

filpucci®

GRUPPO FILPUCCI INDUSTRIE FILATI

20  
24

# The Unstoppable Journey

Our commitment to  
responsible excellence

SUSTAINABILITY  
REPORT 2024

**The Unstoppable Journey**

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# “ Letter to Stakeholders ”

GRI 2-22

Dear Stakeholders,

The publication of the Filpucci Group's 2024 Sustainability Report offers a moment of reflection on the work carried out and on the objectives that guide our commitment to a more responsible and transparent business model.

2024 was a year of consolidation for the Group. We continued along the path of transformation through strategic investment in the supply chain, championing the manufacturing heritage of the Prato district and reinforcing our position as a reference partner in the production of innovative and traceable yarns for high-end knitwear.

One of the most significant steps was the industrial re-launch of Valfilo — culminating with the attainment of GRS and RAF certifications — accompanied by significant actions in the areas of safety, training and digitalisation. These actions are part of a broader vision that focuses on reviving local skills, integrating responsible production processes and adopting low-impact technologies.

The results speak for themselves: 33% of raw materials purchased are certified, 24% of electricity needs have been covered by renewable sources, and emissions related to international shipments have been reduced through the use of alternative fuels.

Our commitment also extends to our workforce. In 2024 we strengthened corporate governance, with a focus on inclusiveness and internal skills development. The appointment of Dr. Martina De Luca as the company's CFO is a concrete sign of the company's openness towards more equitable and representative leadership models. Moreover, the training programs launched at Valfilo have already facilitated the integration of new talent into the Group, enabling them to acquire technical and professional skills and contributing to generational turnover and the continuity of the specific know-how of our district.

We are aware that the current market presents complex challenges — changing regulations, geopolitical instability, growing market expectations — but we believe that facing them with consistency, vision and shared responsibility is the way to generate lasting value.

This Report is not only a summary of our activities, but an invitation to open discussion with all those of you who share our commitment to combining industrial excellence with social and environmental responsibility on a daily basis.

Thank you for the trust and support you continue to show us.

**Federico Gualtieri**  
President and CEO  
Filpucci S.p.A.



# 1 The Filpucci Group: strategy, structure, values

From the heart of Prato to the world: weaving values and vision

## Table - Material issues, impacts and risks

GRI 2-25

### Impacts

Type of impact	Impact	Actual / Potential	Actions to mitigate impact	Time horizon of impact
<b>COMPLIANCE WITH LAWS AND REGULATIONS</b>				
Positive	Implementation of an active compliance system (Model 231, Code of Ethics, whistleblowing) to prevent unlawful behaviour and protect the fundamental rights of workers and stakeholders	Actual	-	Short, medium and long term
Negative	Non-compliance and a lack of monitoring in activities outsourced to third parties (e.g. external dye-works and foreign suppliers), particularly in less stringent regulatory contexts than in Italy	Potential	1.6. New Governance and promoting female leadership (Risk control and management)	Short, medium and long term

### Risks and opportunities

Risk	Significance	Opportunity	Significance
<b>COMPLIANCE WITH LAWS AND REGULATIONS</b>			
<b>Risk</b> - Regulatory changes may require the updating of processes and documentation, which entails compliance costs and the risk of non-compliance	<b>SIGNIFICANT</b>	-	
<b>Risk</b> - Entrusting production phases to subcontractors or external partners (e.g. external dye-works, suppliers in Romania and China) in the absence of regular audits may expose the Company to environmental and social risks, with potential reputational and legal repercussions	<b>INFORMATIVE</b>		



## 1.1 The Group's roots and evolution

Firmly rooted in the heart of the Prato textile district, today Filpucci is a leading name in the creation of innovative yarns produced for high-end knitwear. Since 1967, the company has evolved by adapting to changes in the sector, combining craftsmanship and technological experimentation with a vision oriented towards environmental protection and international expansion.

Over time, the Group has introduced pioneering solutions, such as the use of viscose for knitwear and the development of ultralight Soffili™ yarns, positioning itself as a strategic partner for major fashion brands in Italy and around the world. Its commitment to conscious design and the use of traceable materials has helped to consolidate a corporate culture focused on quality and reducing environmental impact.

A key chapter in this journey is the collaboration with Re-Verso™, launched in 2015 and relaunched in 2023, which involves the use of wool and cashmere fibres regenerated from pre-consumer waste.



GRI 2-1

## Historical evolution of the Group: key milestones

**filpucci**  
GRUPPO FILPUCCI INDUSTRIE FILATI

### 1967

Launch of Filpucci in Prato, with a vocation for refined and innovative yarns.

### 1970s-1990s

International expansion, research into natural fibres and advanced dyeing techniques.

### 2000s

Start of the path towards more responsible production and launch of eco-friendly collections.

### From 2010

Strengthening of collaborations with universities and research centres, with a focus on supply chain traceability.

### 2015

Start of collaboration with Re-Verso™ for pre-consumer recycling of wool and cashmere.

### 2020

Digital transformation and acquisition of Fiordiluce.

### 2024

Relaunch of Valfilo.

## 1.2 Group companies

The Filpucci Group is composed of complementary manufacturers, each with a strategic role in the yarn production chain. The integration of skills enables the Group to maintain high quality standards and strengthen its innovative capacity on an international scale.

GRI 2-1  
GRI 2-2  
GRI 2-6



**Filpucci S.p.A.**, founded in 1967 and based in Prato, Italy, is a leading company in the textile sector, specialising in the production of fine yarns for knitwear. Founded in the heart of one of Italy's main textile districts, Filpucci boasts a long tradition of craftsmanship combined with a constant commitment to innovation and sustainability. The company's product range is distinguished by its creativity, quality and respect for the environment, meeting the needs of a demanding international clientele. Filpucci has extended its presence globally while maintaining its role as a pioneer in the design and production of avant-garde yarns, thanks also to continuous research and development in the textile field.



**Valfilo S.r.l.**, a carded wool spinning company founded in 1976, is located in the Prato area, renowned for its textile tradition. Thanks to its varied and dynamic clientele, Valfilo has developed extensive know-how in the processing of all types of fibres: natural, artificial and synthetic. The company specialises in processing virgin and regenerated fibres, blending them in an endless array of compositions, counts and colours. This enables it to produce a vast range of yarns, including plain, button and malfilé yarns, and therefore to meet the diverse needs of the textile market.



Since **Tintoria Fiordiluce S.r.l.** began operating in Prato in 1961, specialising in processing yarn on behalf of third parties, it has achieved a leading position in the medium-high-end yarn sector. The company is active in the textile, clothing and furnishing sectors, offering a range of services that ranges from the single dyeing of yarn carried out in vats, to bulking treatment, through to spray printing on yarn packaging.

Fiordiluce has a chemical laboratory equipped with modern equipment for lightfastness and pH testing, as well as an automated dosing system for accessory products and dyes, for total control of the production process. It also has a cloth-making department with knitting machines that tests all dye baths prior to customer approval.



**Industria Filati Buzau S.r.l.** was founded in 2003 and is located in Buzau, Romania. It specialises in the preparation of yarns made from a wide variety of materials, including acrylic, merino wool, alpaca, mohair, cotton and polyamide. With an annual production of 20,000 tonnes, Industria Filati Buzau S.r.l. is one of the 20 largest players in the local textile market.



The production and sales of **Filpiù Special Textiles Products Co. Ltd**, founded in 2005, is headquartered in Zhangjiagang, Jiangsu Province, about 150 km from Shanghai. This city is an important centre for the textile industry, home to both Chinese and international companies. The only Italian textile company in China, Filpiù is controlled by its parent company Filpucci S.p.A., based in Prato, Italy. Filpiù produces and markets knitting yarns and other textile products for international markets to be transformed into finished garments. Specialising in patterned worsted yarns for knitwear, it uses machinery mainly imported from Italy, which has been constantly upgraded over the years. Its main markets are the United States, Europe and Japan, with production located in China and Hong Kong.

This Sustainability Report, which refers to activities carried out in the year 2024, reports on the performance of Filpucci S.p.A., Valfilo S.r.l. and Fiordiluce S.r.l., hereafter referred to simply as Filpucci, Valfilo and Fiordiluce.

All three companies are based in the district of Prato, Italy. For further details on the scope and reporting criteria, please refer to the Methodological Note.

## The strategic relaunch of Valfilo

In the last two years, Filpucci acquired Valfilo while launching a recovery plan aimed at promoting a traditional activity for which the Prato district is renowned. The goal of the operation was to protect its distinctive skills and restore it to a competitive position in the carded wool industry. The total investment for this relaunch is estimated at around EUR 1,000,000.

The path involved two strategic areas in particular: certifications and safety.

**Certifications** - In 2024 Valfilo obtained GRS and RAF certifications, with the direct support of Filpucci. The Group contributed both economically and operationally, accompanying Valfilo through all stages of audit preparation. Support also included intensive training to impart the necessary skills to manage the process independently.

**Safety** - 2024 also saw the major upgrade of the machines in the carding department to make them compliant with current occupational health and safety regulations. Activities included the installation of protective guards, electronic safety devices, controls for working under controlled conditions during maintenance, and emergency stop systems. The modifications were validated by an external technical expertise that confirmed their regulatory compliance.



## 1.3 Key financial results for 2024

Directly generated economic value € 41,115,903

Total revenue € 41,566,826

Economic value distributed € 40,188,947

Operating costs € 31,497,455

Salaries and benefits € 7,724,198

Payments to capital suppliers € 625,344

Payments to Public Administration € 278,991

Investments in the community € 62,959

Economic value retained € 926,956

Yarns sold (kg) 802,763.02

Investments in sustainability projects c.ca € 50,000<sup>1</sup>

### Markets served

36%  
ITALY

20%  
EU

44%  
EXTRA EU

1. Data refers exclusively to Filpucci S.p.A.

GRI 2-22

## 1.4 The values that guide the company's actions

Ambition, innovation and responsibility are the pillars of the Sustainability Vision and the values that guide the Group's actions.

### Ambition:

The inexhaustible spirit of adventure and the quest for excellence have characterised all Group projects for over 50 years. Hence the desire to act to meet — and in many cases anticipate — the challenges of sustainability in the textile industry. From the first recycled cashmere yarn (the 'clean soul' Ninetyfive) to the search for ever new certifications for our products, through to actions to improve the energy efficiency of our production processes, every choice is made with the aim of transforming our ambitions into tangible results.

### Innovation:

Our company has a deeprooted desire to experiment. The Filpucci name is historically linked to revolutionary patented materials and processes and, from the outset, we have passionately studied technological advances and innovations in the textile sector. Today, the goal is to put innovation at the service of what is defined as 'responsible excellence', to offer customers increasingly varied yarns that have a reduced environmental impact and protect animal welfare.

### Responsibility:

The Filpucci Group has a family history that spans generations and is based on values including love, respect and responsibility. These very principles distinguish us as a company that looks to the future with the awareness that we can no longer produce without respecting the planet and its inhabitants of today and tomorrow. This is why we are committed to achieving and certifying our raw materials and our manufacturing and smart design processes with the highest environmental and social standards.



# 1.5 New Governance and promoting female leadership

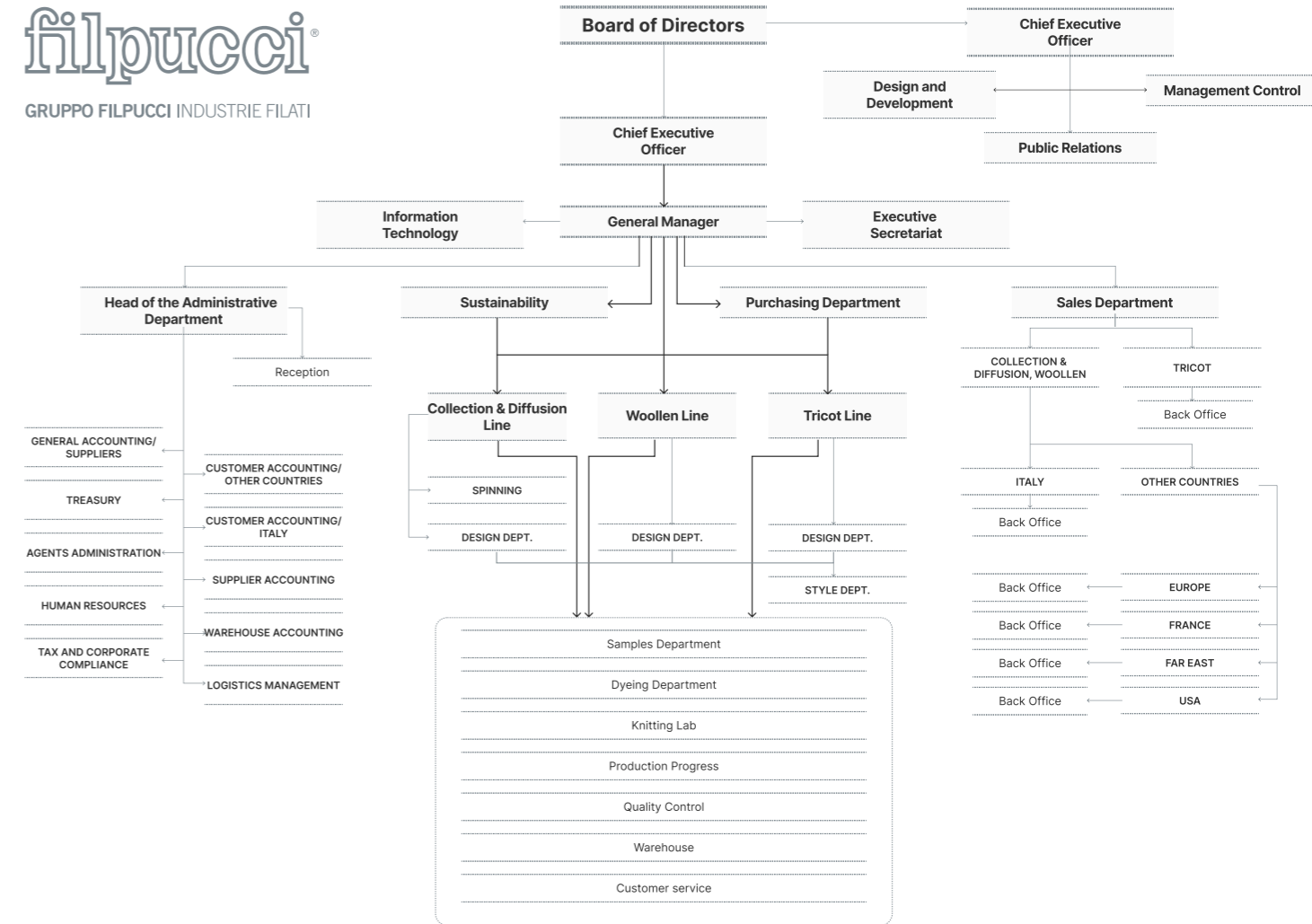
- GRI 2-9
- GRI 2-10
- GRI 2-11
- GRI 2-12
- GRI 2-13
- GRI 2-14
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- GRI 2-22
- GRI 2-23
- GRI 2-24
- GRI 2-26

In 2024 the Filpucci Group took a further step in the process of organisational evolution, strengthening its governance structure and introducing important elements of managerial and management innovation. Sustainability remains at the heart of the company's vision, assuming an increasingly integrated role in decision-making and operational processes.

One of the most significant moments of the year was the hiring of Dr. Martina De Luca as Chief Financial Officer. Her appointment not only represents a generational change in the company's top management, but is also a clear signal of openness towards more inclusive leadership models, capable of enhancing internal skills and promoting a gender balance in top management roles.

Also in 2024, the Group introduced new management reports with the aim of improving the overall monitoring of corporate health. The adoption of these tools is part of the drive to strengthen strategic and organisational oversight, with an increasing focus on the timeliness and quality of decisions.

These innovations are part of an already consolidated governance system based on principles of legality, transparency and accountability. The Organisation, Management and Control Model, voluntarily adopted by all Group companies, continues to act as a reference for crime prevention and risk management. The system is structured around fundamental bodies such as the Board of Directors, the Board of Auditors and the Supervisory Board, while the General Manager is responsible for its operational implementation and the supervision of internal controls.



The path towards evolved governance is also reflected in the company's internal organisation: the ESG function is now integrated into strategic processes and the sustainability contact person reports directly to the General Management, confirming the central role assigned to environmental and social transition.

The Group also continues to operate consistently in line with the Corporate Sustainability Policy, adopted in 2022 and shared with all stakeholders involved in the management of processes and raw materials. In 2024 the Group continued to monitor environmental, energy and social performance, to launch new partnerships aligned with corporate values, and to pursue predefined environmental objectives, such as chemical risk reduction, energy efficiency and the responsible selection of raw materials.

## Risk control and management

Filpucci has adopted a structured corporate risk management and control system, based on the principles of legality, transparency and accountability. The model includes tools and procedures that guarantee constant control over the most critical activities, contributing to the stability and reliability of the business in the medium-long term.

The Code of Ethics, updated in October 2024, is a reference for the values to be upheld by all Group stakeholders. The document incorporates the fundamental principles of legality, respect, fairness and inclusiveness, and is an integral part of the Organisation, Management and Control Model, the application of which is mandatory for all people working within the Company.

The dissemination of the Code is ensured through the company website, internal communications and dedicated training materials, with the aim of promoting its knowledge and adoption at all levels of the organisation.

Supervision of the actual application of the Code of Ethics and the MOG is entrusted to the Supervisory Board, which is in charge of verifying the conformity of conduct and compliance with current regulations.

To support the control system, the Group has also launched an anonymous reporting channel ('whistleblowing'), which allows employees to report any unlawful or non-compliant conduct. This channel guarantees the confidentiality and protection of the reporter's identity, in accordance with applicable regulations.

## 2 Yarn: certifications, traceability, innovation

Inside every yarn: what we choose, where it comes from, what trace it leaves

Table - Material issues, impacts and risks

GRI 2-25

Impacts					Risks and opportunities			
Type of impact	Impact	Actual / Potential	Actions to mitigate impact	Time horizon of impact	Risk	Significance	Opportunity	Significance
<b>INNOVATION</b>					<b>INNOVATION</b>			
Positive	Experimentation with innovative yarns and production technologies that contribute to reducing environmental impact	Potential	-	Short, medium and long term	<b>Risk</b> - A slowdown in R&D investment may jeopardise competitiveness against more innovative competitors	INFORMATIVE	<b>Opportunity</b> - The adoption of innovative processes in the group's dye-works, such as the use of innovative dyes, strengthens market positioning and reduces exposure to regulatory risks	SIGNIFICANT
<b>PRODUCT SAFETY</b>					<b>PRODUCT SAFETY</b>			
Positive	Constant monitoring of processes to ensure the absence of chemical substances not regulated by standards and regulations, to protect consumer safety	Actual	-	Short, medium and long term	<b>Risk</b> - The presence of non-compliant residual substances in yarns may lead to product recalls or damage corporate reputation	MINIMAL	-	-
<b>RAW MATERIALS, MATERIALS AND PACKAGING</b>					<b>RAW MATERIALS, MATERIALS AND PACKAGING</b>			
Positive	Use of natural and preferred certified fibres (GRS, GOTS, RWS, etc.), resulting in reduced resource depletion and a smaller environmental footprint	Actual	-	Short, medium and long term	<b>Risk</b> - The climate crisis and cost inflation of certified raw materials may reduce availability and increase procurement costs	IMPORTANT	<b>Opportunity</b> - The use of QR codes and digital tools helps to improve transparency towards customers and facilitates the choice of brands that are more attentive to traceability and reporting on their supply chain	IMPORTANT
Negative	Use of raw materials that cause environmental impact and resource depletion	Actual	2.2. Raw materials, recycled yarns and reduced-impact options	Short and medium term				
Positive	Implementation of LCAs on 14 recycled yarns to raise customer awareness and incentivise the use of yarns with improved environmental performance compared to virgin material alternatives	Actual	-	Short, medium and long term				
Positive	Reduction in the use of virgin raw materials through investment in regenerated yarns and partnership with Re-Verso	Actual	-	Short, medium and long term				
<b>CHEMICALS</b>					<b>CHEMICALS</b>			
Negative	Presence of corruption in certification procedures or initiatives related to chemical processes, which may limit complete control over the substances used	Potential	2.3. Traceability and control of chemicals	Short, medium and long term	<b>Risk</b> - Use of restricted substances (e.g. SVHC) or changes to PRSL requirements require constant updates to avoid legal and reputational risks	IMPORTANT	<b>Opportunity</b> - The adoption of innovative processes in the Group's dye-works, such as the use of innovative dyes, strengthens market positioning and reduces exposure to regulatory risks	IMPORTANT
Positive	Adherence to the ZDHC programme and use of in-house PRSL, guaranteeing chemical safety and reducing risk for the environment and workers	Actual	-	Short, medium and long term				

## 2.1 The Management Model

GRI 3-3

Filpucci's approach to yarn production places great emphasis on the responsible selection of raw materials, the control of production phases and the progressive reduction of environmental impact along the supply chain. Guiding this approach is its Corporate Sustainability Policy, which integrates environmental, social and management objectives into the Group's operating model.

In the area of chemical management, in 2024 both Filpucci and Tintoria Fiordiluce obtained OEKO-TEX® STANDARD 100 certification, confirming the safety of products in relation to the presence of potentially harmful substances. At the same time, the Group accompanied Valfilo on a path to independent GRS and RAF certification, providing technical and economic support and contributing to the strengthening of its regenerated supply chain.



The company's ongoing partnership with **Re-Verso™** continued in 2024 with the procurement of pre-consumer recycled wool and cashmere fibres, reinforcing the company's commitment to a circular economy model applied to product design.

In line with its Corporate Sustainability Policy, Filpucci's management model is based on a series of operating principles aimed at reducing environmental impact and promoting the responsible use of natural resources. In particular, the Group:

**Selects raw materials with a lower environmental and social impact**, such as those that are recycled, regenerated, certified or traceable, have organic fibres and/or are linked to sustainable initiatives

**Strictly limits sourcing from ethical or environmental risk sources**, selecting suppliers that comply with social and environmental responsibility and traceability criteria

**Integrates environmental criteria right from the design phase of its collections**, with a view to circular design

**Implements a chemical risk management system** aimed at progressively reducing environmental impact throughout the supply chain, also through the adoption of the ZDHC MRSL

Through certifications, audits and traceability tools, Filpucci guarantees control over the entire supply chain, promoting an industrial culture oriented towards continuous improvement, based on verifiable criteria of quality and transparency.



## 2.2 Raw materials, recycled yarns and reduced-impact options

GRI 2-6  
GRI 3-3  
GRI 301-1  
GRI 301-2

### 2024 highlights

33%

Raw materials purchased are certified

+50%

Increase in GRS recycled materials compared to 2023

86%

Raw materials are of natural origin

The conscious choice of raw materials is a cornerstone of Filpucci's sustainability strategy. Each fibre is selected on the basis of criteria that consider environmental impact, traceability, social conditions along the supply chain and chemical safety, with the aim of combining qualitative excellence and responsibility. To this end, the Group values certified supply chains.

In 2024, the use of GRS-certified recycled materials increased by 49.69% compared to 2023, from 89,206.33 kg to 133,535.51 kg. Particularly noteworthy was the increase in the proportion of recycled non-renewable materials from 22.52% in 2023 to 41.63%.

At the same time, the company reached its target of 33.24% of total annual purchases being certified raw materials, while 86.21% of the raw materials used are of natural origin.

These results reflect the effectiveness of the actions implemented by the Group to consolidate the use of low-impact fibres, with a focus on certified quality, local provenance and supply chain traceability. Its long-term collaboration with Re-Verso™, whose regenerated supply chain is entirely located in Italy, continues to contribute to the sourcing of pre-consumer recycled wool and cashmere, with positive impacts in terms of circularity and waste recovery.



### MAIN RAW MATERIALS USED

	Brief description	Certifications
<b>Alpaca</b>	Natural fibre known for its softness, lustre and thermal properties. Available in a wide range of natural colours, it can be used without dyeing.	<b>RAS</b>
<b>Mohair</b>	Lustrous and durable fibre from the Angora goat. Valued for its elasticity, thermal insulation and versatility of use in fashion.	<b>RMS GRS</b>
<b>Wool</b>	Elastic, insulating and durable natural fibre. The white variety is preferred for dyeing, making it suitable for a wide range of shades.	<b>RWS GOTS</b> <b>GRS NATIVA</b>
<b>Cashmere</b>	A fine, warm and lightweight fibre made from the undercoat of the Kashmiri goat. It offers high comfort and excellent thermal properties.	<b>GRS</b>
<b>Cotton</b>	A soft, breathable and durable plant fibre suitable for a wide range of textile applications. It is particularly valued for its versatility.	<b>GOTS</b>
<b>Viscose</b>	Man-made fibre derived from cellulose, similar to silk in appearance and softness. Used extensively in clothing and home textiles.	<b>FSC</b>
<b>Nylon</b>	Lightweight and very strong synthetic fibre, known for its elasticity and durability. Used in various textile and technical fields.	<b>GRS</b>

## Our certifications

2017



### GRS

License No.  
ICEA-TX-321

Certified by ICEA

The **Global Recycled Standard (GRS)** certification certifies that products contain recycled material, verified at each stage of the supply chain, from recycling to the final product. Certified organisations must demonstrate compliance with specific environmental, chemical and social requirements.



### GOTS

License No.  
GOTS-10385

Certified by ICEA

The **Global Organic Textile Standard** is an international certification for organically grown textile fibres, both plant-based and animal. It also ensures that high environmental, social and chemical standards are met during the production processes.

2018



### FSC

License No.  
C140699

Certified by ICEA

The **Forest Stewardship Council** is an international certification for forestry and forest-based products, both wood and non-wood. Also applicable to viscose, it ensures responsible forest management and the traceability of derived products.



### RWS

License No.  
ICEA-TX-321

Certified by ICEA

The **Responsible Wool Standard** certifies wool fibres on the basis of animal welfare and land management criteria, tracking them from breeding through to the finished product.

2020



### RMS

License No.  
ICEA-TX-321

Certified by ICEA

The **Responsible Mohair Standard** certifies mohair fibres based on animal welfare and land management criteria, tracking them from the farm through to the end product.

2021



### RAS

License No.  
ICEA-TX-321

Certified by ICEA

The **Responsible Alpaca Standard** certifies alpaca fibres based on animal welfare and land management requirements, tracing them from breeding through to the end product.



### SFA

License No.  
ICEA-TX-321

Certified by ICEA

The **Sustainable Fibre Alliance** is the first comprehensive standard to address sustainability challenges in cashmere production, focusing on the welfare of goats, the environmental impact of farming and the social welfare of herders.



### NATIVA™ Regenerative Wool

License No.  
ICEA-TX-321

Certified by ICEA

**Lana Nativa** is a brand owned by Chargeurs Luxury Materials that ensures the quality and traceability of wool fibres along the entire value chain. It is committed to animal health and the care of the land on which they graze.

## RAW MATERIAL SUPPLY (kg)

	2023	2024
Total fibres purchased	747,264.91	999,100.25
of which certified	294,540.74 (39% of total fibres purchased)	332,287.82 (+12.82%) (33% of total fibres purchased)

## MAIN CERTIFICATIONS USED<sup>2</sup> (2024)

GRS	Wool, Cashmere, Mohair, Linen, Nylon	13%
FSC	Viscose	8%
RWS	Wool	5%
GOTS	Hemp, Cotton, Linen, Wool	3%

## A local supply chain

The processing of our yarns is 100% Made in Italy and takes place almost entirely in Prato, one of the districts that has brought prestige to the Italian textile industry.

### Origin of suppliers for external processing

Spinning, dyeing, winding and minor processes

**100%**  
ITALY

**91%** (93% Prato District)  
Tuscany

**9%**  
Other Regions

## Assessment of the environmental impacts of yarns

Filpucci's recycled yarns have a significantly lower environmental impact than the corresponding virgin fibre versions. This is demonstrated by LCA studies conducted on an industrial scale according to ISO 14040 and 14044.

### LCA<sup>3</sup>

Compared to a yarn consisting of 100% virgin or conventional raw materials, the impact reduction is quantified as



### Global warming potential

kgCO<sub>2</sub>e/kg



### Water consumption

l/kg



### Total energy consumption

MJ/kg

#### NINETYFIVE 14000

95% GRS Cashmere  
5% GRS Wool

-84.7%



-65.9%



-67.3%



#### WONDER

50% GRS Cashmere  
50% GRS Wool

-92.7%



-85%



-78.2%



2. Other certifications used are SFA, RAS and RMS

3. Results based on 2020 production data



## 2.3 Traceability and control of chemicals

GRI 3-3

### 2024 highlights

# 100%

Chemicals used that comply with the ZDHC initiative

Ø ZDHC

# 100%

External dyehouses that comply with Filpucci's PRSL (Product Restricted Substances List)

In the textile industry, chemical management is a crucial element for product safety and the protection of the environment and worker health. Filpucci has adopted a structured and proactive approach based on voluntary criteria that are stricter than current legislation.

The Group only uses chemicals that comply with the ZDHC initiative, applied both internally — through the Fiordiluce dye-works, which covers about 95% of yarn-dyed processes — and at external dyehouses involved in the production of dyed tops and residual yarn processing. All partners involved comply with Filpucci's Product Restricted Substances List (PRSL), ensuring consistency of chemical requirements throughout the supply chain.

To support this monitoring, the Group also markets materials that are GOTS- and GRS-certified, which provide for specific controls on the toxicity and eco-toxicity of the substances used in the production and dyeing processes.

This integrated system makes it possible to guarantee the traceability of chemicals along the supply chain, to reduce potential environmental risks and to ensure that products comply with the most up-to-date international standards on chemical safety.

## 3 Responsible processes: energy, resources, logistics

Energy, water, waste: the daily work to impact less

Table - Material issues, impacts and risks

GRI 2-25

Impacts					Risks and opportunities			
Type of impact	Impact	Actual / Potential	Actions to mitigate impact	Time horizon of impact	Risk	Significance	Opportunity	Significance
<b>ENERGY CONSUMPTION AND EFFICIENCY</b>					<b>ENERGY CONSUMPTION AND EFFICIENCY</b>			
Negative	Presence of energy-intensive plants (e.g. dyeing) with high consumption	Actual	3.2. Investments in energy efficiency and renewables	Short, medium and long term	<b>Risk</b> - Energy costs associated with energy-intensive processes, such as dyeing and spinning, can reduce operating margins if not offset by efficiency measures	SIGNIFICANT	<b>Opportunity</b> - The extension of photovoltaic installations to all Group companies represents an opportunity to reduce energy costs, improve resilience in the face of volatility in energy prices and respond to growing expectations of industry decarbonisation	CRITICAL
Positive	Adoption of photovoltaic panels covering about 24% of electricity needs, enabling the reduction of climate-altering emissions	Actual	-	Short, medium and long term	<b>Risk</b> - The introduction of regulatory obligations on energy audits and decarbonisation plans may lead to new technical requirements and investments	IMPORTANT		
<b>EMISSIONS</b>					<b>EMISSIONS</b>			
Negative	Greenhouse gas emissions from textile production and transport operations	Actual	3.2. Investments in energy efficiency and renewables; 3.3. Environmentally friendly mobility and logistics	Short, medium and long term	<b>Risk</b> - Extension of Scope 3 reporting obligation or introduction of carbon taxation systems (e.g. extended ETS) may generate new costs if not managed with a decarbonisation plan	SIGNIFICANT	<b>Opportunity</b> - Setting a GHG emission reduction target, accompanied by concrete strategies for achieving it, would help to strengthen the company's climate credibility and improve its competitiveness in public tenders and ESG assessments	IMPORTANT
Positive	Increased ability to identify and manage GHG emissions along the value chain, thanks to the extension of Scope 1-2-3 reporting to the Valfilo and Fiordiluce subsidiaries	Actual	-	Short, medium and long term				

### 3.1 The management model

Filpucci has adopted a structured environmental management model geared towards impact prevention, process efficiency and continuous improvement of its performance. All production activities are managed with the aim of limiting the use of natural resources, reducing climate-changing emissions and promoting low-impact operating solutions.

In line with its Corporate Sustainability Policy, the company has set the following environmental macro-objectives, which guide its technical planning and industrial investments:

- Optimising energy and water consumption, as well as CO<sub>2</sub>eq emissions, also through the use of more efficient machinery and advanced control systems
- Continuously monitoring and improving wastewater quality
- Managing waste responsibly, encouraging reuse and recycling practices
- Favouring local suppliers and partners, reducing the environmental impact of logistics
- Promoting investments in renewable energy plants and digital tools for performance monitoring
- Improving the efficiency of corporate mobility and transport by adopting low-emission solutions

To measure its environmental impact and ensure transparency and comparability of results, Filpucci uses internationally recognised tools. These include the GHG Scope 1, 2 and 3 metrics and the Higg Facility Environmental Module (FEM) platform, adopted as of 2018. This makes it possible to monitor environmental performance in a standardised way, identify critical areas and define targeted improvement actions. In 2024, Filpucci underwent an independent audit by the international certification body Elevate. The assessment, based on data collected through Higg FEM, returned a compliance score of 23%. This is the starting point for the next environmental efficiency actions, which are already being defined.



GRI 3-3

GRI 3-3

### 3.2 Investments in energy efficiency and renewables

#### 2024 highlights

24%

The total electricity requirements of Filpucci and Valfilo sites covered by self-produced renewable energy



Extension of photovoltaic systems in two plants

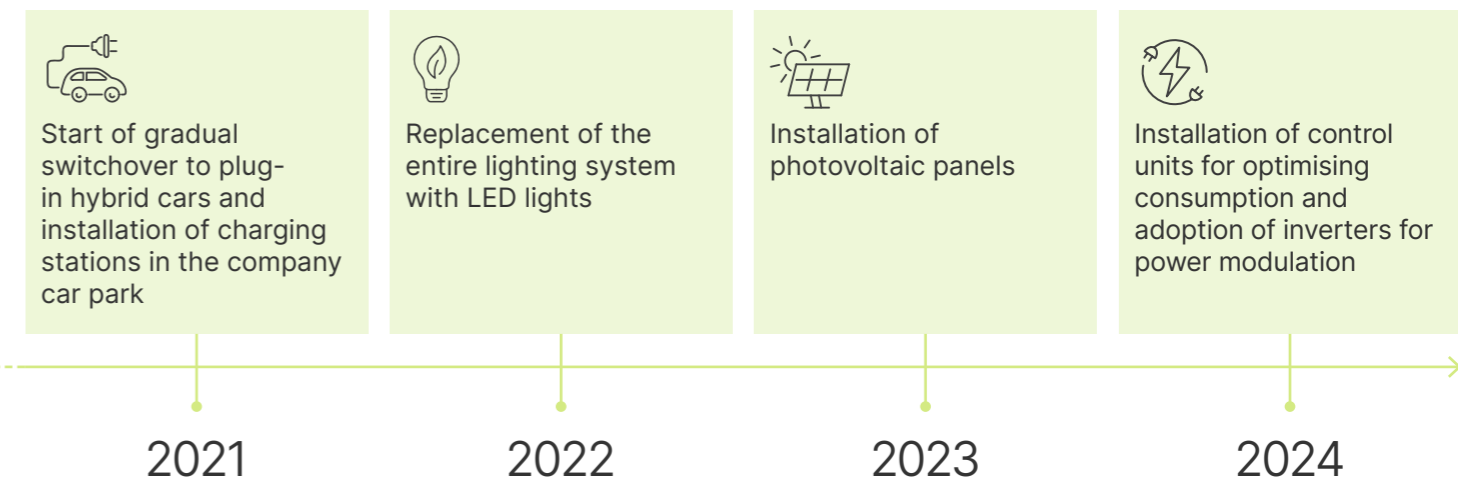


Efficiency enhancement measures: replacement of electric motors and refrigeration systems

In 2024, the Group recorded an increase in energy consumption and fuel use compared to the previous year. This trend is related in part to the return to higher production levels than in 2023, when some lines were operating at reduced capacity. The increase in volumes led to a greater activation of energy-intensive plants, contributing to the increase in overall consumption.

It should also be noted that some structural efficiency measures, although they began during 2024, did not have a measurable impact on annual consumption, as they were only completed in the latter part of the year.

#### Filpucci for energy efficiency: an evolving path



## High-efficiency technologies and systems

During the year, the Group invested widely in modernisation at the Filpucci and Valfilo plants. The activities carried out included:

- The replacement of obsolete plants
- The installation of control units for optimising consumption
- The adoption of inverters for power modulation

At Fiordiluce, technical analysis also continued on the insulation of dyeing plants, with the goal of reducing the temperature required in hot water dyebaths and improving the overall efficiency of the dyeing cycle.

## Energy from renewable sources

Internal renewable energy production was consolidated in 2024:

- The photovoltaic plant in Valfilo, in operation since 2015, has covered around 50% of the facility's electricity needs
- At Filpucci, the 500 kW (2,295 m<sup>2</sup>) photovoltaic plant was opened at the end of 2023 and became fully operational during 2024

Overall, energy production from renewable sources at the Filpucci and Valfilo sites reached 800,250 kWh, or 24% of the Groups' total electricity demand, with more than 274,000 kWh fed into the grid.

For 2025, the intention is to install photovoltaic canopies at the Filpucci site, to cover a parking area that is currently in the planning stage.



## Atmospheric emissions

In 2024, the Filpucci Group's carbon footprint, calculated according to the ISO 14064 standard and considering all direct and indirect emissions (Scope 1, 2 and 3), reached a total of 28,253,976 kg CO<sub>2</sub>eq<sup>4</sup>, recording an increase compared to 21,005,714 kg CO<sub>2</sub>eq in 2023<sup>5</sup>. This increase is mainly attributable to the resumption of production activity after a year characterised by reduced capacity operations, and the increase in the volume of raw materials purchased, with the latter alone accounting for more than 85% of total emissions.

The analysis included the Group's three Italian production sites (Filpucci S.p.A., Tintoria Fiordiluce S.r.l. and Valfilo S.r.l.) and revealed the following:

- **Filpucci S.p.A.** is responsible for 93% of the overall carbon footprint, with a particularly significant contribution from the procurement of raw materials
- **Fiordiluce S.r.l.** has a greater impact on direct emissions from combustion (Scope 1), amounting to 73% of its footprint, and 85% of the Group's total Scope 1 emissions, due to the intensive use of natural gas in its dyeing facilities
- **Valfilo S.r.l.**, in line with its small size and the lower energy intensity of its production cycle, has a very low carbon footprint, equal to less than 1% of the Group total

The Group's objective is to use this data as a basis for developing actions to reduce emissions, particularly in the following priority areas:

- **Procurement of raw materials**, through a more careful selection of suppliers and materials
- **Transport optimisation**, also through the adoption of more sustainable logistical solutions
- **Energy efficiency**, through investments in lower-impact technologies already started in 2024

<sup>4</sup>. Total greenhouse gas emissions including Scope 2 emissions calculated using the "location-based" approach, which is based on the national average energy mix for electricity supply.

<sup>5</sup>. The 2023 emissions data differ from those reported in the 2023 Sustainability Report, as this analysis also includes emissions related to the purchase of raw materials. This update allows for a more comprehensive representation of the company's climate impact by taking into account the main and most significant source of emissions along the value chain.



### 3.3 Environmentally friendly mobility and logistics

#### 2024 highlights

**-8.54%**

CO<sub>2</sub>eq emissions avoided on international shipments 2024 through DHL GoGreen Plus

**6,034 kg**

kg CO<sub>2</sub>eq offset through the GLS Climate Protect programme

**40%**

The company car fleet that consists of hybrid vehicles

Filpucci approaches logistics and mobility with a continuous improvement approach, aiming to reduce the environmental impact of goods transport and internal movements. Activities are based on management actions, technological investments and collaborations with operators that adopt environmental criteria aligned with the company's Sustainability Policy.



### Optimisation of logistics

The rationalisation of logistics flows continued in 2024, with the aim of reducing emissions through the more efficient planning of shipments. Actions implemented involved consol-

idating consignments and maximising the payload per trip, thereby reducing the frequency of low-saturation transports.

### Reducing emissions in international transport

In 2024, Filpucci consolidated its commitment to logistics with a lower environmental impact by joining DHL Express' GoGreen Plus programme, which includes the use of sustainable aviation fuel (SAF). SAF is a 'drop-in' fuel produced from renewable sources or waste — such as used vegetable oils, animal fats or agricultural residues — and can be used in existing aircraft engines without structural modifications.

According to IATA and ISCC, the use of SAF can reduce CO<sub>2</sub> emissions by up to 80% compared to conventional fuel<sup>6</sup>, considering the entire life cycle. Its adoption represents a strategic step towards achieving aviation's 'net zero' targets and promotes a circular economy model, thanks to the reuse of waste resources.

In the specific case of Filpucci, the GoGreen Plus programme achieved a certified reduction of 8.54% in CO<sub>2</sub>eq emissions on international shipments made in 2024<sup>7</sup>. This figure reflects the incidence of SAF on the total volume shipped by air at the company's direct charge: 11% of the total kilogrammes shipped by air was covered by GoGreen certificates, while in terms of number of shipments the coverage reached 86%.

In parallel, Filpucci renewed its collaboration with GLS within the Climate Protect programme, which is based on the full offsetting of residual emissions related to domestic transport. Filpucci's contribution financed the equivalent of 6,034 kg CO<sub>2</sub>eq through the purchase of certified carbon credits.

The credits are linked to the 'Pacajá' forest protection project in Brazil, which aims to preserve high-biodiversity habitats in the Amazon region and provide socio-environmental benefits to the local community. The project is validated according to the main international standards, including the Gold Standard and the Verified Carbon Standard (VCS).

#### Emissions avoided with DHL (2024)

**-8.54%**

Reduction achieved through the use of Sustainable Aviation Fuel (SAF), GoGreen Plus certificate

### Corporate mobility

In 2024, the corporate car fleet continued its transition to lower-emission solutions. At the end of the year, 40% of company vehicles were hybrid cars (8 out of 20). This choice reflects the Group's commitment to reducing the environmental impact of daily journeys, through short-cycle tools such as internal fleets.

6. <https://www.iata.org/en/programs/environment/sustainable-aviation-fuels/>

7. The reduction only concerns shipments paid by Filpucci (excluding those handled and paid by customers)

### 3.4 Water resource management

#### 2024 highlights



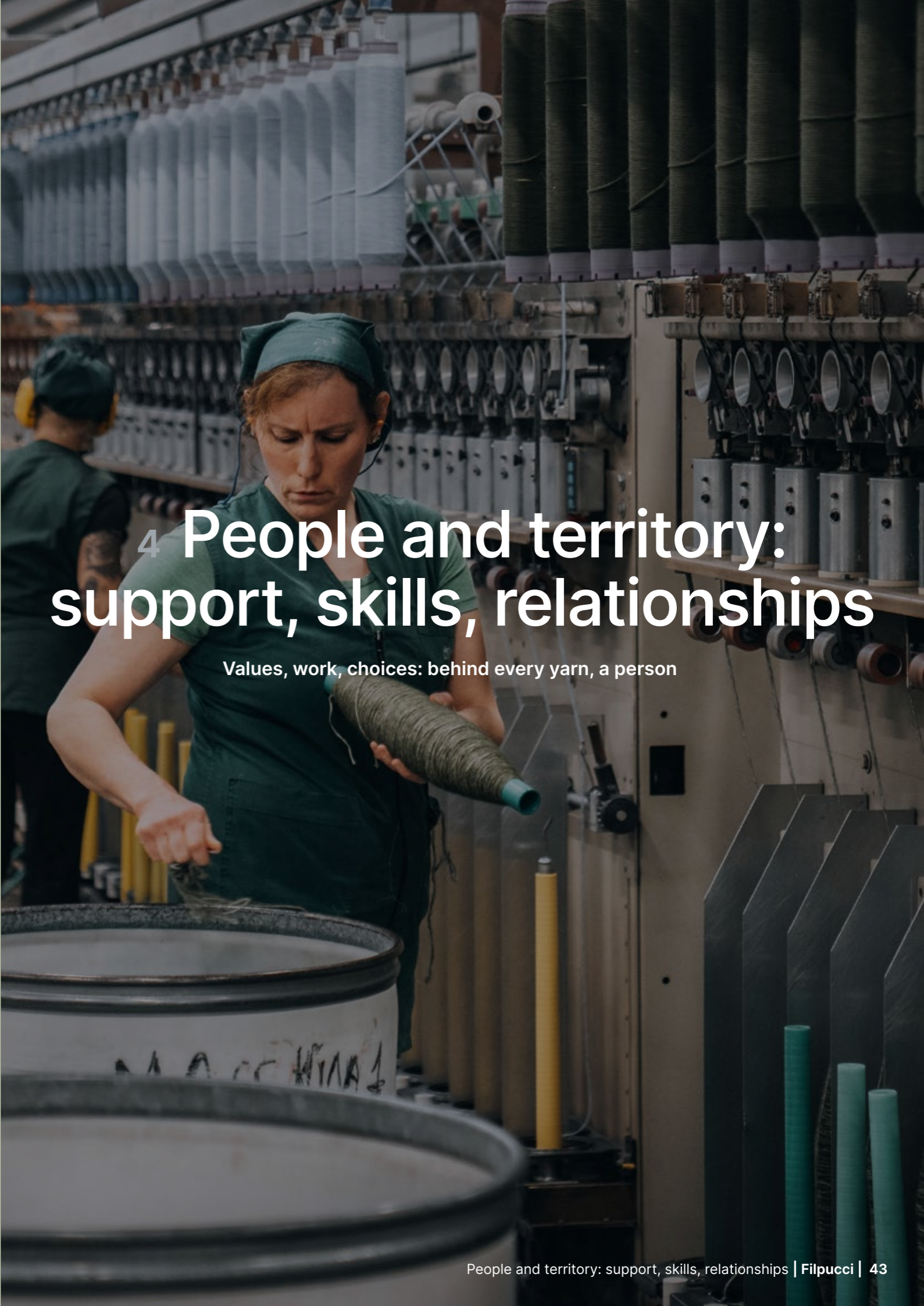
Using the GIDA system for the treatment and reuse of dyeing water



Waste water is fed back into the industrial circuit with a 20% dilution of fresh water

In 2024, the Fiordiluce dye-works continued to use the GIDA consortium infrastructure for the treatment and reuse of water used in dyeing processes. The discharged water is not fed into the public sewage system, but rather flows into a dedicated network that sends it to the GIDA plant, which is specifically designed for textile companies in the district.

After treatment, the water is reintroduced into the industrial circuit with a 20% dilution of fresh water, contributing to the reduction of the withdrawal of safe drinking water and to the overall water balance of the district.



## 4 People and territory: support, skills, relationships

Values, work, choices: behind every yarn, a person

Table - Material issues, impacts and risks

GRI 2-25

Impacts					Risks and opportunities			
Type of impact	Impact	Actual / Potential	Actions to mitigate impact	Time horizon of impact	Risk	Significance	Opportunity	Significance
<b>RESPECT FOR HUMAN RIGHTS</b>					<b>RESPECT FOR HUMAN RIGHTS</b>			
Positive	Promotion of a fair and safe working environment, protecting the rights of workers	Actual	-	Short, medium and long term	<b>Risk</b> - Using suppliers in high-risk countries (e.g. China, Romania) without adequate monitoring may lead to human rights violations (e.g. forced labour), resulting in sanctions or reputational damage	IMPORTANT	<b>Opportunity</b> - The adoption of inclusive, fair and transparent practices within the corporate headquarters can strengthen the resilience of the organisation and attract ESG-conscious investors	DISCLOSURE
Negative	Employment barriers for marginalised groups due to lack of inclusive hiring practices	Potential	4.3. Diversity, inclusion and equal opportunities	Short, medium and long term				
Negative	Gender discrimination and harassment of women at suppliers	Potential	1.6. New Governance and promoting female leadership (Risk control and management) 2.1 Policy and management models	Short, medium and long term				
Negative	Unsafe working conditions in factories of non-EU raw material suppliers not monitored	Potential	1.6. New Governance and promoting female leadership (Risk control and management) 2.1 Policy and management models 4.5. Health and safety at work	Short, medium and long term				
<b>HEALTH AND SAFETY OF WORKERS</b>					<b>HEALTH AND SAFETY OF WORKERS</b>			
Positive	Implementation of training programmes to protect health and safety in the workplace	Actual	-	Short, medium and long term	<b>Risk</b> - Accidents related to the use of complex machinery (e.g. winding, dyeing) may lead to accidents, production stoppages and increased insurance costs	MINIMAL	-	-
<b>TRAINING AND PROFESSIONAL DEVELOPMENT</b>					<b>TRAINING AND PROFESSIONAL DEVELOPMENT</b>			
Negative	Lack of training courses on sustainability issues	Actual	Training and skills development	Medium and long term	-	-	<b>Opportunity</b> - The integration of training on ESG issues enables the strengthening of internal competencies, supports innovation and fosters talent retention in a changing environment	IMPORTANT
Positive	Employee training, with job-specific courses and the creation of a training school for new recruits	Actual	-	Short, medium and long term				

## 4.1 The management model

GRI 3-3

At Filpucci, sustainability starts with people. Every innovation, improvement or goal achieved is based on a working environment that puts the well-being, growth and appreciation of human resources at the centre.

In 2024, the company doubled down on an integrated management model consistent with its founding values: respect, responsibility and inclusion. This system, made up of concrete policies and tools, ensures Filpucci is capable of guaranteeing a safe, open and constantly evolving professional environment.

The principles contained in the Corporate Sustainability Policy guide the management of social issues throughout the supply chain, promoting fundamental rights, fairness and dignity at work. These are complemented by the Code of Ethics, which defines the behaviour expected of the internal stakeholders, basing company relations on transparency, non-discrimination and safeguarding of diversity.

Occupational health and safety, managed through Model 231, is addressed not only as a regulatory obligation, but as an essential value for building internal trust. Initiatives include training sessions, structured discussions with workers' representatives, medical examinations by the company doctor and the opening of confidential reporting channels.

The relevant chapter describes actions and results achieved in 2024 on the subject of inclusion, skills development and organisational well-being, concluding with Filpucci's contribution to the local community: a tangible commitment towards schools, health bodies and associations in the area.



GRI 2-7  
GRI 2-8  
GRI 3-3  
GRI 405-1

## 4.2 People at the centre: roles and organisation

### 2024 highlights

140

Total employees

96%

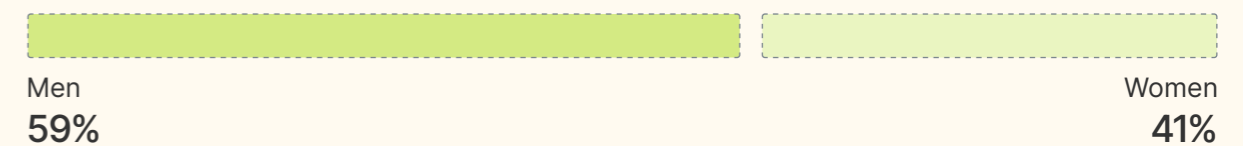
Permanent contracts

People are a strategic asset for the Filpucci Group, as the driving force behind production continuity, innovation and organisational resilience. Enhancing internal skills, guaranteeing fair working conditions and promoting a culture based on respect are essential elements to ensure the company's competitiveness and consolidate responsible governance.

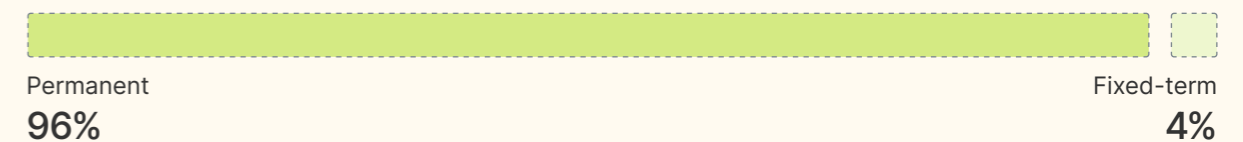
Personnel management is inspired by the principles expressed in the Code of Ethics and the Corporate Sustainability Policy, which promote fair, safe and respectful working conditions. These documents define the reference criteria for equal opportunities, transparency in professional development paths, and the protection of individual and collective rights.

In 2024, the Group maintained a stable workforce of 140 employees distributed across the various operating sites. The workforce is mainly made up of personnel employed in manufacturing, with a significant proportion of long-term contracts, confirming guaranteed long-term employment continuity.

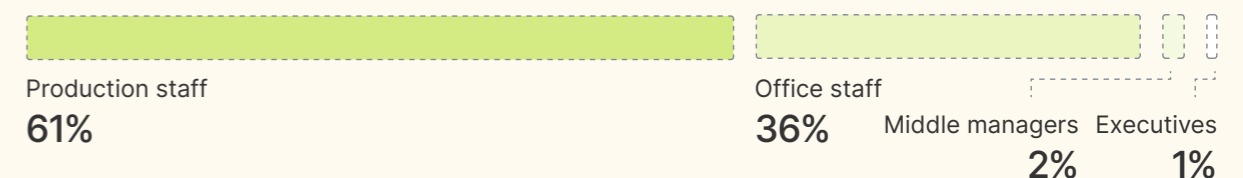
### Composition by gender



### Contract type



### Distribution by role



## 4.3 Diversity, inclusion and equal opportunities

GRI 3-3  
GRI 405-1

### 2024 highlights



First female executive appointment



Active policies to promote equity in technical and senior roles

0

Recorded incidents of discrimination

Filpucci recognises the value of diversity as a driver of innovation and organisational resilience.

In recent years, the Group has embarked on a structured path to foster greater gender equity, particularly in top management roles and technical areas, historically characterised by imbalances. This orientation has taken concrete form through selection policies aimed at hiring qualified female profiles.

2024 saw a significant milestone reached: for the first time, a female took on the role of company executive, marking a step forward in the construction of a more inclusive governance. This reflects the company's commitment to equity, also reinforced by ongoing generational change.

As further confirmation of the soundness of the approach adopted for gender equity, no incidents of discrimination were recorded during 2024, and no corrective measures had to be implemented.



GRI 3-3  
GRI 404-2

## 4.4 Training and skills development

### 2024 highlights

586

Hours of training provided

210

In-house school hours logged at Valfilo



Stable employment of some trained people into the company, with at least 6 hires expected by 2025

In 2024, the Filpucci Group provided a total of 586 hours of training, with the aim of boosting employees' professional skills and supporting organisational development. Regarding voluntary training, the courses run mainly concerned language and privacy issues, with an increasing focus on the development of soft skills and conscious information management.

Among the more structured actions was the continuation of the training project launched at Valfilo, which set up an in-house training school financed through PNRR funds. The course, which began in the second half of 2023 and consisted of 210 hours in total, is designed to train new resources specialising in carded yarn spinning, an area that requires technical skills, manual dexterity and operational precision.

In 2024, the training course run at Valfilo recorded the first concrete results in terms of employability. Some of the people involved, after an initial period with an administration contract, have gone on to work within the company. Two permanent hires are already planned for 2025, to be joined by a further four during the course of the year. The initiative has contributed to imparting specialised skills related to carded yarn spinning, a distinctive heritage of the Prato textile district.

## 4.5 Health and safety at work

GRI 3-3 GRI 403-5  
 GRI 403-1 GRI 403-6  
 GRI 403-2 GRI 403-7  
 GRI 403-3 GRI 403-8  
 GRI 403-4 GRI 403-9

### 2024 highlights

0

Accidents recorded

0

Days lost due to safety reasons



Adoption of Model 231 integrated with safety protocol



Access to the SANIMODA supplementary health fund

Filpucci's approach to safeguarding occupational health and safety is based on shared responsibility: every company employee is called upon to actively contribute to prevention, compliance with the established measures and risk monitoring.

The entire system is governed by an internal protocol included in the 231 Organisational, Management and Control Model, which also regulates aspects related to the protection of occupational hygiene, health and safety.

Involved in implementing the protocol are the employer, employer's delegate, RSPP, company doctor, supervisors, RLS, fire wardens and first aid officers, workers and human resources. The system provides for:

- Periodic annual safety meetings with everyone involved, as required by law
- Regular updating of the Risk Assessment Document, with specific annexes on chemical risk, noise, manual load handling, microclimate and work-related stress
- Operating procedures posted near machinery, supported by continuous training and information
- Differentiated training according to role and level of exposure, with particular attention to those at risk
- Compliance with HSE regulatory obligations and cross-sectoral awareness on prevention, controls and continuous learning

Health surveillance is entrusted to the company doctor, who is available periodically for visits on request or as provided for in the pro-

col. At the end of the year, the doctor must draw up an anonymous health report per job role, based on clinical and instrumental findings. The health records are then delivered in sealed envelopes, filed in closed spaces and can only be consulted by the local health authority.

The company encourages the active engagement of employees through confidential reporting tools: communications from workers or workers' health and safety representatives to the employer may also take place informally (email, minutes, etc.). Reports to the Supervisory Board, on the other hand, must be made through official channels (certified email, anonymous suggestion boxes, post).

In the event that safety regulations are violated, the employer or appointed delegate, following discussion with the Supervisory Board, must proceed with the appropriate checks and apply sanctions in proportion to the seriousness of the violation.

With regards to contractual agreements, the Group applies the Textile-Clothing-Fashion Collective Labour Agreement, which includes membership of the SANIMODA supplementary healthcare fund. The fund guarantees additional health benefits compared to the Italian national healthcare system and annual prevention packages (cardiological, gynaecological, dermatological).

GRI 2-28

## 4.6 Territorial relations and support for education

### 2024 highlights

128 kg

Materials donated to schools and social organisations

64 kg

Materials donated to the health sector

In 2024, the Filpucci Group strengthened its commitment to the local community and the education system through initiatives inspired by a circular economy model and oriented towards spreading the culture of reuse. Activities focused in particular on the donation of yarn and textile materials — deriving from production waste or reusable stocks — to educational institutions, health bodies and non-profit associations.

This choice makes it possible to avoid disposing of resources that are still functional, generating a positive impact from an environmental, social and cultural perspective.

### Initiatives carried out in 2024

**Support for education and training:** a total of **128 kg** of yarn and textile materials were donated to higher education and training institutions in the fashion and design sector, including:

- **Institut Français de la Mode** (50 kg)
- **Modartech Institute** (30 kg)
- **CKD Master** (30 kg)
- **Feel the Yarn competition** (8 kg) and its winner (10 kg)

**Support for the health sector:** materials were donated to:

- The **Fondazione AMI Prato NGO** (47.4 kg), to support initiatives related to perinatal care
- The **San Raffaele Hospital** in Milan (16.8 kg), for therapeutic and care activities

These initiatives testify to an approach in which attention to waste reduction is combined with appreciating human capital and building solid relations with the local territory. The aim is to generate shared and lasting value, contributing to the development of skills among the new generations and the well-being of local communities.

## 5 Methodological note

The Filpucci Group's commitment to sustainability is reflected in the preparation of the Sustainability Report 2024 (hereinafter also referred to as the 'Report'), which describes the Group's environmental, social and governance (ESG) impacts, initiatives and progress.

The reporting scope includes Filpucci S.p.A. and its Italian subsidiaries Valfilo S.r.l. and Fiordiluce S.r.l., for the entire year 2024 (1 January - 31 December). Any exceptions or specificities are indicated in the relevant chapters or by means of footnotes.

### 5.1 Reporting Methodology

The Report is prepared with reference to the GRI Sustainability Reporting Standards, updated to GRI Universal Standards 2021.

Data were collected through interviews and GRI forms filled in by internal contact persons in each business area. The information was validated by the Sustainability Team and organised according to the following structure:

- Initial summary with material issues, impacts, risks and opportunities
- Policies and management models adopted
- Actions and projects implemented in 2024 in relation to material issues
- Qualitative and quantitative GRI indicators

The Filpucci Group is committed to annual reporting, with the aim of strengthening dialogue with stakeholders and transparency over time.

### 5.2 Materiality assessment

In accordance with GRI 3 requirements, Filpucci conducted an analysis process to identify material issues based on the actual and potential impacts generated by its business.

The assessment considered:

- The scale, scope and possibility of remediation (for negative impacts)
- The time horizon (short, medium or long term)
- The probability of occurrence for potential impacts

#### Classification of significance:

*Impacts (max 15 points)*

- >11: critical
- 10-11: significant
- 8-9: important
- 5-7: informative
- <5: minimal

In parallel, a qualitative assessment of the corporate relevance of the identified issues was conducted, considering potential risks and opportunities in the ESG context. This analysis, carried out with the support of Cikis Studio, served to integrate a business perspective within the definition of strategic priorities.

GRI 2-1  
GRI 2-2  
GRI 2-3

GRI 2-4  
GRI 2-14

### 5.3 Verification and validation

This Report has not been subjected to independent external verification. However, the process involved:

- Validation of the contents by the Sustainability Team
- Final approval by the Board of Directors

Filpucci intends to progressively strengthen the transparency of its reporting, in line with the new European regulations, and to consolidate responsible and continuous dialogue with stakeholders.

For further information, please write to: [filpucci@filpucci.it](mailto:filpucci@filpucci.it).

# 6 GRI standards correlation table

<b>Statement of use</b>	The Filpucci Group submitted a report with reference to GRI standards for the period 01/01/2024 to 31/12/2024
<b>GRI 1 Used</b>	GRI 1 - Foundation 2021

GRI STANDARD	DISCLOSURE	LOCATION	NOTES/OMISSION
<b>GRI 2: General Disclosures (2021)</b>	2-1 Organisational details	The Group's roots and evolution; Group companies	
	2-2 Entities included in the organisation's sustainability reporting	Group companies; Methodological Note	
	2-3 Reporting period, frequency and contact points	Methodological Note	
	2-4 Restatements of information	Methodological Note	
	2-5 External Assurance	-	This financial statement is not subject to Assurance
	2-6 Activities, value chain and other business relationship	Group companies; Raw materials, recycled yarns and reduced-impact options	
	2-7 Employees	People at the centre: roles and organisation	
	2-8 Workers who are not employees	People at the centre: roles and organisation	
	2-9 Governance structure and composition	New governance and promoting female leadership	
	2-10 Nomination and selection of the highest governance body	New governance and promoting female leadership	
	2-11 Chair of the highest governance body	New governance and promoting female leadership	
	2-12 Role of the highest governance body in sustainability reporting	New governance and promoting female leadership	
	2-13 Delegation of responsibility for managing impacts	New governance and promoting female leadership	
	2-14 Role of the highest governing body in sustainability reporting	New governance and promoting female leadership	
	2-15 Conflicts of interest	New governance and promoting female leadership	
	2-16 Communication of critical concerns	New governance and promoting female leadership	
	2-17 Collective knowledge of the highest governance body	New governance and promoting female leadership	
	2-18 Evaluation of the performance of the highest governance body	-	Confidential information
	2-19 Remuneration policies	-	The process of determining remuneration is defined and shared by the Board of Directors, the HR Director and the General Manager. The basis for each employee's compensation is the National Collective Labor Agreement (CCNL) for the Textile and Clothing sector, with additional reference to market conditions to adjust salaries according to job role, experience, and knowledge of the product or industry, while still maintaining alignment with the company's existing compensation policy
	2-20 Process to determine remuneration	-	
	2-21 Annual total compensation ratio	-	
	2-22 Statement on sustainable development strategy	Letter to stakeholders; The values that guide the company's actions; New governance and promoting female leadership	
	2-23 Policy Commitments	New governance and promoting female leadership	
	2-24 Embedding policy commitments	New governance and promoting female leadership	

GRI STANDARD	DISCLOSURE	LOCATION	NOTES/OMISSION
<b>GRI 2: General Disclosures (2021)</b>	2-25 Processes to remediate negative impacts	The Filpucci Group: strategy, structure, values; Yarn: certifications, traceability, innovation; Responsible processes: energy, resources, logistics; People and territory: support, skills, relationships	
	2-26 Mechanisms for seeking advice and raising concerns	New governance and promoting female leadership	
	2-27 Compliance with laws and regulations	-	During 2023 there were no significant cases of non-compliance with laws and regulations reported, nor significant monetary penalties paid by the Group
	2-28 Membership associations	Territorial relations and support for education	
	2-29 Approach to stakeholder engagement	Methodological note	
	2-30 Collective Bargaining Agreements	-	There were no reported incidents of limitations on freedom of association and negotiation

## MATERIAL ISSUES

<b>GRI 3: Material Topics (2021)</b>	GRI 3-1 Process to determine material topics	Methodological note	
	GRI 3-2 List of material topics	Methodological note	

## WORKER HEALTH AND SAFETY

<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (Chapter 4); Health and safety at work	Data not available (monitoring effectiveness of actions; stakeholders engagement)
<b>GRI 403: Occupational health and safety (2018)</b>	GRI 403-1 Occupational health and safety management system	Health and safety at work	Employees are not covered by an Occupational Health and Safety Management System
	GRI 403-2 Hazard identification, risk assessment, and incident investigation	Health and safety at work	
	GRI 403-3 Occupational health services	Health and safety at work	
	GRI 403-4 Worker participation, consultation and communication on occupational health and safety	Health and safety at work	
	GRI 403-5 Worker training in occupational health and safety	Health and safety at work	
	GRI 403-6 Promotion of worker health	Health and safety at work	
	GRI 403-7 Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	Health and safety at work	
	GRI 403-8 Workers covered by an occupational health and safety management system	Health and safety at work; Summary of performance indicators	Non-employee workers are not covered by an Occupational Health and Safety Management System
	GRI 403-9 Work-related injuries	Health and safety at work; Summary of performance indicators	There were no injuries to non-employees at work
	GRI 403-10 Work-related ill health	-	There have been no occupational illnesses or deaths. The company has not carried out an assessment of potential hazards that, if not controlled, present a risk of occupational illness, however it carefully manages the issue of health and safety as described in the section "Occupational health and safety"

## RESPECT FOR HUMAN RIGHTS

<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (chapter 4); People at the centre: roles and organisation; Diversity, inclusion and equal opportunities	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
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GRI STANDARD	DISCLOSURE	LOCATION	NOTES/OMISSION
<b>GRI 405: Diversity and equal opportunities (2016)</b>	GRI 405-1 Diversity of governance bodies and employees	People at the centre: roles and organisation; Diversity, inclusion and equal opportunities; Summary of performance indicators	
	GRI 405-2 Ratio of basic salary and remuneration of women to men	Summary of performance indicators	
<b>GRI 406: Non-discrimination (2016)</b>	GRI 406-1 Incidents of discrimination and corrective actions taken	-	No incidents of discrimination were reported
<b>ENERGY EFFICIENCY</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (Chapter 3); Investments in energy efficiency and renewables	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
<b>GRI 302: Energy (2016)</b>	GRI 302-1 Energy consumption within the organisation	Summary of performance indicators	
	GRI 302-3 Energy intensity	Summary of performance indicators	
	GRI 302-4 Reduction of energy consumption	-	Data not available
	GRI 302-5 Reductions in energy requirements of products and services	-	Data not available
<b>EMISSIONS</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (Chapter 3); Atmospheric emissions	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
<b>GRI 305: Emissions (2016)</b>	GRI 305-1 Direct (Scope 1) GHG emissions	Summary of performance indicators	
	GRI 305-2 Energy indirect (Scope 2) GHG emissions	Summary of performance indicators	
	GRI 305-3 Other indirect (Scope 3) GHG emissions	Summary of performance indicators	
	305-4 GHG emissions intensity	Summary of performance indicators	
	305-5 Reduction of GHG emissions	Summary of performance indicators	
	305-6 Emissions of ozone-depleting substances (ODS)	-	Data not available
	305-7 Nitrogen oxides (NOx), sulphur oxides (SOx) and other significant air emissions	-	Data not available
<b>PRODUCT SAFETY</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (chapter 2); Traceability and control of chemicals	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
<b>GRI 416: Customer health and safety (2016)</b>	GRI 416-1 Assessment of health and safety impacts of product and service categories	-	Could not be completed due to lack of structured data. Filpucci S.p.A. performs tests to a similar extent on finished yarns and raw materials. However, in patterned yarns, the presence of mixed compositions makes it impossible to calculate the quota for each raw material. On raw materials, tests mainly concern physical parameters (count, fineness, etc.), while chemical-toxicological analyses are sporadic. We have reports from external laboratories, but these are not uniformly quantifiable. The data refers only to Filpucci S.p.A.; Tintoria Fiordiluce and Filatura Valfilo do not perform independent tests.
	GRI 416-2 Incidents of non-compliance concerning health and safety impacts of products and services	-	No incidents of non-compliance were reported

GRI STANDARD	DISCLOSURE	LOCATION	NOTES/OMISSION
<b>CHEMICALS MANAGEMENT</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (chapter 2); Traceability and control of chemicals	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
<b>MANAGEMENT OF RAW MATERIALS</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	Raw materials management; Raw materials, recycled yarns and reduced-impact options	Data not available (policy and commitments; monitoring effectiveness of actions; stakeholder engagement)
<b>GRI 301: Materials (2016)</b>	GRI 301-1 Materials used by weight or volume	Raw materials, recycled yarns and reduced-impact options; Summary of performance indicators	
	GRI 301-2 Recycled input materials used	Raw materials, recycled yarns and reduced-impact options; Summary of performance indicators	
<b>TRAINING AND DEVELOPMENT</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (chapter 4); Training and skills development	
<b>GRI 404: Staff training and development (2016)</b>	GRI 404-1 Average hours of training per year per employee	Summary of performance indicators	
	GRI 404-2 Programs for upgrading employee skills and transition assistance programs	Training and skills development	Data not available (transition assistance programmes to facilitate continuity of employment and management of the end of employment due to retirement or termination)
	GRI 404-3 Percentage of employees receiving regular performance and career development reviews	N.A.	Employees do not currently receive periodic performance and professional development appraisals

**MATERIAL ISSUES NOT DIRECTLY LINKED TO SPECIFIC GRI INDICATORS**

GRI STANDARD	INFORMATION	LOCATION	NOTES/OMISSION
<b>INNOVATION</b>			
<b>GRI 3: Material Topics (2021)</b>	GRI 3-3 Management of material topics	The management model (Chapter 2)	

# 7 Summary of performance indicators

## GRI Disclosure 2-7 - Employees

Total number of permanent/fixed-term employees, broken down by gender

	2023			2024		
	Men	Women	Total	Men	Women	Total
Permanent	87	48	135	79	56	135
Fixed-term	2	4	6	4	1	5
<b>Total</b>	<b>89</b>	<b>52</b>	<b>141</b>	<b>83</b>	<b>57</b>	<b>140</b>

Total number of full-time/part-time employees, broken down by gender

	2023			2024		
	Men	Women	Total	Men	Women	Total
Full-time	89	45	134	83	49	132
Part-time	0	7	7	0	8	8
<b>Total</b>	<b>89</b>	<b>52</b>	<b>141</b>	<b>83</b>	<b>57</b>	<b>140</b>

Total number of employees by employment category

	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	1	0	1	2	0	2
Middle Managers	2	0	2	2	1	3
Office staff	30	18	48	29	21	50
Production staff	56	34	90	50	35	85
<b>Total</b>	<b>89</b>	<b>52</b>	<b>141</b>	<b>83</b>	<b>57</b>	<b>140</b>

Note: During 2024, the total number of employees based outside of Italy was 6, all men hired on permanent contracts: 1 from European Union countries and 5 from non-EU countries.

## GRI Disclosure 2-8 - Workers who are not employees

Total number of other workers by employment category, by gender

	2023			2024		
	Men	Women	Total	Men	Women	Total
Interns	0	0	0	0	0	0
Temporary staff	2	1	3	2	1	3
Collaborators	1	0	1	1	0	1
Partners	3	1	4	3	1	4
<b>Total</b>	<b>6</b>	<b>2</b>	<b>8</b>	<b>6</b>	<b>2</b>	<b>8</b>

## GRI Disclosure 301-1 - Materials used by weight or volume and 301-2 - Recycled input materials used<sup>8</sup>

TEXTILES								
		UOM	2022	of which recycled	2023	of which recycled	2024	of which recycled
Raw Materials	Renewable	kg	915,222.03	25.76%	649,229.07	10.34%	862,004.64	8.84%
	Non-renewable	kg	160,720.01	19.75%	98,035.84	22.52%	137,774.23	41.63%
Semi-finished yarns	N.A.	kg	35,889.96	0%	20,827.18	0%	0	-
<b>TOTAL MATERIALS</b>			<b>1,111,832.00</b>	<b>24.06%</b>	<b>768,092.09</b>	<b>11.61%</b>	<b>999,778.87</b>	<b>13.36%</b>

PACKAGING MATERIALS			
	UOM	2024	of which recycled
Renewable	kg	346,798.56	0.17%
Non-renewable	kg	119,293.74	4.45%
<b>Total</b>	<b>kg</b>	<b>466,092.30</b>	<b>1.27%</b>

Note: Data on packaging are only reported for 2024 because the Group collected data on the materials used for packaging for the first time; as of this year, it is committed to continue in this direction, ensuring the ongoing monitoring of this information.

## GRI Disclosure 302-1 - Energy consumption within the organisation

ENERGY CONSUMPTION												
	2022				2023				2024			
	Natural gas	m <sup>3</sup>	885,837	GJ	35,844.33	m <sup>3</sup>	418,765	GJ	16,944.82	m <sup>3</sup>	715,294	GJ
Diesel	l	1,476	GJ	52.83	l	2,303	GJ	82.43	l	14,563	GJ	521.25
LPG	m <sup>3</sup>	254	GJ	6,027.28	m <sup>3</sup>	510	GJ	12,102.02	m <sup>3</sup>	543	GJ	12,885.09
Electricity	kWh	3,658,355	GJ	13,170.08	kWh	2,985,625	GJ	10,748	kWh	3,278,984	GJ	11,804.34
of which from fossil sources	kWh	3,012,238	GJ	10,844	kWh	2,450,506	GJ	8,822	kWh	2,403,668	GJ	8,653
of which from renewable sources	kWh	338,144	GJ	1,217	kWh	275,085	GJ	990	kWh	269,828	GJ	971
of which from nuclear sources	kWh	100,063	GJ	360	kWh	81,403	GJ	293	kWh	79,847	GJ	287
of which self-generated from renewable sources	kWh	207,910	GJ	748.48	kWh	178,631	GJ	643.07	kWh	525,642	GJ	1,892.31
<b>TOTAL</b>			<b>GJ</b>	<b>55,094.52</b>			<b>GJ</b>	<b>39,877.52</b>			<b>GJ</b>	<b>54,154.20</b>

SALE OF ENERGY												
	2022				2023				2024			
	Electricity	kWh	107,533	GJ	387.12	kWh	127,322	GJ	458	kWh	274,608	GJ

8. At the time of preparation of this Sustainability Report, details of the composition and, consequently, the % recycled content of semi-finished yarns were not available.

CONVERSION FACTORS*			
	UOM	2023	Source
Electricity	GJ/kWh	0.0036	Constant
Natural Gas	MJ/Smc <sup>10</sup>	39.4	Snam <sup>11</sup>
LPG	GJ/t	45.858	Ispra
Diesel	GJ/t	42.873	Ispra

Note: Minor adjustments have been made to the calculation of electricity consumption for the year 2023. The data presented in this Report reflect these corrections and represent the updated reference. The same calculation methodology will be adopted for future annual reporting.

### GRI Disclosure 302-3 - Energy Intensity

INTERNAL ENERGY INTENSITY (TEP/M€)		
	2023	2024
Total energy consumption within the organisation (TEP)	952.6	1,293.7
Turnover (M€)	44.1	41.6
Energy intensity (TEP/M€)	21.6	31.1

### GRI Disclosure 305-1 - Direct (Scope 1) GHG emissions

Direct (Scope 1) GHG emissions	UOM	2023	2024
CO <sub>2</sub> eq emissions	kg CO <sub>2</sub> eq	1,577,454	1,649,677

### GRI Disclosure 305-2 - Energy indirect (Scope 2) GHG emissions

Indirect (Scope 2) GHG emissions from energy consumption (location-based)	UOM	2023	2024
CO <sub>2</sub> eq emissions	kg CO <sub>2</sub> eq	759,518	688,624

Indirect (Scope 2) greenhouse gas emissions from energy consumption (market-based)	UOM	2023	2024
CO <sub>2</sub> eq emissions	kg CO <sub>2</sub> eq	1,560,422	1,401,580

### GRI Disclosure 305-3 - Other indirect (Scope 3) GHG emissions

Indirect (Scope 3) GHG emissions from energy consumption	UOM	2023	2024
CO <sub>2</sub> eq emissions	kg CO <sub>2</sub> eq	18,668,743	25,915,673

Note: The data presented differ from those published in the 2023 Report, as the calculation of Scope 3 emissions has been updated to include emissions related to raw material sourcing.

9. The conversion factors listed were used to convert electricity and fuel values into GJ

10. Smc, Standard Cubic Metre. Correction factor to convert m<sup>3</sup> to Smc 1.027

11. Snam, converter available online: <https://www.snam.it/stoccaggio/strumenti/convertitore.html>. The data were calculated in May 2024 for the 2023 data and June 2025 for the 2024 data, so there is a slight uncertainty in the measurement of the data for 2022 as the specific conversion factor for that year was not available.

### GRI Disclosure 305-4 - Emissions intensity

	2023	2024	2024 vs 2023
<b>Filpucci SpA</b>			
Location based	21.3	83.9	294%
Market based	21.9	85.6	291%
<b>Tintoria Fiordiluce Srl</b>			
Location based	2.5	2.5	0%
Market based	2.7	2.6	-4%
<b>Valfilo Srl</b>			
Location based	0.6	0.5	-17%
Market based	1	0.9	-10%
<b>Gruppo Filpucci</b>			
Location based	10.5	19.8	89%
Market based	10.9	20.3	86%

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

Employees and non-employees but whose work and/or workplace is controlled by the organisation covered by an occupational health and safety management system

	2023		2024	
	N.	%	N.	%
Number and percentage of employees covered by an occupational health and safety management system	141	100	140	100
Number and percentage of employees covered by such a system and subject to an internal audit	0	0	0	0
Number and percentage of employees covered by such a system and audited or certified by an external third party	0	0	0	0

### GRI Disclosure 403-9 - Work-related injuries

Occupational accidents concerning all employees

	2023		2024	
	N.	%	N.	%
Number and rate of deaths as a result of accidents at work	0	0	0	0
Number and rate of occupational accidents with serious consequences (excluding fatalities)	0	0	0	0
Number and rate of accidents at work	3	2.2	0	0
Main types of accidents at work	Spinning department: use of irregular equipment Dyeing: slip		-	
The number of hours worked	140,925		147,862	
The number of working days lost due to accidents at work	27		0	

### GRI Disclosure 404-1 - Average hours of training per employee

	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	0	-	0	4	-	32
Middle managers	0	-	0	0	56	19
Office staff	16	4	12	7	7	7
Production staff	1	3	1	2	3	2
<b>Total</b>	<b>6</b>	<b>3</b>	<b>5</b>	<b>3</b>	<b>5</b>	<b>4</b>

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

Percentage of members of the organisation's governing bodies by gender, age group

GENDER			
	2022 (%)	2023 (%)	2024 (%)
Women	25%	17%	29%
Men	75%	83%	71%

AGE GROUPS			
	2022 (%)	2023 (%)	2024 (%)
<30	0%	0%	0%
30 - 50	75%	67%	67%
> 50	25%	33%	33%

MINORITY/VULNERABLE GROUPS			
	2022 (%)	2023 (%)	2024 (%)
Governing bodies belonging to minority/vulnerable groups	-%	-%	-%

Percentage of employees by employee category, gender, age group and other diversity indicators

AGE GROUPS				
		2022 (%)	2023 (%)	2024 (%)
<b>Executives</b>		2%	1%	1%
	<30	0%	0%	0%
	30 - 50	0%	0%	0%
	> 50	100%	100%	100%
<b>Middle managers</b>		2%	1%	2%
	<30	0%	0%	0%
	30 - 50	50%	50%	67%
	> 50	50%	50%	33%
<b>Office staff</b>		41%	35%	36%
	<30	11%	8%	10%
	30 - 50	41%	41%	38%
	> 50	49%	51%	52%
<b>Production staff</b>		55%	63%	61%
	<30	12%	11%	13%
	30 - 50	45%	52%	33%
	> 50	43%	37%	54%

GENDER				
		2022 (%)	2023 (%)	2024 (%)
<b>Executives</b>		2%	1%	1%
	Men	100%	100%	100%
	Women	0%	0%	0%
<b>Middle managers</b>		2%	1%	2%
	Men	100%	100%	67%
	Women	0%	0%	33%
<b>Office staff</b>		41%	35%	36%
	Men	62%	61%	58%
	Women	38%	39%	42%
<b>Production staff</b>		54%	63%	61%
	Men	43%	63%	59%
	Women	57%	37%	41%

Note: In 2024, there were no employees belonging to minority or vulnerable groups.

Note: 2022 figures refer to Filpucci only.

## GRI Disclosure 405-2 - Ratio of basic salary and remuneration of women to men

Ratio of basic salary and remuneration of women relative to men for each employee category, for significant operation sites

BASIC WAGE RATIO		
	2023	2024
Executives	N/A	100%
Middle managers	N/A	N/A
Office staff	101%	101%
Production staff	65%	65%

REMUNERATION RATIO		
	2023	2024
Executives	N/A	100%
Middle managers	N/A	N/A
Office staff	100%	100%
Production staff	90%	90%

Note: Basic salary = Minimum, fixed amount paid to an employee for performing his/her duties. The basic salary excludes any additional remuneration, such as overtime payments or bonuses.

Note: The ratio was calculated based on the average salary and wage for significant operation sites. The average for female workers was calculated only between Filpucci and Fiordiluce (Valfilo has no employees in this category).

Note: The companies subject to reporting were considered as "significant operation sites".

