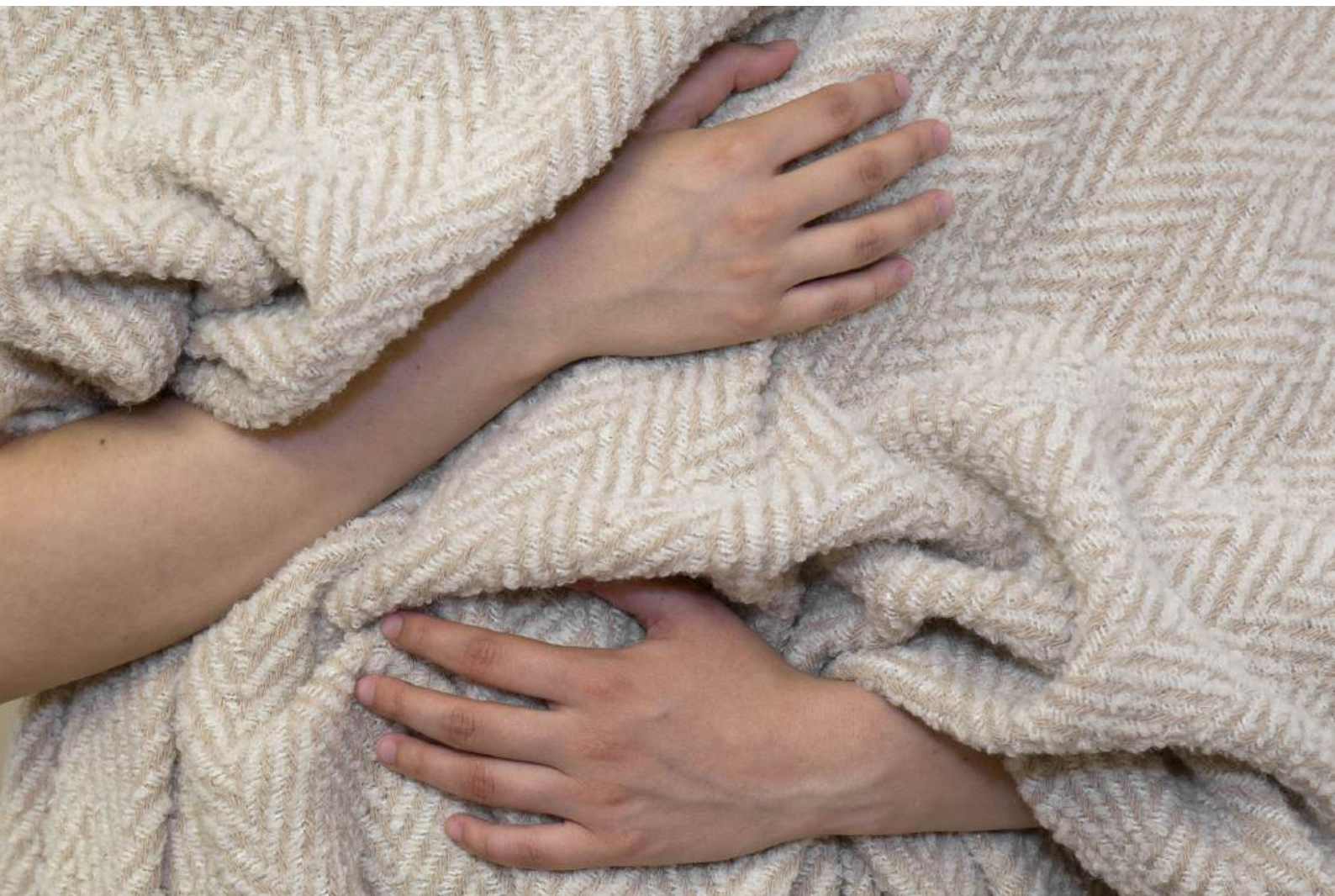


TEXMODA

LET'S MAKE IT

SUSTAINABILITY REPORT 2024





TEXMODA

LET'S MAKE IT

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Letter to stakeholder

In 2024, we decided to take an important step: to publish our first Sustainability Report. We wanted to take a closer look at the impact of our activities, in a clear and structured way, and share it with complete transparency.

This first report was also an opportunity to stop for a moment, understand where we are today and better define where we want to go tomorrow. The analysis of the impacts has provided us with valuable data: not only to evaluate how we are doing on an environmental and social level, but also to build a path of concrete and constant improvement.

Our commitment is clear: we want to monitor the results, act where necessary and do our part to make the entire textile supply chain truly sustainable. We hope that this report can provide a transparent vision of what we are doing, of the next objectives and - why not - become the starting point for an open and constructive discussion with those who accompany us on this journey.

Alberto Pestelli
CEO of Texmoda





CHAPTER 1

Texmoda: history, quality, future

- » Our evolution
- » Our values
- » Excellent fibres and fabrics
- » Quality and certifications
- » Towards a detox textile
- » Life Cycle Assessment (LCA) of our fabrics
- » Gender equality
- » Territory and corporate responsibility



Our evolution



ABOUT US

Texmoda Tessuti S.r.l. has a history that has its roots in over forty years of experience in the textile sector.

In 1999 the company was reacquired, starting a new chapter that saw it quickly establish itself as a point of reference in the production of patterned fabrics, designed exclusively for women. Since then, thanks to a team of expert and passionate professionals, we have been designing and producing 100% Made in Italy, sustainable and high-quality fabrics.



Our collections are presented at the main international trade fairs in the sector and are appreciated by prestigious brands and large purchasing groups, also thanks to the work of our network of specialized representatives.

We produce exclusively in Italy, carefully selecting raw materials and relying on highly qualified external processes. This allows us to guarantee high quality standards, punctual deliveries and the flexibility needed to meet the needs of a constantly evolving market.



Our values

Our **strength** lies in the ability to **combine tradition and innovation**. This is also why today Texmoda is recognized as an **active reality** and an integral part of the Prato textile district.

SUSTAINABILITY



For us, **sustainability** means making choices that reduce the environmental impact of production activities, limiting consumption and designing objects that, thanks to the raw materials used and the manufacturing processes adopted, contribute to **reducing the ecological footprint on our planet**.

Our commitment also embraces the sphere of social sustainability: we cultivate **a corporate culture based on equity, inclusion and respect**, paying great attention to ethical and responsible behavior from a social, legal and political perspective.

MADE IN ITALY



We promote the **excellence of Made in Italy** at an international level through our fabrics produced and distributed all over the world, helping to define **globally recognized standards of quality and design**.

We are a **cutting-edge company** in the textile sector, with **innovative and stylish collections**, designed to best interpret the trends of each season.

HERITAGE



The **Prato district** represents a textile tradition rooted in history, in which artisanal skills are preserved and passed down over time. We fit into this context, promoting the **historical and cultural heritage** of the territory, which constitutes a point of reference in the international textile sector.

Excellent fibres and fabrics

As fabric manufacturers, we are part of the fashion supply chain process, in a sector known for its high environmental impacts and often critical working conditions along the supply chain. To ensure quality and traceability, we use **certified supply chains**, in compliance with the regulations relating to raw materials, whether yarns, raw or dyed fabrics.

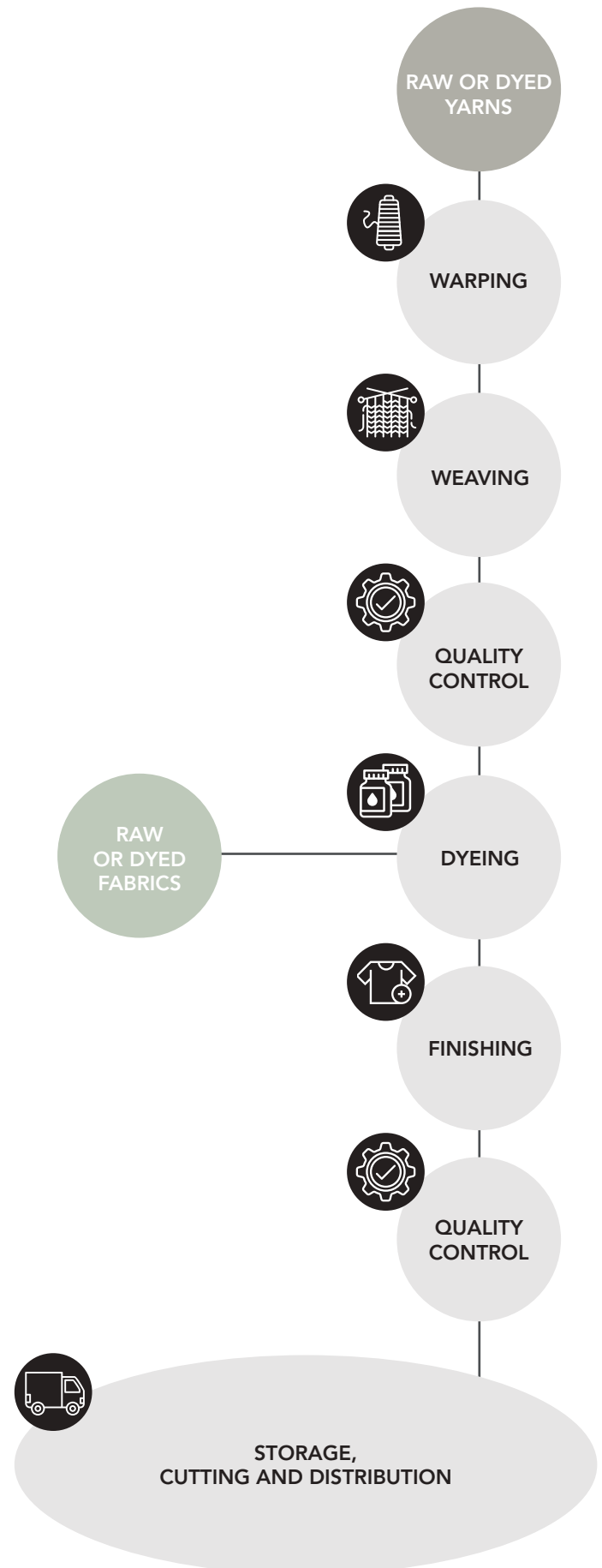
We use **tertiary** dyeing and finishing **processes** for raw or dyed fabrics and the warping, weaving, dyeing and finishing of raw or dyed yarns. In particular, the **finishing techniques** are characterized by a **low environmental impact** because they minimize energy consumption, water use and the use of hazardous substances.

In line with our values of **innovation** and **sustainability**, we have developed and patented an innovative process called "**Finishing method of a textile product and related fabric**", with the aim of improving pilling resistance and making fabrics washable in water. To learn more about this patent, you can scan the **QR code** on the page.

Our **research and development activity** is constantly evolving to respond to trends and customer needs, and the collections are easily accessible through our digital archive.

We operate within the **Prato textile district**, which supports our processes and finishing through an advanced **water purification system** and the **absence of harmful chemicals** used in the processes.

The illustration describes the **stages of the fabric creation process**. In addition to the final stages of storage, cutting and distribution, we take care of the selection of raw or dyed yarns and fabrics upstream.



COMMITMENTS
AND
RESULTS

Quality and certifications

GOALS



We produce **excellent quality fabrics** that not only meet **high standards** but also help protect and improve the entire textile supply chain. **Environmental certifications** are essential tools to ensure **compliance** with **mandatory** environmental **requirements** and, step by step, we are committed to adopting every possible measure to ensure that our fabrics increasingly reflect **our commitment to sustainability**. Our offering includes **natural fibers** such as **wool**, **cotton (including organic)** and **linen**, as well as **viscose** and **recycled materials**, and each fiber or fabric is accompanied by **selected certifications**, in line with the practices promoted by the trade associations to which we belong. As a concrete testimony of our **responsible path**, we report below the **main certifications** that we have adopted.

RECYCLED FIBERS (GRS)

We purchase **GRS** certified materials, which guarantee the **recycled origin** and **traceability of the fibers**, helping to **reduce** the use of **virgin raw materials** and the environmental impact without compromising quality and performance. In addition to **regenerated wool and cotton**, we also use **recycled polyamide** and **polyester yarns** from **PET** and **fishing nets**.

In particular, we use carded fabrics made of **regenerated wool** and **cotton**, obtained from the **recovery of old clothing** and **production waste**, according to a traditional practice of the **Prato textile district**, dating back to the 19th century and linked to the figure of the **rag-and-bone man**.



COTTON (GOTS)

We use **GOTS (Global Organic Textile Standard)** certified cotton, ensuring that the **cotton** is grown **without the use of harmful chemicals** and **reducing the use of pesticides** and **chemical fertilizers**. It also promotes **decent working conditions** for farmers, respecting the soil and contributing to healthier agriculture.



COTTON (OCS)

We also use **OCS (Organic Content Standard)** certified cotton. This certification ensures that the **cotton** used is **organic**, promoting agricultural practices that reduce the use of harmful chemicals. OCS supports a **responsible approach** to both the **environment** and the **working conditions of farmers**.



WOOL (RWS - RAF)

We use **RWS (Responsible Wool Standard)** and **RAF (Responsible Animal Fiber)** certified wool which guarantees **animal welfare** and **responsible land management**.





BCI (Better Cotton Initiative)

The **Better Cotton Initiative (BCI)** is an organization that promotes more **sustainable** and **responsible cotton cultivation**. BCI is committed to improving agricultural practices by **reducing the use of chemical pesticides and fertilizers**, promoting efficiency in the **use of natural resources** and improving the living and working conditions of farmers.



LINEN (European Flax)

We select **European Flax certified flax**, which promotes **cultivation in Europe** according to sustainability and traceability criteria, reducing the environmental impact thanks to the **absence of intensive irrigation** and the **use of chemical pesticides**.



VISCOSE (Canopy - Lenzing Ecovero)

For **viscose**, we use **materials certified by Canopy and Lenzing Ecovero**, ensuring that the fibers are produced **without** contributing to **deforestation** and using **responsible production processes** that reduce environmental impact.



TRADE ASSOCIATIONS

We are a member of the **ASTRI** association (**Italian Recycled Textile Association**), which deals with the valorization and protection of fabrics obtained from pre- and post-consumer recycled raw materials, through production processes with a reduced environmental impact.

Furthermore, we have obtained the **Cardato Riciclato Pratese** certification, which guarantees fabrics composed of at least 70% recycled and reused wool material, produced within a completely traced supply chain and 100% Made in Italy.

Toward a detox textile

We recognize the importance of eliminating hazardous chemicals from production cycles; therefore, we accepted the challenge launched by Greenpeace in 2011 and, in March 2016, we signed the Detox commitment with a group of companies in the Prato textile district, coordinated by Confindustria Toscana Nord, committing ourselves to quality control of raw materials and processes. As an evolution of this project, the **CID – Consorzio Italiano Implementazione Detox** was born, made up of companies in the textile supply chain committed to achieving the objectives of the Greenpeace Detox campaign. On the occasion of the official presentation of the CID, which took place in October 2016, a survey on textile dyes was made public, in which we participated together with 23 other companies in the area. The results of the survey led to the elimination of eight groups of hazardous chemicals from industrial processes. The analysis represents an initial step in a project aimed at examining manufacturing production, with the aim of protecting human health and the environment. Our third-party processes ensure



Link to the Detox project
by Confindustria
Toscana Nord

that we use chemicals that comply with current regulations and are recognized as safe. We are constantly looking for sustainable alternatives to the traditional dyes used in our processes. We have proudly completed the Supplier to Zero (Level 2) self-assessment module, which certifies our commitment to sustainability and compliance of fabrics with ZDHC MRSL standards for chemical safety."

PATENT

102020000023929

04.11.2022



ECOFRIENDLY FINISHING



CID CONSORZIO ITALIANO
IMPLEMENTAZIONE
DETOX

Ø ZDHC

Life Cycle Assessment (LCA) of our fabrics

During 2023, we conducted an environmental study based on the Life Cycle Assessment (LCA) methodology, in compliance with the UNI EN ISO 14044 and UNI EN ISO 14040 regulations, with the aim of identifying the processes most responsible for the environmental impacts associated with the production of three families of fabrics.

The analysis adopted an approach that includes all phases of the product life cycle until it leaves the plant, including both those directly under our control and those indirectly managed through our supply chain.

The study was divided into four fundamental phases. The first phase concerned the definition of the objectives and the scope of application, specifying the purpose of the analysis, the target audience, the boundaries of the system considered and the functional unit. The second phase involved the analysis of the inventory (Life Cycle Inventory – LCI), with the collection and quantification of the input and output flows for each process included in the system analyzed. The third phase involved the impact assessment (Life Cycle Impact Assessment – LCIA), aimed at determining the potential environmental impacts associated with the flows identified for each impact category. The fourth and final phase involved the interpretation of the results, with the aim of drawing conclusions consistent with the initial objectives and identifying any environmental improvement actions.

The analysis was carried out using the SimaPro 9.4.0.3 Analyst software, developed by PRé Sustainability, adopting the "ReCiPe Midpoint (H) V1.12 / Europe Recipe H" evaluation method. The technical processing was entrusted to Next Technology Tecnotessile.

The functional unit was defined as 1 kg of fabric for each of the three families analyzed, characterized by the following compositions: 69% viscose, 29% wool and 2% elastane for the first; 65% viscose and 35% linen for the second; viscose at 71% and acetate at 29% for the third. The study was of the “from cradle to gate” type and therefore included:

The manufacturing of yarns, with quantification of the most relevant energy and material inputs related to these operations;
The purchase of yarns, with quantification of their transportation, from the suppliers’ headquarters to the corporate headquarters of Texmoda Tessuti S.r.l.;

Processes for obtaining the fabric (sizing, weaving, finishing; with detailed specifications for each individual family under study), with quantification of the relevant energy and material inputs for each process; furthermore, given that these operations are carried out by subcontractors, all transportation between the headquarters of Texmoda Tessuti S.r.l. and the subcontractors’ headquarters were quantified.

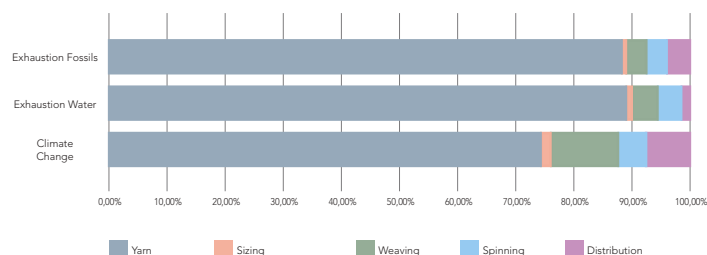
The results of the analysis, assessed in aggregate form and on the basis of average percentage values, indicate that raw materials, in particular yarns, represent the main source of environmental impact, with an average incidence of between 84% and 91%. This contribution is mainly attributable to agricultural activities associated with the cultivation of plants from which the fibres are obtained, or, in the case of wool, to the occupation of the land necessary for sheep grazing.

Among the other inputs with a secondary environmental impact compared to yarns, the electricity consumed represents on average the most relevant item, followed by the use of chemical compounds in production processes, such as dyes and auxiliaries, and the transport of raw materials and semi-finished products. In some cases, exceptions to this trend have been observed, depending on the specificities of the production processes examined.

Fabric type 1 - Viscose 69%, Wool 29%, Elastane 2%



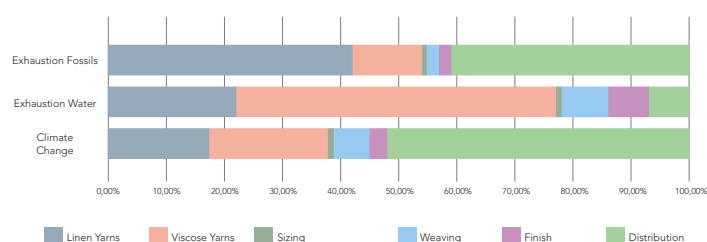
Fabric Type 1 Result - Percentage by Process Phase



Fabric type 2 - Viscose 65%, Linen 35%



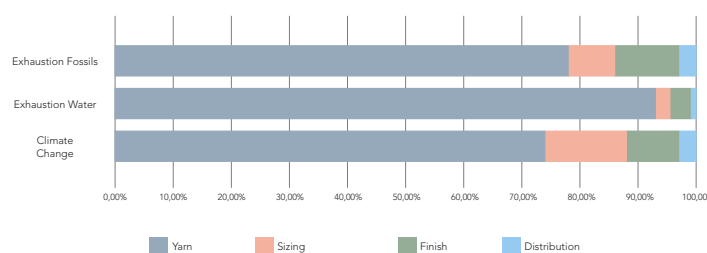
Fabric Type 2 Result - Percentage by Process Phase



Fabric type 3 - Viscose 71%, Acetate 29%



Fabric Type 3 Result - Percentage by Process Phase



Reference unit: 1kg of fabric

FABRIC HAS

Gender equality

Committed to promoting diversity, inclusion and gender equality, we have adopted a management system compliant with the **UNI/PdR 125:2022 certification**. We operate according to this system with an **approach based on impartiality and do not tolerate any form of direct or indirect**, multiple or interconnected **discrimination** relating to gender, age, sexual orientation and identity, disability, health status, ethnic origin, nationality, political opinions, social category and religious faith. Our commitment also includes the removal of cultural, organizational and material obstacles that limit the full expression and valorization of people within the organization.

We adopt **practices** that **remove cultural, organizational and material obstacles**, encouraging the **full expression and valorization of our employees**. Furthermore, we promote **equal opportunities for professional growth** for everyone, **regardless of their role**, and we support business relationships with partners who share the same values of diversity and gender equality.

This policy reaffirms the company's commitment to respect and actively disseminate the principles set out in current legislation,

contractual provisions and international reference standards, including: the **2030 Agenda for Sustainable Development** and the **SDGs objectives**, the **Global Compact** and the **Women's Empowerment Principles** of the United Nations, the **Universal Declaration of Human Rights**, the **United Nations conventions on women's rights**, the **elimination of racial discrimination**, the **rights of people with disabilities**, and the eight fundamental conventions of the International Labour Organization (ILO), including the 2019 ILO Convention on Violence and Harassment.

We have appointed a **Quality Management System Manager (QMS)** to **ensure the implementation and continuous improvement of the system**, and a **Gender Equality** committee monitors progress. On an annual basis, we transparently disclose, through the "Gender Equality" section of our corporate website, information relating to the Strategic Plan for Gender Equality, including metrics and related KPIs that illustrate the progress made towards the established objectives.



NO GENDER

Territory and corporate responsibility

The transmission of skills in the fashion sector represents a central element for the continuity and development of Italian textiles, recognized internationally for quality, innovation and creativity. The involvement of new generations in training courses related to the fashion supply chain allows us to foster the professional and technical growth of figures who are entering a complex, dynamic and strategic sector for the country's economy. With this in mind, we promote various forms of collaboration with schools and universities, with the aim of contributing to the training and enhancement of youth skills, as well as the transmission of knowledge related to Made in Italy.

During 2024, we carried out 9 training projects, employing 70 hours and involving six company figures. These initiatives involved both schools and universities, contributing to the professional growth of young people, and the local community, with the aim of sharing knowledge and skills in the textile and fashion sector.

9

TRAINING
PROJECTS

70

HOURS OF
TRAINING

6

CORPORATE FIGURES
INVOLVED

We have been collaborating for a long time with **IED - European Institute of Design**, based in Florence, with which we carry out an established collaboration that includes **company visits**, **training meetings** and **the supply of fabrics** for the realization of capsule collections. For the academic year 2024-2025, we have been selected as **thesis partners for the Fashion Design course**, a recognition that further strengthens the link with the institute.

With the **Università degli Studi di Firenze**, in particular through the **PIN Foundation of the University Pole of Prato**, we offer students **curricular internship** opportunities. We organize **company visits** both at our company and their university headquarters and give students the opportunity to actively participate in shared projects.

We are also active in the **Design Campus of the University of Florence**, with which we develop **research projects**, offer internship opportunities and participate in the **Steering Committee of the Fashion System**.

We also work with the **ITS MITA - Made in Italy Tuscany Academy**, professional institute in the field of fashion, through the promotion of **curricular internships** at our company. The students involved come from technical training courses run by professionals and managers in the fashion sector.

Finally, **we support the schools of the Tuscan territory** also at **secondary level**, promoting **curricular internships** with the **Tullio Buzzi Institute** for students of "**Textiles, Clothing and Fashion**", in order to facilitate the first contact with the productive reality of the sector.



LET'S MAKE IT

Community Initiatives

In addition to school and university collaborations, we support community initiatives.

We support the project promoted by **Fody Fabrics**, a benefit company and start-up with a social vocation. We contribute by providing our **textile leftovers**, which would otherwise be destined for disposal, for the **production of useful goods** such as life-saving blankets for the homeless, refugees, displaced persons and abandoned animals. The project responds to a dual objective: to **valorize textile waste** by contributing to the reduction of waste and to **offer training and work opportunities to people in disadvantaged conditions**.



We collaborate with **Flo Concept**, a social cooperative composed of people engaged in **professional reintegration paths**. The **gadgets** they make for our company are produced using **waste or surplus materials from Italian textiles**, with attention to the selection of natural and eco-sustainable fibers.



We are proud to be among the supporters of "**Textile Lovers**" of the **Museo del Tessuto in Prato**. This place represents a cultural reference point for the city, capable of inspiring and nurturing creative thinking.

23.903
VISITORS



412
EDUCATIONAL
ACTIVITIES

154
LOCAL SUPPLIERS
INVOLVED IN
EVENTS

For us, supporting the **Museo del Tessuto** means **enhancing the roots and values of our community**, actively contributing to the promotion of an institution that offers quality cultural services, both for citizens and visitors, thus strengthening the image of the city.

Also in 2024 we had the opportunity to participate in the **European project Cre@tive**, created to promote traditional and creative economies through digitalization, **sustainability and international cooperation in the textile, footwear and circular leather goods sectors**. Our contribution materialized in the creation of a capsule collection composed of sustainable fabrics, with a strong visual impact and inspired by the 80s, reinterpreted in a contemporary way.



We are members of **Prato Futura**, a **cultural association** active since 1983, which aims to **provide our members with a future perspective on the Prato district**, anticipating and orienting economic and social evolution through the analysis of political and sociological dynamics and trends. The association serves as a meeting place for entrepreneurs, freelancers, teachers and researchers interested in the future of Prato society.

We participate in the update meetings of the **Cardato Riciclato Pratese project** at **PRISMA – Prato Industrial Smart Accelerator**, a **technology transfer center** dedicated to companies in the textile district.



Fondazione ANT is the largest **non-profit organization** in Italy dedicated to free **home health and social care for cancer patients**. We are proud to support this reality through **donations** and **free supplies of our fabrics**, also used during events such as their **charity dinner**.



Progetto Itaca is a foundation committed to **promoting information, prevention, support and rehabilitation programs** for people with **mental health disorders**. In particular, thanks to the **CucinAbile** initiative, we had the opportunity to live a significant team building experience on the occasion of our **2024 company Christmas dinner**.

This project represents an important **path of social inclusion**, offering young people with mental fragility the opportunity to **grow, acquire autonomy and train professionally** in the restaurant sector, with the aim of promoting **job placement**. During the activity, the kids not only took care of preparing and serving the dishes, but also shared the dinner with us, helping to create a **family atmosphere**, in the name of **sharing and solidarity**.

In addition to participating in the dinner, we also support Progetto Itaca through **charity activities**, contributing in a concrete way to the realization of their projects in **support of mental health**.





TEXMODA

CHAPTER 2

OUR SUSTAINABILITY PATH

- » Stakeholders First
- » Our Relevant Themes
- » The Sustainable Development Goals



SUSTAINABILITY

Since 2016, when the topic of environmental and social responsibility began to gain global attention, we have undertaken our commitment to a greener future, applying it to the textile sector. Over the years, we have progressively integrated ethical and environmentally friendly practices into every aspect of our business, making these principles a fundamental value.

In 2024, we started a corporate renewal process, placing the care of the environment and people at the center of our strategic choices and further consolidating our commitment. The activities included the identification of the main stakeholders, the definition of the material topics through a materiality analysis and the identification of the Sustainable Development Goals (SDGs) that Texmoda intends to pursue.

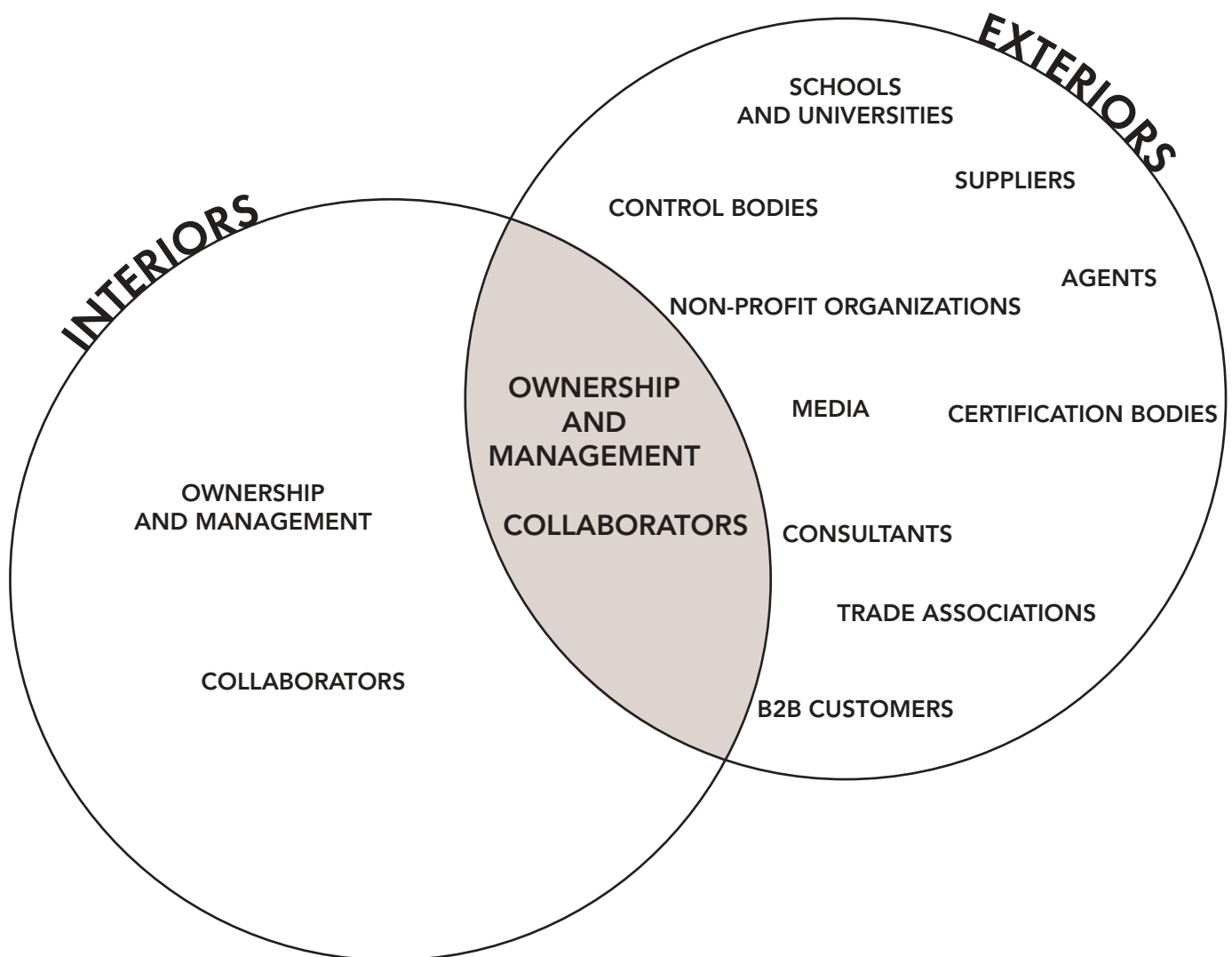
Stakeholder first

The first phase of the process involved mapping stakeholders, with the aim of identifying and understanding all the actors who, directly or indirectly, influence or are influenced by company activities.

Stakeholders are individuals, groups or organizations that have an interest in company decisions, operations and results. They are divided into internal stakeholders, consisting of the owners and collaborators who operate within the organization, and external stakeholders, represented by B2B customers, suppliers, consultants, schools, universities and certification bodies with which the company interacts from the outside.

For each of them, the expectations towards Texmoda were hypothesized and the ways in which Texmoda responds to these expectations were evaluated. Further details are available in the methodology adopted.

Among these, we identified the **key stakeholders**, i.e. those subjects who show a high level of influence and interest in our activities.



In 2025, a stakeholder engagement process will be launched aimed at understanding stakeholders' vision of the company in relation to the impacts generated and the management of activities.

Our relevant topics

For the drafting of our first Sustainability Report 2024, we adopted a structured methodology for the identification of material topics, i.e. the topics that represent the most significant impacts for Texmoda Tessuti S.r.l. These impacts include the effects, positive or negative, current or potential, that our activities and commercial relationships can generate on the environment and society. This process, known as **impact materiality analysis**, allowed us to identify, evaluate and select the most relevant topics both for our organization and for our stakeholders, with respect to the three areas of relevance: environmental, social and governance.

PILLARS	OUR TOPICS OF IMPACT	DESCRIPTION	THE INTERVENTIONS WE HAVE IMPLEMENTED
ENVIRONMENTAL	Waste management	We adopt practices aimed at minimizing waste, promoting recycling and safe disposal of materials.	• Collection and recycling of fabric waste; • Donation of textile leftovers to the Benefit Fody Fabrics company for the creation of life-saving blankets; • Collaboration with Flo Concept for the creation of gadgets, promoting the reintegration of people into the world of work; • Management of hazardous chemical waste through certified operators.
ENVIRONMENTAL	Sustainable packaging	We adopt packaging solutions that reduce environmental impact, favoring recyclable materials.	• Adoption of eco-friendly packaging in Eco-Ever recycled plastic and FSC certified paper.
ENVIRONMENTAL/SOCIAL	Traceability and responsible management of the supply chain	We ensure transparency and accountability throughout the supply chain.	• Collaboration with certified suppliers and third parties; • Constant monitoring of the origin of raw materials; • Product and process certifications: GRS, GOTS, OCS, RWS, European Flax, BCI, Lenzing Ecovero, Canopy.
SOCIAL	Welfare of workers	We are committed to ensuring safe, dignified and stimulating working conditions for all our collaborators.	• Continuous training and personal development of our collaborators; • Implementation of workplace safety measures and constant monitoring of health and prevention standards.

PILLARS	OUR TOPICS OF IMPACT	DESCRIPTION	THE INTERVENTIONS WE HAVE IMPLEMENTED
SOCIAL	Gender equality	We promote gender equality in all areas of the company.	• UNI/PdR 125:2022 Certification for Gender Equality; • Support for women's empowerment and valorization of diversity; • Promoting inclusive culture to enhance uniqueness; • Disclosure of the principles established by current legislation, contractual provisions and standards issued by the relevant international organizations.
SOCIAL	Support and development of the local community	We actively support the territory in which we operate, contributing to the social and economic growth of the local community.	• Collaboration with fashion institutes and schools encouraging youth creativity; • Promoting the local textile heritage by supporting the Textile Lovers of Museo del Tessuto; • Valorization of Made in Italy and recycled and reused wool materials thanks to the initiative of Cardato Riciclato Pratese.
GOVERNANCE	Process Innovation	We invest in research and development of innovative solutions to improve efficiency.	• Process patent "Method of finishing a textile product and related fabric".
GOVERNANCE	Business ethics	We adopt ethical behaviors in all business activities.	• Code of Ethics and Conduct; • Preventing unfair practices by adopting a whistleblowing policy; • Clear and transparent communication with customers and suppliers.
GOVERNANCE	Customer Satisfaction	We meet the needs of our customers.	• Constant customer support and offering customized solutions; • Collect and analyze customer feedback.

The Sustainable Development Goals

The **Sustainable Development Goals** (SDGs), defined by the **UN** in the **2030 Agenda**, represent for us a fundamental guide to address the global challenges related to sustainable development. Divided into **17 points**, these objectives aim to promote economic prosperity, social well-being and environmental protection, encouraging inclusive and responsible growth on a global scale.

We are inspired by these principles by integrating them into our business strategies and daily activities, contributing concretely to the achievement of the SDGs through our actions and projects.

SUSTAINABLE DEVELOPMENT GOALS



SDG SELECTED	TARGET	GOAL	YEAR OF ACHIEVEMENT
SDG 5: Gender equality	5.5 Ensure women's full and effective participation and equal leadership opportunities at all levels of decision-making in political, economic and public life.	Promoting specific training for female staff on managerial and decision-making skills to help prepare them for future leadership positions.	2026
SDG 8: Decent work and economic growth	8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for youth and persons with disabilities, and equal pay for work of equal value. 8.8: Protect labour rights and promote a safe and secure working environment for all, including full employment migration and decent work for all men and women.	- Promoting psychological well-being through the implementation of dedicated programs, including the possibility of collaborations with organizations and associations specialized in mental health; - Hiring at least one young collaborator every 2 years; - Continuing to collaborate with companies with a social vocation; - Always staying up to date on the subject of personal protective equipment (PPE).	2027
SDG 10: Reduced inequalities	10.2: Strengthen and promote the social, economic and political inclusion of all, including those at the margins, and in particular women, indigenous people, children, people with disabilities and older people.	Expand inclusive hiring policies, also involving refugees and people from fragile social contexts, through training and job placement paths.	2030
SDG 12: Responsible consumption and production	12.5: By 2030, substantially reduce waste generation through prevention, reduction, recycling and reuse.	- Create periodic reports to track progress in waste reduction and recycling; - Increase the share of certified or recycled raw materials and semi-finished products purchased up to 40%.	2028
SDG 13: Climate action	13.2 Integrate climate change measures into national policies, strategies and planning.	Reduce the purchase of energy from non-renewable sources, favoring suppliers that guarantee energy from certified renewable sources.	2028



CHAPTER 3

BUSINESS ETHICS

- » Introduction
- » Customer Relationship
- » Supply Chain
- » Our Organizational Structure
- » Corporate Ethics
- » Market Connection

Introduction

The principles that guide our business conduct are defined in the document **"Principles and Policy on Business Conduct"**, valid for all staff, including internal and external collaborators.

This document includes our **Code of Ethics and Conduct**, published in **2023**, through which we formalized our adherence to the main international standards on human and labor rights. In particular, we refer to the conventions of the **International Labor Organization** (ILO) and the regulations of national collective bargaining.

This Code establishes respect for fundamental labor rights, promoting decent employment conditions, the principle of non-discrimination and equal opportunities for all, with particular attention to vulnerable groups.

Our commitment also extends to the protection of consumers and customers, with the aim of guaranteeing the quality and

reliability of our products. To this end, we adopt transparent and responsible communication and marketing criteria, and we ensure that sensitive data is used in a conscious, correct and secure manner.

In line with our values, **we firmly oppose any form of corruption and bribery**. To strengthen this position, we have activated an anonymous and easily accessible reporting system (**Whistleblowing**), via a dedicated email address, designed to collect reports of illicit or unethical behavior.

Finally, we have adopted a **Management and Control Model compliant with Legislative Decree 231/2001**, a fundamental tool for preventing crimes that may be committed, even indirectly, by individuals who operate in the interest or to the advantage of the company.

Code of Ethics
and Conduct



Management and
Control Model 231/2001



Protection of
consumers and
customers



Channel
Whistleblowing



0

Complaints for violation
of privacy in 2024

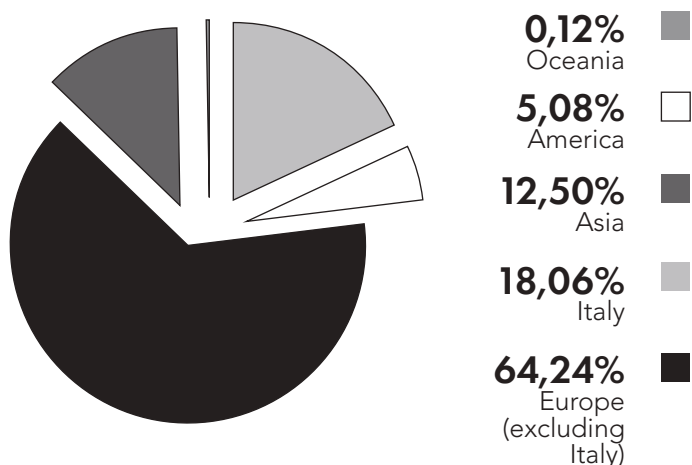
100%

Product conformity

Customer relationship

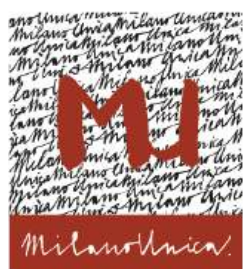
The geographical distribution of customers is mainly concentrated outside of Italy, with a percentage of 81.94%, while in Italy it is recorded 18.06%. The graph below represents the subdivision by continent.

Customer breakdown by geographic area



Our commercial strategy is based on a **direct and targeted approach**, aimed at strengthening our presence on the market and ensuring high standards of compliance and safety in the products and services offered to customers. We acquire our customers mainly through **participation in trade fairs** and through direct contacts managed by our commercial team.

In 2024, we took part in several international events, including **Milano Unica** and **Link 27 / Link 28** in **Milan**, **Monaco Fabric Start** in **Monaco**, **NM 12 / NM 13** in **Paris**, **STIB** in **Barcelona**, and **JITAC** in **Tokyo**. Organized twice a year, these textile fairs offer the opportunity to present the Fall/Winter or Spring/Summer collections, depending on the period.



WHAT'S
GOING ON



We manage the **customer satisfaction process** through our back office sales team, which accompanies the customer in all phases, from the first sampling to the production shipment. We maintain constant contact with our customers via email, telephone and instant messaging, offering continuous support and ensuring efficient management of requests. The management of **complaints** and **returns** also follows a structured process, starting from the sales team and arriving, if necessary, to the CEO. For the most important customers, some commercial contracts are followed directly by the CEO and the sales management.

All our **products** have been assessed for **impacts on customer health and safety**, with a **100% compliance rate**.

The supply chain

GRI 308

GRI 414

The selection of suppliers is carried out through a rigorous process that guarantees compliance with **environmental, social and quality standards, promoting transparency and traceability throughout the entire production cycle**. The choice of suppliers is based on the possession of certifications relating to both raw materials and production processes, the maintenance of which is regularly verified.

The environmental criteria adopted are those provided for by the **GRS, GOTS, OCS, RWS, European Flax, Lenzing Ecovero, FSC** and **Canopy** certifications. Likewise, the social criteria applied correspond to those defined by the **UNI/PdR 125:2022** certifications and **sustainability certifications**.

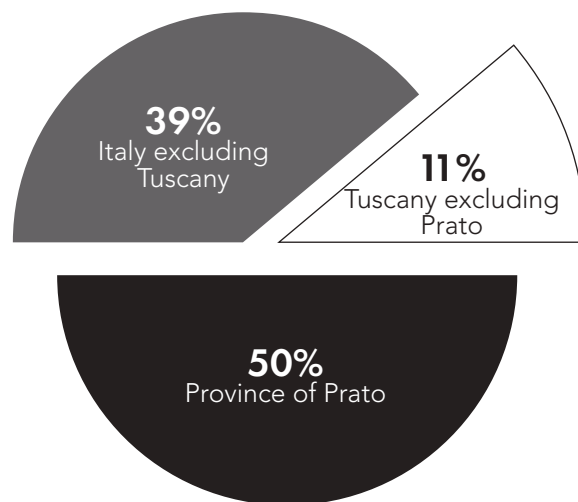
With regard to the GOTS certification, we have implemented an internal **due diligence** system, compliant with the **GOTS version 7.0** standards aimed at identifying, preventing, mitigating and reporting the actual or potential negative impacts on human rights, workers' rights, the environment and ethical behavior along the entire supply chain. The management of the due diligence system is entrusted to a responsible figure, charged with ensuring the progressive integration of responsible corporate behaviors and the maintenance of the expected standards.

All of our suppliers come **from Italy**. **50%** of the suppliers are located in the **province of Prato**, representing **29% of the costs incurred** for the purchase of raw fabrics and yarns. A further **11%** of the suppliers come **from Tuscany**, excluding the province of Prato, with an incidence of **11% on the total costs** incurred for the purchase of raw fabrics and yarns. Finally, **39%** of the suppliers come from **other Italian regions**, excluding Tuscany, and contribute **14% of the purchase costs**.

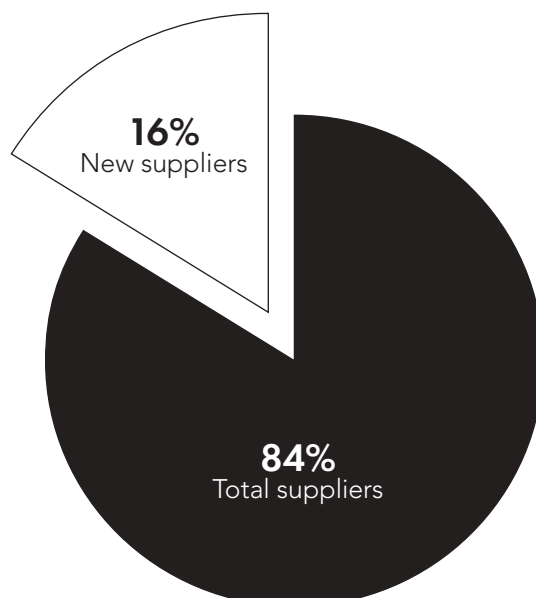
With regard to the type of materials, **suppliers of conventional and certified yarns** represent **38.24%** of the total costs, while **suppliers of raw fabrics** constitute **61.76%** of the total costs incurred.

In 2024, no cases of **non-compliance** were found among suppliers during audits.

Breakdown of suppliers by geographical area



Number of new suppliers



Our organizational structure

Our organizational structure is **horizontal**, characterized by a small number of hierarchical levels. The company is led by **two managing directors**, both partners. One of the two partners, as the majority shareholder, has overall responsibility for company management, while the other specifically deals with commercial matters.

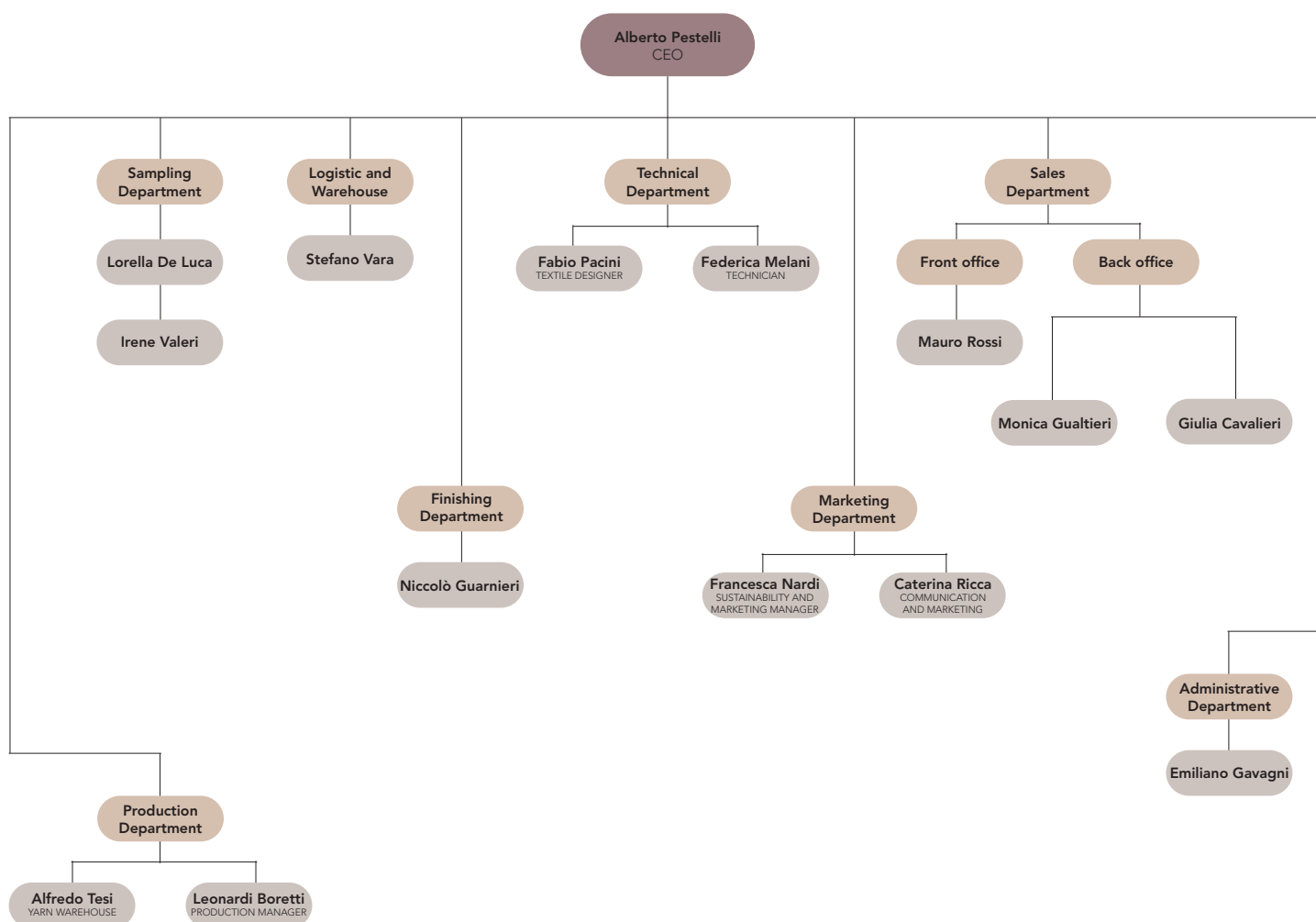
The various company functions are divided into departments with specific skills. The **Product Department** coordinates and supervises textile production, ensuring compliance with quality standards and deadlines. The **Sampling Department** develops and manages textile samples for new collections. The **Logistic and Warehouse Department** manages the storage and distribution of fabric rolls, while the **Finishing Department** performs the final treatments on fabrics, ensuring their quality and compliance with the required specifications. The **Technical Department** provides technical support for production processes, while the **Marketing Department** takes care of corporate promotion and communication through social media and participation in trade fairs.

The **Sales Department** manages orders, entering them into the system and collaborating with the warehouse, logistics department and administration to ensure correct fulfillment of requests. Finally, the **Administrative Department** supervises and organizes the company's administrative activities.

With regard to diversity within corporate governance, the **Board of Directors (CDA)** is composed of two men aged >50.

The sole auditor and auditor is a woman between 30 and 50.

The management of environmental and social aspects is entrusted to a **manager** who supervises the continuous monitoring and evaluation of progress, communicating the results to stakeholders in a clear and effective way. She is also responsible for keeping all the documentation necessary to ensure the renewal of yarn certifications updated.



Corporate ethical principles

GRI 205

GRI 418

Respect for ethical principles and the promotion of **regulatory compliance** are essential values for our company.

During the year, there were **no cases of non-compliance** that resulted in fines, sanctions, warnings or violations of self-regulatory codes. Furthermore, in 2024, no complaints were received regarding **violations of customer privacy**. Likewise, there were no **cases of corruption** or other violations.

Furthermore, we obtained **two stars in the legality rating** issued by the **Competition and Market Authority**, a recognition that identifies us as a company that respects the regulations and principles related to business management, with particular attention to **transparency**, **competition** and **correctness** in corporate behavior.



2 out of 3 stars
in the AGCOM legality rating

Connection with the market

We are actively present on **social networks**, where we share information about the different projects with the social cooperatives, the events in which we participate, the fairs in which we are involved, our fabrics and details related to the certifications we obtain.

We use keywords that reflect our values and our commitment to the sector, including **Made in Italy**, **sustainability**, **fabrics**, **fashion**, **quality**, **textile industry** and **the district of Prato**. These are keywords that allow us to strengthen our market position and communicate effectively with our customers. In addition, our textile labels provide complete and transparent product information. Each label shall bear the name of the fabric, its composition, weight, washing instructions and, if any, the certificates obtained, which are clearly indicated by means of an identification stamp.

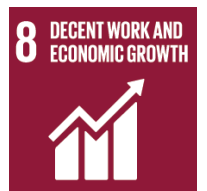




CHAPTER 4

WE VALUE OUR COLLABORATORS

- » Introduction
- » Business Demographics
- » Employment Dynamics
- » Inclusion and Diversity
- » Development and Training
- » Health and Well-Being at Work



Introduction

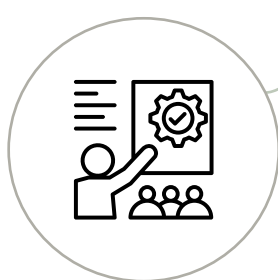
People are truly at the **center of our corporate vision**. All our actions are inspired by **fundamental values** such as **diversity, equity, inclusion** and the **valorization of the individual**.

On these bases, we are committed daily to **promoting ethical and responsible behavior**, both from a social point of view and in the legal and political sphere.

In a clear and determined way, **we condemn all forms of**

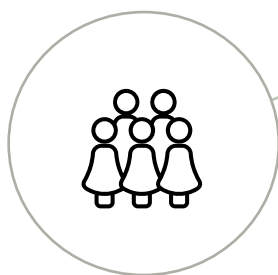
discrimination. On the contrary, **we proudly support gender equality**, a value that also finds concrete expression in the **significant female presence within Texmoda**.

Our work environment is built on **mutual respect** and **care for people**, values that are not only declared, but also officially recognized: proof of this is the achievement of the **UNI/PdR 125:2022 certification**, which attests to our concrete commitment to gender equality.



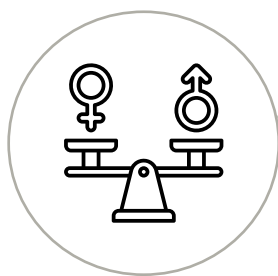
9 HOURS

of training provided to collaborators on environmental management and sustainability in 2024



56%

of total employees are women in 2024



Management system adoption
UNI/PdR 125:2022



2

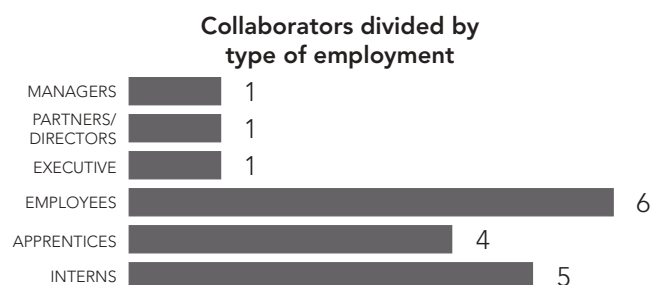
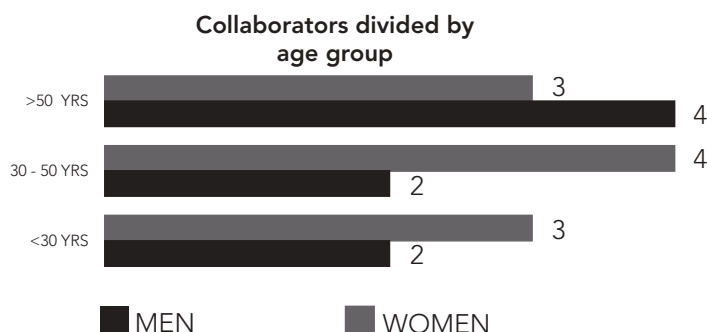
new employees hired in 2024

Business demographics

As of December 31, 2024, our workforce consists of a total of **18 people**, divided into **16 collaborators**, **one manager and one managing partner**. The gender distribution within the company is **44% men** and **56% women**.

The organizational structure includes: 1 manager, 1 managing partner, 1 executive, 6 employees, 4 workers and 5 interns.

33% of collaborators are **between 30 and 50 years old**, divided into 11% men and 22% women. **39%** of collaborators are **over 50 years old**, while **28%** are **under 30 years old**.



Employment dynamics

GRI 401

GRI 405

In 2024, **two new employees** were hired, one in the <30 age group and one in the >50 age group, both **men**.

In parallel, in 2024 we recorded **3 terminations**, all referring to **male collaborators**, equally distributed among the age groups: one under 30, one between 30 and 50, and one over 50. The departures occurred due to resignations or contractual transformations. The turnover rate, which expresses the percentage of terminated collaborators compared to the total workforce, stands at **27.78%**. The compensation rate, which indicates the degree of replacement of departures through new hires, is equal to **66.67%**.

The entire workforce benefits from **health coverage**. In addition, partners, directors, managers and executives have life insurance.

A corporate welfare plan is guaranteed within Texmoda which includes the provision of vouchers that can be used for online or large-scale retail purchases. These benefits are granted twice a year to interns, apprentices, employees and workers on the occasion of the holidays. Partners and directors use company cars and, together with managers, hold a **shareholding** in the company. Company benefits are also extended to part-time workers.

All employees are entitled to **parental leave**. However, during 2024, no one took advantage of it.



Inclusion and diversity

GRI 405

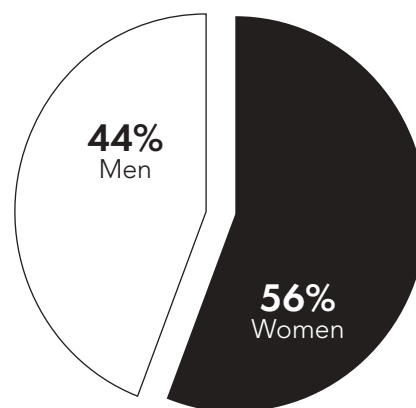
GRI 406

In 2024, the distribution of the workforce by contractual category and gender recorded a total of 18 units, of which **94% with full-time contracts and 6% part-time**. Among the full-time employees, **44% are men** and **56% are women**, while the share of part-time workers represents 6% of the female staff.

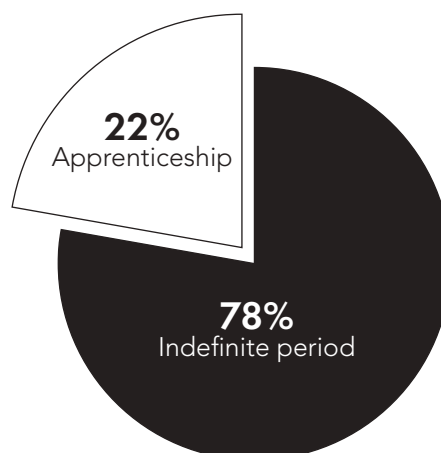
With regard to contractual types, **78%** of the staff is hired with a **permanent contract**, while **22%** is an **apprentice**.

In terms of nationality, **94%** of the employees are Italian citizens, while the remaining **6%** come from other European countries, excluding Italy.

All 16 employees are covered by collective bargaining agreements, representing **89%** of the company's total workforce. The National Collective Labor Agreement (CCNL) applied is that of the **textile-industry sector**. Furthermore, 2 employees are represented by a trade union organization.



Collaborators divided by type of employment



Development and training

GRI 404

In 2024, we paid **great attention to training**, with a total of **367 hours provided**, distributed across various topics and professional profiles. The training path was led by **office workers**, with **133 hours** attended during the year, followed by **apprentices** and **workers**, with **95** and **65 hours** respectively.

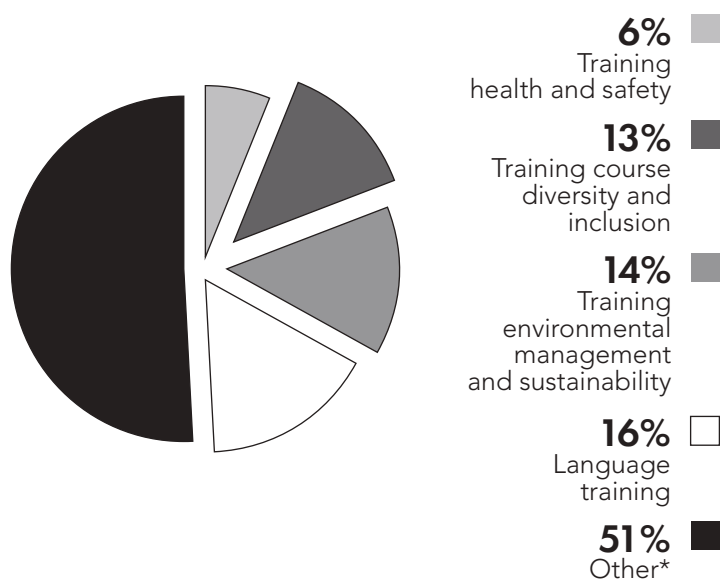
On average, **each employee** benefited from **20.39 hours** of training. Looking more closely, **female employees** attended an **average of 21.10 hours**, while their **male colleagues** stood at **19.50 hours**.

The contents range from **health and safety at work** to **language training**, passing through increasingly central themes such as **diversity & inclusion** and **environmental sustainability**. On the latter, we delved into sessions on the Better Cotton Initiative (BCI), courses on sustainability aimed at customers, and meetings dedicated to audits and certifications.

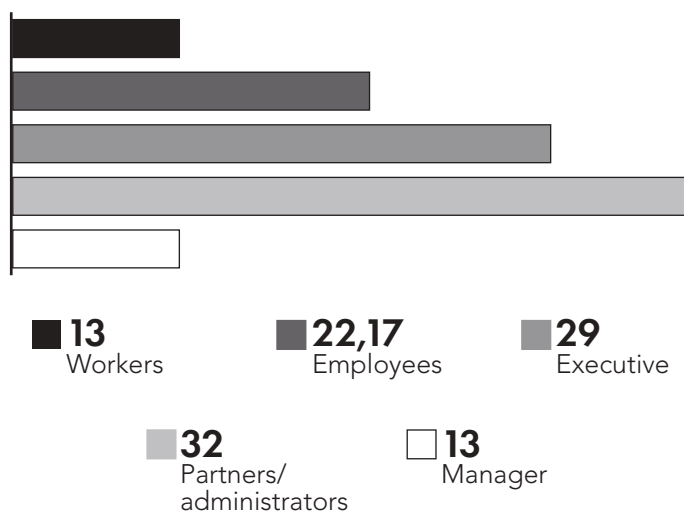
There was also no shortage of training sessions on more operational tools and skills, such as **TeamSystem**, **Digital Export Management**, **specialized webinars**, **Inditex customer management** and **market trends**, which together totaled **32 hours in total**.



Type of training provided



Average number of training hours by professional category



* TeamSystem, digital export management, various webinars, trends and Inditex customer management

Health and well-being at work

GRI 403

With reference to the management of health and safety in the company, Texmoda has a **Risk Assessment Document (DVR)** compliant with Legislative Decree 81/2008. The DVR is constantly updated in collaboration with the external Prevention and **Protection Service Manager (RSPP)**, taking into account the different tasks performed by workers and the related risks to which they are exposed. The RSPP periodically monitors compliance with the provisions contained in the **DVR** through company inspections and during the annual meeting with the employer, the competent doctor, the Workers' Safety Representative (RLS) and the Supervisory Body. All collaborators are informed and periodically updated on mandatory training courses, including first aid, fire prevention and training for forklift drivers.

With regard to **occupational medicine**, an external competent doctor and a safety expert have been identified, who carry out visits to the company for training and updating in the event of new regulations or procedural changes.

Starting from the end of 2024, a system has been implemented

to guarantee the confidentiality of workers' health information. Each employee can independently download their medical report via the Synlab portal, while only the document containing the assessment of suitability or unsuitability for the job is sent to the company.

With regard to **internal communication on health and safety**, management directly provides employees with all relevant information, including provisions relating to the management of common areas. Internal communication takes place via a company notice board, where the relevant documents are posted, which employees are required to sign individually.

In 2024, there were **no accidents** on the way to or from work or with serious consequences. A total of **31.245 hours** were worked, of which **15.361 hours by men** and **15.884 by women**.





CHAPTER 5

COMMITMENT TO THE ENVIRONMENT

- » Introduction
- » Selected materials
- » Energy efficiency
- » Water resources
- » Waste



Introduction

We carefully select the raw materials used and monitor the environmental impact of production activities. The process includes the involvement of personnel through continuous training programs and specific awareness-raising initiatives on environmental issues. Collaboration is reserved exclusively for qualified suppliers who operate in compliance with current environmental regulations and share the principles and objectives of the corporate vision.

Our Environmental and Chemical Policy, an integral part of the Principles and Policy on Corporate Conduct, formalizes our commitment to controlling consumption and emissions, responsible waste management and the conscious use of chemical substances in the production processes adopted by our subcontractors.

In 2019, we joined the HIGG Index protocol (FEM 2023), a self-assessment tool that allows our plants to measure and standardize environmental performance annually, analyzing aspects such as energy and greenhouse gases, water use, waste water, atmospheric emissions, waste and management of chemical products. In a complementary perspective of reducing environmental impact, we also collaborate with DMiX Color Digital System, a platform that allows 3D digitalization of products and uniform color management, reducing the use of physical samples and the margin of error, with a consequent reduction in waste production.

30%
of certified yarns
purchased

5.200 kWh
of electricity
purchased from
renewable sources

27.155 kg
of recycled paper
used in 2024

1.775 kg
of recycled plastic
used in 2024

82%
of raw fabrics
certified purchased
in 2024

13.975 kg
of waste produced
in 2024

Selected materials

GRI 301

In the selection process of raw yarns and fabrics, we follow **purchasing criteria** that respond to a logic of environmental sustainability and social responsibility.

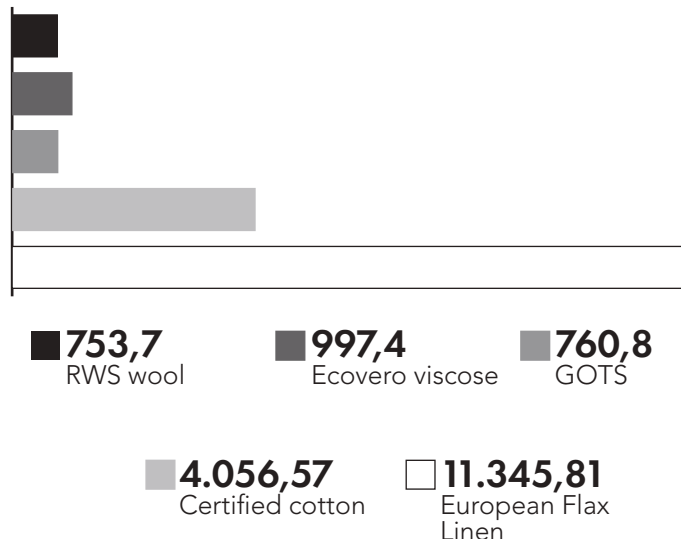
The choice of raw materials is oriented towards those with a **reduced environmental impact**, favoring **natural and vegetal materials** such as cotton, viscose, wool and linen, which are notoriously **more easily biodegradable and less polluting than synthetic fibers**.

To support this approach, we have drawn up a **Certified Product and Process Management Manual** that describes in an operational way how certified materials are managed throughout the supply chain, ensuring traceability, compliance and consistency with recognized environmental and social standards.

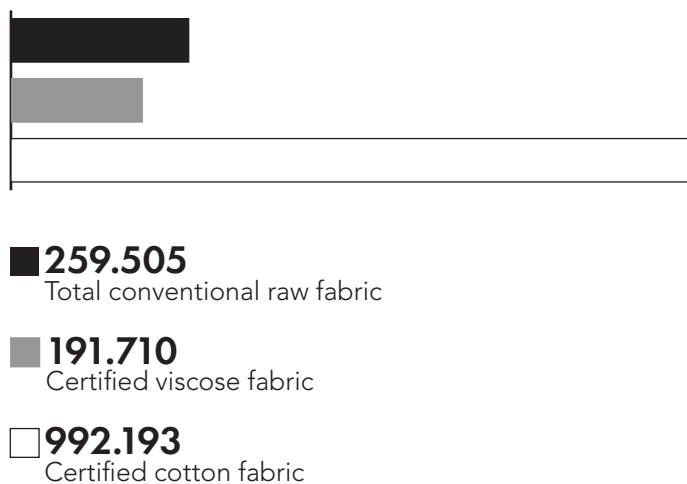
During 2024, we purchased a total of **135.088,77 kg** of yarn, of which **40.848,26 kg** certified (equal to **30%** of the total) and **94.240,5 kg** of conventional yarn (equal to **70%**).

Our supply includes, in addition to yarns, raw fabric intended as semi-finished product, for a total of **1.443.411 kg**. Of these, **992.196 kg** are made up of certified cotton fabrics and **191.710 kg** of certified viscose fabrics, equal to 82% of the total. The remaining **259.505 kg** are represented by conventional raw fabrics.

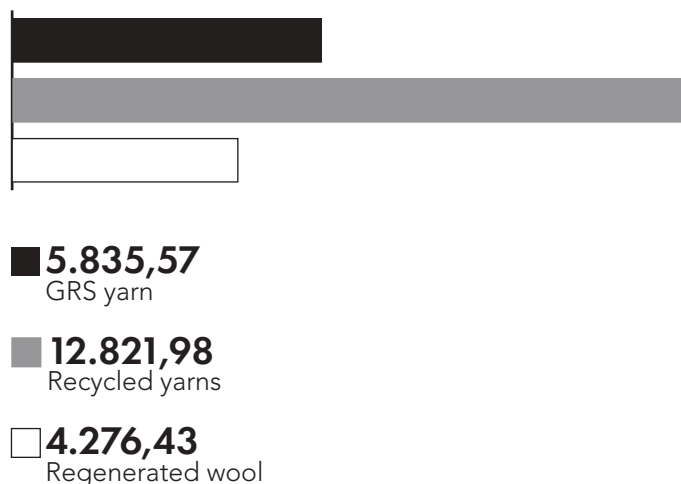
Certified yarns (kg)



Raw fabrics (kg)



Recycled/regenerated yarns (kg)



We also use sustainable materials for packaging to protect and care for fabrics during the various stages of transport. In 2024, we used **1.775 kg of recycled plastic film** to package fabrics ready for shipping. In addition, the headers for the presentation of products showing the technical specifications, paper used inside the offices, brochures, presentations, the choice sheet and folders are made of **FSC certified paper**, with a total consumption of **27.155 kg**.

Energy efficiency

GRI 302

We monitor our energy consumption every two months by analyzing the bills relating to the service. The electricity purchased amounts to a total of **52.000 kWh**, of which **5.200 kWh** (10%) from renewable sources. At the same time, the electricity self-produced through our photovoltaic systems amounts to **110.000 kWh**, entirely destined for sale to our Energy Services Manager (GSE). As for thermal energy, we purchase **12.838 Smc** from non-renewable sources.

Overall, the company fleet is more oriented towards diesel vehicles with three cars and three diesel trucks and one petrol.

Energy intensity represents an indicator for evaluating the efficiency of energy use in relation to the main company parameters. For the year 2024, total energy consumption was **52.000 kWh**.

In relation to the number of collaborators, the energy used is **2.888.89 kWh** per collaborator, while for each square meter of company surface the consumption amounts to **20.00 kWh** per square meter.

Analyzing the relationship between energy consumption and hours worked, a value of **1.66 kWh per hour worked** is found. Finally, with respect to production, the energy intensity per meter of fabric sold is **0.08 kWh per meter of fabric sold**.

Energy consumption, purchase and production	UoM	2024
Electricity purchased	kWh	52.000
of which renewable source		5.200
of which non-renewable source		46.800
Self-produced electricity		110.000
of which renewable source		110.000
Electricity sold		110.000
produced from renewable sources		110.000
Total electricity consumption		52.000

Water resources

GRI 303

All water withdrawals necessary for our business activities come exclusively from the **municipal aqueduct**, with a total of **90 cubic meters** in 2024. The water withdrawn is used exclusively for **civil purposes**, intended in particular for the toilets of our headquarters.

GRI 306

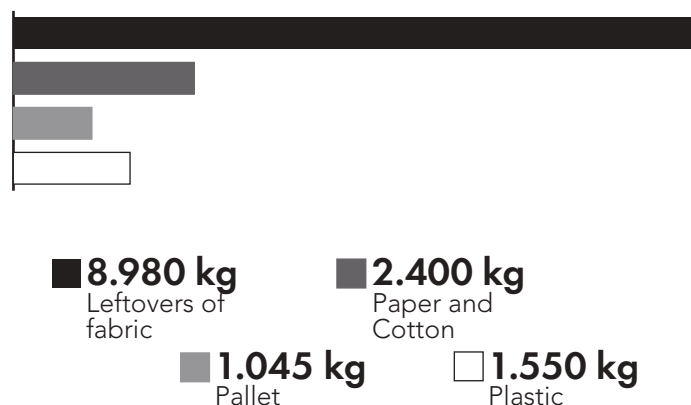
Waste

Within our company, waste is mainly generated during the order preparation phases, in particular during fabric cutting and packaging, with the production of plastic waste and fabric scraps, often of insufficient size for marketing. This is why fabric cutting management is optimized to minimize waste.

Furthermore, we embrace the **"Think Green"** philosophy: our textile waste is sent to social cooperatives to be reused in **"second life"** projects or supplied to schools and fashion academies, where it finds new life thanks to the creativity of students. Other waste is managed as waste through a specific form, by the company Ecoambiente.

In addition to the waste generated by the production process, **the offices also contribute to the production of non-hazardous waste**, for a total of **13.975 kg**. This is managed through **separate collection**, with separation of plastic, paper and cardboard, with the support of the ALIA service.

Categories of non-hazardous waste disposed



Methodological note

This 2024 Sustainability Report represents a transparent communication tool that was voluntarily created by Texmoda Tessuti S.r.l. which, pursuant to Legislative Decree 254/2016, does not fall into the category of "Large public interest entities required to report on their non-financial performance". It contains a description of the commitments, specific objectives and ESG performance of Texmoda Tessuti S.r.l. All information refers to the activities of Texmoda Tessuti S.r.l. This is the first Sustainability Report of Texmoda Tessuti S.r.l. It was created **with reference to** the Global Reporting Initiative (GRI) Standards, an external and independent assessment standard, for the reporting period between 1 January 2024 and 31 December 2024.

Reporting is periodic with an annual frequency.

- Subjects included in the Sustainability Report: Texmoda Tessuti S.r.l.
- Date of the most recent report: year 2024 published in 2025.

For further information regarding this Sustainability Report, send an email to: info@texmodatessuti.com

Address: Via dei Pioppi, 18/22, 59100 Prato (PO) – Italy

Website: <https://www.texmodatessuti.com/>

For the drafting of this 2024 Sustainability Report, specialized skills both internal and external to the company were involved. In particular, the reporting process involved an interdisciplinary team composed of representatives of the interested company areas.

This 2024 Sustainability Report of Texmoda Tessuti S.r.l. was produced with the technical and methodological support of KON Group SB and IPLUS.

Reporting process

The reporting process concerns the activities necessary for the preparation of a sustainability report. The latter is a document through which a company communicates its performance, results and objectives in terms of environmental, social, economic and governance sustainability, following internationally recognized reporting standards. In the specific case of the 2024 Sustainability Report of Texmoda Tessuti S.r.l., the reporting process was structured according to the following phases:

1. Mapping of Texmoda Tessuti S.r.l. stakeholders;
2. Identification of Texmoda Tessuti S.r.l. impact areas;
3. Data collection and drafting of the report.



Stakeholder mapping

In the stakeholder mapping process, interested parties are identified who play a significant role in the organization's activities and who can, in various capacities, influence or be influenced by them. These subjects may include individuals, groups, public or private organizations, or other entities not directly attributable to these categories.

The identification occurs by distinguishing internal stakeholders from external ones, and for each one information is collected such as: name, description, expectations towards the company, ways in which the company responds to these expectations and expected forms of involvement.

Once the mapping is completed, the key stakeholders are identified through a cross-analysis of their level of interest towards the organization and the degree of influence they exert on its activities.

The table shows all the stakeholders of Texmoda Tessuti S.r.l. and, for each of them, provides a brief description.

STAKEHOLDER	DESCRIPTION	EXPECTATION STAKEHOLDER	HOW WE RESPOND TO EXPECTATIONS	TOOLS AND METHODS OF ENGAGEMENT
OWNERSHIP AND MANAGEMENT	The ownership and management coincide, with an organizational chart that sees the ownership at the top, followed by the Board of Directors and divided into administrative, commercial and production areas. In the area of sustainability, Francesca Nardi and Caterina Ricca are responsible for managing dedicated initiatives.	The main expectation of the property is the professional growth of its collaborators as well as the growth of turnover, profitability and increase in work.	The company pays great attention to the professional growth of its collaborators, regularly promoting training courses, with particular attention to gender equality and professional updating. Furthermore, the company also considers relevant aspects such as the application of Model 231 for corporate responsibility and the remuneration of invested capital, ensuring a complete and sustainable approach to the management of personnel and company resources.	Training and development programs through regularly organized courses to promote the professional growth of collaborators, with a specific focus on technical skills, continuous updating and gender equality. Implementation of Model 231 to ensure transparency and accountability, minimizing operational and legal risks.
COLLABORATORS	Qualified employees are essential to the company's success, contributing with skills and dedication to the development and growth of the company. They are textile operators, salespeople, logistics workers, laboratory technicians, human resources specialists, marketing and sustainability managers.	Stable work continuity, accompanied by equity and gender equality within the company. Equally important are aspects such as the professional growth of staff, the creation of a positive corporate climate, health protection and adequate remuneration.		The company organizes regular meetings, both institutional and convivial, to promote communication and sharing, supported by emails and company chats. Information on meetings and company policies is communicated via the bulletin board, website and email notifications. Professional refresher courses, team building sessions and transversal activities are planned to promote knowledge among colleagues. Although smart working is not currently practicable, there are alternative ways of interacting, such as a "suggestion box" to express anonymous opinions and a periodic questionnaire to collect feedback on staff satisfaction, in order to improve the company climate.

STAKEHOLDER	DESCRIPTION	EXPECTATION STAKEHOLDER	HOW WE RESPOND TO EXPECTATIONS	TOOLS AND METHODS OF ENGAGEMENT
SUPPLIERS	Suppliers, crucial for the supply of goods and services, include partners for the processing of raw materials and for professional services such as transportation, commercial representation and financial services. We aim for stable collaborations with reliable suppliers who respect deadlines, contracts and certifications, guaranteeing high quality and safety. The relationship with suppliers is direct, transparent and based on constant communication, with detailed reports in case of updates or new certifications to ensure compliance with company requirements.	Above all, they expect continuity of work and the maintenance of high quality standards from the company. They want the company to always respect agreements, as well as carry out regular checks to ensure the quality of products and services. They also expect a stable work environment, which promotes safe and lasting growth.	Maintains transparent and timely communication with stakeholders, demonstrating reliability and commitment in responding promptly to any requests or issues.	The relationship with suppliers is daily and managed by dedicated managers. The company uses agents as intermediaries, while the sales department directly manages customers. Communication occurs mainly via email, telephone and meetings during trade fairs. Salespeople visit customers regularly and the company promotes activities on social media and distributes gadgets during events.
B2B CUSTOMERS	Clothing and garment brands engaged in the production and sale of fabrics to garment manufacturers.	Reliability, safety, quality and compliance are key elements for brands active in the apparel and garment manufacturing sector, which also sell fabrics to garment manufacturers. Among the most relevant expectations for these brands are on-time deliveries, transparency in information and speed in communications.	The company is committed to ensuring a constant and attentive presence towards the customer, offering a dedicated customer care service. The relationship with customers is managed with maximum transparency, with the aim of providing an exclusive and highly personalized service, adapting to the specific needs of each customer.	The relationship with suppliers is daily and managed by dedicated managers. The company uses agents as intermediaries, while the sales department directly manages customers. Communication occurs mainly via email, telephone and meetings during trade fairs. Salespeople visit customers regularly and the company promotes activities on social media and distributes gadgets during events.
AGENTS	Reliance on commercial agents who represent the company in the reference markets, facilitating customer relations and promoting the collections in a strategic and professional way.	Agents expect timely remuneration and a human and continuous relationship with the company. They also hope that the company is actively present in resolving problems with customers, offering rapid and effective support to manage any critical issues.	The company meets the expectations of agents by ensuring timely remuneration and establishing a human and continuous relationship. It is committed to maintaining open and regular communication, organizing meetings to discuss strategies and feedback. Furthermore, the company ensures active support in resolving problems with customers, offering quick and effective responses to manage any critical issues.	The relationship with the agents is daily and focuses on both sales and maintaining solid and long-lasting relationships. This happens through meetings at trade shows, regular meetings and in-person meetings, which promote effective communication and direct interaction.
TRADE ASSOCIATIONS	Collaboration with Confindustria and the Textile Museum, of which it is a sponsor, contributing with donations of fabrics to enrich the museum archive.	Trade associations, such as Confindustria, expect active participation in trade fairs and constant collaboration among members. They also promote sustainability by requiring companies to complete questionnaires on environmental issues.	In response to these expectations, the company is committed to maintaining a continuous collaboration with Confindustria and to actively participate in the events organized. Furthermore, it is ready to contribute to sustainability initiatives, completing the required questionnaires and adopting ecological practices in its production process.	Regular meetings and event invitations are communicated via email. Participants are encouraged to confirm their attendance in response to such communications. Meetings are held on a regular basis to ensure a constant flow of information and updates.

STAKEHOLDER	DESCRIPTION	EXPECTATION STAKEHOLDER	HOW WE RESPOND TO EXPECTATIONS	TOOLS AND METHODS OF ENGAGEMENT
NON-PROFIT ORGANIZATIONS	We support non-profit organizations such as FLO Concept Store and FODY Fabrics, as well as donating fabrics to the Textile Museum. FLO Concept Store helps people in need through sewing and tailoring workshops, using donated fabrics to create garments and gadgets for charity. FODY Fabrics recovers textile waste, transforming it into blankets for people and animals, contributing to the sustainability and reuse of materials.	Continuity in collaboration.	The company actively collaborates with both non-profit organizations. It participates in support initiatives such as sewing workshops, donating fabrics and contributing to the packaging of gadgets. Furthermore, it is committed to promoting charity projects and supporting FODY Fabrics in the recovery of textile waste, contributing to the creation of blankets for people and animals.	Communication occurs in a targeted and sporadic way when it comes to organizing fabrics donation.
CONSULTANTS	Reliance on style consultants for the creation of new collections and trend analysis, a labor consultant for the management of contracts and wages, and an accountant for tax practices.	Punctuality in payments and in providing information and data necessary to carry out their work, internal organization and prompt responses, compliance with contracts and agreements; confidentiality.	Commitment to meeting expectations and requests, and respecting agreements, timely remuneration, see other service providers.	Punctual responses, maximum availability, work organization, punctual remuneration.
CERTIFICATION BODIES	Collaboration with certification bodies for the issuing of environmental, product, process and social certifications.	Compliance with certification standards, and correctness in license management, transparency.	Compliance with standards and all updates, traceability, execution of standard maintenance requests, staying up to date.	Training for collaborators, training courses, updating documents, punctual follow-up and checking deadlines.
SCHOOLS AND UNIVERSITIES	Collaboration with academic institutions and fashion schools, including UNIFI Design e Moda, IED, Istituto MITA, ITIS Buzzi, PIN and Accademia NABA, for projects related to design, training and environmental impact.	Training, company visits, exchange of interests, placement, network, entry into the world of work, materials for theses and courses, joint projects, internships.	Maximum availability in exchanges of all kinds with the kids, follow-up during and after the internship, availability of materials, support for research projects.	Company visits, internship acceptance, sending information, documentation, speeches at universities, professional inclusion and involvement during the internship, provision of know-how.
MEDIA	Social media, website, fairs, graphics and gadgets to promote its business and communicate with its stakeholders.	Single-user relationship, only we use the media, there is no direct relationship with anyone.	Brand Awareness, advertising image to our customers but not only, positioning on the market, target, competitors, transmitting our history, values, know-how.	Weekly/periodic publication of photos/videos/stories/text, website always updated.
CONTROL BODIES	Reliance on control bodies such as the Board of Auditors, internal and external auditors and internal audits, ensuring transparency, correctness and compliance with regulations in their activities.	Punctuality in payments and in providing information and data necessary to carry out their work, internal organization and prompt responses, compliance with contracts and agreements; confidentiality.	Commitment to meeting expectations and requests, and respecting agreements, timely remuneration, see other service providers.	Punctual responses, maximum availability, work organization, punctual remuneration.

Materiality analysis:

Identification of impact areas

The impact assessment was conducted following the principle of “impact materiality” (inside-out perspective). Below is the table detailing the identified impact areas regarding the operations of Texmoda Tessuti S.r.l.

IMPACT TOPICS	GRI CONNECTION
Process Innovation	EXTRA GRI
Traceability and responsible management of the supply chain	GRI 204, 308, 414
Business ethics	GRI 205
Packaging sostenibile	GRI 301
Waste Management	GRI 306
Worker Wellbeing	GRI 403, 406
Gender Equality	GRI 405, 406
Local Community Support and Development	GRI 413
Customer Satisfaction	GRI 416

For identification purposes, the following activities were conducted:

- The impact assessment was carried out according to the principle of “impact materiality”, adopting an inside-out perspective. To this end, the following activities were carried out to identify the impact areas generated by the operations of Texmoda Tessuti S.r.l.:
 - Analysis of the positive and negative impacts, current and potential, on the economic, environmental and social dimensions, including human rights;
 - Involvement of the corporate figures responsible for ESG issues;
 - Validation of the impact issues identified
- Involvement of corporate reference figures for ESG issues;
- Validation of impact themes.

Data collection and report writing

After defining the list of impact areas associated with the activities of Texmoda Tessuti S.r.l., the indicators needed to evaluate environmental, social and economic performance were identified, using the GRI Standards. The GRI Standards are one of the most widespread and recognized international standards for the collection of non-financial information and the public disclosure of corporate performance. In this phase, quantitative and qualitative information was collected using the indicators selected by the GRI Standards, together with other information relevant to communicating performance. Subsequently, the data was analyzed and aggregated in order to draft and publish the 2024 Sustainability Report of Texmoda Tessuti S.r.l.

Throughout the entire drafting process of this Report, the following principles regarding its content were applied:

- Accuracy
- Balance
- Clarity
- Comparability
- Completeness
- Sustainability context
- Timeliness
- Verifiability

STATEMENT OF USE	Texmoda Tessuti S.r.l. has reported the information cited in this GRI content index for the period from 1 January 2024 to 31 December 2024 with reference to the GRI Standards.
GRI 1 USED	GRI 1 - Fundamental Principles – 2021

GRI Index

GRI STANDARD	INFORMATION	PLACEMENT
GRI 3: Material topics 2021	3-1 Material Theme Determination Process	50
	3-2 Material Theme List	21-22
	3-3 Management of material issues	19-24, 45-50
GRI 204: Procurement Practices 2016	204-1 Proportion of expenditure made with local suppliers	29
	205-2 Communication and training on anti-corruption regulations and procedures	27
GRI 301: Materials 2016	301-1 Materials used by weight or volume	10-11, 42
GRI 302: Energy 2016	302-1 Internal energy consumption within the organization	43
	302-3 Energy intensity	43
GRI 303: Water and effluents 2018	303-3 Water withdrawal	44
	303-5 Water consumption	44
GRI 306: Waste 2020	306-2 Management of significant waste-related impacts	21
	306-3 Waste generated	44
	306-5 Waste sent to landfill	44
GRI 308: Supplier Environmental Assessment 2016	308-1 New suppliers that have been selected using environmental criteria	21
GRI 401: Employment	401-1 Hiring of new employees and employee turnover	35
	401-3 Parental leave	35
GRI 403: Health and Safety at Work 2018	403-1 Occupational health and safety management system	38
	403-5 Worker training on occupational health and safety	37
	403-8 Workers covered by an occupational health and safety management system	38
	403-9 Work-related accidents	38
GRI 404: Training and Education 2016	404-1 Average number of hours of training per year per employee	37
GRI 405: Diversity and Equal Opportunities 2016	405-1 Diversity in governance bodies and among employees	14, 30, 36
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective measures taken	34
GRI 413: Local communities 2016	413-1 Operations with community involvement, impact assessments and development programmes	15-17
GRI 416: Customer Health and Safety 2016	416-1 Assessment of impacts on the health and safety of categories of products and services	28
GRI 417: Marketing and labelling 2016	417-1 Requirements for labelling and information on products and services	31
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints regarding breaches of customer privacy and loss of customer data	27

Glossary

TERMS	DEFINITIONS
ANTI-FELTING	Treatment that prevents the formation of felting during use of the fabric.
ANTI-PILLING	Treatment that reduces or prevents the formation of fabric balls.
PATENT	Exclusive rights to inventions or innovations protected by law.
CAPSULE COLLECTION	Small clothing collections limited in quantity and distribution.
CODE OF CONDUCT	Standards that establish the rules of conduct of an organization.
CODE OF ETHICS	Standards and principles that regulate ethical behavior within an organization.
SOCIAL COOPERATIVE	A company that is formed with the aim of developing a new innovative product or service.
FASHION SUPPLY CHAIN	A complete production process that goes from design to distribution of products.
FINISHING	Final treatments that improve the appearance and properties of the fabric.
ILO	An international organization that promotes the well-being of workers.
WARPING	Operation of inserting the warp threads into the loom for weaving.
SUSTAINABILITY REPORT	A document that communicates the environmental, social and economic performance of a company.
SIMA-PRO	Life cycle analysis software to evaluate the environmental impact of products.
BENEFIT CORPORATION	A company that has social benefit purposes, in addition to economic ones.
START-UP	A workers' organization that manages common resources and projects.
WEAVING	A process of intertwining warp and weft threads to create a fabric.
CARDED FABRICS	New fabrics produced through the recovery and regeneration of existing materials.
RAW FABRICS	Unprocessed fabrics, waiting to be treated or finished.
DYEING	A process of applying dyes to fabrics to change their color.
UNI/PdR 125:2022	Standards for managing sustainability in the textile and fashion industry.
WHISTLEBLOWING	A reporting system for illegal or unethical behavior within an organization.
ZDHC	An initiative to reduce the environmental impact of textile manufacturing.
ZDHC MRSL	A list of chemicals prohibited or restricted in the textile manufacturing process (Manufacturing Restricted Substance List).



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T E X M O D A

TEX

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