-74		
GRI 403-10	Work-related ill health	57-58, 73-74		
<b>Employee development and well-being</b>				
<b>GRI 3: Material topics (2021)</b>				
GRI 3-3	Management of material topics	10, 51-59, 80		
<b>GRI 401: Employment (2016)</b>				
GRI 401-1	New employee hires and employee turnover	53, 73		
<b>GRI 404: Training and education (2016)</b>				
GRI 404-1	Average hours of training per year per employee	54, 75		
<b>Diversity and equal opportunity</b>				
<b>GRI 405: Diversity and equal opportunity (2016)</b>				
GRI 405-1	Diversity of governance bodies and employees	53, 75		
GRI 406-1	Incidents of discrimination and corrective actions taken			During the course of 2023 no incidents of discrimination occurred.

GRI indicator		Page	Omissions	Notes
<b>Responsible procurement and supply chain traceability</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 65-67, 80		
<b>GRI 204: Procurement practices (2016)</b>				
GRI 204-1	Proportion of spending on local suppliers	65-67, 77		
<b>GRI 301: Materials (2016)</b>				
GRI 301-1	Materials used by weight or volume	66-67		
<b>Circular economy and raw materials management</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 47, 80-81		
<b>Product Environmental Footprint</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 39-41, 80-81		
<b>Research, development and sustainable innovation</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 27-29, 80-81		
<b>Product durability and quality</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 27-29, 80-81		
<b>Level of service offered</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 27-29, 80-81		
<b>Certifications</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 31-34, 80-81		
<b>Talent attraction, retention and development</b>				
GRI 3: Material topics (2021)				
GRI 3-3	Management of material topics	10, 51-56, 80-81		





## INDEPENDENT AUDITOR'S REPORT ON THE FOOTPRINT REPORT

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

We have carried out a limited assurance engagement on the Footprint Report of the EUROJERSEY S.p.A. (hereinafter also the "Company") as of December 31, 2023.

### Responsibility of the Directors for the Footprint Report

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

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

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

### Auditor's Independence and quality control

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

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

### Auditor's responsibility

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Footprint Report with the GRI Standards.

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

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

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

Specifically, we carried out the following procedures:

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

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

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

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

## Conclusion

Based on the work performed, nothing has come to our attention that causes us to believe that the Footprint Report of the EUROJERSEY S.p.A. as of December 31, 2023, is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the paragraph “Methodological Note” of the Footprint Report.

DELOITTE & TOUCHE S.p.A.

Signed by  
**Giuseppe Milici**  
Partner

Milan, Italy  
May 21<sup>st</sup>, 2024

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for the convenience of international readers.*

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