

Sustainability Report

2024

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13900 Biella (BI)
Italy

FILIDEA Srl
Via Maestri del Lavoro, 4/A
13900 BIELLA (BI)
Italy

Filidea Tekstil San. ve Tic. A.Ş.
Organize Sanayi Bölgesi 1. Kısım
Servergazi Cad. No: 1
20330 Honaz / DENİZLİ
Turkey

Superfios
Marchi&Fildi Brasil LTDA
Rua Alfredo Degens
800 Bairro Paratibe
CEP 53413-215
Paulista/Pe - Brasil

Prispin d.o.o. Prijepolje
Dimitrija Tucovića Square
No. 7
Prijepolje, Serbia

Contents Report



Letter to Stakeholders

Methodological note

- 1.1. Our history
- 1.2. Governance and mission
- 1.3. The sustainability journey
- 1.4. Our stakeholders
- 1.5. Materiality analysis

Environmental Responsibility

- 2.1. Circular economy
- 2.2. Resources and materials
 - 2.2.1. Materials
 - 2.2.2. Responsible waste management
 - 2.2.3. Protection of the water resource
- 2.3. Combating climate change
 - 2.3.1. Energy consumption
 - 2.3.1.1. Emissions
 - 2.3.2. Biodiversity

Economic and governance responsibility

- 3.1. Value chain and relationship with other suppliers
- 3.2. Shared value creation
- 3.3. Privacy and cybersecurity
- 3.4. Research, innovation, and partnership

Social responsibility

- 4.1. Our people
 - 4.1.1. Attraction & retention
 - 4.1.2. Staff composition
 - 4.1.3. Non-discrimination
- 4.2. Human Resources Development and enhancement
 - 4.2.1. Training
 - 4.2.2. Staff evaluation
- 4.3. Health and Safety
- 5. Annexes
 - 5.1. Detail tables
 - 5.2. GRI content index

01

02

03

04

The image shows a mechanical pulley system on a light-colored metal plate. Two large pulleys are visible, with purple cables running over them. The cables enter from the left, pass over the top pulley, then the bottom pulley, and exit to the right. There are also some smaller components and a black bracket visible. A central text overlay reads "Methodological note".

Methodological note



Methodological note

Since 2022, the Marchi & Fildi Group (hereinafter “the Group”) has been strengthening its sustainability performance through systematic reporting.

Now in its third edition, the Sustainability Report serves as a tool for self-assessment and continuous improvement of corporate performance.

The Report aims to describe the company profile, management model, initiatives implemented, and key results achieved during the year within the ESG - Environmental, Social and Governance - framework.

The reporting perimeter includes the performance of the companies Marchi & Fildi S.p.A. and Filidea S.r.l. (Italian perimeter), and, starting from 2023, the reporting scope was broadened to encompass additional Group entities, including Filidea Tekstil Sanayi ve Ticaret A.Ş (Turkey), Superfios LTDA (Brazil), and Prispin D O O (Serbia).

The data and information reported in this Document refer to the period that goes from January 1st to December 31st, 2024. In order to frame the data in an evolutionary context, a comparison was made with the data for 2023 for the entire perimeter.

The data presented are primarily based on direct measurement, with estimates used only in limited and clearly specified cases.

It should be noted that no significant changes were made to the organization or its supply chain during 2024.

The Group’s consolidated financial statements, used to calculate the value directly generated and distributed (as per GRI 201-1), includes companies that

are outside the present reporting perimeter. In particular, the companies outside the perimeter are Giovanni Marchi S.r.l., Madifin and Hoftex Coretech GMBH.

The Report was prepared by reporting a selection of the “GRI Sustainability Reporting Standards” (GRI-referenced claims), which has been extended for the entire perimeter, published by the Global Reporting Initiative (GRI), as shown in the “GRI Standards Selection” table at the end of the Report.

The selected indicators are aligned with topics relevant to the Group and its stakeholders, which also constitute the elements on which ESG actions and strategies are focused.


In 2023, the materiality process was enhanced, leading to a more comprehensive and refined approach. The aim of the process was to assess the external impacts of the Group on the environment, on people, and the economy, in relation to the key material topics already identified. This additional step aims to deepen the understanding of the Group’s performance and commitment to ESG principles. The insights obtained from the materiality analysis process performed in 2023 are confirmed for the reporting year 2024.

This Report marks a further step in the Group’s alignment with the CSRD, through deepening the Group’s understanding and the entities involved, the ESG areas, and the business activities normally carried out. During the 2024 reporting period, no revisions were made to information reported in previous years.

However, some data have been restated to reflect updates in the scope of GRI indicators, which now provides a more accurate and representative view of the Group’s operations.

This Report is not subject to external assurance.
The Report is published on an annual basis. For any information regarding this Report, please contact the following e-mail address: info@marchifildi.com

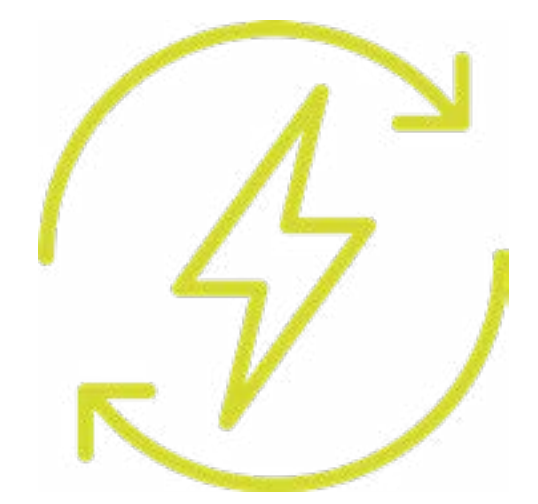
The Report is also available on the company’s website: www.marchifildi.com



Highlights

2024

*Note: suppliers are considered local when they operate in the same Country in which the Group has its own operations.



Renewable energy consumption

+3%



tCO2 Scope 2 emissions (location based)

-3%



Local suppliers*

61%



Increase in the share of female employees

+7%



Staff's performance Evaluated

+28%

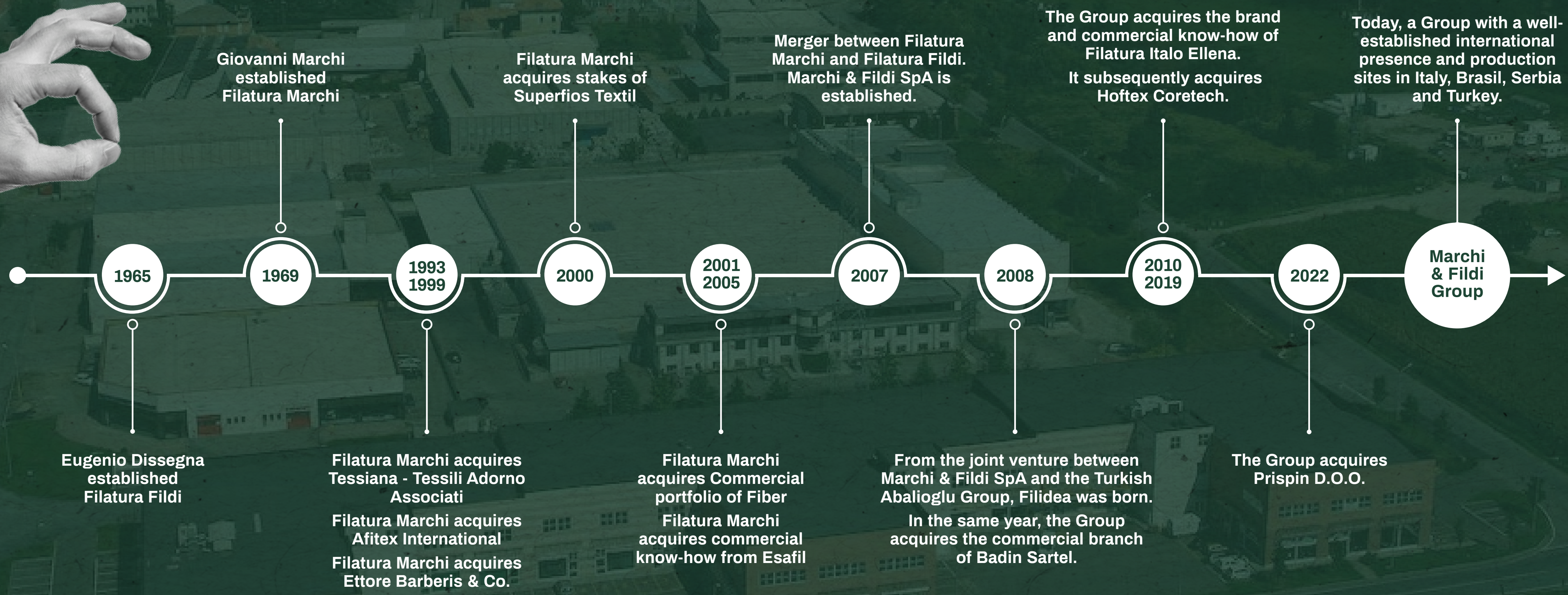


People employed

+10%

1.1 OUR HISTORY

THE MARCHI & FILDİ GROUP



1.1 Our history

THE MARCHI & FILDÌ GROUP

The Marchi & Fildi Group was established in 2007 through the merger of Fildi and Filatura Marchi, two companies active in the Biella textile district since the 1960s. The Group produces yarns for fashion, furnishing and technical uses,

The Group produces **yarns for fashion, furnishings, and technical applications**, consistently relying on **innovation** and **sustainability** to compete in a sector characterized by strong international competition. The Group's strength lies in its strategic acquisitions of various industrial entities, both nationally and internationally. This choice has enabled the Group to expand and strengthen its know-how along the entire production chain, by combining skills and resources, thereby creating synergies and enhancing responsiveness to market needs.

The Group's vertically integrated production model, based on a **short supply chain**, offers numerous advantages, enabling the establishment of strong relationships with all collaborators and close monitoring of work progress and compliance with company policies. The geographical proximity of the various players in the supply chain promotes collaboration, knowledge sharing, and the alignment of operational practices among the different companies within the value chain.

Additionally, it facilitates the swift resolution of potential issues and the fostering of a cohesive and shared working environment.



1.1 Our history

THE MARCHI & FILDÌ GROUP

The Company's core business is the production of yarns based on natural and artificial fibers, pure or in blends, for the apparel and upholstery sectors, marketed under the Marchi & Fildi, ECOTEC®, and Filidea brands, and for technical applications, such as protective clothing and automotive sectors, under the Filidea Technical Yarns brand.

Sustainability and **circular economy** principles have always been core elements in the proposal and values of the Marchi & Fildi Group, which have resulted in a constant effort of **product** and **process innovation** and have been realized through a series of investments and organizational actions aimed at reducing the environmental impact of the Group's operations.

This commitment has driven the development of the **ECOTEC® product line**, featuring a range of pure and blended yarns crafted from pre-consumer and post-consumer textile waste, all manufactured using an innovative in-house process. This process is **traceable** and **certified**, ensuring **energy** and **resource savings**, as well as waste recycling. Through the ECOTEC® brand, Marchi & Fildi expresses its commitment to promoting the circular economy in the textile sector.

The facilities are outfitted with modern, eco-friendly machinery for spinning and dyeing, reflecting high efficiency and minimal environmental impact. These investments underscore the Group's **commitment to enhancing process performance**, with the aim of creating products of the highest quality, while maintaining a strong focus on environmental impact.



1.1 Our history

THE MARCHI & FILDI GROUP

In addition, the Group is outstanding for its ability to collaborate with partners and customers to develop **customized projects** with a cooperative approach that allows the creation of **innovative solutions**, generating added value for customers and promoting **long-term partnerships**, yielding significant results in terms of skills and expertise.

Acknowledging the importance of technology transfer, the Group has also established long-term partnerships with universities and research centers to foster the exchange of knowledge and to share breakthroughs in textile innovation.

This integrated approach, combining research, development, and collaboration, allows the Group to remain at the forefront, offering quality products and promoting a culture of sustainability, with the aim of meeting the needs of the market and its customers and consolidating its position.





1.2 Governance & Mission

THE MARCHI & FILDI GROUP



The Marchi & Fildi Group has rooted the concepts of **fairness** and **transparency** into its business practices, to protect the company's image and reputation and meet stakeholder expectations.


The production processes of **Marchi & Fildi** and **Filidea** have their roots in Italy, in Biella's headquarters, where the spinning plant, offices and administrative area are located.

The logistics center is located in Verrone (BI), and the R&D center and the dyeing plant are located in Cerrione (BI).

The Group encompasses additional companies, such as **Prispin D.O.O.**, situated in Prijepolje (Serbia), a 70% subsidiary of Madifin, itself 80% owned by Giovanni Marchi S.r.l.

At the heart of the company's operations lies fiber preparation and yarn production, with a spinning plant in Biella. Furthermore, there's **Filidea Tekstil Sanayi ve Ticaret A.S.**, based in Denizli (Turkey), a joint venture between Marchi & Fildi and the Abalioglu Group, and **Superfios Textil LTDA**, located in Paulista (Brazil), a wholly owned subsidiary of the Marchi & Fildi Group specialized in the production and third-party sales of cotton yarns.

The Board of Directors, appointed for a three-year term by the Shareholders' Meeting plays a crucial role in the organization. The Board appoints the President and the Chief Executive Officer, which also appoints the Board of Statutory Auditors consisting of three regular auditors and two substitutes.



Marchi & Fildi ensures clear separation of roles by assigning the positions of President and CEO to different individuals.

Conversely, Filidea combines these roles to ensure more agile decision-making.

A strict Code of Ethics helps to prevent conflicts of interest.

Although there is no dedicated oversight committee, the Chief Executive Officer annually approves information regarding impacts and material topics contained in the sustainability report. The company actively endeavors to prevent and mitigate conflicts of interest through the code of ethics, available to all stakeholders via the corporate website.

Currently, no specific actions have been taken to enhance the governing body's expertise in sustainable development, though the company is currently evaluating this option. Performance evaluations of the BoD have not yet been conducted. Marchi & Fildi is committed to upholding and promoting its core values, including customer satisfaction, respect for the environment, and protection of employee health and safety.

The Group's values form the foundation of its corporate ethics and relationships with customers, collaborators, and all other stakeholders.



These values are shared and upheld throughout the entire supply chain.




1.2 Governance & Mission

THE MARCHI & FILDI GROUP

The Group places priority on **customer information** and **support**, while maintaining a constant focus on enhancing management system effectiveness and adopting sustainable innovations.

The Group actively implements all necessary measures to promote respect for the environment and protection of people, ensuring compliance to pollution prevention laws.

In addition, Marchi & Fildi invests in **employees training** and collaborates with the competent authorities to achieve these goals which are systematically overseen by general management, along with the integrated management system for quality, safety, environmental, and social policies, according to the objectives of strengthening and developing the current market position. This attention enables the organization to remain flexible for a prompt response to the needs of customers and stakeholders.





1.2 Governance & Mission

THE MARCHI & FILDI GROUP

The Board of Directors and the Board of Statutory Auditors of Marchi & Fildi and Filidea have the following composition:

BOARD OF DIRECTORS OF MARCHI & FILDI

PAOLO PETRUCCIOLI
President

GIOVANNI MARCHI
Managing director

VITTORIA MARCHI
Board member

MARIAROSA DISSEGNA
Board member

MARCO BARDELLE
Board member

BOARD STATUTORY AUDITORS OF MARCHI & FILDI

ALBERTO BLOTTO
Auditor

ALBERTO GROSSO
Auditor

GABRIELE MELLO RELLA
Auditor

VINCENZO RIZZO
Substitute auditor

DOMENICO CALVELLI
Substitute auditor

BOARD OF DIRECTORS OF FILIDEA

GIOVANNI MARCHI
President

MARIAROSA DISSEGNA
Board member

LUCA CINGUINO
Board member

OGUZ ABALOGLIU
Board member

OZHARAT BERIL ABALOGLIU
Board member

AHMET ABALOGLIU
Board member

CAFER SADIK ABALOGLIU
Board member

VITTORIA MARCHI
Board member

BOARD OF STATUTORY AUDITORS OF FILIDEA

ALBERTO BLOTTO
Auditor

ALBERTO GROSSO
Auditor

GABRIELE MELLO RELLA
Auditor

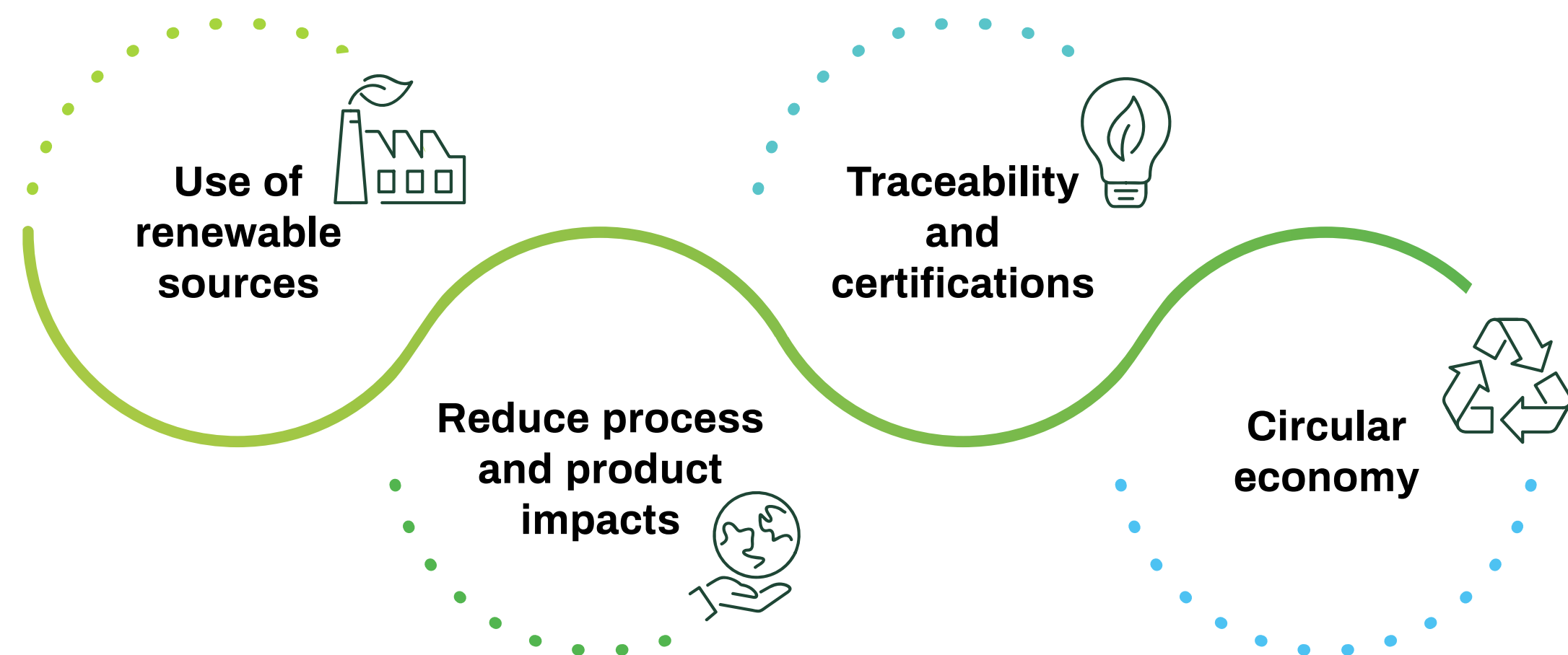
DOMENICO CALVELLI
Substitute uditor

VINCENZO RIZZO
Substitute auditor



1.3 The sustainability journey

THE MARCHI & FILDI GROUP



In 2022, the Group launched its **Sustainability Journey**, acknowledging the need to better integrate sustainability into its business operations. The objectives of this journey include identifying relevant sustainability themes, development of appropriate strategies, initiation of operational actions, monitoring, and communicating sustainability performance, while systematically raising its standards by setting new targets.

One of the distinctive and defining elements of the Group's business is the **circular economy**. Marchi & Fildi recycles and reintroduces its own textile waste into production while also extending its efforts to acquire and recycle pre-consumer waste from other companies and certified post-consumer supply chains. The Group's aim is to develop **innovative, environmentally certified products** using strategic textile waste, thus fostering a cycle of material reuse and reduction.

In pursuing this strategy, Marchi & Fildi recognizes the necessity of collaborative efforts to foster a genuinely circular textile industry.

In this context, the Group became a founding partner in two key industry-wide projects recently set up: ReHubs and RETEX.Green. ReHubs is the most important system initiative activated in EU27 to facilitate the transition of the European textile industry toward circularity.

Launched in 2021 by Euratex, ReHubs aims to recover 2.5 million tonnes of textile waste in the EU27 by 2030, including the construction of 150-250 sorting and recycling facilities. RETEX.Green is a consortium founded by SMI-Confindustria Moda for the management of textile waste in compliance with the obligations of Extended Producer Responsibility (EPR) for Manufacturer, that will become law in Italy as of 2024.

The Group's sustainability journey includes, not only the self-production of renewable energy from photovoltaic sources, which was installed at the Biella and Cerrione facilities, but also the research for new energy efficiency targets for the definition of which the company has commissioned an energy audit of its plants to an E.S.Co. in order to identify actions to improve efficiency and reduce CO2 emissions.

The journey initiated in 2022 has now progressed further. The context analysis and benchmarking against industry best practices have been updated to meet current and future regulatory requirements. Areas investigated in this analysis, as better discussed in the following paragraphs, were the categories of stakeholders, the relevant sustainability issues, the circular economy, and the areas of interest for the definition of short, medium, and long-term objectives.

1.4 Our stakeholders

THE MARCHI & FILDI GROUP

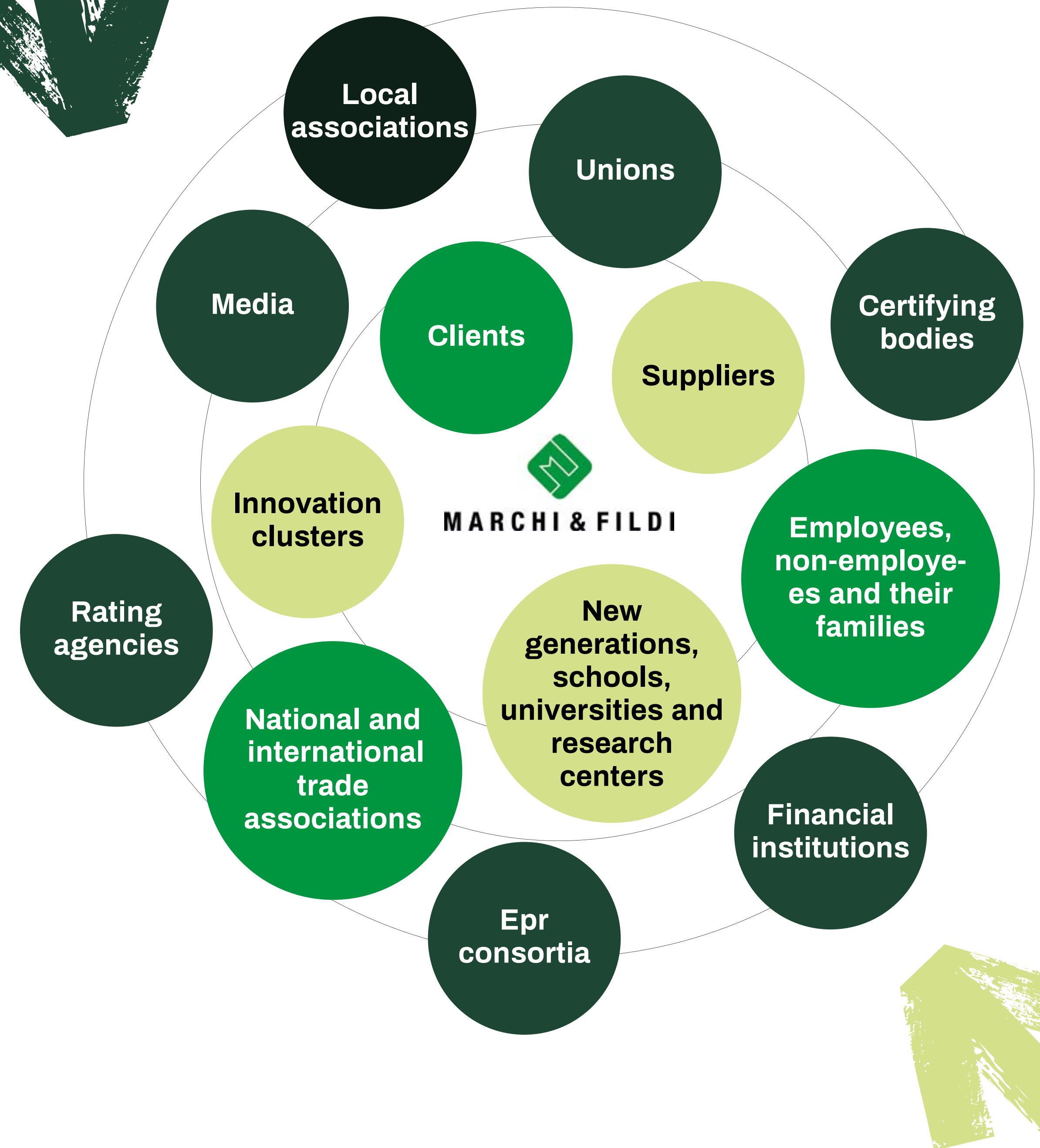
Stakeholders are individuals or groups who may be reasonably impacted by the organization's activities and who can, in turn, influence the company's performance.

The Group is committed to maintaining transparent dialogue with its stakeholders, both inside and outside the organization. Understanding the expectations and needs of those who interact with the Group helps the Group plan and implement initiatives to improve business management. Thirteen categories of stakeholders have been identified to define the Group's positioning with respect to market players.

The following map illustrates the identified stakeholders—those who influence or are influenced by the Group's activities.

This definition, together with the identification of the expectations and interests of each stakeholders' category, represents an indispensable moment for the definition of the contents of the Sustainability Report, in order to describe the main ESG initiatives undertaken during the year, and to define future strategies and actions.

In addition, a benchmark analysis was carried out on a sample of companies operating in the textile production and processing sector, aimed at investigating the modalities of involvement, as well as expectations and opportunities, regarding the transparency and completeness of sustainability communication.



1.5 Materiality analysis

THE MARCHI & FILDI GROUP



Material topics are the most relevant aspects of ESG as they represent the most significant impacts of the company's activity in relation to the environment, people, and governance. Recognizing material themes allows for the conscious management of risks and opportunities arising from the business.

With the production of this Report, the Marchi & Fildi Group takes another step of its journey towards a more structured awareness and communication of its business activities and performances in environmental, social and governance areas.

A preliminary context and benchmark analysis was conducted in 2023 to strengthen the KPIs used by the Group to measure ESG performances. The goal is to align sustainability reporting and key stakeholders with international best practices.

The topics reported in this document, together with the identification of stakeholders, allow for the definition of sustainability objectives and structuring a real strategic plan aimed at evolving the Group's performance.

1.5 Materiality analysis

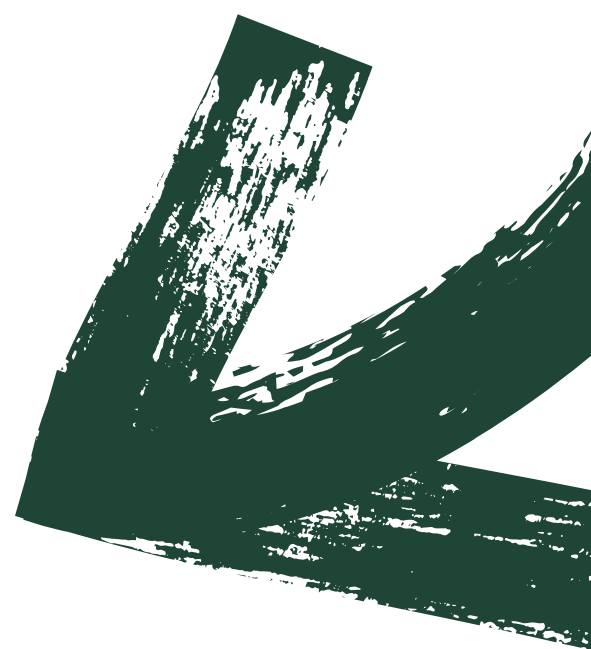
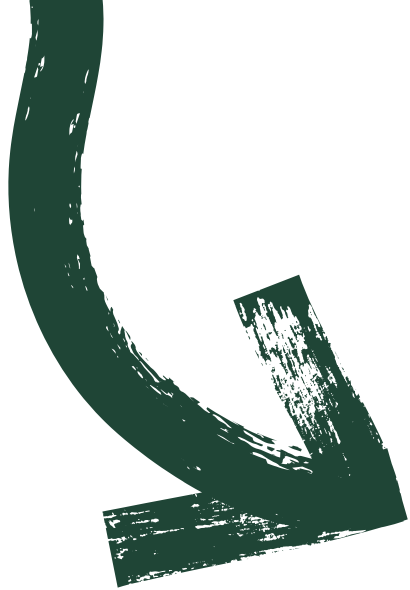
THE MARCHI & FILDI GROUP




The table below shows the list of the material topics identified in the materiality analysis process conducted in 2023, which are also confirmed for the reporting year 2024 and which will be constantly updated to reflect the evolution of the company’s reference context and business strategies adopted:

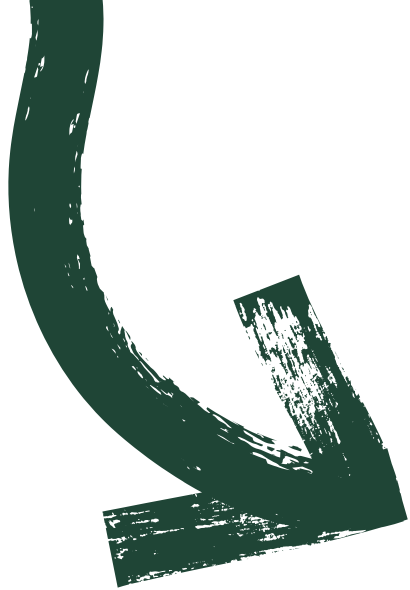
ENVIRONMENTAL 	SOCIAL 	GOVERNANCE 
Energy consumption, emissions, and fight against climate change	Health and safety at work	Ethics, Integrity, Compliance, and transparency
Responsible management of water resources and waste	Diversity, fairness, and inclusion	Privacy and data protection
Circular economy	Staff development and talent attraction	Responsible supply chain management
Promotion of biodiversity protection	Community involvement and value creation	Research, development, and sustainable innovation


The materiality analysis begun in the previous years led to the identification and selection of the impacts related to the Group’s material issues. This in-depth analysis involved the selection of impacts generated by the Group during normal business activities on the external environment. Impacts, related to all ESG issues, can be positive or negative in terms of their consequences and potential or actual in terms of the likelihood of their occurrence. All impacts are reported in the table below, complete with their description and their correlation with material topics.



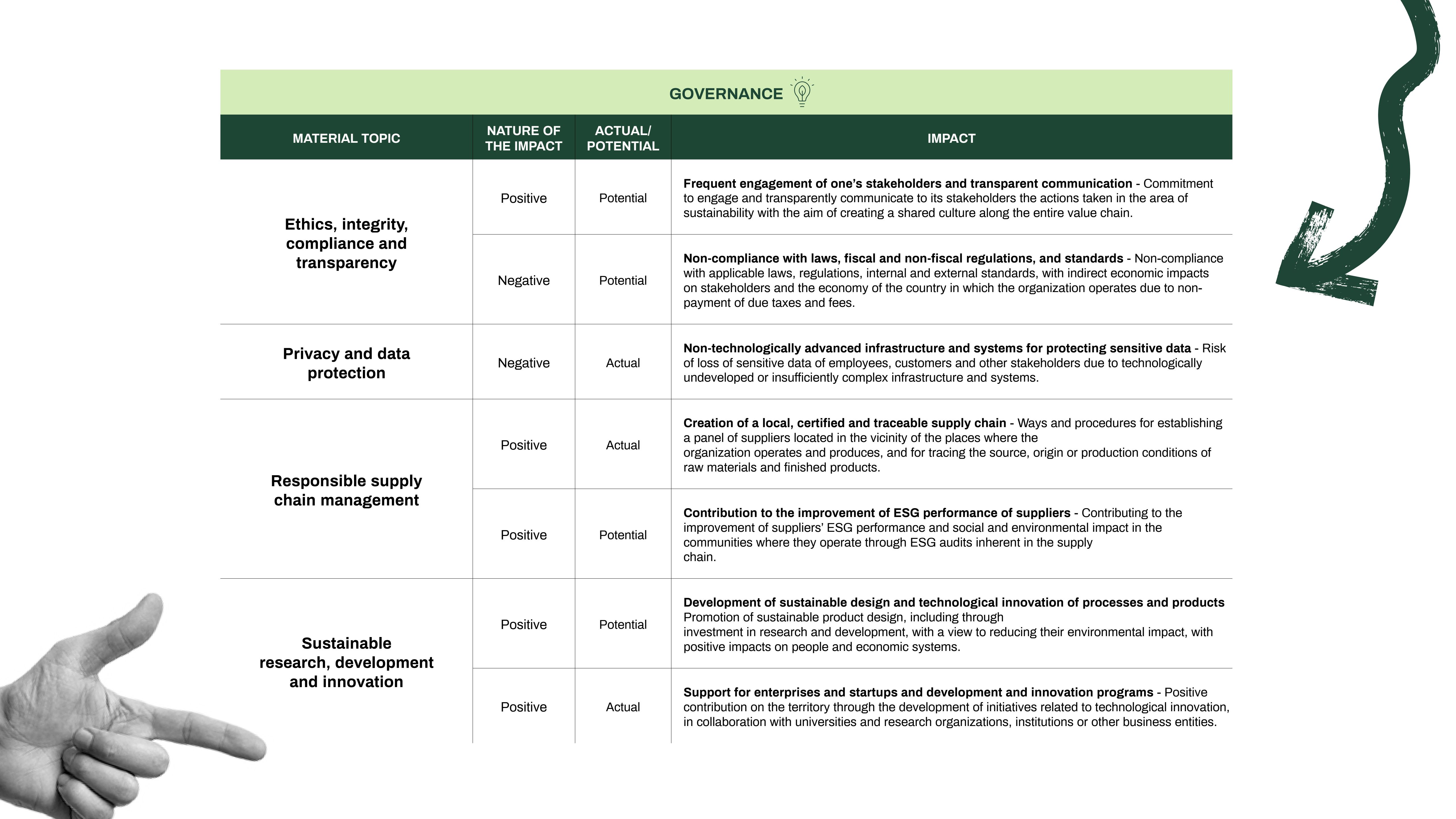
ENVIRONMENT 			
MATERIAL TOPIC	NATURE OF THE IMPACT	ACTUAL/ POTENTIAL	IMPACT
Energy consumption, emissions, and combating climate change	Negative	Actual	Energy consumption - Energy consumption from renewable and non-renewable sources, resulting in negative impacts on the environment and reduction of the energy stock.
	Negative	Actual	Generation of direct and indirect GHG emissions (Scope 1 and 2) - Contribution to climate change through GHG emissions, direct and indirect, arising from energy consumption, related to the activities carried out in the Group's offices and sites.
Responsible water resource and waste management	Negative	Potential	Generation of waste and possible improper disposal - Environmental impacts related to the generation of hazardous and non-hazardous wastes and their inadequate disposal.
	Negative	Potential	Water consumption and possible water contamination due to discharge process - Use of water in its production processes affecting the availability of the water resource and possible release of pollutants into the water resulting from suboptimal management of water discharges.
Promotion of biodiversity protection	Negative	Potential	Contribution to biodiversity loss - Implementation of activities that may cause damage to biodiversity (terrestrial and marine ecosystems), such as water pollution and alteration of pre-existing environmental conditions.
Circular economy	Positive	Actual	Use of used products and reuse of processing waste - Circular practices through the recovery and reintroduction of fibers from used and discarded fabrics within the production process.






PEOPLE 			
MATERIAL TOPIC Occupational health & Safety	NATURE OF THE IMPACT	ACTUAL/ POTENTIAL	IMPACT
Diversity, equity and inclusion	Positive	Potential	Employee satisfaction and well-being - Promoting employee well-being through the implementation of dedicated well-being activities and benefits within a healthy and stimulating work environment.
	Positive	Actual	Creating an inclusive work environment - Respecting diversity and promoting an inclusive business climate through company activities and initiatives that counter discrimination.
Staff development and talent attraction	Positive	Actual	Development and enhancement of workers' skills through training activities - Improving workers' skills through training and professional development activities, general and technical programs, including those linked to personalized growth and assessment goals (e.g., career development plans).
	Positive	Actual	Remuneration policies for employees - Remuneration policies that enhance workers' skills.
Community engagement and value creation	Positive	Actual	Job creation - Recruitment of workers from the local communities where the company operates, with positive impacts on local economies.
	Positive	Actual	Positive economic impacts generated on local communities and economic support for local associations - Supporting local development through contributions and donations to associations in the area where the Organization has a physical presence and contributing to the development of professional and social opportunities in the area.
	Positive	Actual	Generation and distribution of economic value - Direct and indirect positive economic impacts generated by the organization through its business activities for workers, local communities and other stakeholders.





GOVERNANCE 			
MATERIAL TOPIC	NATURE OF THE IMPACT	ACTUAL/ POTENTIAL	IMPACT
Ethics, integrity, compliance and transparency	Positive	Potential	Frequent engagement of one's stakeholders and transparent communication - Commitment to engage and transparently communicate to its stakeholders the actions taken in the area of sustainability with the aim of creating a shared culture along the entire value chain.
	Negative	Potential	Non-compliance with laws, fiscal and non-fiscal regulations, and standards - Non-compliance with applicable laws, regulations, internal and external standards, with indirect economic impacts on stakeholders and the economy of the country in which the organization operates due to non-payment of due taxes and fees.
Privacy and data protection	Negative	Actual	Non-technologically advanced infrastructure and systems for protecting sensitive data - Risk of loss of sensitive data of employees, customers and other stakeholders due to technologically undeveloped or insufficiently complex infrastructure and systems.
Responsible supply chain management	Positive	Actual	Creation of a local, certified and traceable supply chain - Ways and procedures for establishing a panel of suppliers located in the vicinity of the places where the organization operates and produces, and for tracing the source, origin or production conditions of raw materials and finished products.
	Positive	Potential	Contribution to the improvement of ESG performance of suppliers - Contributing to the improvement of suppliers' ESG performance and social and environmental impact in the communities where they operate through ESG audits inherent in the supply chain.
Sustainable research, development and innovation	Positive	Potential	Development of sustainable design and technological innovation of processes and products Promotion of sustainable product design, including through investment in research and development, with a view to reducing their environmental impact, with positive impacts on people and economic systems.
	Positive	Actual	Support for enterprises and startups and development and innovation programs - Positive contribution on the territory through the development of initiatives related to technological innovation, in collaboration with universities and research organizations, institutions or other business entities.



Environmental Responsibility



The Group strongly emphasizes environmental responsibility and the principles of the circular economy as key elements of its value proposition. These core values are evident in the strategic decisions made across industrial processes, organizational structures, and product development strategies. The next section will provide detailed descriptions and analyses of these choices.

Health, safety and environmental protection:
the Group operates in an environmentally sustainable and responsible manner.

+3%

GJ Renewable energy
consumption

-2.3%

tCO2 Scope 1
emissions

-3%

tCO2 Scope 2
emissions (location based)

2.1 Circular Economy

THE MARCHI & FILDI GROUP

At the industrial level, the Group's commitment to the circular economy has driven continuous process improvements, reducing production waste and fully reintegrating these materials into the production cycle.

At the product level, this commitment has led to the development of ECOTEC® technology and its dedicated yarn range.

These yarns are characterized by use of recycled fibers from pre- and postconsumer textile waste, and the elimination of over-dyeing to minimize environmental impact.

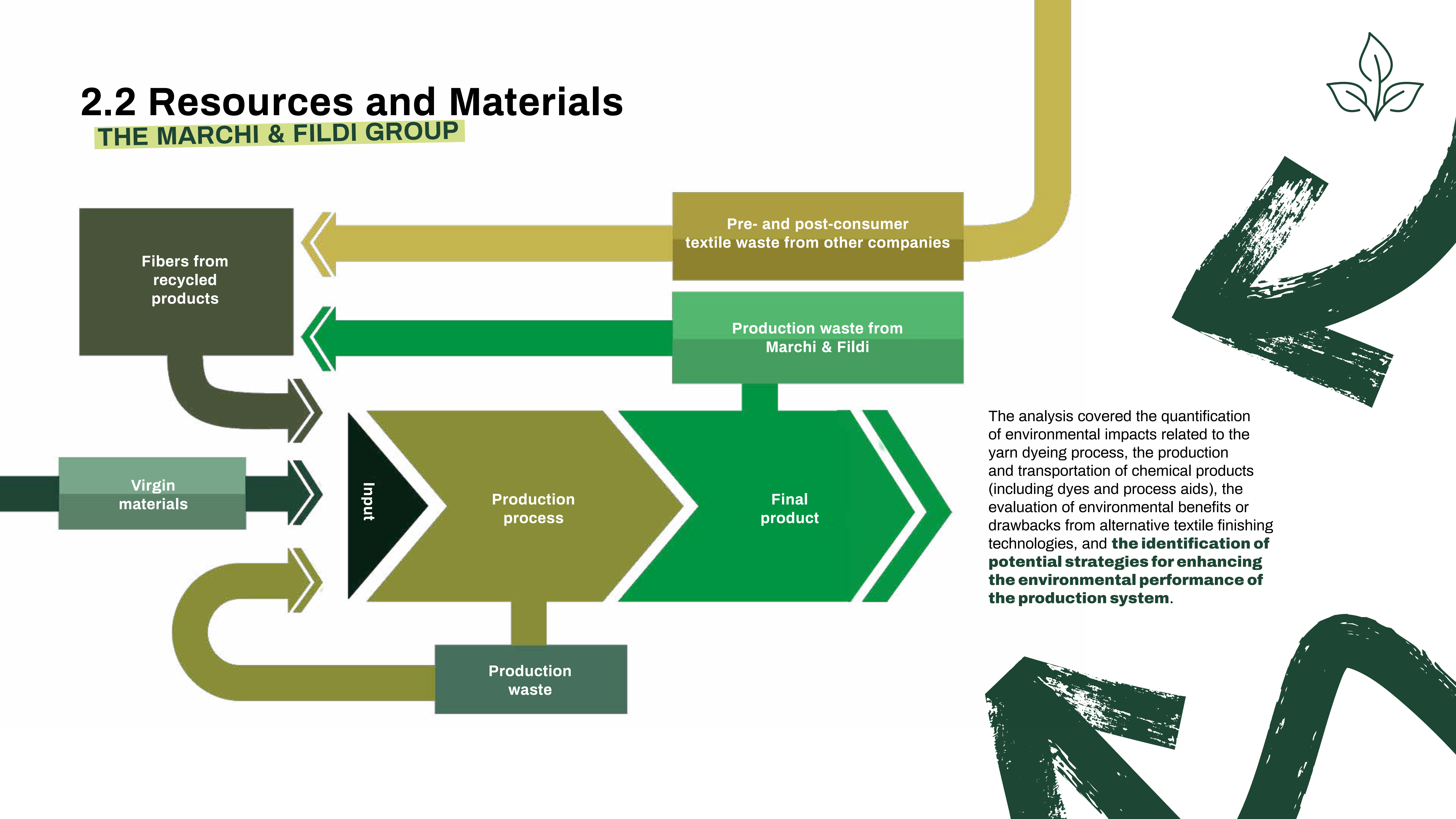
2.2 RESOURCES AND MATERIALS

The continuous pursuit of solutions to reduce the environmental impact of yarn production has always been a key driver of the Group's growth strategy. Environmental protection is a core value that guides all decisions related to the Group's sustainable innovation processes. Filidea commissioned ICEA to conduct a study on the environmental performance of specific alternative textile finishing technologies. The study was conducted using the Life-Cycle Assessment (LCA) methodology, comparing the three dyeing technologies single-cycle, double-cycle, and traditional double-cycle.



2.2 Resources and Materials

THE MARCHI & FILDI GROUP

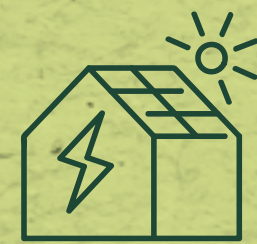


The analysis covered the quantification of environmental impacts related to the yarn dyeing process, the production and transportation of chemical products (including dyes and process aids), the evaluation of environmental benefits or drawbacks from alternative textile finishing technologies, and **the identification of potential strategies for enhancing the environmental performance of the production system.**

ECOTEC® is a trademark owned by Marchi & Fildi that identifies the process developed by the company to produce new yarns by reintroducing mechanically recycled fibers from knitting and weaving mills' textile waste (pre-consumer) and used clothing (postconsumer), as well as fibers from other certified recycling sources such as polyester from plastic bottles. Over the years, the ECOTEC® gamma has expanded in terms of fibers and compositions, the process has been refined and has gradually established itself on the market.

The process is GRS certified and fully traceable; the environmental footprint has been tested by ICEA's Life-Cycle Assessment (LCA) analysis.

Yarns produced with ECOTEC® technology are used in various sectors such as flat knitting, circular knitting, weaving, and furnishing, supported by the development of fully customized projects.



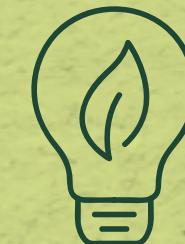
Emission

-46,9%



Water use

-61,6%



Energy

-46,9%

*Values based on ICEA's LCA (Life-Cycle Assessment) study on the Polaris article from the Ecotec® collection (Ecotec® Virgin cotton blend) compared to a 100% virgin cotton yarn.



2.2.1 Materials

THE MARCHI & FILDI GROUP

The Group is committed to sustainable materials management as a core aspect of its operational strategy. By prioritizing the use of eco-friendly and responsibly sourced materials, the Group aims to minimize the environmental footprint while maintaining high-quality production standards. The approach includes rigorous selection processes, innovative recycling initiatives, and continuous collaboration with suppliers to ensure the sustainability of our raw materials.

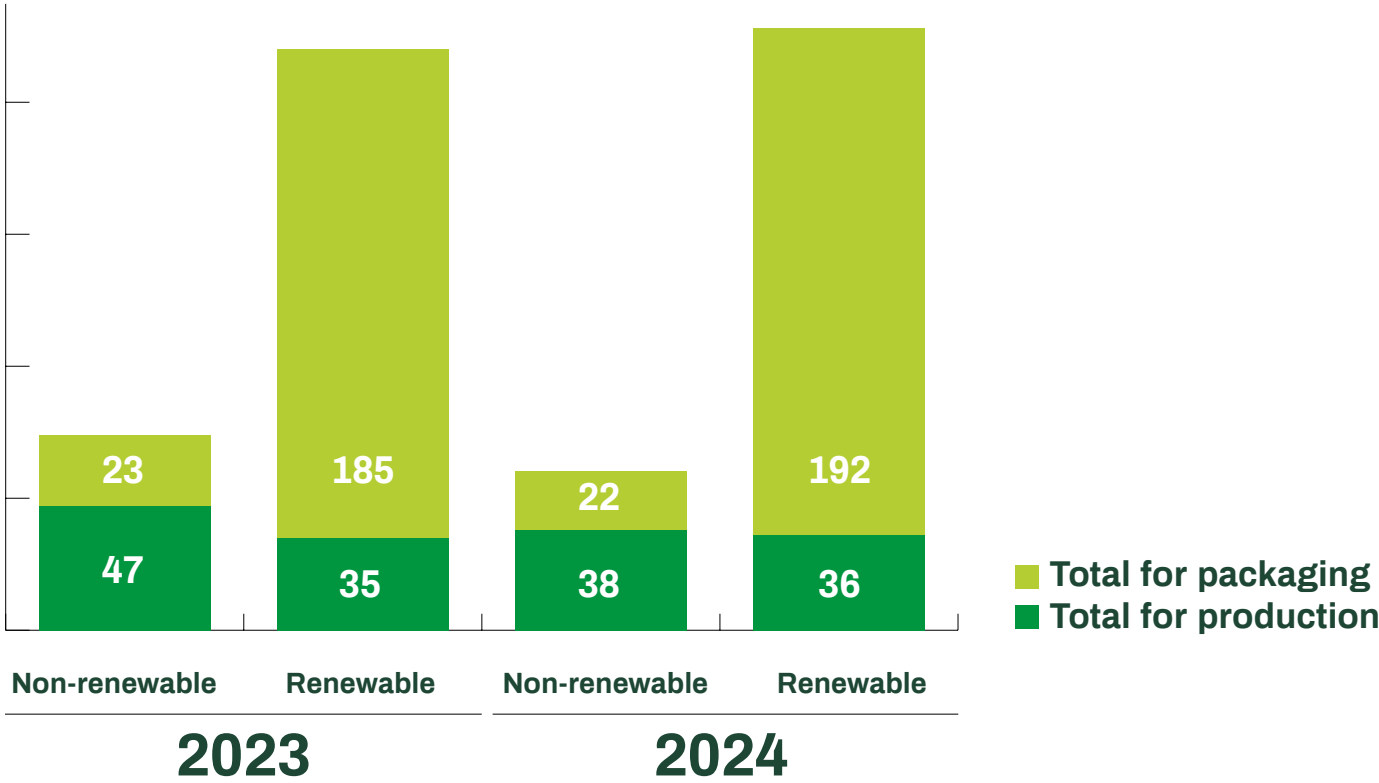
This commitment not only reduces waste and conserves natural resources but also supports the broader goal of fostering a more sustainable and resilient supply chain.

Marchi& Fildi

In 2024, the consumption of materials at **Marchi & Fildi** remained stable compared to the previous year, slightly decreasing from 291 tonnes to 289 tonnes. The material inputs are categorized into those used for production and those used for packaging, both of which include renewable and non-renewable materials.

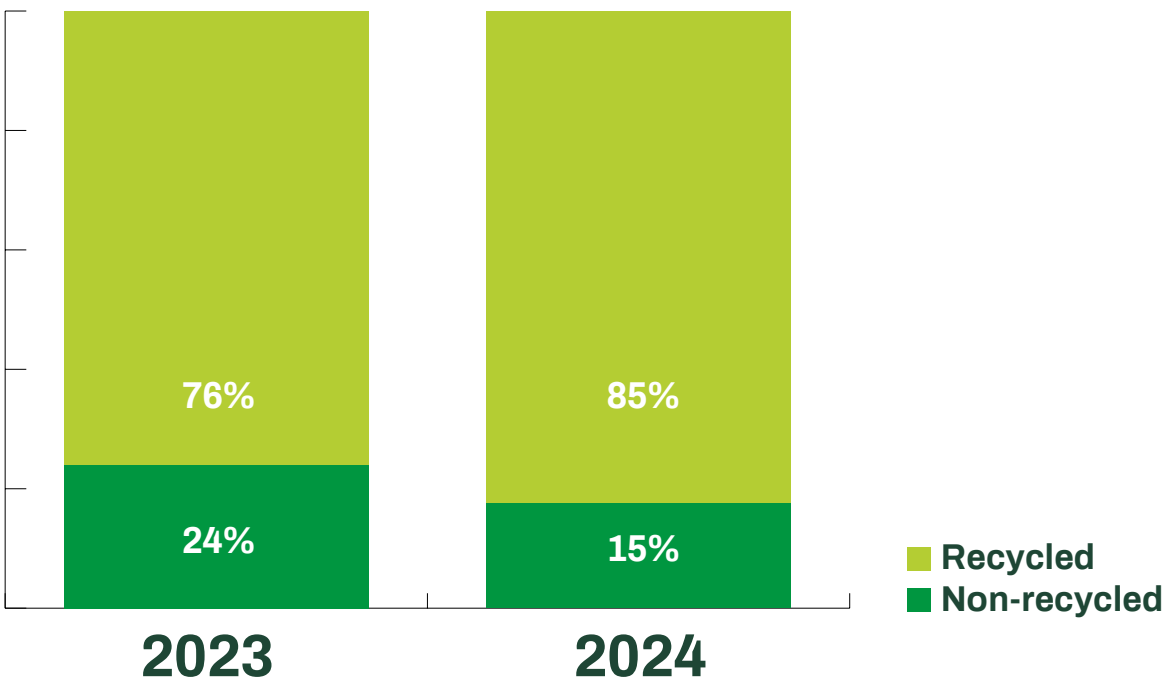
Specifically, the production processes utilized 74 tonnes of materials, primarily consisting of plastic cones, cardboard cones and antistatic. Out of this, 36 tonnes (48%) were renewable. For packaging, the company used 214 tonnes of materials such as cardboard boxes, separators, duct tape, shelves, pallets, stretch film, labels, spools, pouches, and strapping, with 192 tonnes (90%) being renewable.

Materials used by weight or volume



Overall, renewable materials accounted for 228 tonnes, representing 79% of the total material usage. This reflects a stable trend compared to 2023, where 76% of the materials were renewable, with 16% in production and 84% in packaging. In 2024, the total input materials amounted to 289 tonnes, with 228 tonnes (79%) being recycled. This reflects a continued commitment to sustainability, closely aligned with the previous year's figures, where the total was 291 tonnes, of which 220 tonnes (76%) were recycled.

Recycled input materials used



The categories by materials that were entirely recycled include cardboard cones, cardboard boxes, separators, shelves, acrylic and pallets. In contrast, stretch film and spool pouches were only partially recycled.

2.2.1 Materials

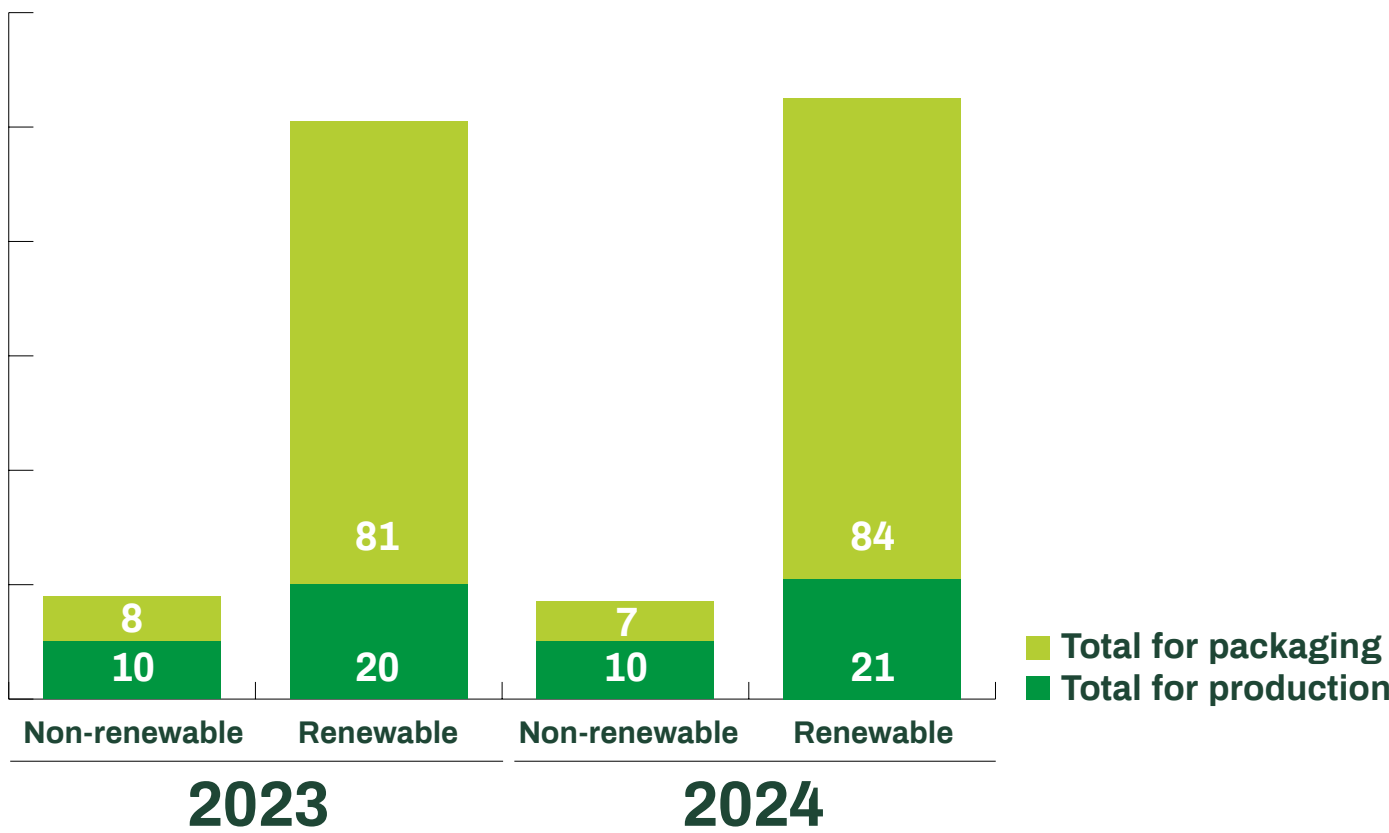
THE MARCHI & FILDI GROUP



Filidea

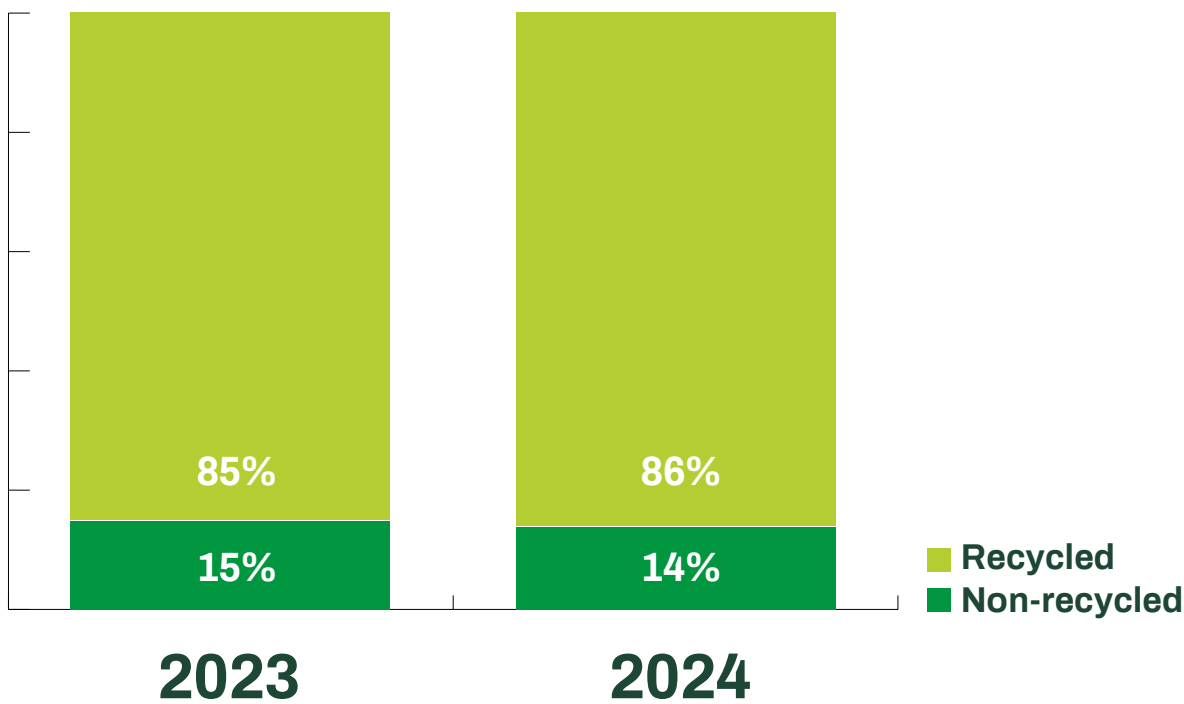
In 2024, **Filidea's** material consumption slightly increased by 2% compared to the previous year, from 119 tonnes to 122 tonnes. Material inputs are divided into production and packaging categories, both encompassing renewable and non-renewable resources. The production processes consumed 31 tonnes of materials, primarily cardboard cones and cardboard boxes, with 21 tonnes (68%) being renewable.

Filidea: materials used by weight or volume



For packaging, the company used 91 tonnes of materials, mainly represented by also including cardboard boxes, separators, duct tape, shelves, pallets, stretch film, labels and strapping, with 84 tonnes (92%) being renewable. Overall, renewable materials constituted 105 tonnes, accounting for 86% of total material usage. This trend remained constant compared to 2023, where 85% of materials were renewable.

Recycled input materials used



In 2024, 105 tonnes of input materials (86%) were recycled, a stable trend compared to 2023, where 85% of material were recycled.





2.2.1 Materials

THE MARCHI & FILDI GROUP

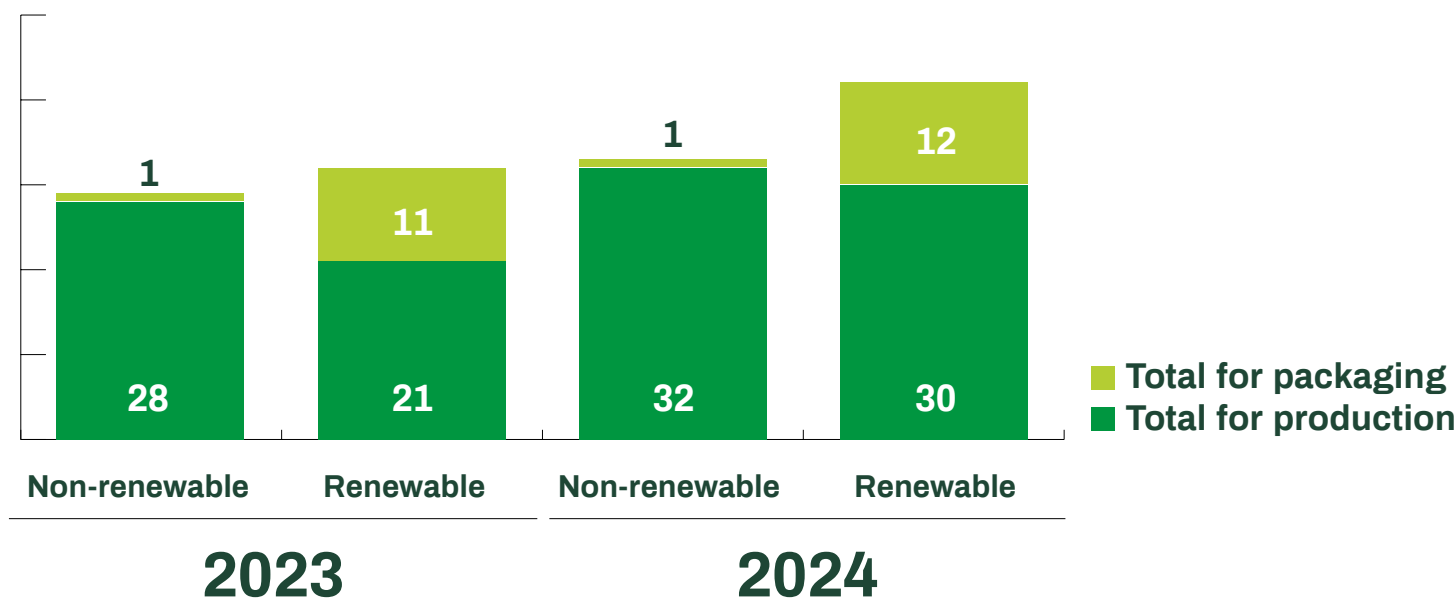


Prispin D.O.O

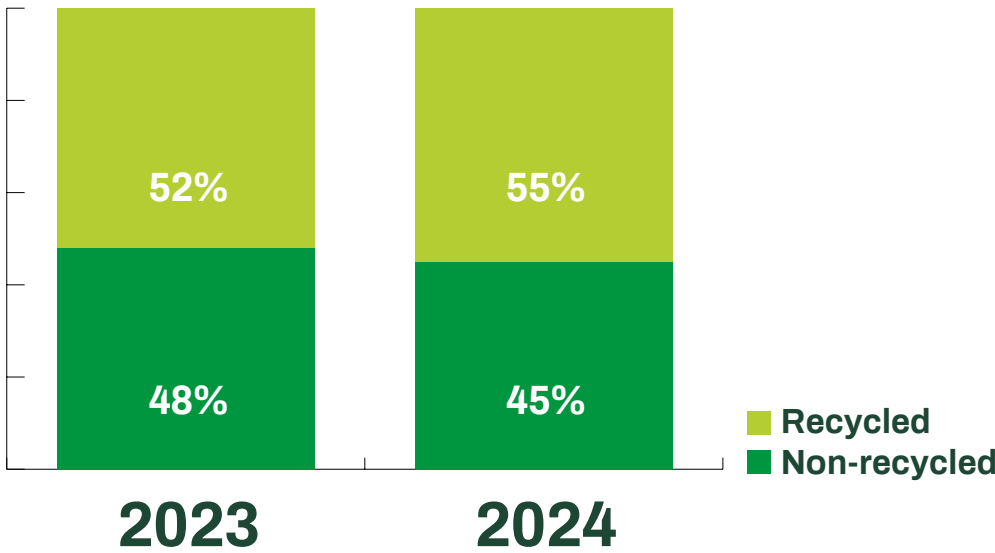
In 2024, the consumption of materials at **Prispin D.O.O** increased compared to the previous year, from 61 tonnes to 75 tonnes. The material inputs are categorized into those used for production and those used for packaging, both of which include renewable and non-renewable materials. Specifically, the production processes utilized 62 tonnes of materials, primarily consisting of acrylic, cotton, viscose, and linen. Out of this, 30 tonnes (48%) were renewable. For packaging, the company used 13 tonnes of materials such plastic, paper, wood and metal, with 12 tonnes (89%) being renewable. Overall, renewable materials accounted for 42 tonnes, representing 56% of the total material usage. This reflects a stable trend compared to 2023, where 52% of the materials were renewable, with 66% in production and 33% in packaging.

In 2024, the total input materials amounted to 75 tonnes, with 41 tonnes (55%) being recycled. This reflects a continued commitment to sustainability, closely aligned with the previous year's figures, where the total was 61 tonnes, of which 32 tonnes (52%) were recycled.

Materials used by weight or volume



Recycled input materials used

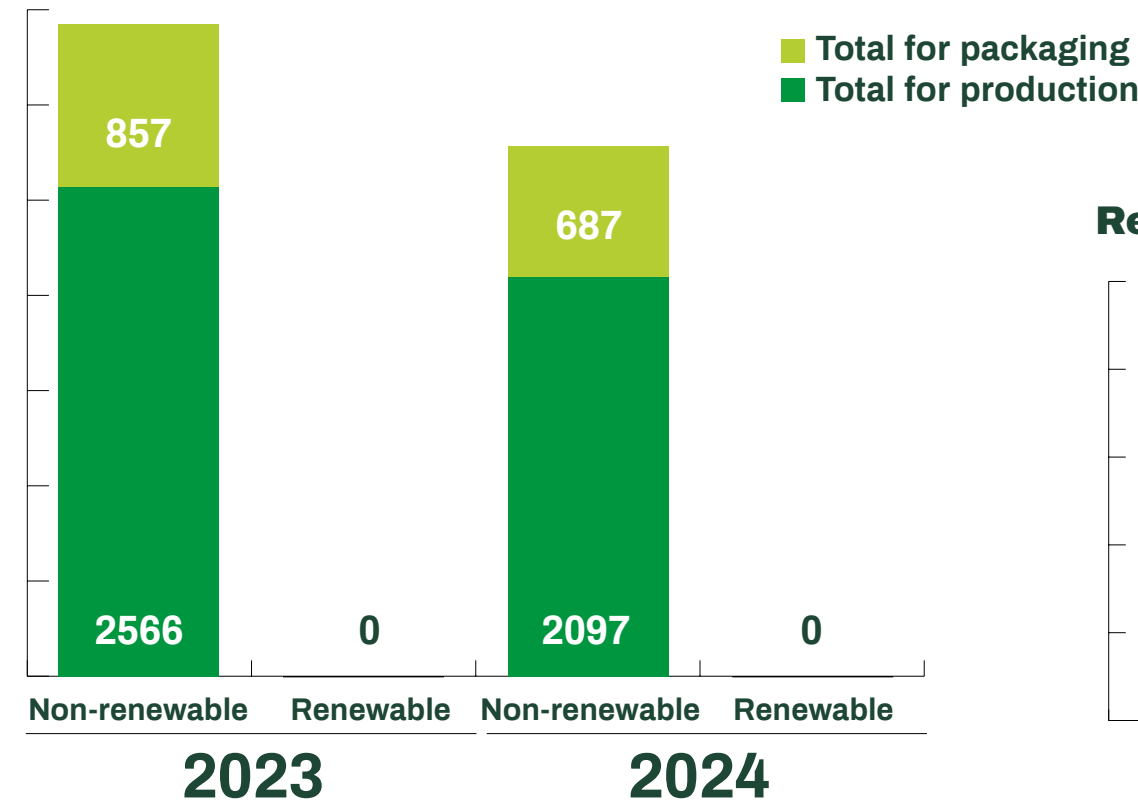


The categories of materials that were entirely recycled include cotton, acrylic, viscose, linen, plastic, paper, wood and metal.

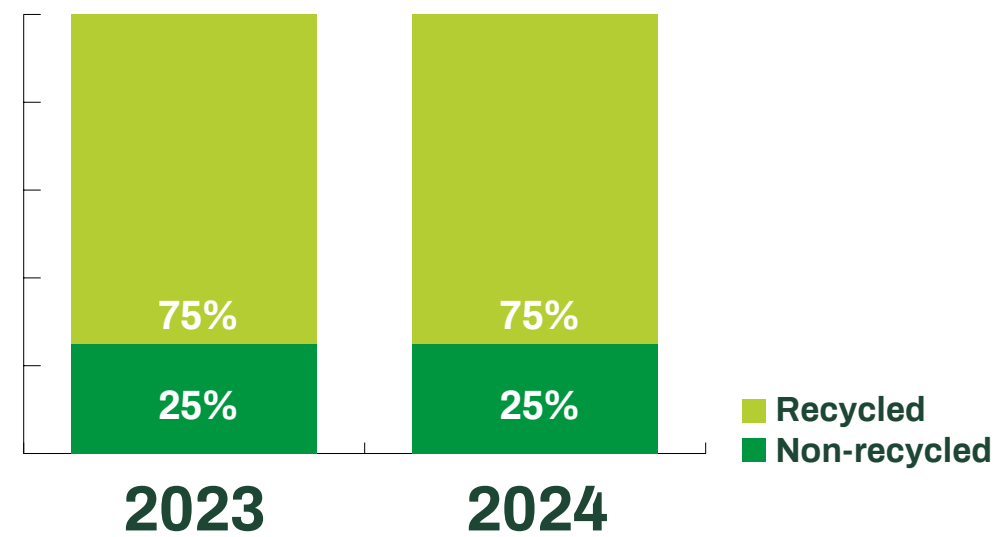
Superfios Têxtil Ltda

In 2024, the consumption of materials at **Superfios Têxtil Ltda** decreased compared to the previous year, from 3,423 tonnes to 2,784 tonnes. The materials for production amounted to 2,097 tons and the materials for packaging amounted to 687 tons. Out of 2,784 with 2,097 tonnes (75%) being recycled. This reflects a continued commitment to sustainability, closely aligned with the previous year's figures, where the total was 3,423 tonnes, of which 2,566 tonnes (75%) were recycled.

Superfios Têxtil Ltda: materials used by weight or volume



Recycled input materials used



The categories of materials that were entirely recycled include cotton, polyester and plastic wrap.



2.2.1 Materials

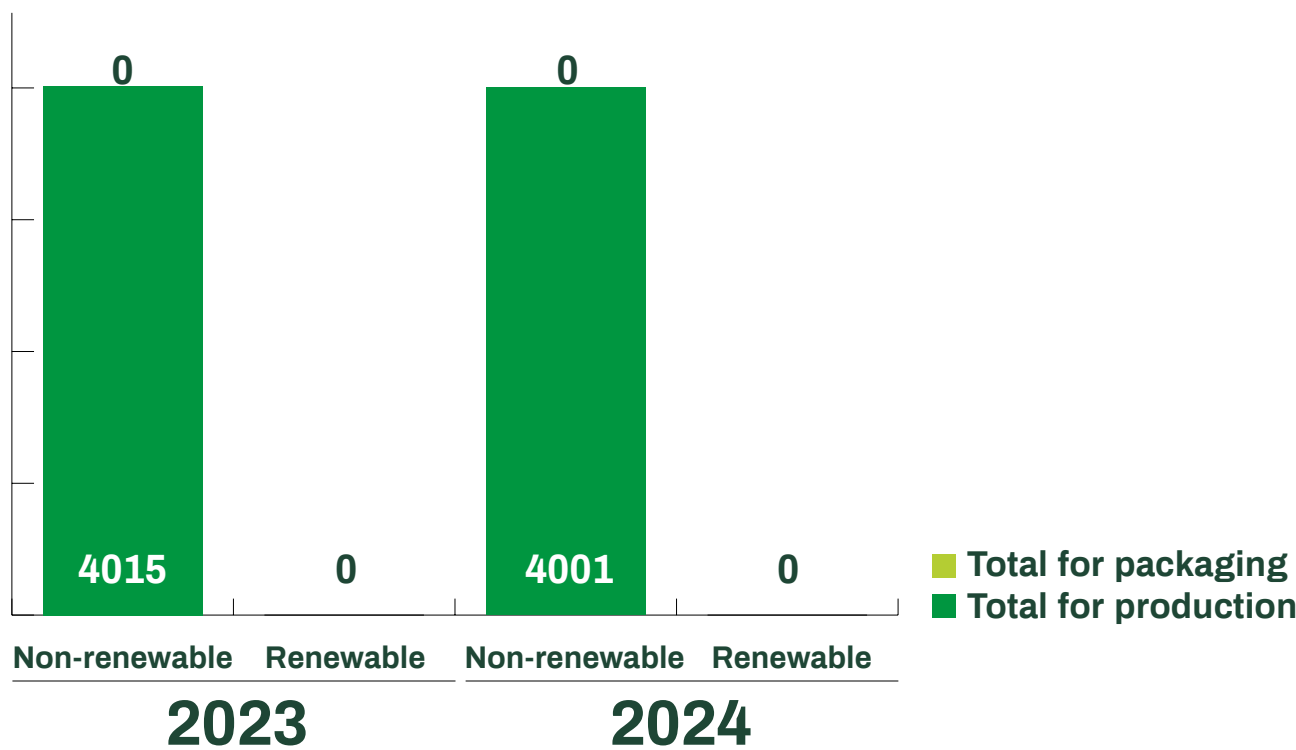
THE MARCHI & FILDİ GROUP



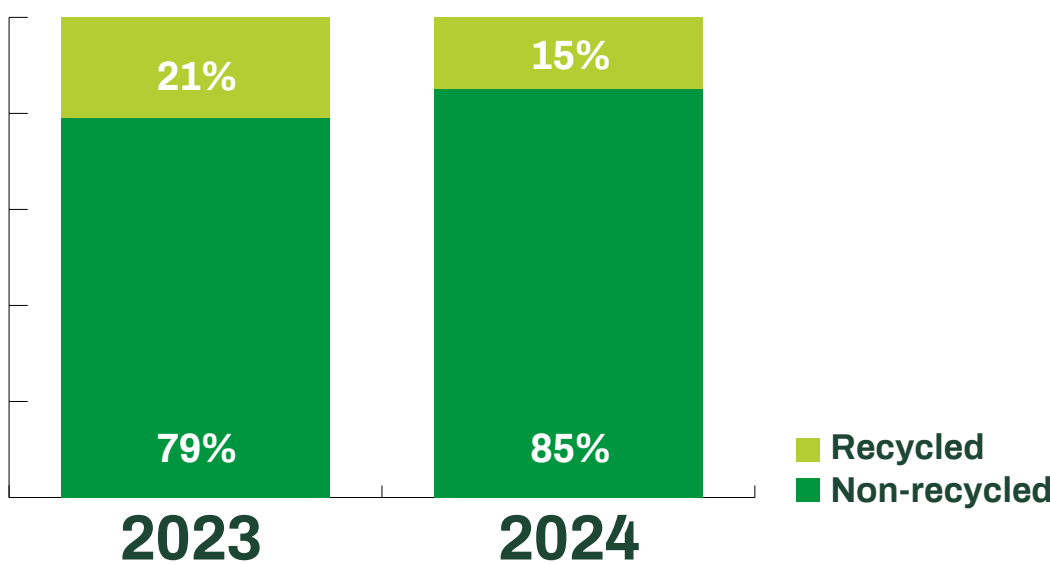
Filidea Tekstil Sanay Ticaret

In 2024, the consumption of materials at Filidea Tekstil Sanay Ticaret decreased compared to the previous year, from 4,015 tons to 4,001 tons. Out of 4,001 tons, 838 tons (21%) were recycled. This reflects a continued commitment to sustainability, closely aligned with the previous year's figures, where the total was 4,015 tons, of which 611 tons (15%) were recycled. The categories of materials that were entirely recycled include cotton, polyester, acrylic, nylon and viscose.

Filidea Tekstil Sanay Ticaret: materials used by weight or volume



Recycled input materials used





2.2.2 Responsible waste management

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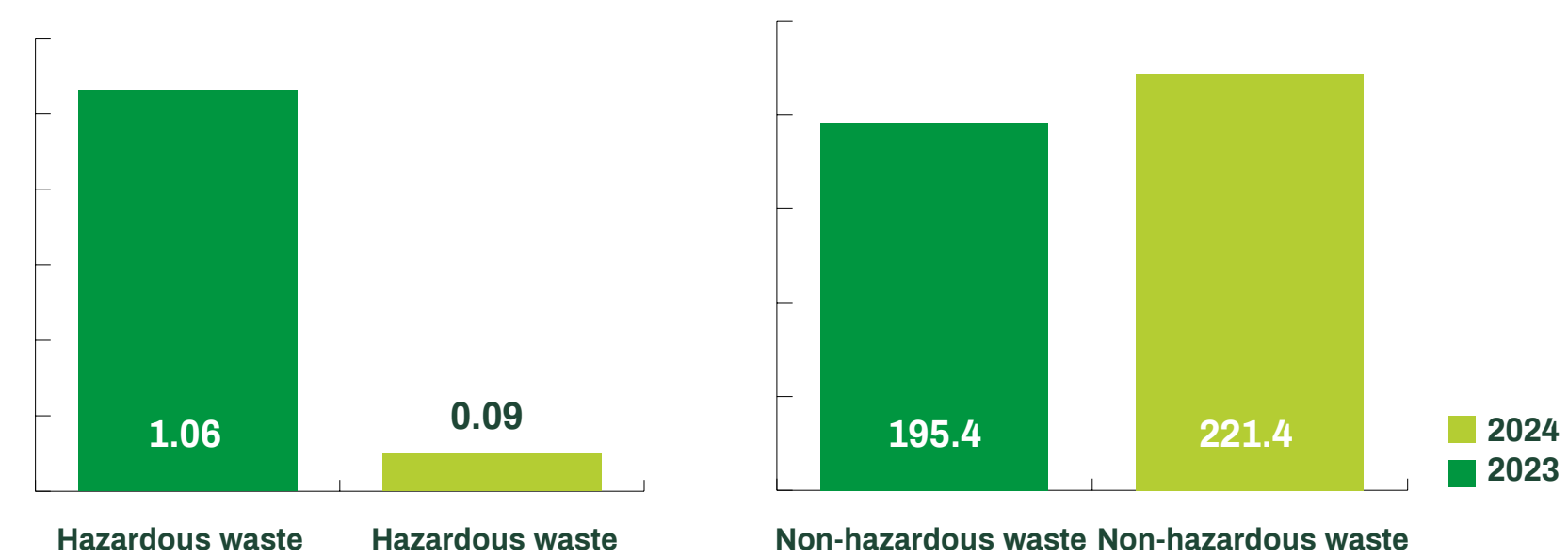


Marchi& Fildi

Marchi & Fildi's waste management includes specific waste and scrap sorting procedures, monitoring and proper disposal measures, and employee awareness and training initiatives.

Since 2018, the Company has successfully implemented actions to reduce the production of waste, that is then either recovered and reused in production processes or resold as Millefiori yarn, thus implementing a total circular material reuse. Total waste generated by Marchi & Fildi in 2024 increased by 13% compared to 2023, from 196 tons to 221 tons.

Waste generated



The total waste produced includes non-hazardous waste, which is mainly divided in packaging (plastic, paper and cardboard, wood, mixed materials), processing waste (mixed waste from textile fibers), and discarded electronic equipment, and hazardous waste that mainly includes waste paints and varnishes, organic waste containing hazardous substances and other solvents.

Non-hazardous waste increased by 13% (from 195.4 to 221.4 tons), and hazardous waste decreased from 1.06 to 0.09 tons in 2024. Excluding this extraordinary component, the downward trend in hazardous waste is confirmed, as result of the company's commitment to reduce environmental impact.

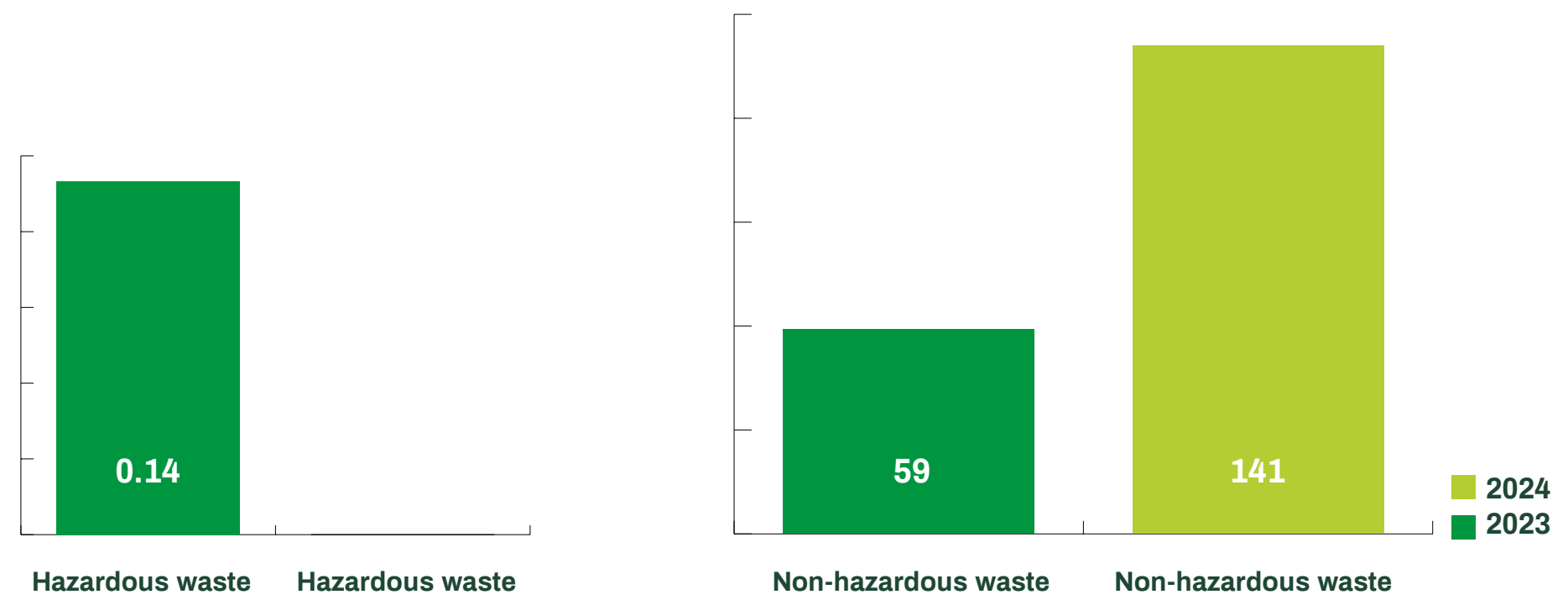
Filidea

Filidea's waste management includes specific procedures for the separate collection of production waste and scraps, managing its disposal in a precise and timely manner, in full compliance with the regulations in force in the countries in which it operates.

Should situations of non-conformity arise, the company will fill out specific forms, committing itself, through the involvement of experts in the field, to research and develop measures for improvement and adaptation of its practices.

In 2024, Filidea generated 141 tons of waste, all of which was non-hazardous, increasing from 59 tons in 2023.

Waste generated



The waste generated by Filidea can be classified as packaging (plastic, paper and cardboard, wood, mixed materials), sludge, iron, and steel. The minimum amount of hazardous waste is made up of insulating materials containing or consisting of hazardous material and gear and lubrication motor oils.



2.2.2 Responsible waste management

THE MARCHI & FILDI GROUP

Prispin D.O.O

Prispin mainly produces textile waste, such as powders and scraps resulting from production. The scraps are resold as by-products, while the powders are disposed of as they are not reusable.

The total waste generated in 2024 amounted to 86 tons, entirely non-hazardous, of which the main categories are waste for production (80%).

Waste generated

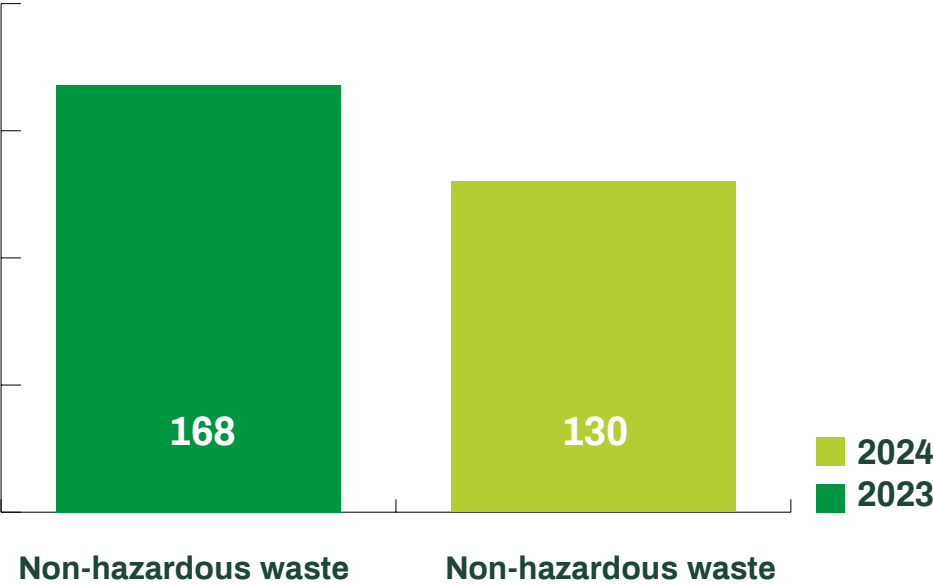


Superfios Textil Ltda

Superfios Textil specializes in producing cotton yarn, with waste generation being an inherent part of its production process. A portion of this waste is efficiently reused to create new threads for various segments. Waste that cannot be repurposed is responsibly discarded through certified contractors, ensuring environmentally safe disposal.

The company handles other types of waste following this same rigorous process. Adhering to group policies and norms, Superfios Textil ensure compliance through regular audits, inspections, and thorough document checks to manage progress effectively. The waste generated in 2024 amounted to 130 tons, entirely non-hazardous, of which the main category is waste for production (99.9%), and a residual 0.1% is wood used for packaging.

Waste generated



2.2.2 Responsible waste management

THE MARCHI & FILDI GROUP

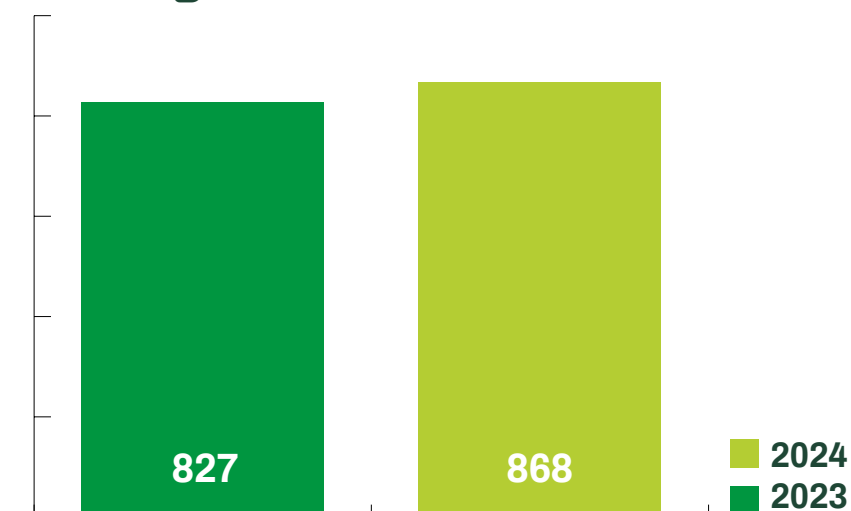
Filidea Tekstil Sanay Ticaret

Filidea Tekstil Sanay Ticaret mirrors the Italian parent company's approach to responsible waste management, conducting environmental impact analyses, implementing containment strategies, and monitoring actions' effectiveness. The sustainability report reveals positive outcomes like economic gains, enhanced environmental quality, and community health benefits, alongside negative impacts such as financial losses, ecosystem degradation, and health risks.

Emphasizing preventive measures and eco-friendly technologies, the company commits to continuous improvement and community investment projects. Integration of environmental concerns into processes, carbon footprint reduction, and stakeholder engagement are central to its strategy, guided by lessons from impact assessments and evolving sustainability standards.

Open communication with stakeholders, periodic evaluations, and active participation in environmental discussions ensure effectiveness and transparency. The waste generated by Filidea Tekstil Sanay Ticaret in 2024 is mainly composed by waste from production (68%), paper (15%) and plastic (8%) packaging and amounted to 868 tons, entirely nonhazardous.

Waste generated



Non-hazardous waste Non-hazardous waste



2.2.3 Protection of the Water Resource

THE MARCHI & FILDI GROUP

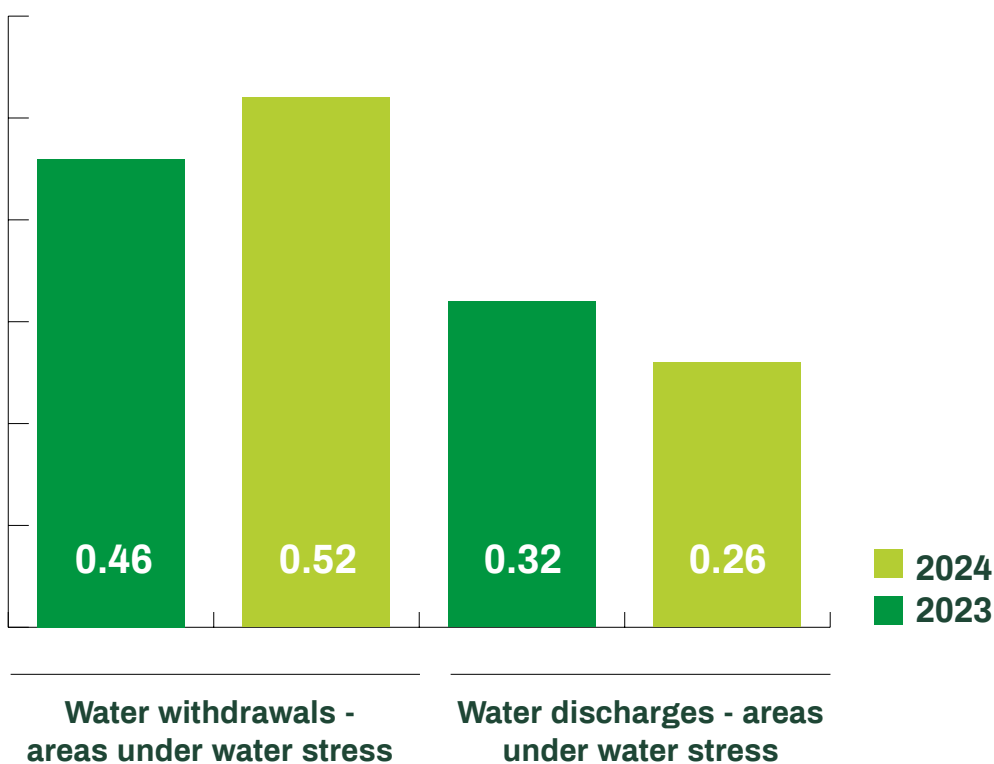


The Group responsibly manages water resources by applying procedures and technical solutions that minimize consumption and enhance efficiency. This commitment is particularly relevant since Italian and Turkish sites are in areas characterized by water stress.

Marchi & Fildi

The water consumption of Marchi & Fildi is modest and is managed through routine monitoring, reporting and verification procedures and preventive maintenance interventions to avoid malfunctions and leaks. No extraordinary management activities are necessary. The measurement is conducted by an operator reading a meter. The discharge of water is lower compared to the intake due to most of the pre-washed water being utilized for conditioning production areas, thus being released as steam. In 2024, Marchi & Fildi increased by 15% water withdrawals in areas under water stress, increasing from 0.46 megaliters to 0.52 megaliters. Additionally, water discharges were reduced by 19% in areas under water stress, from 0.32 megaliters in 2023 to 0.26 megaliters in 2024.

Groundwater



ICEA's LCA study conducted in 2020 showed a reduction in water use compared to the traditional double-cycle process (pre-2011), quantifiable as:

- **8.0%, for double cycle dyeing;**
- **47.4%, for single cycle dyeing;**
- **42.9% of direct water consumption** in the one-cycle dyeing process compared to the two-cycle dyeing applied after 2018 to produce the product subject of the present study;
- **48.9% compared to Eutrophication**, which quantifies the effect of growing plant organisms in the aquatic ecosystem due to excessive nitrogen and phosphorus emissions.

Filidea

Filidea's water consumption is higher due to the presence of the dyehouse in the plant and requires very careful management of the resource. The procedures provide a systematic monitoring of unit consumption (referring to kg produced) to identify micro and macro interventions to improve process efficiency.

The groundwater withdrawal is periodically monitored and calculated annually by summing the readings from the meters installed on the wells, subtracting the volumes of water used for steam production and the volumes used for thermal cooling, which are then reused in the industrial production process. Filidea's dyeing plant, located in Cerrione Magnonevolo (BI), mainly uses water coming from an underground aquifer, which is purified and released into surface water at the end of the production cycle.

2.2.3 Protection of the Water Resource

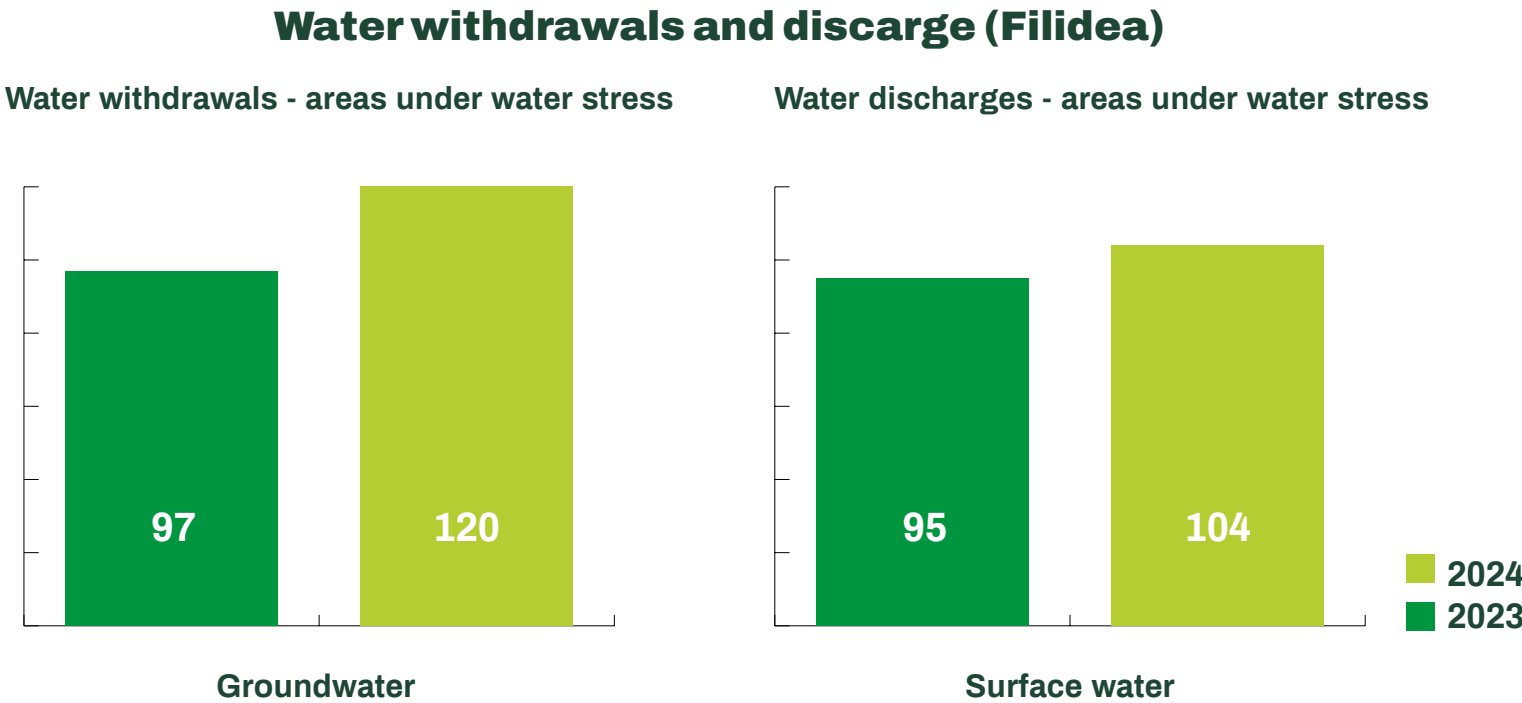
THE MARCHI & FILDI GROUP



In 2024, water withdrawals in areas under water stress amounted to 120 megaliters, representing a 24% increase compared to 97 megaliters in 2023. Water discharges in areas under water stress increased by 9%, from 95 megaliters in 2023 to 104 megaliters in 2024.

Thanks to the continuous improvement of processes and the application of cutting-edge technologies in dyeing, Filidea has achieved a water saving of 200 million liters per year, 55% less consumption than a traditional plant, even if there are little increasing by 2023 complying with all the parameters required by the ZDHC protocol.

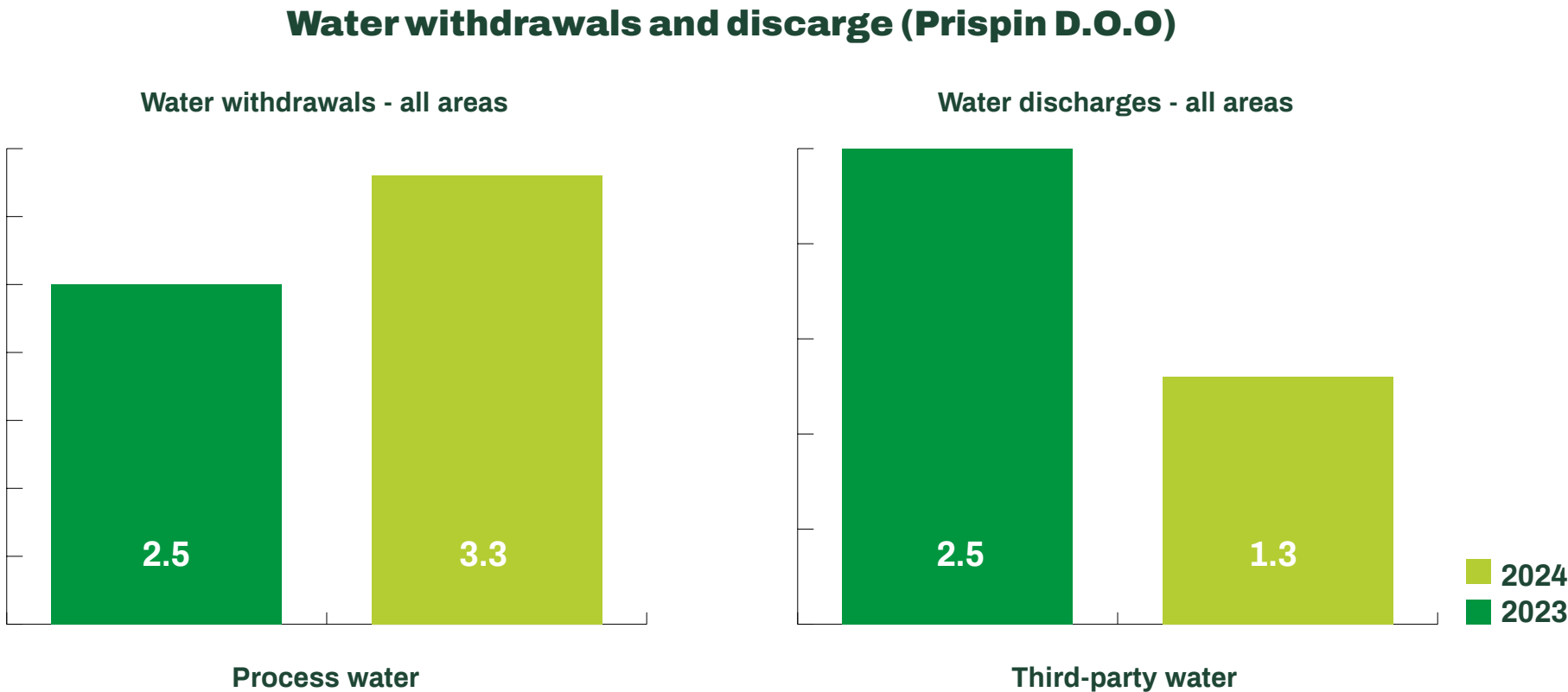
This excellent performance compared to a traditional dyeing process were also supported by an LCA analysis performed by ICEA. Among the performance improvement actions, Filidea is considering introducing new dyeing water treatment systems, with the aim of achieving a recycling of 100%, and has improved the planning of production in dyeing by reducing the washing of plant machinery. The effectiveness of the interventions will be monitored from 2023 through annual consumption audits by the company Sinergia Consulting S.r.l. Currently, the control is carried out through periodic reporting activities.



Prispin D.O.O

Water consumption within Prispin operations is presently limited to communal services. The water usage is meticulously tracked on a monthly basis, with the final annual figure derived from the cumulative volume of water consumed over the course of the entire year. This water, utilized for communal purposes, originates from the municipal waterworks, where rigorous quality assessments are conducted by the public utility company to ensure its safety and integrity. Prispin maintains a steadfast commitment to overseeing all procedures associated with water management, with monitoring, control, and assurance measures overseen by the public utility company.

This collaborative approach underscores the company's dedication to responsible water stewardship and upholding the highest standards of environmental sustainability. In 2024, water withdrawals in all areas amounted to 3.3 megaliters, representing a 33% increase compared to 2.5 megaliters in 2023. Water discharges in all areas decreased by 47%, from 2.5 megaliters in 2023 to 1.3 megaliters in 2024.



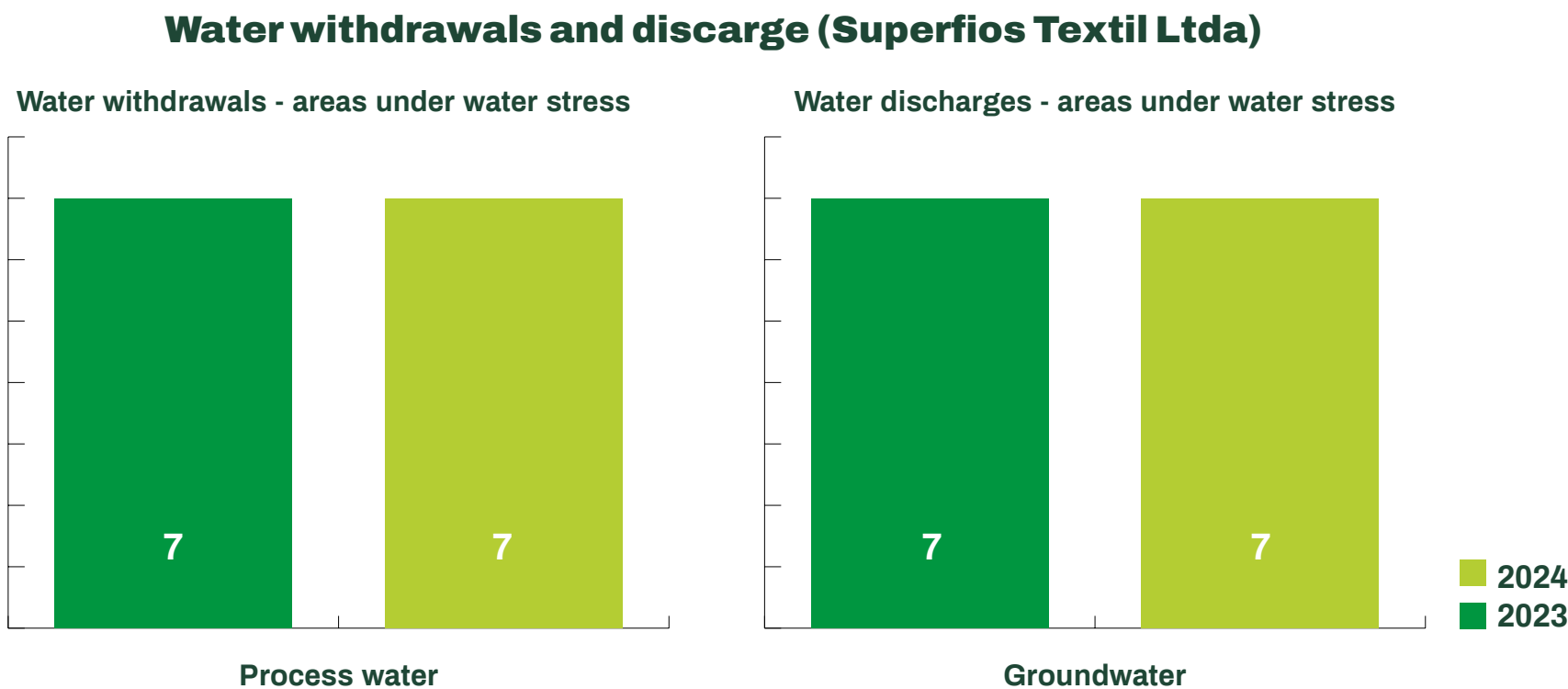
2.2.3 Protection of the Water Resource

THE MARCHI & FILDI GROUP



Superfios Textil Ltda

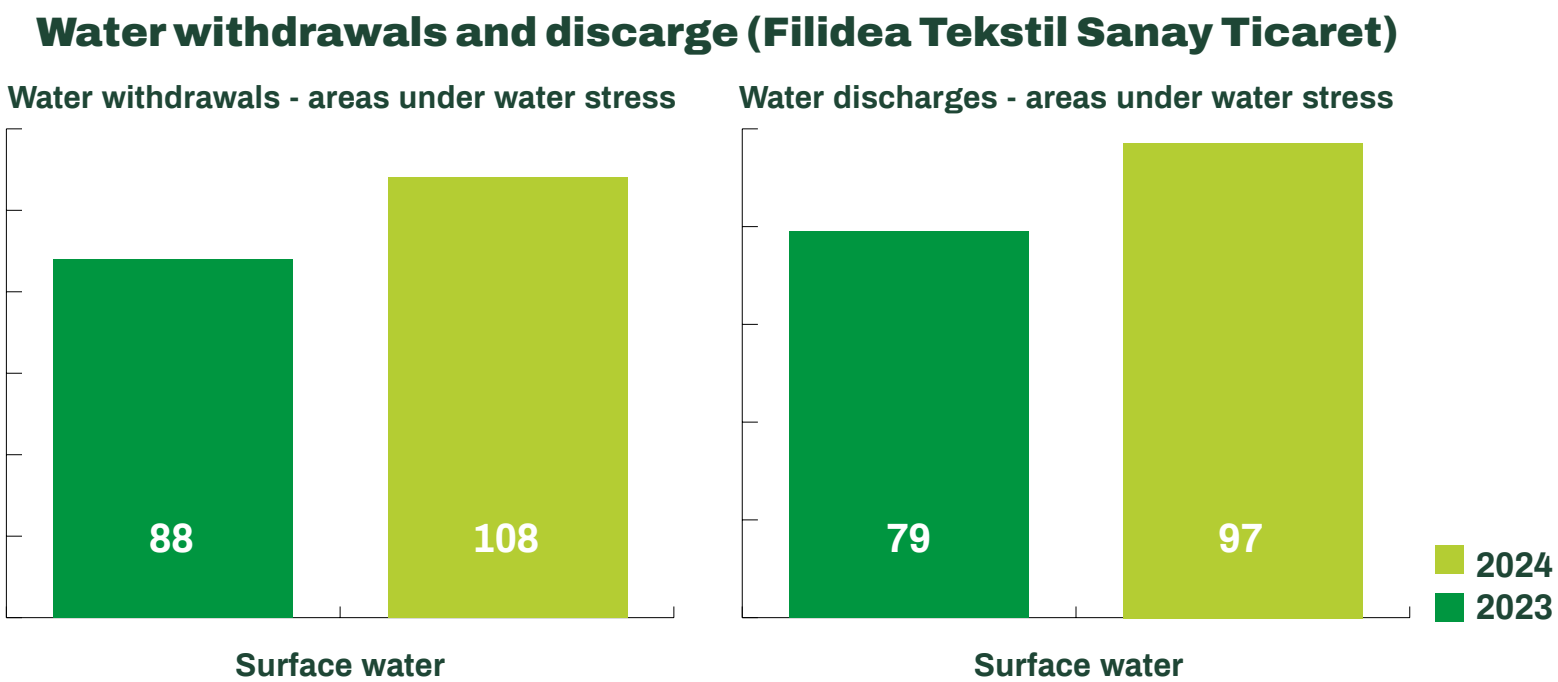
Superfios Textil plant operates without using water in the production process, and it actively promotes awareness about minimal water consumption for personal use. The company ensures compliance with these practices through regular audits, inspections, and comprehensive document checks to monitor and verify progress. In 2024, water withdrawals in areas under water stress amounted to 7 megaliters, which remained constant compared to 2023. Water discharges in areas under water stress remained constant as well and amounted to 7 megaliters in 2024.



Filidea Tekstil Sanay Ticaret

The water management of Filidea Tekstil Sanay Ticaret examines the impacts of waste management practices, highlighting positive outcomes like cost savings and environmental conservation, alongside negative effects such as resource depletion and ecosystem harm. To address these challenges, the organization commits to comprehensive environmental policies, water conservation measures, and responsible wastewater treatment investments.

The report emphasizes ongoing improvements, regulatory compliance, and stakeholder engagement to ensure effective water management and minimize negative impacts. Filidea Tekstil Sanay Ticaret's efficient water management practices lead to cost savings, resource efficiency, environmental conservation, and improved community well-being through better access to clean water.



Inefficient water use, however, results in increased costs, resource depletion, ecosystem damage, and negative impacts on community health and rights, often due to water-intensive processes and inadequate wastewater management compounded by poor business relationships. To tackle these issues, Filidea Tekstil is committed to comprehensive environmental management policies and regulatory compliance. Their strategies focus on prevention and mitigation, including conservation measures, collaboration with communities and authorities, and investing in responsible wastewater treatment. Managing positive impacts involves continuous improvement and community engagement, using audits, monitoring, and setting targets to reduce consumption and comply with standards. Policy updates and practice adaptations are guided by assessments, while active communication with communities and collaboration with experts ensure effective action and initiative evaluation. In 2024, water withdrawals in areas under water stress amounted to 108 megaliters, representing a 23% increase compared to 88 megaliters in 2023. Water discharges in areas under water stress increased by 22%, from 79 megaliters in 2023 to 97 megaliters in 2024.

2.3 Combating climate change

THE MARCHI & FILDI GROUP

The Group's commitment to respecting and protecting the environment is also reflected in its efforts to contain its energy consumption and consequently reduce the emissions released into the atmosphere.

As proof of this dedication, all the companies included in the reporting scope have an environmental function in charge of monitoring and implementing an environmental management system, rely on external consultants, or, in the absence of a specific figure, carry out their activities in accordance with the guidelines dictated industry best practices.

2.3.1. Energy consumption¹²

Marchi & Fildi

Spinning mills are energy-intensive businesses whose production involves high energy consumption, mostly electricity.

Marchi & Fildi consumes about 1,9 kWh of electricity per kilogram of yarn produced, aligned with best practices in the sector. Electricity consumption in 2024 was 17,162 GJ, an increase of 4% compared to 2023. Moreover, in 2024 the company produced 1,315 GJ of renewable energy, equal to about 8% of electricity consumption, helping to mitigate the environmental impact of its production. The shown increase might be related to specific type of yarn produced which is linked to the market demand or client orders.

The energy intensity index in 2024 is 7,350 GJ/mln kg of yarn produced, which is an 5% increased from 7,014 in 2023.

1 The energy intensity index is calculated by dividing the total energy consumption (in GJ) by the production quantity, which includes revenues, changes in product inventories, work-in-progress, semi-finished goods, finished goods, and other income, measured in millions of euros.

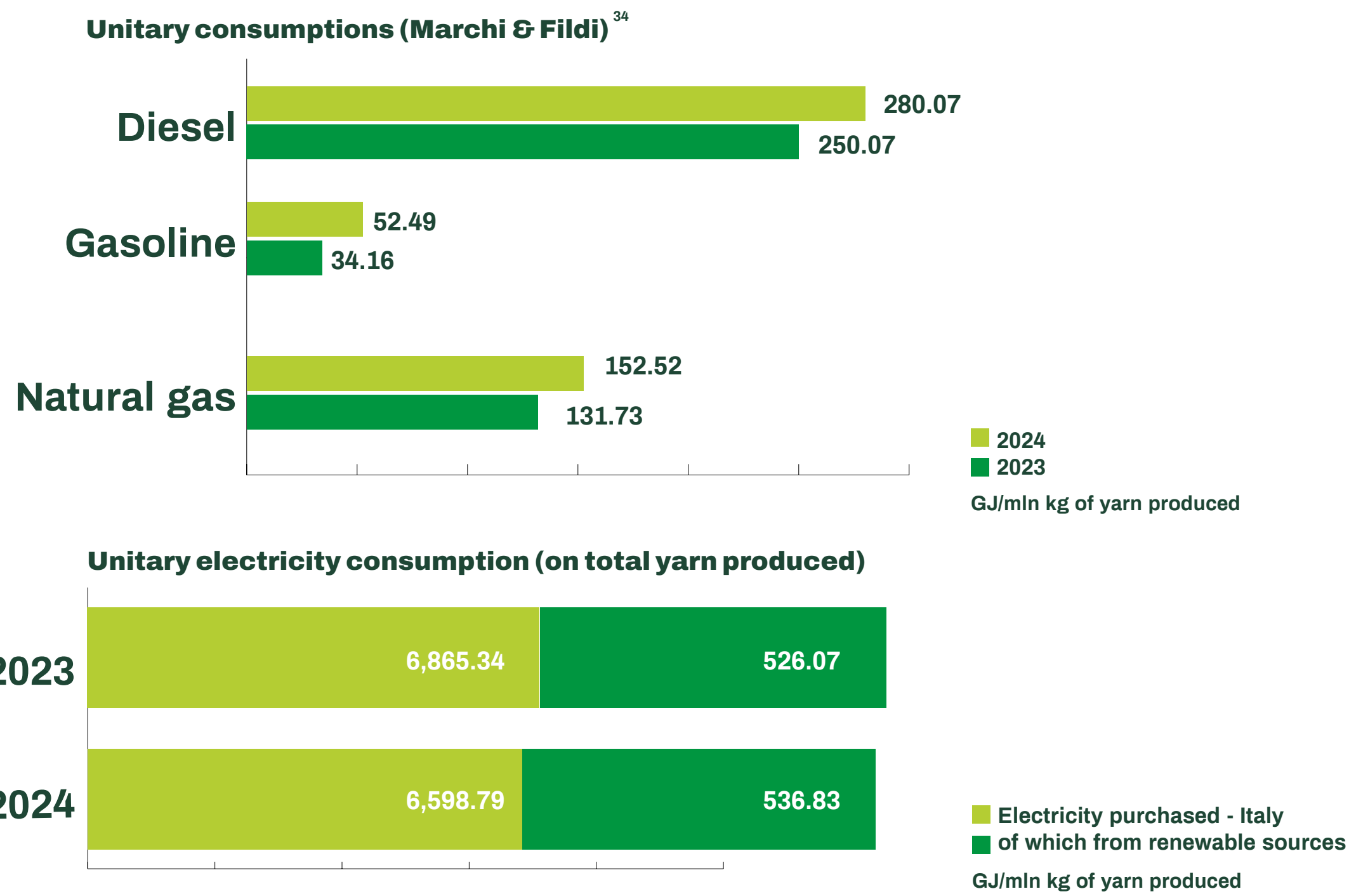
The GHG emission intensity index is determined by dividing the total tCO2 emissions from Scope 1 and Scope 2 (both Location Based and Market Based) by the same production value, also measured in quantity produced.





2.3.1. Energy consumption¹²

THE MARCHI & FILDI GROUP



The reported unitary data was calculated by dividing the total consumption of electricity, natural gas, and diesel fuel in GJ by the total kg of yarn produced by Marchi & Fildi during the year 2024.

3 The Group has chosen to report the unit data of its consumption using, for Marchi & Fildi, the total kg of yarn produced.
4 The following factors were used for the conversion of consumption into GJ:
- Electricity: Constant 1kWh = 0.0036 GJ;
- Diesel: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of diesel fuel = 0.84 kg of diesel fuel and 45.39 GJ/t in 2024 and 42.85 GJ/t in 2023);
- Natural Gas: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (0.040 GJ/SMC in 2024 and 0.343 GJ/SMC in 2023);
- Gasoline: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of gasoline = 0.75 kg gasoline and 45.43 GJ/t in 2024 and 43.13 GJ/t in 2023).

To achieve this performance, the company implements procedures to systematically monitor machine consumption to prevent anomalies and periodically check the energy consumption of compressors. In addition to this, the company commissions an annual energy audit from an E.S.Co in which it receives precise indications on interventions to improve energy efficiency, among which the ones to be pursued in the following year are selected. In addition to electricity, the company consumes natural gas and diesel fuel. Gas consumption in 2024 was 325 GJ, slightly decreasing from 2023. Diesel fuel consumption was 700 GJ, an increase of approximately 12% compared to 2023. The gasoline consumption increased from 85 GJ in 2023 to 131 GJ in 2024.

Filidea
Filidea’s energy consumption for production concerns electricity and natural gas, to a greater extent than Marchi & Fildi due to the presence of the dyehouse.

To improve the energy efficiency of the dyehouse while preserving the productive performance, Filidea intervened on the process, reducing the fraction of cycle time (kWh) and the use of steam (smc) per kilogram of yarn.

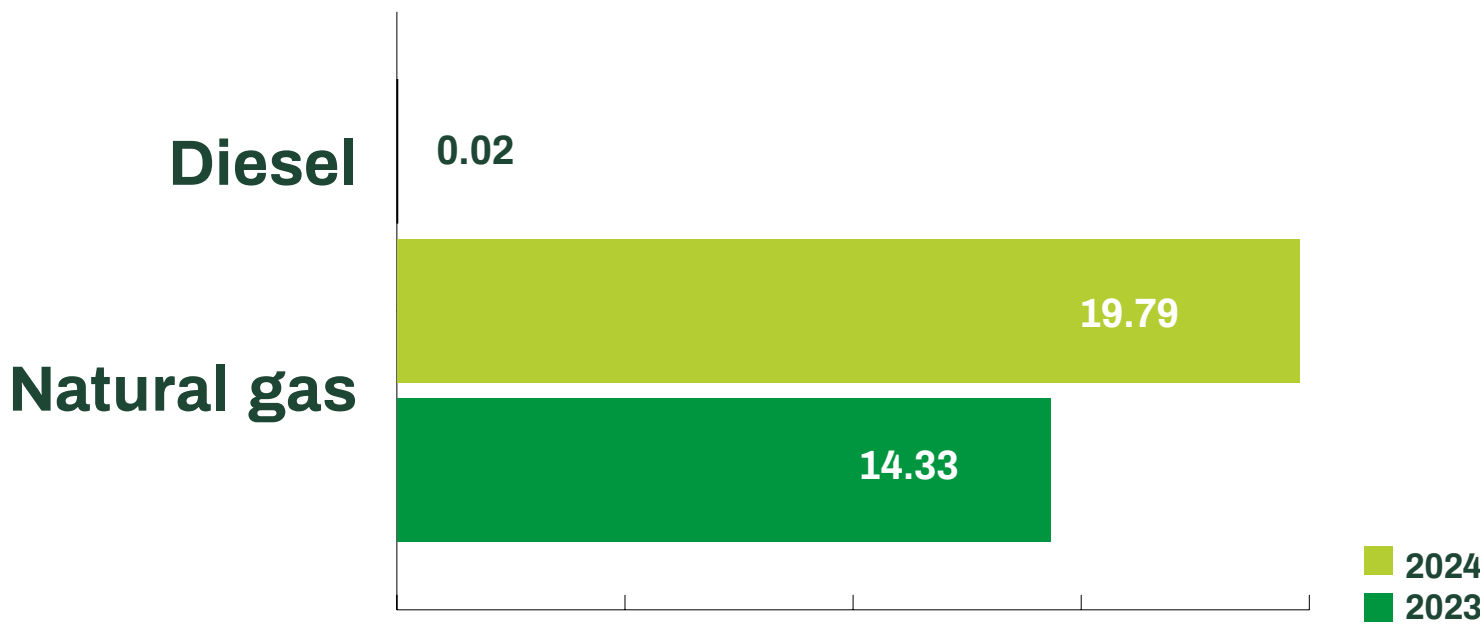
As a result, Filidea consumes about 2.9 kWh of electrical energy and 0.6 smc of natural gas to produce 1 kg of dyed spools. These improvements in efficiency and environmental footprint compared to a traditional dyeing process were also supported by an LCA analysis performed by ICEA.

The energy intensity index in 2024 stands at 30.3 GJ/thousand kg of dyed spools, reflecting a 42% increase from the 2023 figure of 21.4

2.3.1. Energy consumption¹²

THE MARCHI & FILDI GROUP

Unitary consumptions (Filidea)⁵



The reported unitary consumption was calculated by dividing the total consumption of natural gas and diesel used for motor vehicles, expressed in GJ, by the total weight in thousands of kilograms of dyed spools produced by Filidea in 2024.

In 2024, Filidea consumed a total of 12,810 GJ of natural gas, marking a 6% improvement from the 13,639 GJ consumed in 2023. Overall electricity consumption had little increase by 1.4 %, from 6,743 GJ in 2023 to 6,840 GJ in 2024, despite a slight decrease in the purchasing of renewable energy, which decreased from 1,556 GJ in 2023 to 1,508 GJ in 2024.

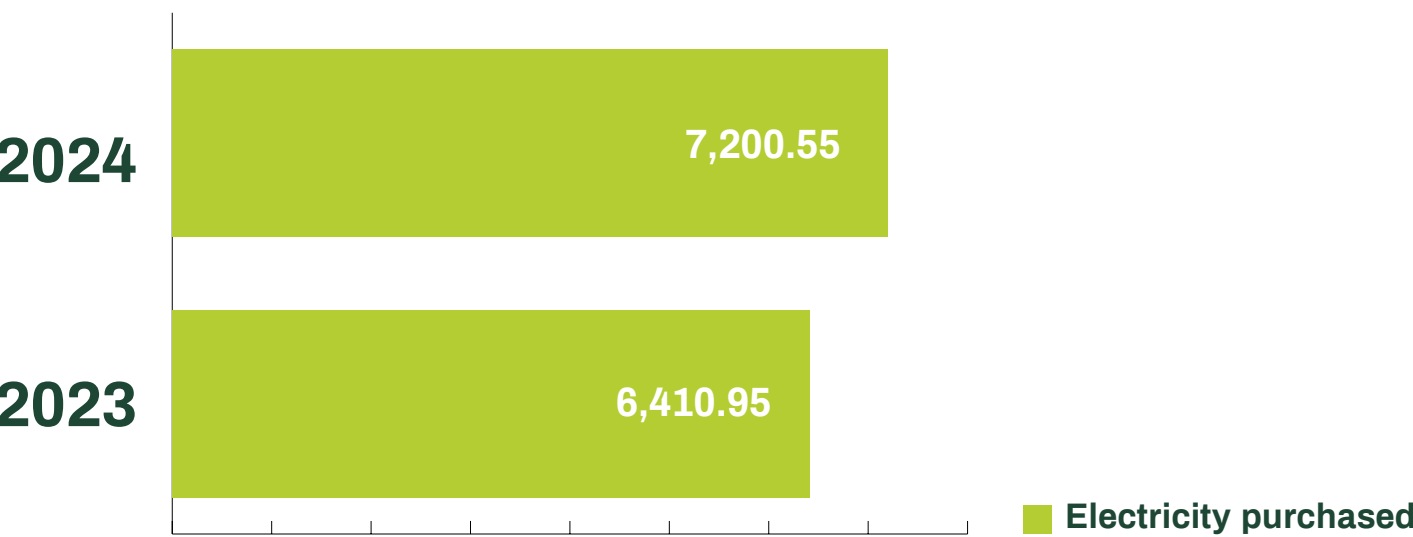
⁵ The following factors were used for the conversion of consumption into GJ:
- Electricity: Constant 1kWh = 0.0036 GJ;
- Diesel: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of diesel fuel = 0.84 kg of diesel fuel and 45.39 GJ/t in 2024 and 42.85 GJ/t in 2023);
- Natural Gas DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (0.040 GJ/SMC in 2024 and 0.343 GJ/SMC in 2023);
⁶ The Group has chosen to report the unit data of its consumption using, for Marchi & Fildi, the total kg of yarn produced.
⁷ The following factors were used for the conversion of consumption into GJ:
- Electricity: Constant 1kWh = 0.0036 GJ;
- Diesel: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of diesel fuel = 0.84 kg of diesel fuel and 45.39 GJ/t in 2024 and 42.85 GJ/t in 2023);
- Gasoline: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of gasoline = 0.75 kg gasoline and 45.43 GJ/t in 2024 and 43.13 GJ/t in 2023).



Prispin D.O.O
Prispin D.O.O demonstrates a strong commitment to operational efficiency, with electricity consumption maintained at approximately 2 kWh per kilogram of yarn produced, which is in line with recognized best practices within the textile manufacturing sector.

The energy intensity index in 2024 is 7,258 GJ/mln kg of yarn, which is an 12% increased from 6,446 in 2023.

Unitary consumptions (Prispin D.O.O)⁶⁷



The reported unitary data was calculated by dividing the total consumption of electricity, gasoline, and diesel fuel in GJ by the total kg of yarn produced by Marchi & Fildi during the year 2024.

In 2024, the company recorded a total electricity consumption of 18,000 GJ, representing a 12% increase compared to 2023. This rise can be attributed to higher production volumes and the implementation of more energy-intensive processes aimed at enhancing product quality and production speed.

Regarding fuel usage, diesel consumption reached 139 GJ in 2024, marking a significant 61% increase over the previous year. This surge reflects greater reliance on diesel to support auxiliary operations and machinery during peak production periods. Similarly, gasoline consumption rose notably, totaling 4 GJ in 2024, up from 1.3 GJ in 2023. This increase is primarily linked to expanded logistics and transportation activities, as the company worked to meet growing demand and improve delivery efficiency.

2.3.1. Energy consumption¹²

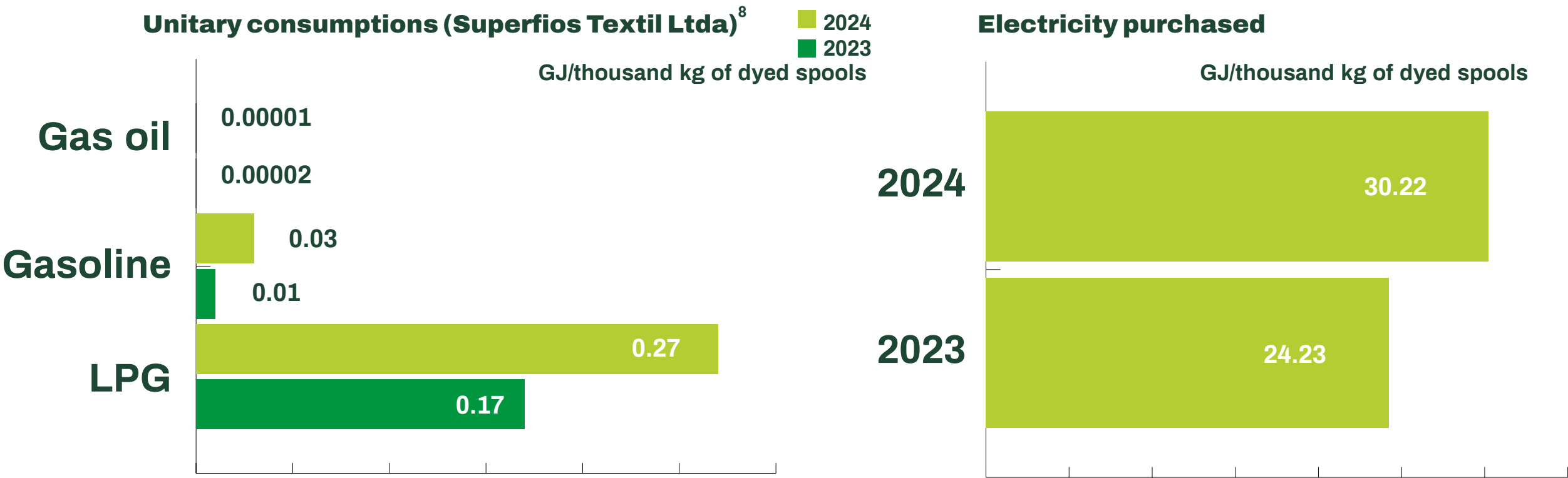
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Superfios Textil Ltda

Superfios Textil Ltda has continued to focus on optimizing its energy efficiency in production processes. On average, the company consumes around 8.4 kWh of electricity to produce one kilogram of dyed spools, which reflects a strong alignment with industry efficiency benchmarks for textile dyeing operations.

The energy intensity index in 2024 stands at 30 GJ/thousand kg of dyed spools, reflecting a 25% increase from the 2023 figure of 24.4.



The reported unitary consumption was calculated by dividing the total consumption of gasoline, LPG and gas, expressed in GJ, by the total weight in thousands of kilograms of dyed spools produced by Filidea in 2024. In 2024, Superfios Textil Ltda reported a total consumption of 176 GJ of LPG, a moderate increase compared to 164 GJ in 2023. This growth is primarily linked to higher production levels and the need for stable energy supply during peak operating periods.

Significantly, the company achieved a 15% reduction in overall electricity consumption, decreasing from 23,070 GJ in 2023 to 19,560 GJ in 2024. This improvement is the result of targeted energy-saving initiatives, including process optimization, the introduction of more efficient equipment, and a stricter monitoring of energy use across production lines.

In addition to these primary energy sources, there were minor fuel consumptions recorded. Gasoline usage increased from 14 GJ in 2023 to 18 GJ in 2024, mainly due to expanded transportation activities and logistics operations. Conversely, gas oil consumption dropped sharply by 51%, reaching a minimal level of 0.01 GJ in 2024, reflecting a strategic shift away from this fuel type and a focus on more sustainable alternatives.



8 The following factors were used for the conversion of consumption into GJ:

- Electricity: Constant 1kWh = 0.0036 GJ;
- Gas oil: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (46.17 GJ/t in 2024 and 41.07 GJ/t in 2023);
- Gasoline: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of gasoline = 0.75 kg gasoline and 45.43 GJ/t in 2024 and 43.13 GJ/t in 2023);
- LPG: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (49.33 GJ/SMC in 2024 and 45.86 GJ/SMC in 2023).

2.3.1. Energy consumption¹²

THE MARCHI & FILDI GROUP

Filidea Tekstil Sanay Ticaret

Filidea Tekstil Sanay Ticaret is a highly energy-intensive operation, requiring on average 45.8 kWh of electricity to produce one kilogram of dyed spools. This reflects the complexity of its manufacturing processes, which involve multiple production stages and advanced dyeing techniques to ensure highquality output.

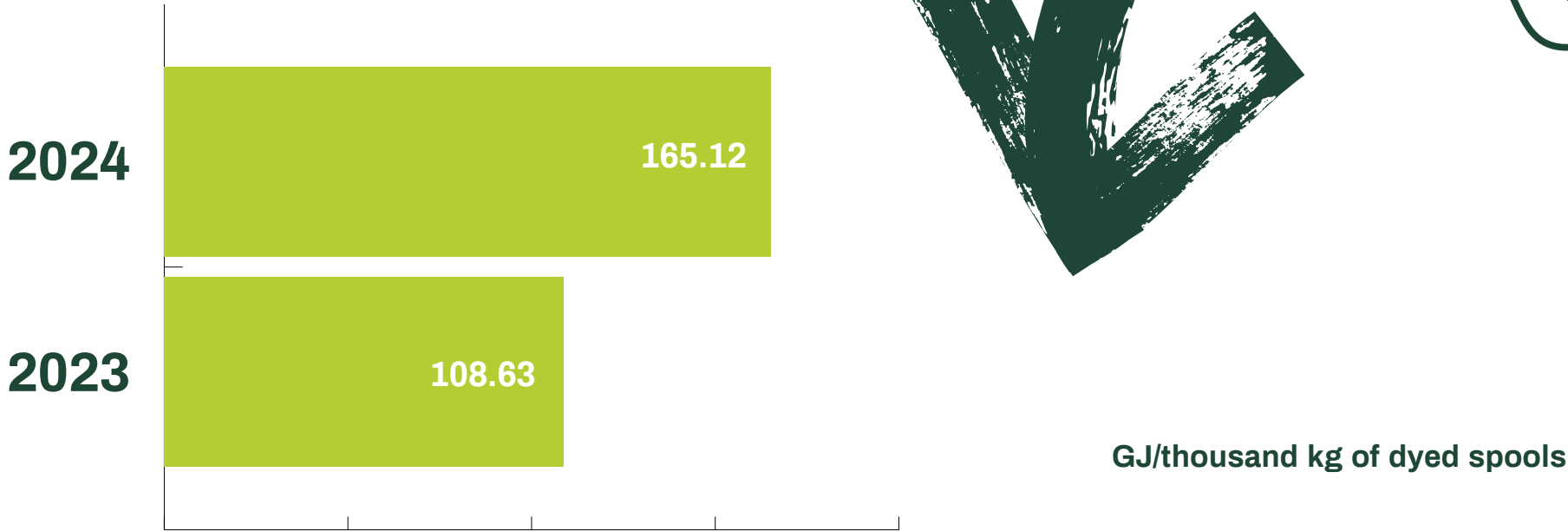
The energy intensity index in 2024 stands at 167 GJ/thousand kg of dyed spools, reflecting a 52% increase from the 2023 figure of 110.

Unitary consumptions (Filidea Tekstil Sanay Ticaret)⁹



The reported unitary consumption was calculated by dividing the total consumption of gasoline, diesel and LPG used for motor vehicles, expressed in GJ, by the total weight in thousands of kilograms of dyed spools produced by Filidea in 2024.

Electricity purchased



In 2024, the company recorded a total LPG consumption of 524 GJ, representing an 11% increase compared to 473 GJ in 2023. This rise is mainly attributable to higher production intensity and the expansion of operational activities. The data highlights the importance of monitoring energy consumption in order to identify opportunities for efficiency improvements and emission reductions, in line with the company’s sustainability objectives.

When looking at other fuel sources, consumption patterns varied over the year. Gasoline usage increased significantly, rising from 335 GJ in 2023 to 506 GJ in 2024. This growth was mainly driven by expanded logistics and transportation activities to support higher distribution needs. Similarly, diesel consumption grew from 161 GJ to 226 GJ, reflecting greater reliance on diesel-powered equipment and vehicles in certain stages of production and delivery.

As for electricity, overall consumption saw a modest increase of 3%, going from 103,416 GJ in 2023 to 106,896 GJ in 2024. This slight rise is primarily linked to increased production volumes and the introduction of new, more technologically advanced machinery, which, while improving product quality and operational capabilities, required slightly higher energy input.

⁹ The following factors were used for the conversion of consumption into GJ:
- Electricity: Constant 1kWh = 0.0036 GJ;
- Diesel: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of diesel fuel = 0.84 kg of diesel fuel and 45.39 GJ/t in 2024 and 42.85 GJ/t in 2023);
- LPG: DEFRA 2024 UK Government GHG Conversion Factors for Company Reporting (49.33 GJ/SMC in 2024 and 45.86 GJ/SMC in 2023);
- Gasoline: DEFRA 2024 - UK Government GHG Conversion Factors for Company Reporting (1 liter of gasoline = 0.75 kg gasoline and 45.43 GJ/t in 2024 and 43.13 GJ/t in 2023).



2.3.1.1 Emission¹⁰

THE MARCHI & FILDI GROUP



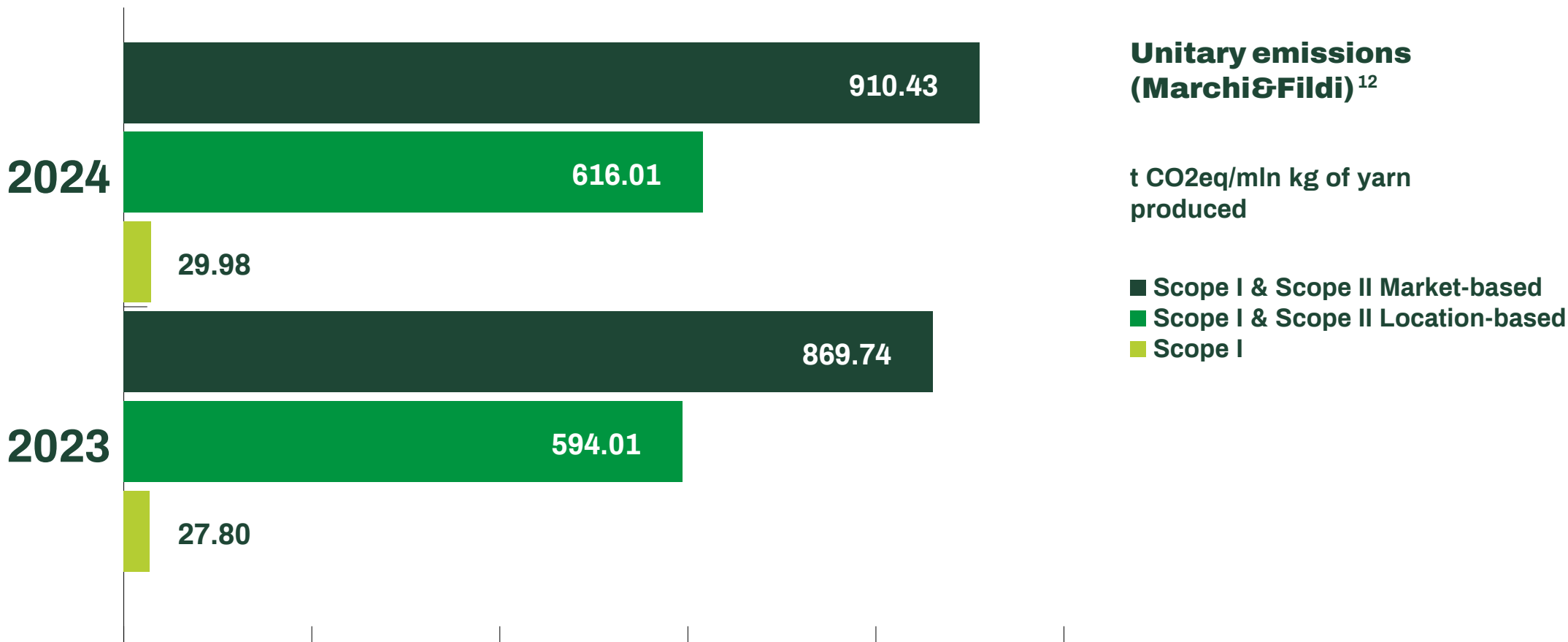
Scope 1 emissions are those generated from sources owned or controlled by the organization, and Scope 2 Indirect emissions are those arising from the production of electricity, heat or steam imported and consumed by the organization.¹¹

Marchi & Fildi

Emissions generated in 2024, in relation to millions of kg of yarn produced, slight increase compared to the previous year. Scope I emissions, generated by the organization's internal energy consumption, increased by 7.8%, from 69,5 tCO₂eq to 74,9 tCO₂eq Scope II Location-based emissions, related to electricity consumption purchased from outside the organization and calculated according to average emission factors related to power generation within specific geographical boundaries, improved by 3.5%, from 1,415 tCO₂eq to 1,465 tCO₂eq, consistent with the proportional increasing in electricity consumption. Taken together, Scope I and Scope II Location-based emissions decreased by 3.7% compared to 2023.

Scope II Market-based emissions, calculated according to the emission factors defined by the purchasing contracts or, where not present, by the local residual mix, have also increased always due to the electricity consumption improvements, from 2,105 tCO₂eq to 2,201 tCO₂eq (+4.6%). Scope I and scope II Market-based emissions increased overall by 4.7% between 2023 and 2024.

The GHG emission intensity index for Scope 1 and Scope 2 Location Based in 2024 is 616 tCO₂eq / mln kg of dyed spools, a 3.7% increase from 594 in 2023. The GHG emission intensity index for Scope 1 and Scope 2 Market Based in 2024 is 2,112, a 4.7% improvement from 1,937 in 2023.



10 The data for the Italian perimeter has changed compared to last year due to the expansion to international countries. Consequently, the emission factors used in 2024 for calculations are based on international standards.

11 The disclosure of emissions generated by the Group is a requirement contained in the GRI Standards 2021 (GRI 305), which relate to emissions generation. For the calculation of the Scope 2 emissions, two distinct calculation approaches are adopted: "Location-based" and "Market-based". The "Location-based" approach involves the use of average emission factors relating to energy generation for well-defined geographic boundaries, including local, sub-national, or national boundaries. The "Market-based" approach takes into account the total purchased electricity, including electricity purchased from renewable sources through Guarantee of Origin certificates.

12 The following factors were used for the conversion of consumption into tCO₂:

- Scope 1 Diesel: DEFRA - GHG Conversion Factors for Company Reporting (2.5128 kgCO₂/litres in 2024 and 2.7554 tCO₂/litres in 2023);
- Scope 1 Natural gas: DEFRA - GHG Conversion Factors for Company Reporting (2.0454 kgCO₂/litres in 2024 and 2.0384 tCO₂/litres in 2023);
- Scope 1 Gasoline: DEFRA - GHG Conversion Factors for Company Reporting (2.3537 kgCO₂/litres in 2024 and 2.3450 tCO₂/litres in 2023);
- Scope 2 Electricity Location-Based: ISPRA National Inventory Report (307.3 gCO₂/Kwh in 2024 and 308.9 gCO₂/Kwh in 2023);
- Scope 2 Electricity Market-Based: AIB - European Residual Mixes 2023 (500 gCO₂/Kwh in 2024 and 457 gCO₂/Kwh in 2023).



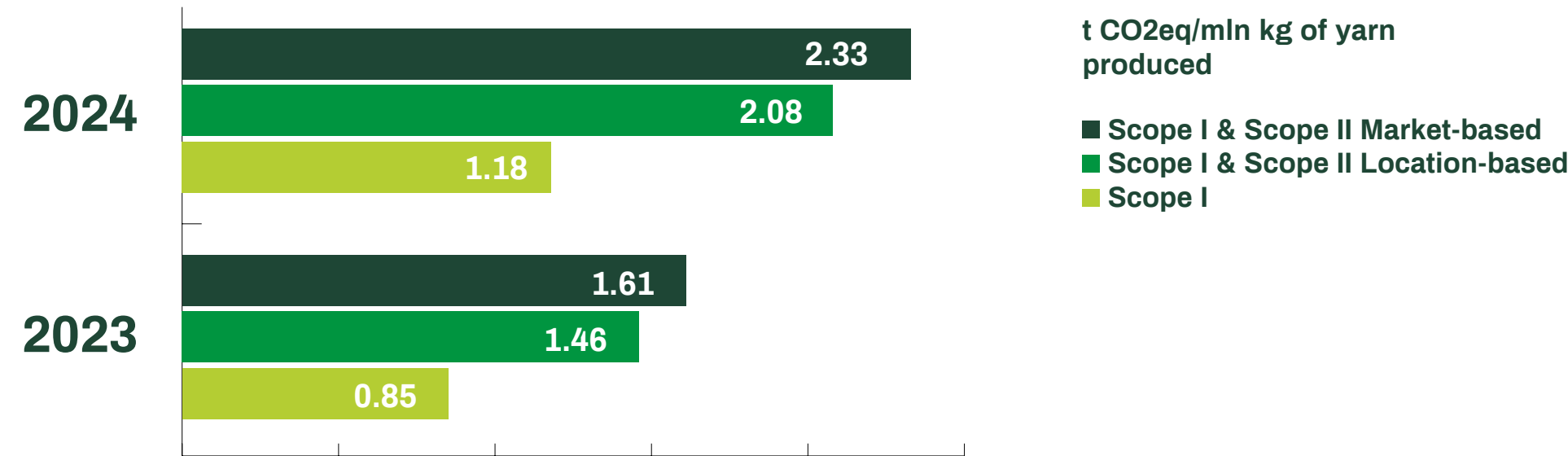
2.3.1.1 Emission¹⁰

THE MARCHI & FILDI GROUP

Filidea

As a result of the decrease in volumes produced, in 2024 Filidea recorded a slight increase in unitary emissions generated compared to 2023. Thanks to energy efficiency measures in 2024, the emissions of Scope I generated were reduced. Scope I emissions, generated by the organization's internal energy consumption, reduced by 6%, from 811 tCO₂eq to 765 tCO₂eq. Scope II Location-based emissions, related to electricity consumption purchased from outside the organization, calculated according to average emission factors related to energy generation within specific geographical boundaries, increased by 0.9%, from 578 tCO₂eq to 584 tCO₂eq, caused by the little reduction of the use of renewable energy in 2024. Taken together, Scope I emissions and Scope II Location-based emissions decreased by 2.9% compared to 2023. Scope II Market-based emissions, calculated according to the emission factors defined by the purchase contracts or, where not present, by the local residual mix, have increased from 720 tCO₂eq to 740 tCO₂ eq (+2.8%). Scope I and Scope II Market-based emissions decreased overall by 1.7% between 2023 and 2024.

Unitary emissions (Filidea)¹³

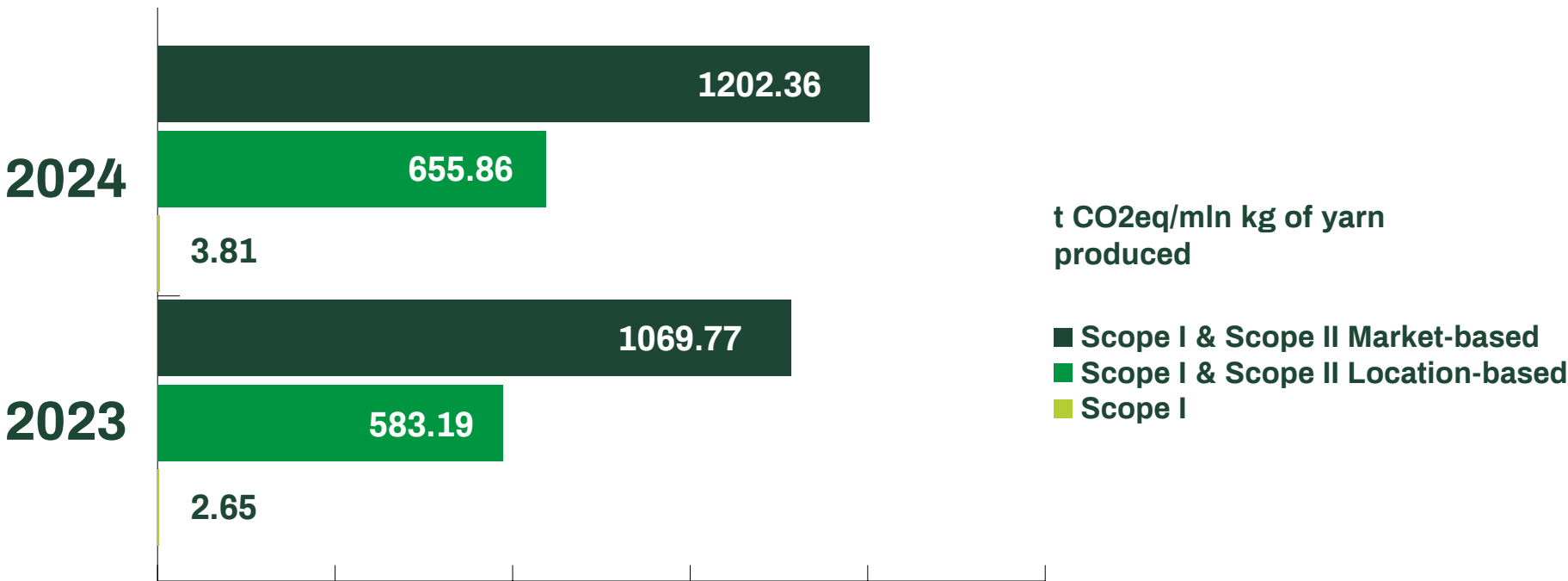


The GHG emission intensity index for Scope 1 and Scope 2 Location Based in 2024 is 2.08 tCO₂eq/ thousand kg of dyed spools, marking a 43% rise from 1.46 figure in 2023. For Scope 1 and Scope 2 Market Based, the index in 2024 is 2.33, reflecting a 45% increase from 1.61 in 2023.



Prispin D.O.O

Unitary emissions (Prispin D.O.O)¹⁴



In 2024, total emissions generated relative to the millions of kilograms of yarn produced recorded a slight increase compared to 2023. This growth reflects the impact of higher production volumes, which naturally led to greater energy consumption across operations. Scope I emissions, which are direct emissions resulting from the company's own energy use, such as fuels consumed on-site for production processes or company-owned vehicles, increased (rising from 6.6 tCO₂eq in 2023 to 9.5 tCO₂eq in 2024). This sharp growth suggests a higher reliance on internally consumed fuels, possibly due to changes in production methods or expanded facility operations.

10 The data for the Italian perimeter has changed compared to last year due to the expansion to international countries. Consequently, the emission factors used in 2024 for calculations are based on international standards.

11 The disclosure of emissions generated by the Group is a requirement contained in the GRI Standards 2021 (GRI 305), which relate to emissions generation. For the calculation of the Scope 2 emissions, two distinct calculation approaches are adopted: "Location-based" and "Market-based". The "Location-based" approach involves the use of average emission factors relating to energy generation for well-defined geographic boundaries, including local, sub-national, or national boundaries. The "Market-based" approach takes into account the total purchased electricity, including electricity purchased from renewable sources through Guarantee of Origin certificates.

12 The following factors were used for the conversion of consumption into tCO₂:

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- Scope 1 Natural gas: DEFRA - GHG Conversion Factors for Company Reporting (2.0454 kgCO₂/litres in 2024 and 2.0384 tCO₂/litres in 2023);
- Scope 1 Gasoline: DEFRA - GHG Conversion Factors for Company Reporting (2.3537 kgCO₂/litres in 2024 and 2.3450 tCO₂/litres in 2023);
- Scope 2 Electricity Location-Based: ISPRA National Inventory Report (307.3 gCO₂/Kwh in 2024 and 308.9 gCO₂/Kwh in 2023);
- Scope 2 Electricity Market-Based: AIB - European Residual Mixes 2023 (500 gCO₂/Kwh in 2024 and 457 gCO₂/Kwh in 2023).

13 The following factors were used for the conversion of consumption into tCO₂:

- Scope 1 Diesel: DEFRA - GHG Conversion Factors for Company Reporting (2.5128 kgCO₂/litres in 2024 and 2.7554 tCO₂/litres in 2023);
- Scope 1 Natural gas: DEFRA - GHG Conversion Factors for Company Reporting (2.0454 kgCO₂/litres in 2024 and 2.0384 tCO₂/litres in 2023);
- Scope 2 Electricity Location-Based: ISPRA National Inventory Report (307.3 gCO₂/Kwh in 2024 and 308.9 gCO₂/Kwh in 2023);
- Scope 2 Electricity Market-Based: AIB - European Residual Mixes 2023 (500 gCO₂/Kwh in 2024 and 457 gCO₂/Kwh in 2023).

14 The following factors were used for the conversion of consumption into tCO₂:

- Scope 1 Diesel: DEFRA - GHG Conversion Factors for Company Reporting (2.5128 kgCO₂/litres in 2024 and 2.7554 tCO₂/litres in 2023);
- Scope 1 Gasoline: DEFRA - GHG Conversion Factors for Company Reporting (2.3537 kgCO₂/litres in 2024 and 2.3450 tCO₂/litres in 2023);
- Scope 2 Electricity Location-Based: Terna 2019 (326 gCO₂/Kwh in both 2024 and 2023);
- Scope 2 Electricity Market-Based: AIB - European Residual Mixes 2023 – EAM (599.23 gCO₂/Kwh in both 2024 and 2023).

2.3.1.1 Emission¹⁰

THE MARCHI & FILDI GROUP

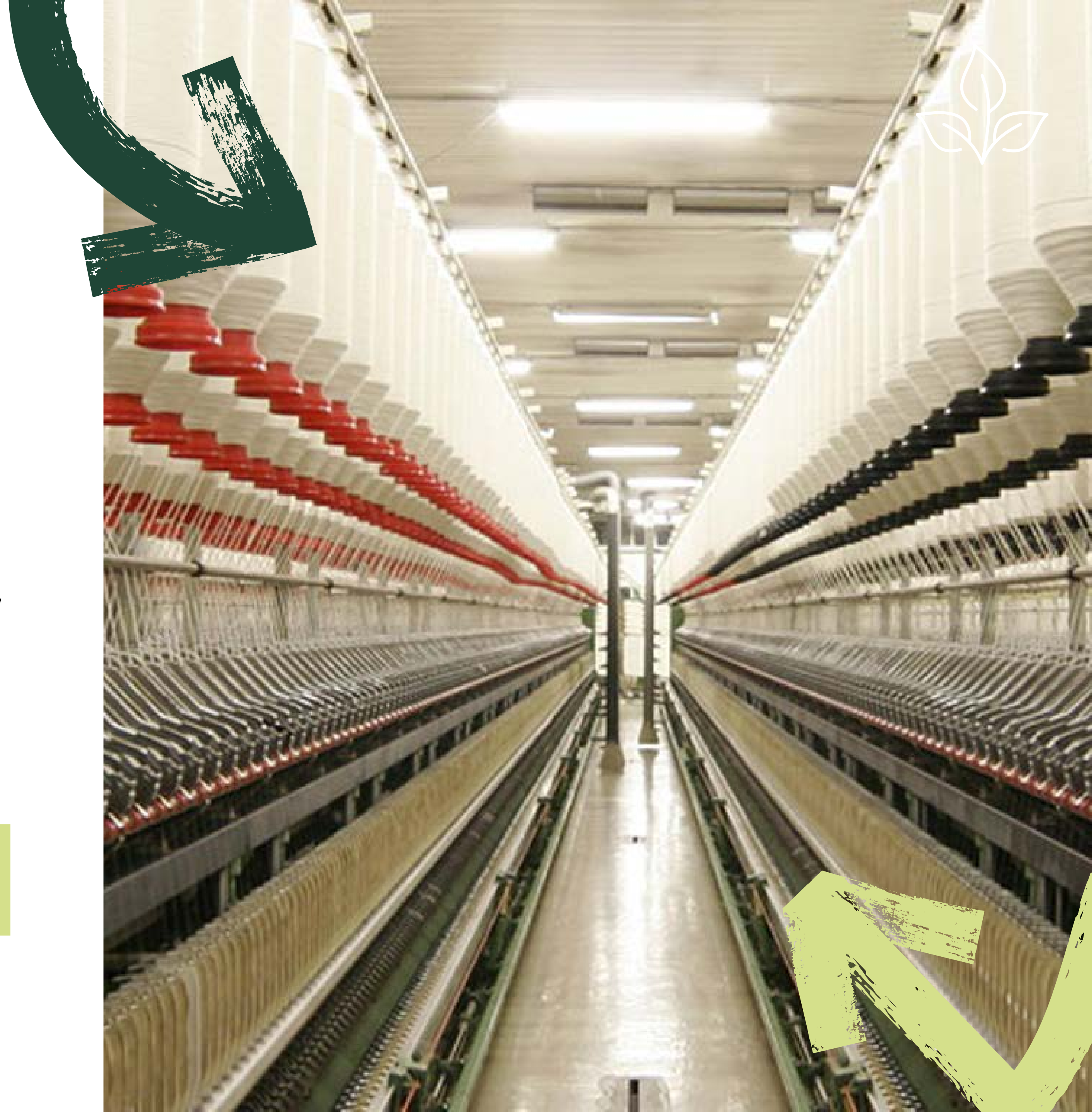
For Scope II Location-based emissions, which are indirect emissions linked to purchased electricity, calculations were made using average regional grid emission factors to reflect the impact of electricity generation within the specific geographical areas of operation. These emissions increased by 12%, climbing from 1,451 tCO₂eq in 2023 to 1,630 tCO₂eq in 2024. This trend is directly correlated with the rise in electricity consumption, as production scaled up to meet higher demand.

When Scope I and Scope II Location-based emissions are combined, the total shows a 12% increase year-on-year, highlighting the effect of greater overall energy usage despite ongoing efforts to improve efficiency.

Similarly, Scope II Market-based emissions, which are determined using emission factors from specific energy purchase agreements or, in their absence, the local residual energy mix, also rose in line with electricity consumption patterns. These emissions grew from 2,668 tCO₂eq in 2023 to 2,996 tCO₂eq in 2024, representing a 12% increase.

Taking Scope I and Scope II Market-based emissions together, the company recorded an overall 13% increase between 2023 and 2024, underscoring the need to further strengthen strategies focused on cleaner energy sourcing, efficiency improvements, and emission reduction initiatives.

The GHG emission intensity index for Scope 1 and Scope 2 Location Based in 2024 is 652 tCO₂eq / mln kg of dyed spools, a 13% increase from 580 in 2023. The GHG emission intensity index for Scope 1 and Scope 2 Market Based in 2024 is 1,202, a 13% improvement from 1,067 in 2023.





2.3.1.1 Emission¹⁰

THE MARCHI & FILDI GROUP



Superfios Textil Ltda

In 2024, the company experienced a slight increase in unitary emissions (emissions per unit of product) compared to 2023. This variation was primarily due to a decrease in production volumes, which meant that emissions were distributed across a smaller output, slightly increasing the intensity per unit produced.

However, thanks to the implementation of energy efficiency measures throughout the year — such as optimizing production processes, upgrading equipment, and monitoring energy use — the company was able to achieve an overall reduction in Scope II emissions, which are associated with purchased electricity. Scope I emissions, generated directly by the company's internal energy consumption (e.g., fuel burned on-site for heating, production processes, and company-owned vehicles), remained essentially stable, with only a marginal increase of 0.1%, rising slightly from 10.50 tCO₂eq in 2023 to 10.51 tCO₂eq in 2024.

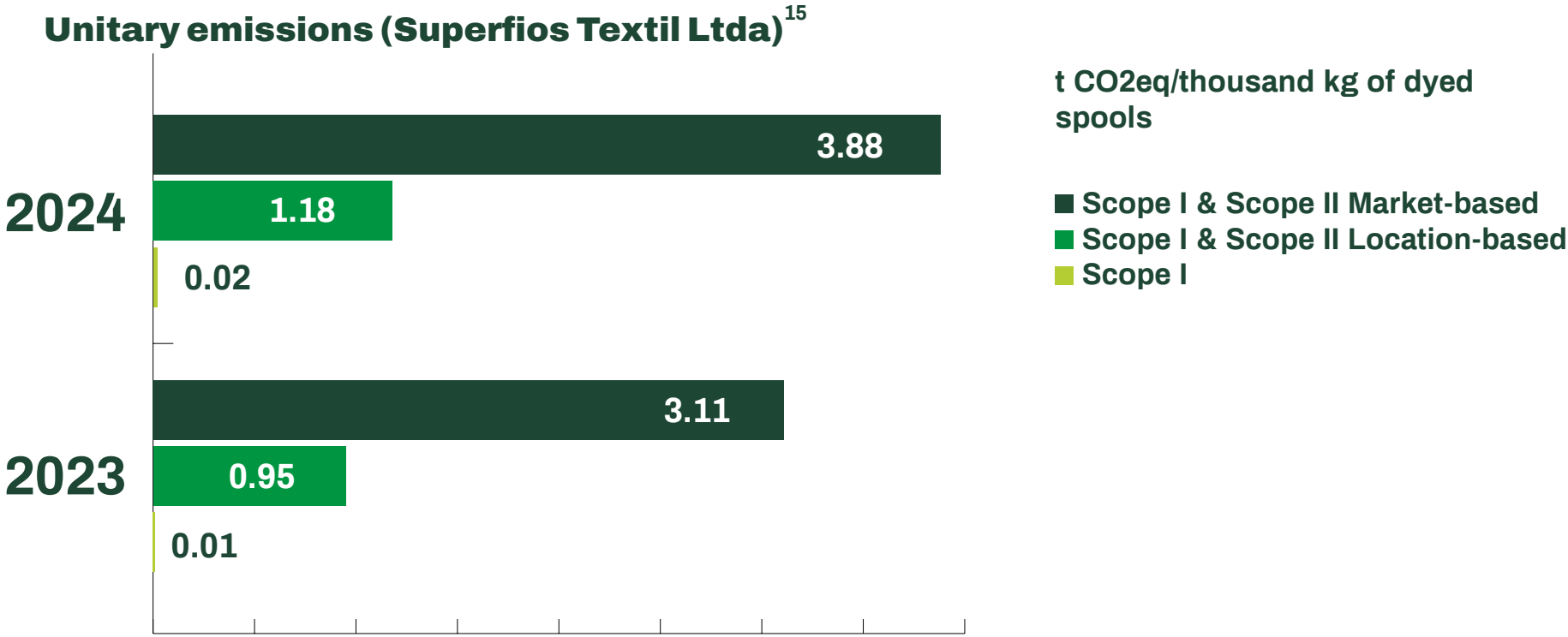
This stability indicates that internal energy usage was well controlled despite operational changes during the year. In contrast, Scope II Location-based emissions, which refer to indirect emissions from electricity purchased from external suppliers, decreased significantly by 15%, dropping from 890 tCO₂eq in 2023 to 755 tCO₂eq in 2024. These emissions are calculated using average grid emission factors specific to the geographical regions where energy is generated. The reduction reflects a notable decrease in electricity consumption achieved through efficiency programs and more efficient production planning.

When combining Scope I and Scope II Location-based emissions, the company achieved an overall 15% reduction in indirect and direct emissions compared to the previous year, demonstrating the effectiveness of its energy management initiatives.

Similarly, Scope II Market-based emissions, which are calculated using emission factors defined by energy purchase agreements or, where such agreements are absent, the local residual mix, also showed a meaningful reduction. These emissions declined from 2,950 tCO₂eq in 2023 to 2,501 tCO₂eq in 2024, representing a 15% decrease.

Overall, when considering Scope I and Scope II Market-based emissions together, the company achieved a total reduction of 15% year-on-year, highlighting its progress in lowering greenhouse gas emissions through both direct energy management and cleaner energy sourcing.

The GHG emission intensity index for Scope 1 and Scope 2 Location Based in 2024 is 1.2 tCO₂eq/ thousand kg of dyed spools, marking a 25% rise from 0.95 figure in 2023. For Scope 1 and Scope 2 Market Based, the index in 2024 is 3.9, reflecting a 25% increase from 3.1 in 2023.



¹⁵ The following factors were used for the conversion of consumption into tCO₂:

- Scope 1 Gasoline: DEFRA - GHG Conversion Factors for Company Reporting (2.3537 kgCO₂/litres in 2024 and 2.3450 tCO₂/litres in 2023);
- Scope 1 LPG: DEFRA - GHG Conversion Factors for Company Reporting (1.5572 kgCO₂/litres in 2024 and 1.5571 tCO₂/litres in 2023);
- Scope 1 Gas oil: DEFRA - GHG Conversion Factors for Company Reporting (3165.04 kgCO₂/t in both 2024 and 2023);
- Scope 2 Electricity Location-Based: Terna 2019 (139 gCO₂/Kwh in both 2024 and 2023);
- Scope 2 Electricity Market-Based: IGES 2024 and 2023 (460.32 gCO₂/Kwh in 2024 and 378.5 gCO₂/Kwh 2023).

2.3.1.1 Emission¹⁰

THE MARCHI & FILDI GROUP

Filidea Tekstil Sanay Ticaret

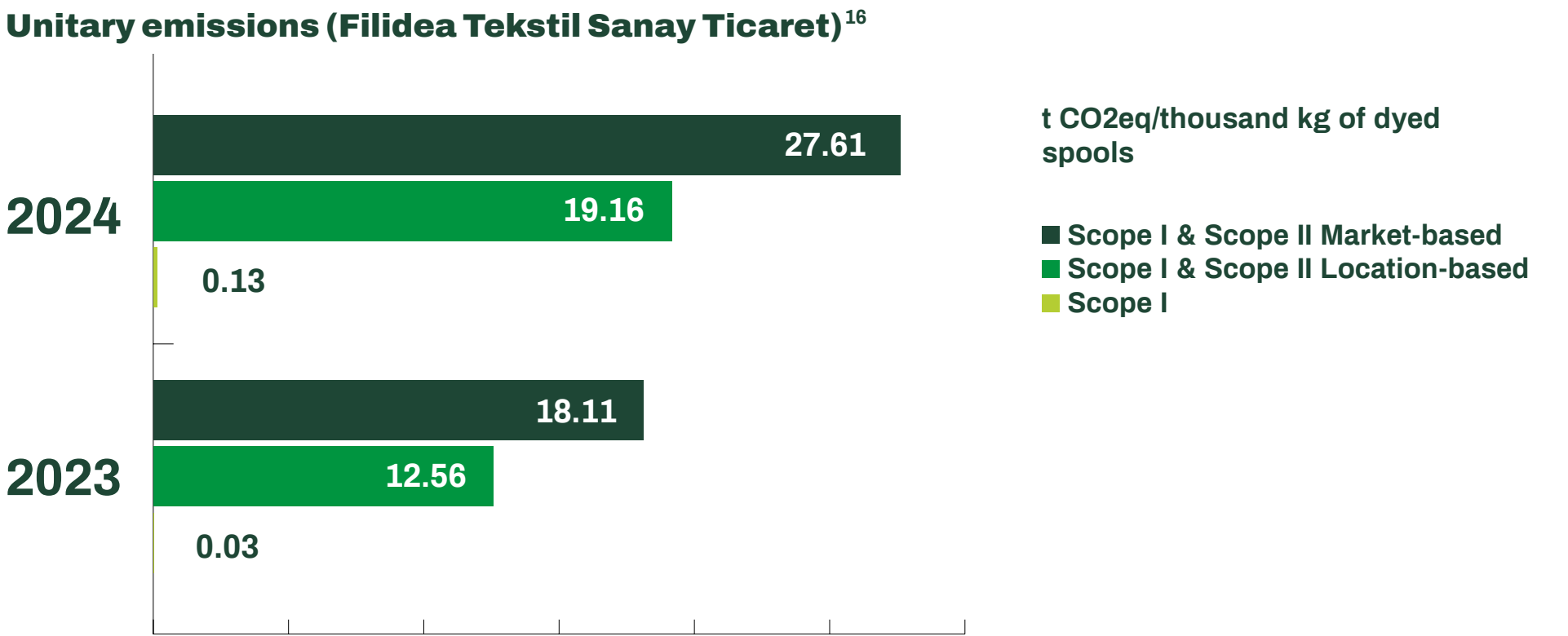
Scope II Location-based emissions, representing indirect emissions from purchased electricity, are calculated using average emission factors associated with electricity generation within the geographical boundaries where the company operates. In 2024, these emissions increased slightly by 3.4%, moving from 11,921 tCO₂eq in 2023 to 12,323 tCO₂eq. This rise was primarily driven by a minor reduction in the share of renewable energy utilized, which slightly increased the average carbon intensity of the electricity consumed.

Similarly, Scope II Market-based emissions (calculated based on emission factors defined in energy purchase agreements, or, in their absence, the local residual energy mix) also increased slightly by 3.6%, rising from 17,245 tCO₂eq in 2023 to 17,874 tCO₂eq in 2024. This growth reflects changes in electricity sourcing and consumption patterns over the year.

The GHG emission intensity index for Scope 1 and Scope 2 Location Based in 2024 is 19.2 tCO₂eq/ thousand kg of dyed spools, marking a 53% rise from 12.6 figure in 2023. For Scope 1 and Scope 2 Market Based, the index in 2024 is 27.6, reflecting a 52% increase from 18.1 in 2023.



In 2024, Filidea Tekstil Sanay Ticaret experienced a slight increase in unitary emissions (emissions per unit of product) compared to 2023. This variation was primarily due to a decrease in production volumes, which caused the emissions generated to be distributed across a lower output, slightly raising the intensity per unit produced. At the same time, the company continued to implement energy efficiency measures, focusing on optimizing processes, upgrading equipment, and carefully monitoring energy consumption. These initiatives contributed to mitigating part of the environmental impact, although changes in production dynamics influenced the overall results.



Scope I emissions, which are direct emissions generated by the company's internal energy consumption (including fuel used on-site for production processes, heating, and company vehicles) rose from 31 tCO₂eq in 2023 to 81 tCO₂eq in 2024. This increase reflects a higher use of internally consumed fuels, potentially linked to operational adjustments or increased reliance on in-house energy sources during certain periods of the year.

16 The following factors were used for the conversion of consumption into tCO₂:

- Scope 1 Natural gas: DEFRA - GHG Conversion Factors for Company Reporting (2.0454 kgCO₂/smc in 2024 and 2.0384 tCO₂/litres in 2023);
- Scope 1 Gasoline: DEFRA - GHG Conversion Factors for Company Reporting (2.3537 kgCO₂/litres in 2024 and 2.3450 tCO₂/litres in 2023);
- Scope 1 LPG: DEFRA - GHG Conversion Factors for Company Reporting (1.5572 kgCO₂/litres in 2024 and 1.5571tCO₂/litres in 2023);
- Scope 2 Electricity Location-Based: Terna 2019 (415 gCO₂/Kwh in both 2024 and 2023);
- Scope 2 Electricity Market-Based: AIB - European Residual Mixes 2023 - EAM (599.23 gCO₂/Kwh in both 2024 and 2023).

2.3.2 Biodiversity

THE MARCHI & FILDI GROUP

The company operates with attention to minimizing its environmental impact, particularly in relation to local biodiversity. Efforts are made to preserve the natural integration between company grounds and surrounding habitats, with green areas maintained and no major alterations to local flora or water bodies.

While recognizing that textile manufacturing can carry indirect risks to biodiversity—particularly through upstream processes like raw material sourcing and dyeing—the company prioritizes the use of recycled and recyclable materials and works with suppliers aligned with these values.

Monitoring of environmental impact is carried out regularly, and no critical issues related to biodiversity loss have been reported to date. The company acknowledges its responsibility in minimizing ecological disruption and continues to integrate biodiversity considerations into its environmental management practices.



Economic and Governance Responsibility

The Group's dedication to sustainability is evident through its activities and the production of a Sustainability Report, underpinned by its Integrated Policy and Code of Ethics. The report seeks to establish sustainability as a core principle while integrating new social and governance objectives.

The Group has developed a sustainability plan to raise awareness and promote a culture of sustainability internally and along its value chain. To enhance transparency and stakeholder cooperation, the Group has set up channels for reporting complaints, noncompliance, or alleged corruption, with ongoing efforts to improve these systems.

61%

Spending on local suppliers

+10%*

Distributed value

16%

Employee compensation

*Distributed value has been calculated using the Group's consolidated financial statement and it's not 100% representative of the present reporting perimeter, as stated in the methodological note.



Maximizing the Group's investment

The Group works to ensure that even economic and financial results are such as to maximize the shareholder's investment as much as possible.

Transparency and completeness of information

In formulating any contracts or rules governing relationships with third parties, the Group takes care to specify the relevant clauses clearly and comprehensibly.

Protection of personal data

The Group collects and processes personal and/or sensitive data of customers, collaborators, employees, and natural and legal persons. Therefore, the Group ensures the management of this data within the limits and in compliance with current regulations (Legislative Decree 196/2003), promoting awareness of the subject among its own people.

Information management

Information regarding counterparts is handled by the Group with due respect for the confidentiality of the individuals concerned, as necessary.

Respect for laws and regulations

The Group operates in full compliance with the law and ensures that all personnel, including consultants, suppliers, customers, and anyone engaged with the company, act in the same manner.

Integrity of conduct

The Group delivers high-quality services and competes in the market based on principles of fair and free competition and transparency, maintaining proper relations with public institutions, governmental bodies, citizens, and businesses.

Fairness in contractual matters

Contracts and employment assignments must be carried out in accordance with the terms agreed upon by the parties, in transparent conditions.

Competition protection

The Group safeguards fair competition, a fundamental requirement for all parties operating with the Group, also in the context of defending and promoting 'Made in Italy.'

3.1 Value Chain and Relationship with other Suppliers

THE MARCHI & FILDI GROUP

Through its activities, the Group actively contributes to the creation of value and well-being in the local area, both in economic and social terms, for instance, by creating jobs and promoting the entrepreneurial fabric of the Biella region.

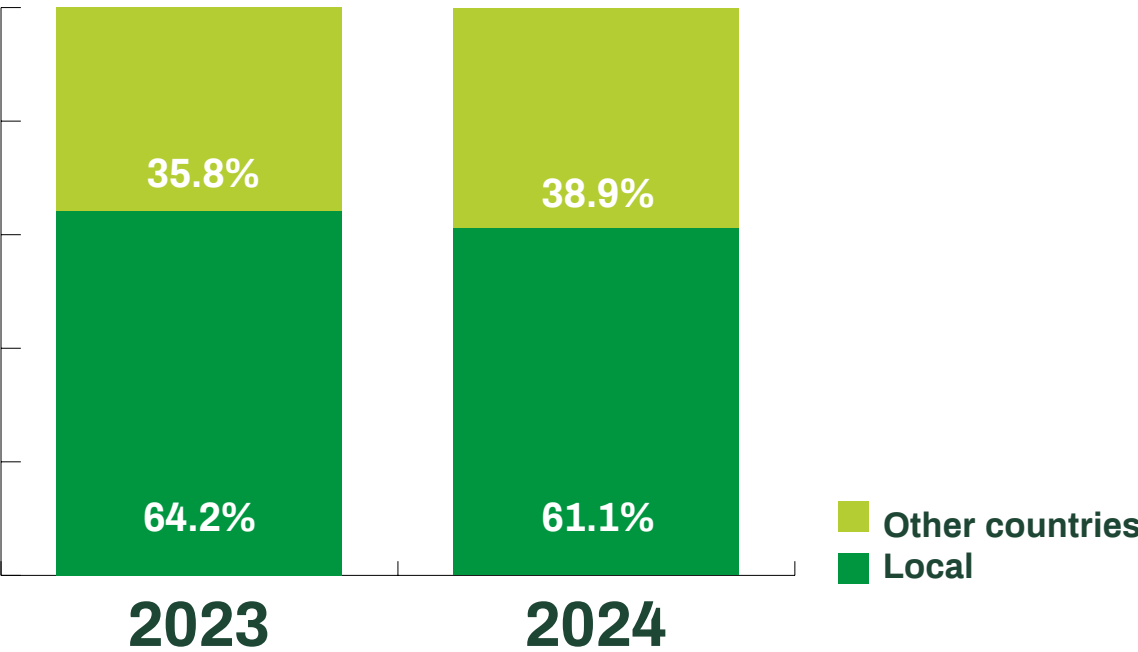
In this regard, through the reclassification of the income statement as of December 31, 2024, it was possible to estimate the economic value directly generated by Marchi & Fildi and Filidea in 2024 and its distribution to the main stakeholders who, directly or indirectly, have contributed to the creation of this value.

The Group’s procurement processes are guided by the pursuit of the best advantage for the Company, while also ensuring equal opportunities for suppliers, loyalty, and impartiality.

Supplier selection and the definition of purchasing conditions are determined by an objective evaluation of product or service quality, price, as well as warranties and prompt assistance. The Group constantly monitors its relationships with suppliers and meticulously maintains relevant documentation, especially in terms of accounting and tax matters, in accordance with applicable regulations. In 2024, a systematic audit began to assess the social compliance of third-party suppliers at their production units or operational locations.

This includes, in addition to ensuring the quality of the product and/or service provided, checks on the respect for fundamental workers’ rights, principles of equality and non-discrimination, protection of child labor, worker health and safety, and environmental compliance. The Group aims to expand this mechanism for verifying compliance with the Group’s Code of Ethics to other types of suppliers in the future.

Proportion of spending on local suppliers



Marchi&Fildi

In 2024, the majority of the company’s spending on suppliers was directed to countries outside of Italy, accounting for 86.5% of the total. This represents an increase from 2023, when 78.8% of the spending was on foreign suppliers. The suppliers are predominantly from France (39.6%), followed by India (28.2%), Turkey (21.8%), with smaller contributions from Austria (6.2%) and Pakistan (4.3%), in line with 2023 foreign spending. The percentage of spending on Italian suppliers decreased by 36%, from 21.2% to 13.5%

Filidea

In 2024, the company’s spending on suppliers was more balanced, with 60.5% allocated to Italian suppliers and 39.5% to foreign suppliers. This is an improvement compared to 2023, when 56.2% of the spending was on foreign suppliers and only 43.8% on Italian suppliers. The primary country of procurement is Turkey (90.1%), with minimal contributions from Germany (6.5%) and France (3.4%). Significant changes from the previous year include a sharp decrease in spending on suppliers from Germany and an increase in spending on suppliers from Turkey.



3.1 Value Chain and Relationship with other Suppliers

THE MARCHI & FILDI GROUP

Prispin D.O.O.

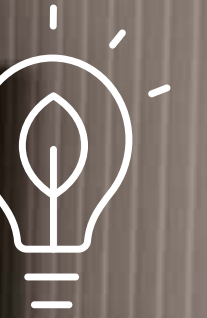
In 2024, the majority of the company's spending was directed to local suppliers, more specifically 72% of the total. This represents a decrease from 2023, where 81.3% of the total spending was on local suppliers. As regards the spending on foreign suppliers, in 2024 it increased to 27.9% from 18.7% in 2023. All the spending of foreign suppliers comes from Italy, as in 2023.

Superfios Textil Ltda

In 2024, the majority of the company's spending was directed to local suppliers, amounting to 83% and in line with 2023 spending. The spending on foreign suppliers remained stable as well, representing the 17% of the total. The majority of the spending on foreign suppliers comes from Italy (46.6%) and China (34%).

Filidea Tekstil Sanay Ticaret

In 2024, the company's spending was directed entirely to local suppliers, as in 2023.



3.2 Shared Value Creation

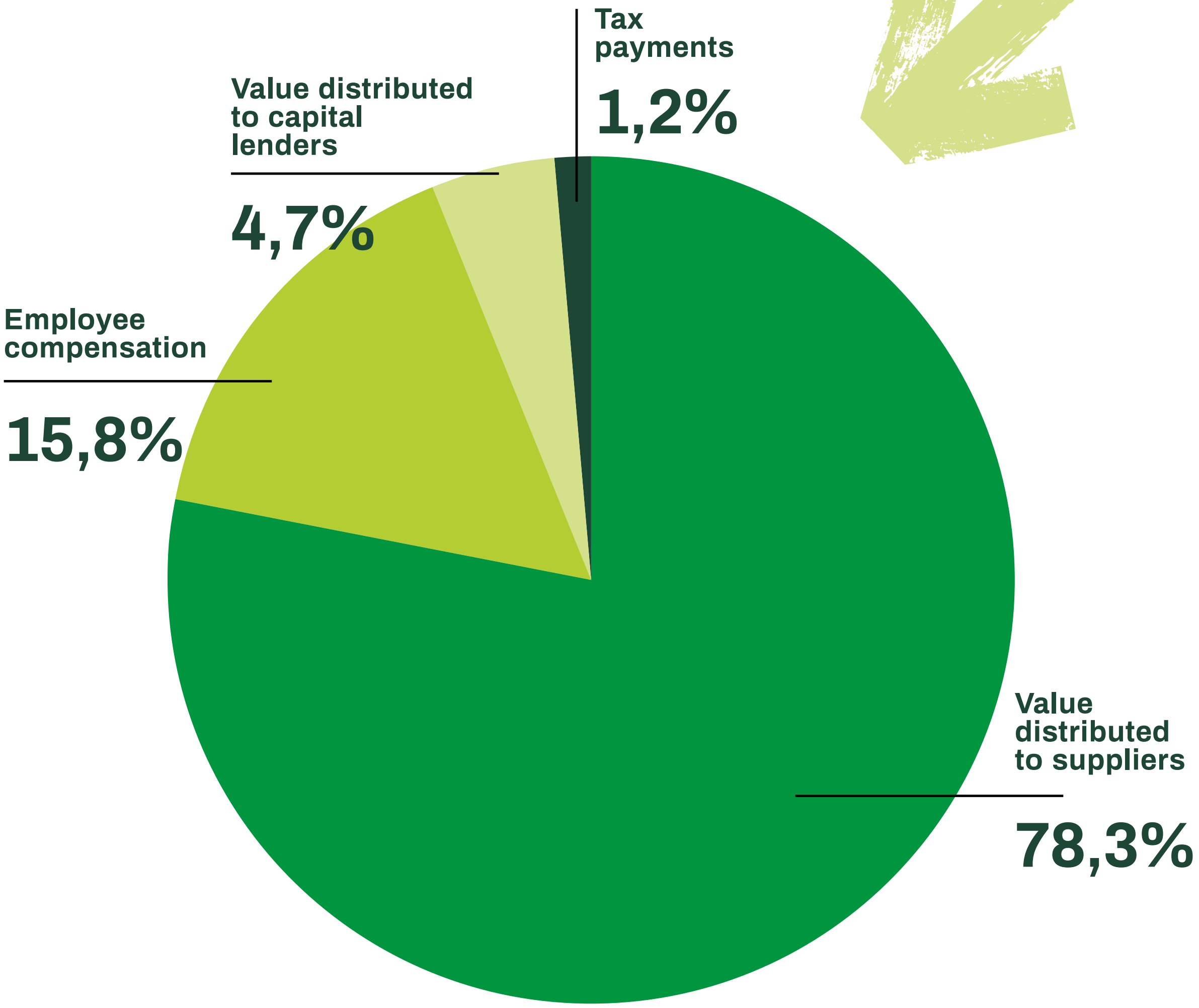
THE MARCHI & FILDI GROUP

Through its activities, the Group actively contributes to creating economic and social value in the areas in which it operates, generating jobs and supporting the local entrepreneurial fabric.

In this context, the reclassification of the income statement as of December 31, 2024, allowed for an estimation of the economic value directly generated by Marchi & Fildi Group in 2024 and its distribution to the key stakeholders who, directly or indirectly, contributed to its creation.

The economic value¹⁷ directly generated as of December 31, 2024, by the companies included in this report amounts to 66.6 million euros, with EUR 63.0 million distributed. The majority share is attributed to the “value distributed to suppliers” category (78.3%, equivalent to EUR 49.4 million). Employee compensation stands at EUR 9.9 million (15.8%). The portion of value retained by the Group corresponds to EUR 3.6 million. The portion allocated for tax payments, i.e., the Group’s contribution to the Public Administration, amounts to 1.2%, which is EUR 0.73 million.

17 Distributed value has been calculated using the Group’s consolidated financial statement and it’s not 100% representative of the present reporting perimeter, as stated in the methodological note.



3.3 Privacy and cybersecurity

THE MARCHI & FILDI GROUP

Marchi & Fildi, Fllidea and Prispin D.O.O. all share the same cybersecurity system. Management of privacy within the company significantly impacts employees due to the processing and storage of sensitive personal data, and to a lesser extent, suppliers, and customer data.

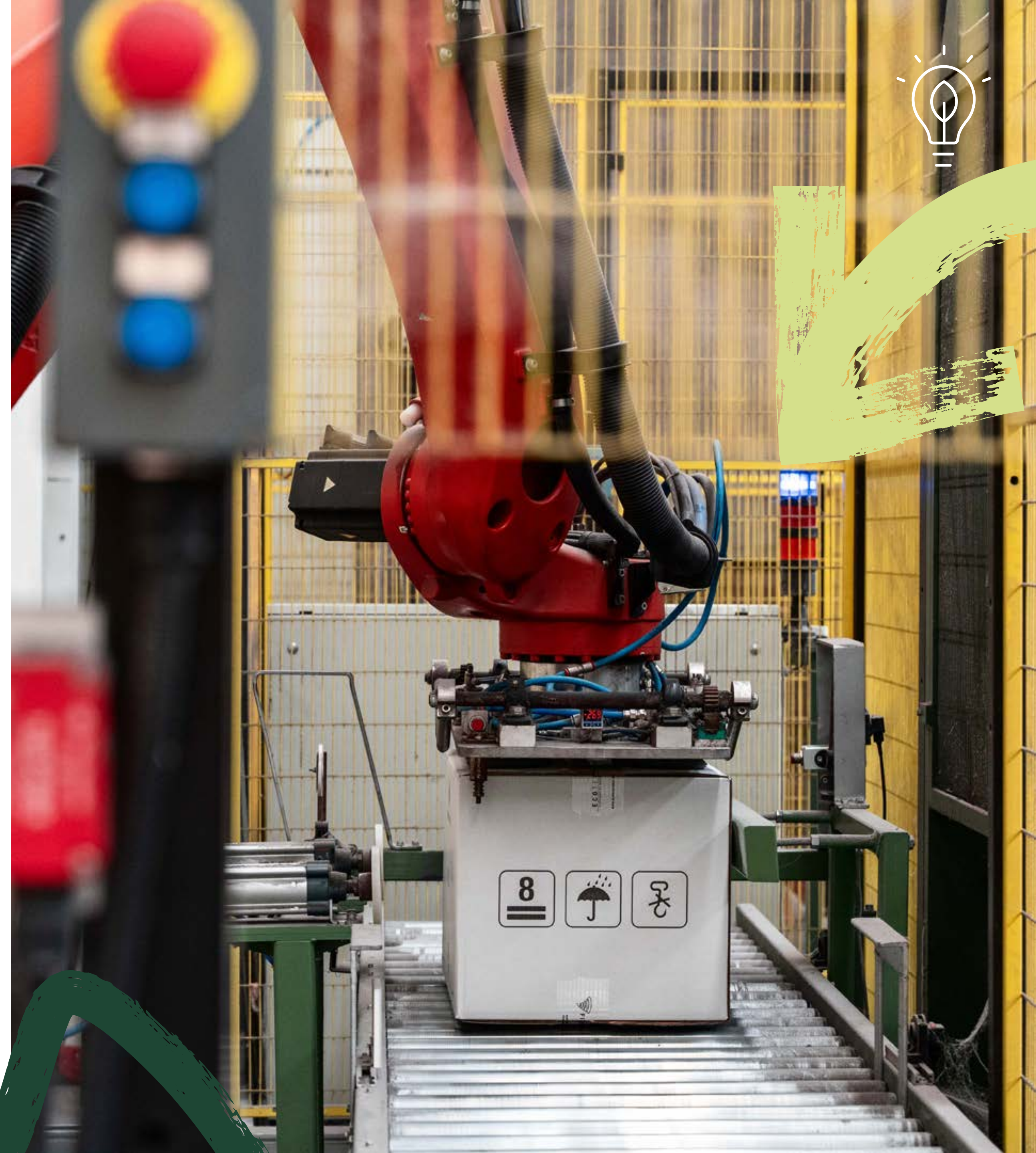
To address this, newly hired personnel are informed about appropriate behaviors regarding the use of computer and electronic equipment.

The company is dedicated to **ensuring privacy**, with general policies outlined in the ethical code distributed to all employees. This code provides behavioral guidelines. A disaster recovery plan is in place to manage data security issues, detailing measures for situations like hacker attacks or other incidents. Precautions to prevent privacy breaches or data loss include physical segregation of computers with sensitive data, a customized network with firewalls, and regular backups on physical disks and cloud servers.

An external cybersecurity company, contracted since September 2023, helps identify vulnerabilities and provides first response actions for hacker attacks or data loss. This company monitors the network daily and reports anomalies.

Customer data is stored on separate servers based on usage type, with backups and cloud storage for the accounting server at the Biella headquarters. The ERP server, backed up and replicated in a server farm, requires username and password access, including for third parties, increasing vulnerability. The company is evaluating dual authentication to restrict access.

For email privacy, multi-factor authentication is implemented for cloud-hosted accounts. An external company, contracted since September 2023, monitors IT resources, and detects attack risks and vulnerabilities.



3.3 Privacy and cybersecurity

THE MARCHI & FILDI GROUP

Filidea Tekstil Sanay Ticaret is committed to customer privacy and GDPR compliance through detailed privacy policies, minimal data collection, and encryption. Data is protected with restrict access to authorized personnel and regular audits.

Clear consent processes and robust breach response plans are in place, and employees receive training on data protection. The company monitors third party vendors and appoint a Data Protection Officer to oversee compliance.

Cybersecurity is integral to the sustainability strategy; therefore, the company enforces strict access controls, uses licensed products, and installs antivirus software to mitigate risks. Regular security assessments, including penetration tests, ensure system integrity. Only authorized personnel access programs, and external access is granted selectively. Filidea Tekstil Sanay Ticaret implements robust measures to prevent negative impacts, such as data breaches, and have incident response plans and collaborations with authorities. Positive impacts include enhanced trust and protection of infrastructure.

The company conducts regular audits, monitors network traffic, and updates the infrastructure to comply with regulations, ensuring our cybersecurity measures meet stakeholder expectations and needs.



Regarding cybersecurity, Superfios Textil Ltda is autonomous, as it's not connected to the Group's VPN and IT infrastructure, and owns its own data protection system, which consists of an antivirus software installed on every device.

This system keeps all customer and sensitive data safe, as no complaints nor violations have been registered yet.

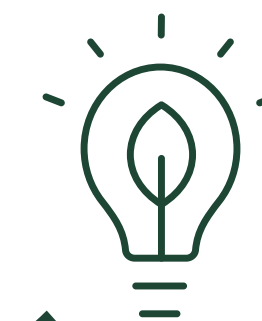


3.4 Research, innovation and partnership

THE MARCHI & FILDI GROUP

Marchi & Fildi Group stands out for its constant attention to innovation and its proactivity in the development of new technologies and solutions, with a focusing sustainability and the circular economy.

In pursuing these objectives, the Group strongly believes in collaboration, both with knowledge and technology developers and with supply chain partners, recognizing that sustainable results are achieved through sharing advanced knowledge and a coordinated approach among partners addressing systemic challenges together.



PNRR PROJECT - MAGNOLAB

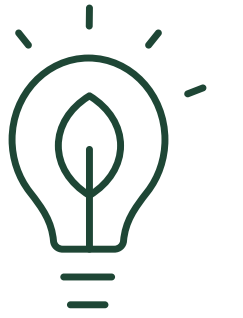
In 2022, the Group, together with four other companies, founded the MagnaLab project, a network of textile companies with different and complementary roles in the supply chain, whose primary mission is to collaborate in a structured manner to develop innovation, research, and projects related to sustainability and the circular economy through lean experimentation cycles.

The distinctive aspect of MagnaLab is the pilot supply chain facility that was established at the Group's research and development facility in Cerrione (BI). This facility, unique in the world, allows for prototyping activities by leveraging the exchange of knowledge among technicians from complementary companies in the supply chain. It operates on dedicated machinery, accelerating the scalability of the solutions developed. In 2022, the MagnaLab facility was ranked first among the 'Faro' projects in the circular economy, funded by the Ministry of the Environment and Energy Security as part of the National Recovery and Resilience Plan (PNRR).

REHUBS

ReHubs is the most important system initiative launched by EU27 to support the transition of the European textile industry to circularity. Launched in 2021 by Euratex, ReHubs aims to recover 2,5 million tons of textile waste within the 27 Countries, by 2030, including the construction of 150-250 new sorting and recycling plants. Marchi & Fildi is one of the founding companies of ReHubs and has been actively involved in the work of the Business Council and in the launch of the first three collaborative projects on a European scale.





RETEX.GREEN

RETEX.Green is the consortium founded by SMI-Confindustria Moda for the management of textile waste in compliance with the Extended Producer Responsibility (EPR) obligations that will become law in Italy starting in 2024. The scope of the EPR regulation covers four product categories: clothing, fashion accessories, footwear, and home textiles.

The consortium's activities are dedicated to the reuse and recycling of textile waste, as well as the scraps and by-products of the industry, with the goal of reintroducing them into the production cycle to create new high-value-added products. Additionally, the consortium promotes product lifespan extension through repair and eco-design.

RETEX.Green was established in 2022, and Marchi & Fildi is one of its founding members, accelerating the scalability of the solutions developed. In 2022, the MagnoLab facility was ranked first among the 'Faro' projects in the circular economy, funded by the Ministry of the Environment and Energy Security as part of the National Recovery and Resilience Plan (PNRR).

TRICK

Marchi & Fildi and Filidea are participating in TRICK, a European project aimed at developing traceability in the circular textile supply chain based on blockchain technology. The project involves 29 partners from 6 countries and aims to support a circular economy model in the textile sector by creating a digital platform that is traceable and immutable for stakeholders in the textile supply chain. Marchi & Fildi and Filidea contribute to the project by conducting two pilot applications of the technology and providing their expertise in yarn production, knowledge of the supply chain, and circular economy.

The Group has always considered ensuring the traceability of its supply chain a top priority, as it is a key function for responding with transparency and measurability to the sustainability and circular economy demands of brands and consumers.



ITS TAM

For years, the Marchi & Fildi Group has been collaborating with ITS TAM (Istituto Tecnico Superiore – Tessile Abbigliamento Moda) in Biella. This partnership, focused on workplace, enables students to acquire technical, creative, and managerial skills to operate confidently and effectively across the entire supply chain and work with the best Italian companies in the industry. Since the institute's inception, the Group has been hosting students in its departments to contribute to their training during the internship programs specified in their training courses, furthering its goals of supporting education and preserving the know-how and knowledge related to the sector and the region.

In addition to the training programs, two educational projects have been carried out with second-year students in the knitting course, where they created garments based on stylistic, technical, and educational content. The garments from these projects were exhibited during two editions of Pitti Filati, in January 2022 and

January 2023, respectively. Furthermore, the Group has decided to award two scholarships following a technical, educational, and aesthetic evaluation of the projects.



Premio Massimo Marchi

THE MARCHI & FILDI GROUP

In 2025, the Marchi&Fildi Group launched the first edition of the **Massimo Marchi Award**, an initiative developed in collaboration with ITS TAM Biella with the aim of supporting emerging talent and enhancing technical education within the textile sector. The project continues a programme started four years ago and now takes on new significance in the name of **Massimo Marchi**, a guiding figure and key reference point for the company for four decades, who passed away in March 2024.

The Award involves second-year students of the **Higher Technician Programme in Knitwear Product Design and Development** at ITS TAM, under the supervision of fashion designer **Fausto Caletti** and the institute's teaching and training staff. The educational pathway covers all stages in the development of a knitwear garment: from moodboard creation to stitch selection, through to prototype production and testing, using yarns from the **Spring/Summer 2026** collections of the Marchi & Fildi and Filidea brands.

The final projects are showcased at **Pitti Filati**, within the Marchi&Fildi and Filidea stand, and assessed for their technical merit, aesthetic value and design coherence. Based on these evaluations, the following recognitions are awarded, including study grants offered by the Group:

- **Marchi&Fildi Award** – Study grant for the project receiving the highest number of public votes
- **Filidea Award** – Study grant for the second-place project
- **Jury Award** – Special mention assigned by a panel of textile industry professionals

Through the Massimo Marchi Award, the Group reaffirms its commitment to fostering skills, creativity and new perspectives for the textile supply chain, providing concrete support to the training journey of future industry professionals—honouring an entrepreneurial vision that we are proud to carry forward, in memory of our esteemed President.



Group Certifications

THE MARCHI & FILDI GROUP



Marchi & Fildi has obtained the Certificate of Compliance with the Global Recycled Standard (GRS 4.0:2017), issued by ICEA, for the recycled products in the Ecotec® gamma.



Marchi & Fildi has obtained certification of compliance with the requirements of the Forest Stewardship Council® A.C. based on the FSC® Chain of Custody standards for its viscose yarns.



The yarns of all the Marchi & Fildi and Filidea gamma are Oeko-Tex Standard 100 certified (Class I or II depending on the individual items).



Filidea is European Flax certified: the yarns made with linen use certified fiber sourced from European coastlines along the Atlantic Ocean.



Filidea is ISO 14001 Certified since 2019 aiming mitigation and prevention of any negative environmental impact linked to the Company's activities.



Filidea has obtained the following certificates issued by Control Union Certifications B.V.:

- Certificate of Compliance with the Global Organic Textile Standards (GOTS) Version 6.0.
- Certificate of Compliance with Organic Content Standards (OCS) Version 3.0, Global Recycled Standards (GRS) Version 4.0, and Recycled Claim Standards (RCS) Version 2.0
- Certificate of Compliance with Responsible Animal Fiber Version 1.0 and Responsible Wool Standard (RWS).



Associazione Tessile e Salute

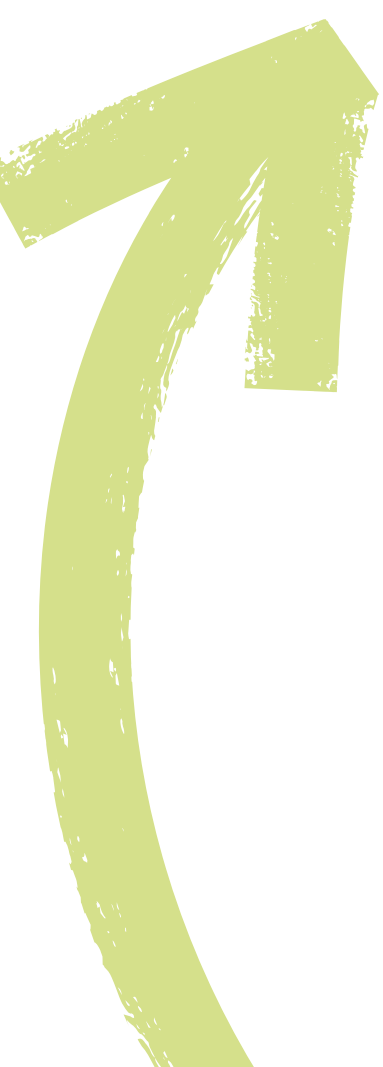
Both Marchi & Fildi and Filidea are members of "Tessile e Salute" (Textile and Health). All yarns meet the requirements of "Textile and Health" and participation in the Textile and Health Project funded by the Ministry of Health, ensuring the protection of end consumers.



Marchi & Fildi has obtained the Traceability and Fashion Certificate for finished products, applied to ECOTEC® branded yarns, issued by the Italian Chambers of Commerce system.



Marchi & Fildi has obtained the ISO 9001:2015 Certificate of Conformity for the design and production of yarns, issued by Bureau Veritas Italia S.p.A. Filidea has obtained the ISO 9001:2015 Certificate of Conformity for research, development, production, and sale of yarns, issued by Bureau Veritas Italia S.p.A.





Social responsibility

The organization is deeply committed to adhering to both international and national regulations, and to fostering a fair and safe working environment. In line with this commitment, this chapter outlines the policies and actions undertaken to comply with the International Labour Organization (ILO) guidelines, national laws, and collective bargaining agreements. These efforts are aimed at combating child labor and forced labor, while also promoting an inclusive, secure workplace with transparent contractual practices, in full compliance with the regulations of the countries in which the Group operates.

Rejection of all forms of discrimination

In decisions concerning its stakeholders, the Group is committed to combating all forms of discrimination, including in hiring and in its relationships with personnel.

Valuing human resources

Human resource management is based on respect for the individual's personality and professionalism, as well as the protection of physical and moral integrity. Personnel must adhere to the conduct principles defined in company documents. The Group operates with complete respect for human rights.

+7%

Increase in the share of female employees

+10%

People employed

+28%

Employees receiving performance evaluations

-31%

Of working injuries

4.1 Our people

THE MARCHI & FILDI GROUP

The Group acknowledges the paramount importance of its people and is dedicated to fostering an **inclusive** and **engaging workplace environment** conducive to unleashing the full potential of each individual. In our recruitment process, careful consideration is given to aligning candidate profiles with the specific requirements of the Company.

We prioritize assessing professional competencies and psych aptitude traits while upholding the utmost respect for candidates' privacy.

Our selection process encompasses various channels, including the review of resumes submitted via designated Company channels, the dedicated section on our website¹⁸ or through collaborations with specialized recruitment agencies. The process initiates with an initial screening phase aimed at identifying candidates who best match our organizational needs.

Subsequently, selected candidates undergo interviews, first conducted by the HR department, followed by joint interviews with both HR and departmental managers. For senior-level positions, additional interviews are conducted in collaboration with the executive management team. Furthermore, internal talent within relevant departments may be considered for certain roles. The Group is committed to maintaining a regulated and responsible work environment, ensuring clarity and transparency during contract negotiations.

This includes defining employee roles, regulatory compliance, compensation terms, and ensuring adherence to mandatory health and safety regulations. The Group values and encourages **dialogue between functions** to increase knowledge of the different roles and mutual understanding, resulting in an **improved corporate climate** and the adoption of strategic choices that foster the well-being of the Group and not only to a single function.

¹⁸ <https://www.marchifildi.com/lavora-con-noi/>.

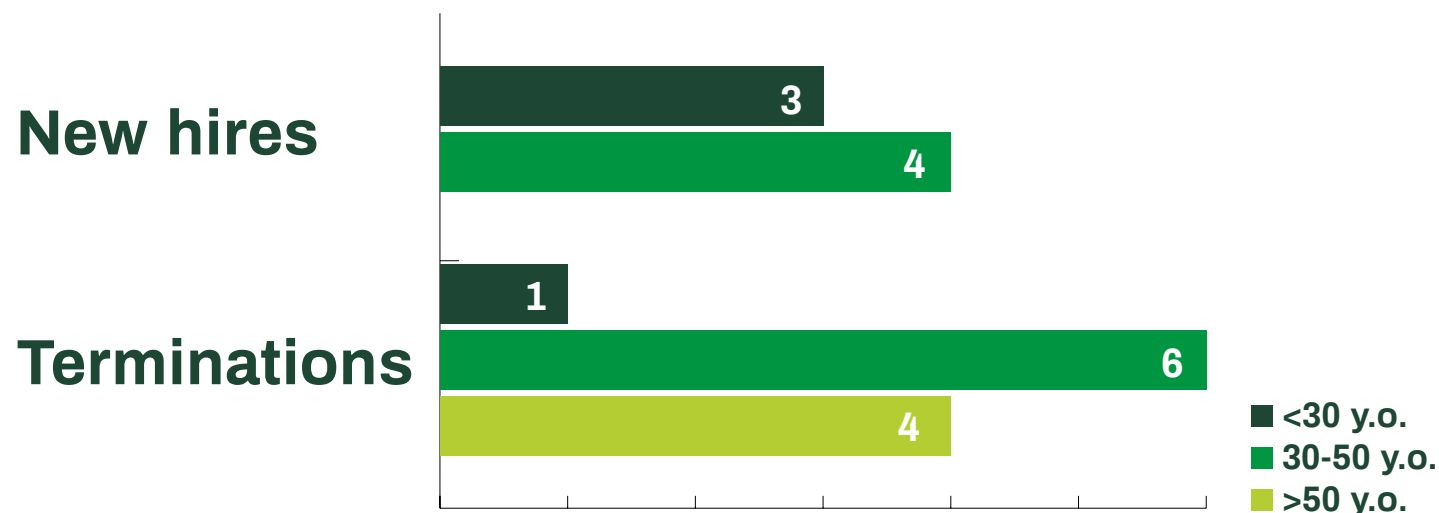


4.1.1 Attraction & retention

THE MARCHI & FILDI GROUP

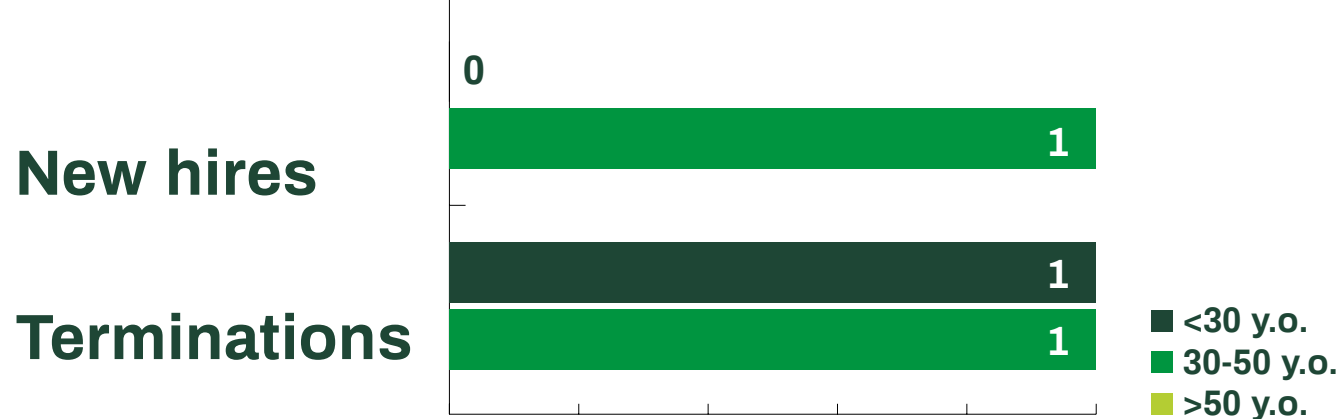
In 2024, the analysis of staff dynamics was expanded to include turnover of both Italian and foreign operations, covering both new hires and departures.

Marchi & Fildi
Turnover 2024 by age group



In 2024, Marchi & Fildi welcomed 7 new employees into its workforce, comprising 6 men and 1 woman, decreasing from that of the previous year, where 20 individuals were hired. The majority of new employees belong to the age group 30-50. The company's retention rate remained stable, with 11 individuals departing the organization in 2024, including 8 men and 3 women. These departures were mostly distributed within the 30-50 and >50 age brackets.

Filidea
Turnover 2024 by age group



Filidea, in 2024, welcomed only 1 new employee, in particular one man, and 2 employees left the company, specifically 2 men.

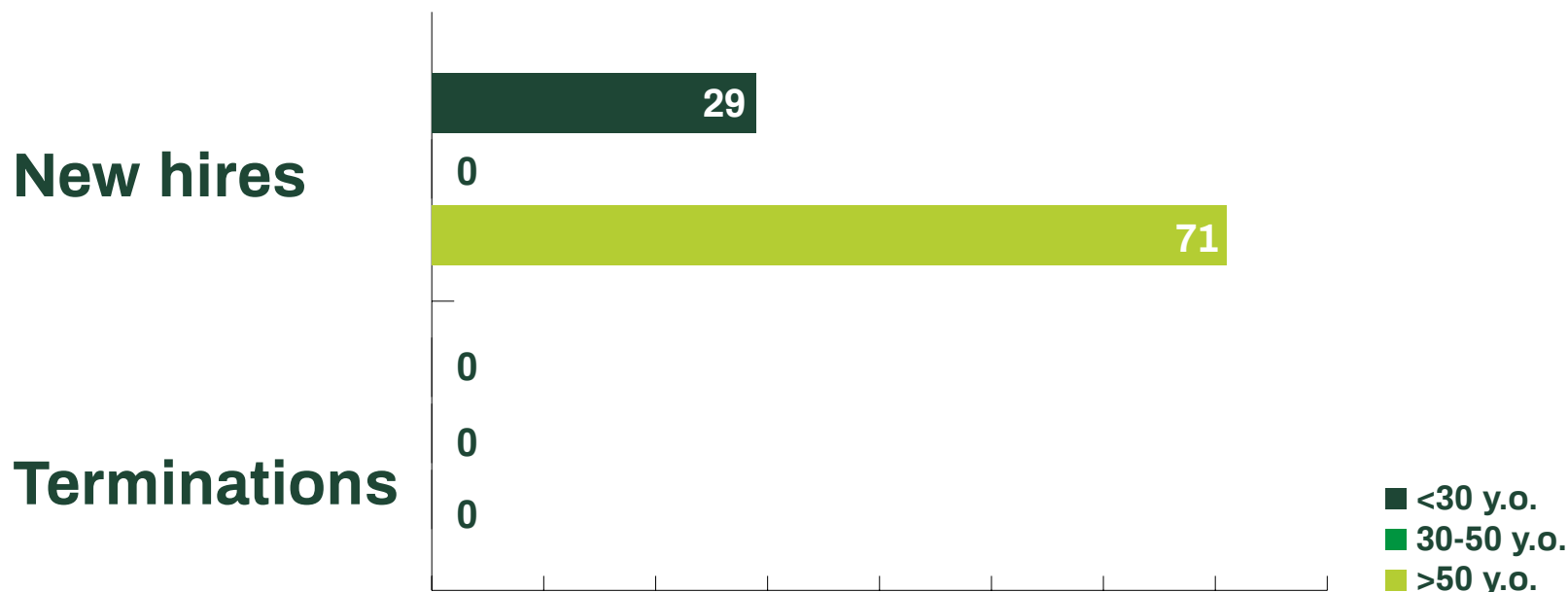


4.1.1 Attraction & retention

THE MARCHI & FILDI GROUP

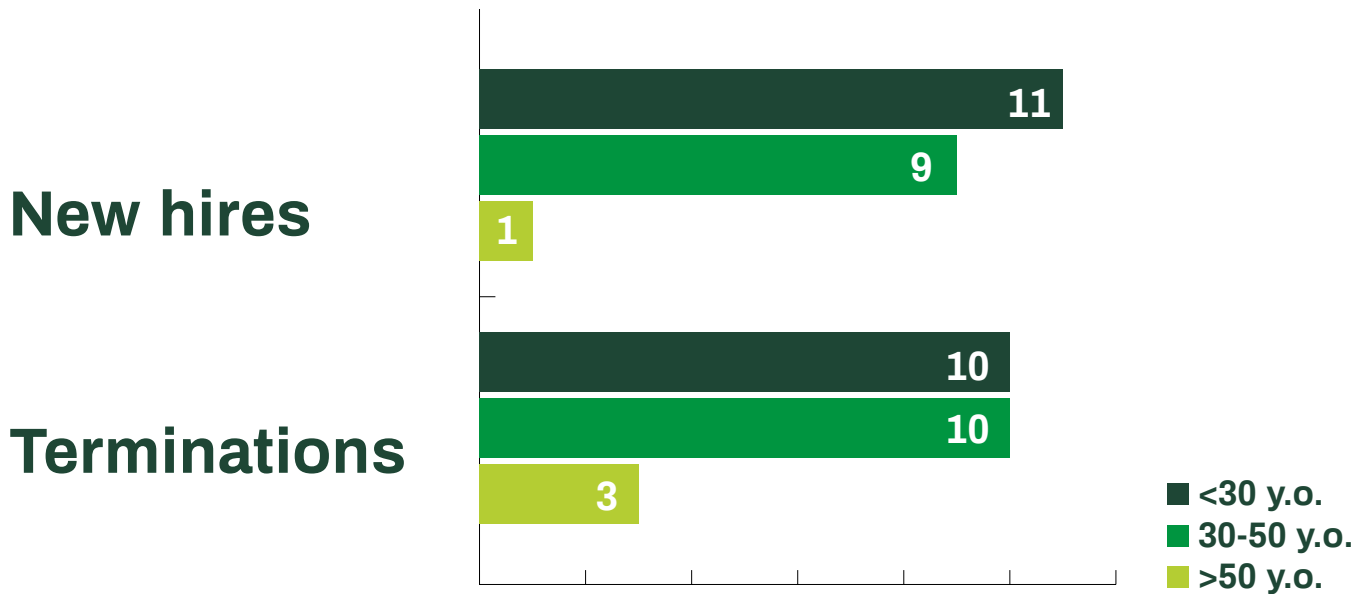


Prispin D.O.O
Turnover 2024 by age group



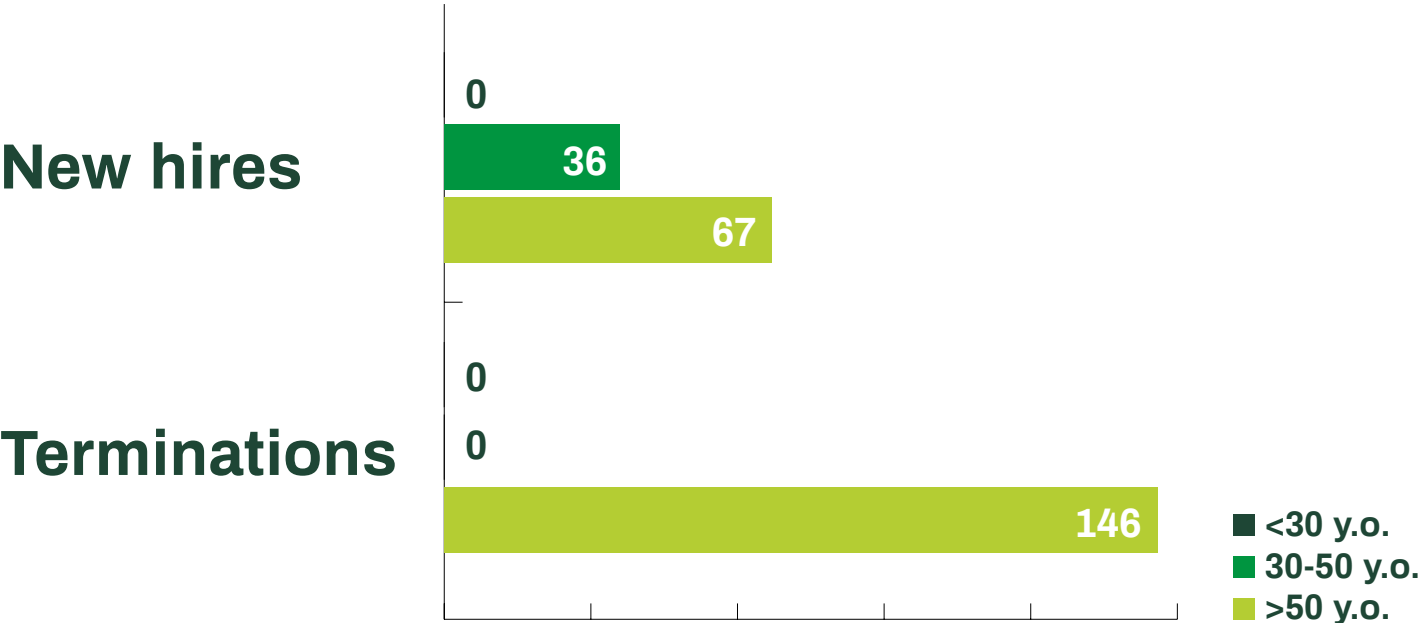
In 2024, Prispin D.O.O welcomed 100 new employees into its workforce, comprising 29 men and 71 woman, increasing from that of the previous year. This represents a positive in trend in encouraging woman employment. In 2024, any employee left the company.

Superfios Textil Ltda
Turnover 2024 by age group



In 2024, Superfios Textil Ltda hires 21 new employees, all of which were men, and the majority belonged to the age group under 30 years old. In 2024, 23 employees left the company, again all of which were men.

Filidea Tekstil Sanay Ticaret
Turnover 2024 by age group



In 2024, Filidea Tekstil Sanay Ticaret welcomed 103 new employees into its workforce, comprising 67 men and 36 women. In 2024, 146 employees left the company, in particular 95 men and 51 women, all belonging to the age group over 50 years old.



4.1.2 Staff composition

THE MARCHI & FILDI GROUP

The Group's approach to managing human resources contracts reflects its dedication to offering stability to its employees while acknowledging their individual requirements. The Group predominantly relies on a core team of internal staff, with external collaborators engaged primarily for consultancy purposes. In instances of prolonged employee absences, temporary workers may be enlisted to ensure operational continuity.

During periods of heightened workload, the Group adopts a more flexible approach to resource allocation.

All members of the workforce, including administrators and interns, are bound by the Code of Ethics, which safeguards their rights and interests.

Additionally, adherence to the Integrated Policy is mandatory, establishing guidelines for employee conduct and responsibilities, with a primary focus on preventing discrimination in any form.

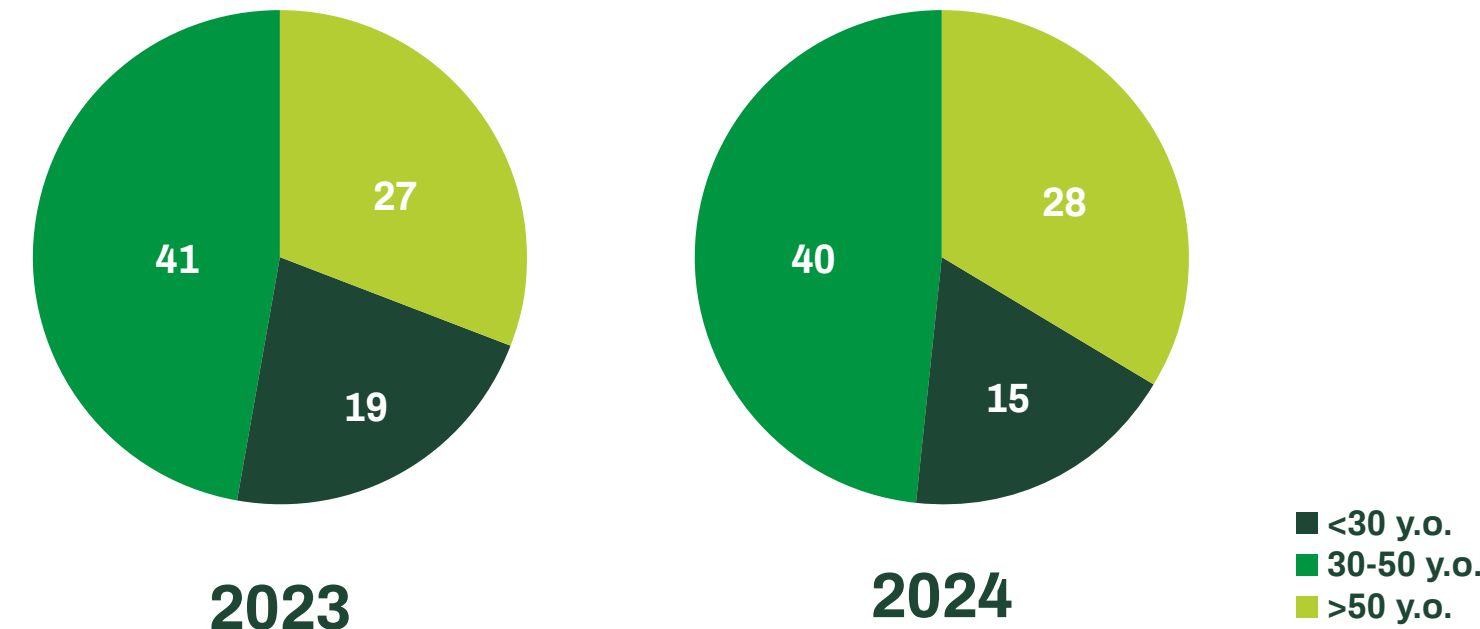
Employees, interns, temporary workers, and trainees are provided with the Group's regulations and policies (use of IT, company vehicles, Smart Workinf, Complaints & Suggestions Procedure), the company organizational chart, the applicable national collective bargaining agreement, as well as the Integrated Policy and Code of Ethics, which they undertake to strictly adhere to.

Marchi & Fildi

Employees breakdown by professional category and gender



Employee breakdown by age group



Marchi & Fildi has 83 employees, 56 men and 27 women. As of December 31, 2024, 96% of employees (80 people) had a permanent contract and 4% (3 people) have fixed-term contracts. 96% of employees has a full-time contract whereas the 4% has a part-time contract. The staff is fairly diverse in terms of age, with 18% of people unders 30 years old, 48% between 30 and 50 years old, and 34% over 50 years old. In 2024, M&F has only 3 external workers.

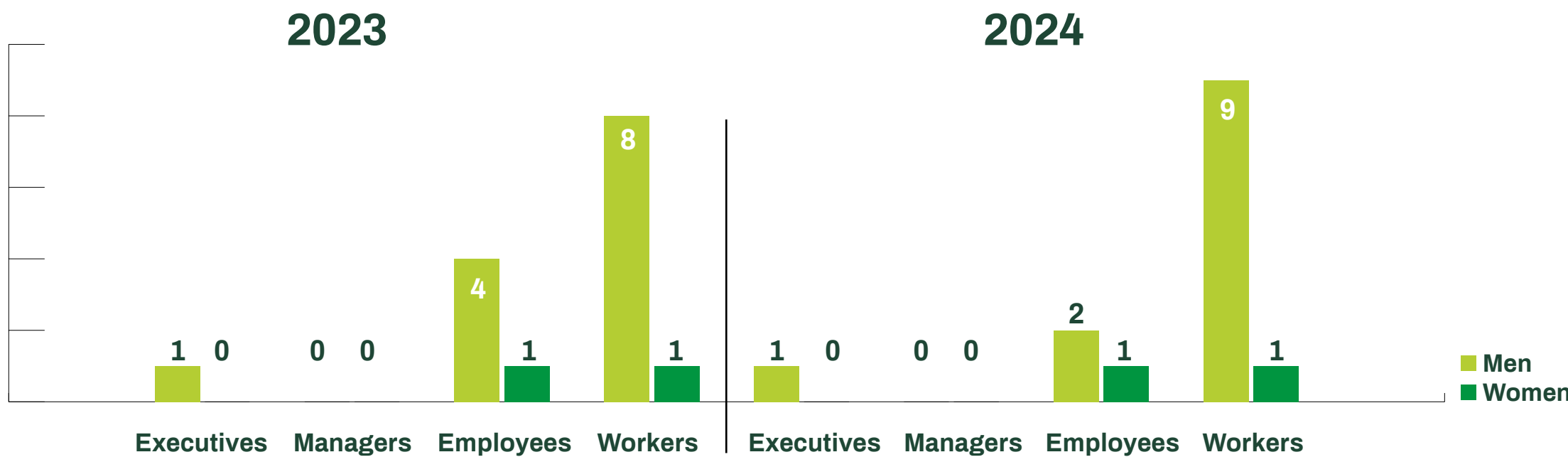
4.1.2 Staff composition

THE MARCHI & FILDI GROUP

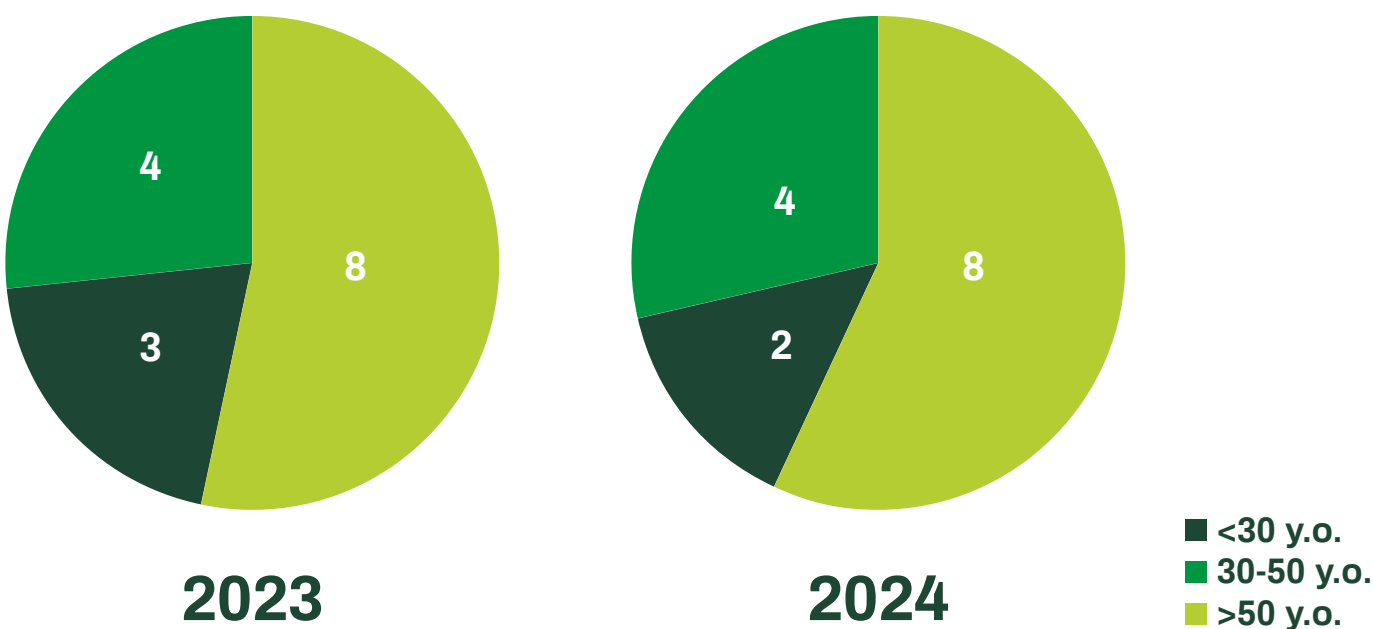


Filidea

Employees breakdown by professional category and gender



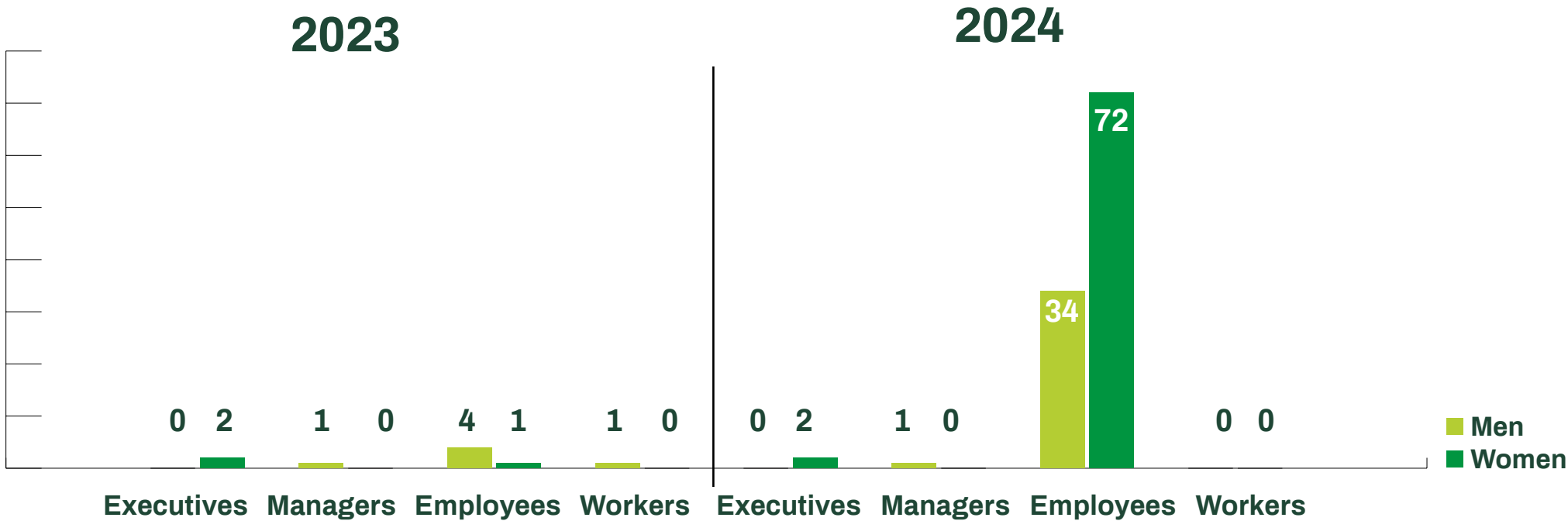
Employee breakdown by age group



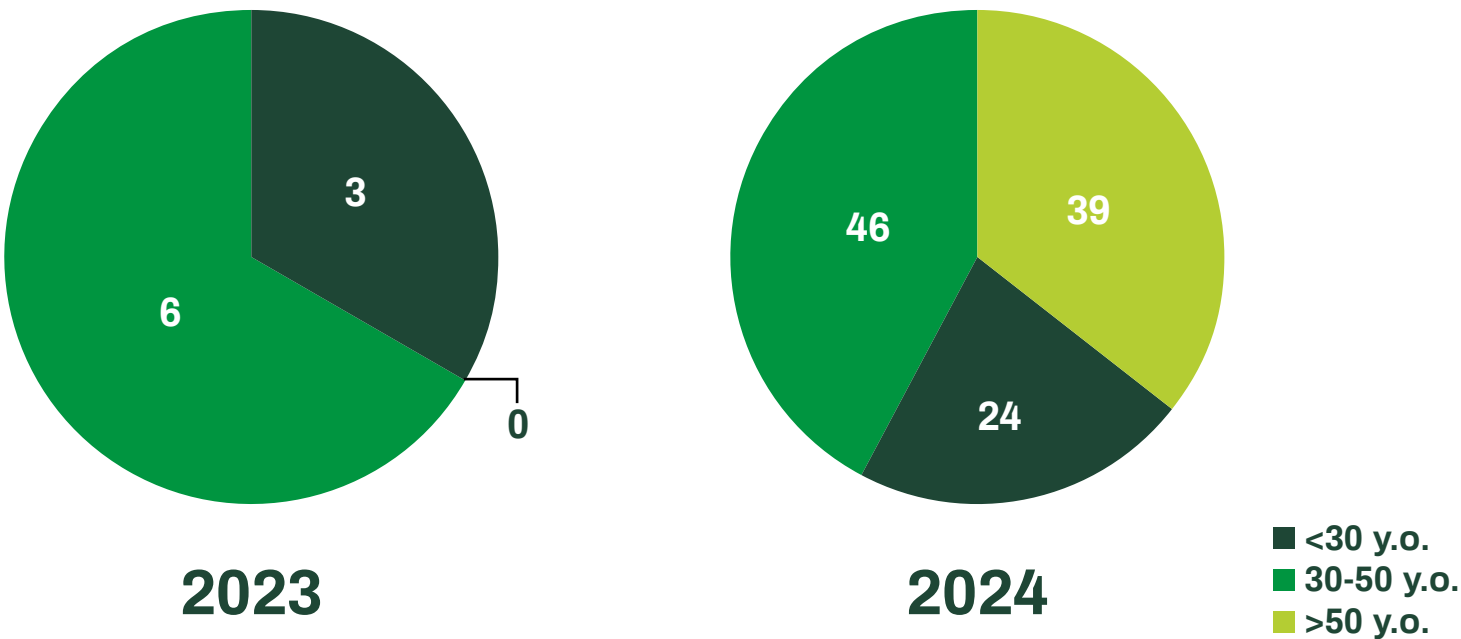
Filidea's staff is made of 14 people, 12 men and 2 women. All employees have a permanent and full-time contract. 57% of the employees is over 50 years old, while the remaining is composed of 14% under 30 years old, and 29% between 30 and 50 years old. In 2024, Filidea does not have external workers.

Prispin D.O.O

Employees breakdown by professional category and gender



Employee breakdown by age group



Prispin D.O.O's staff is made of 109 people, 35 men and 74 women. 83% of employees has a permanent contract, whereas the 17% has a full-time contract. 36% of the employees is over 50 years old, while the remaining is composed of 22% under 30 years old, and 42% between 30 and 50 years old. In 2024, Prispin D.O.O. does not have external workers.

4.1.2 Staff composition

THE MARCHI & FILDI GROUP

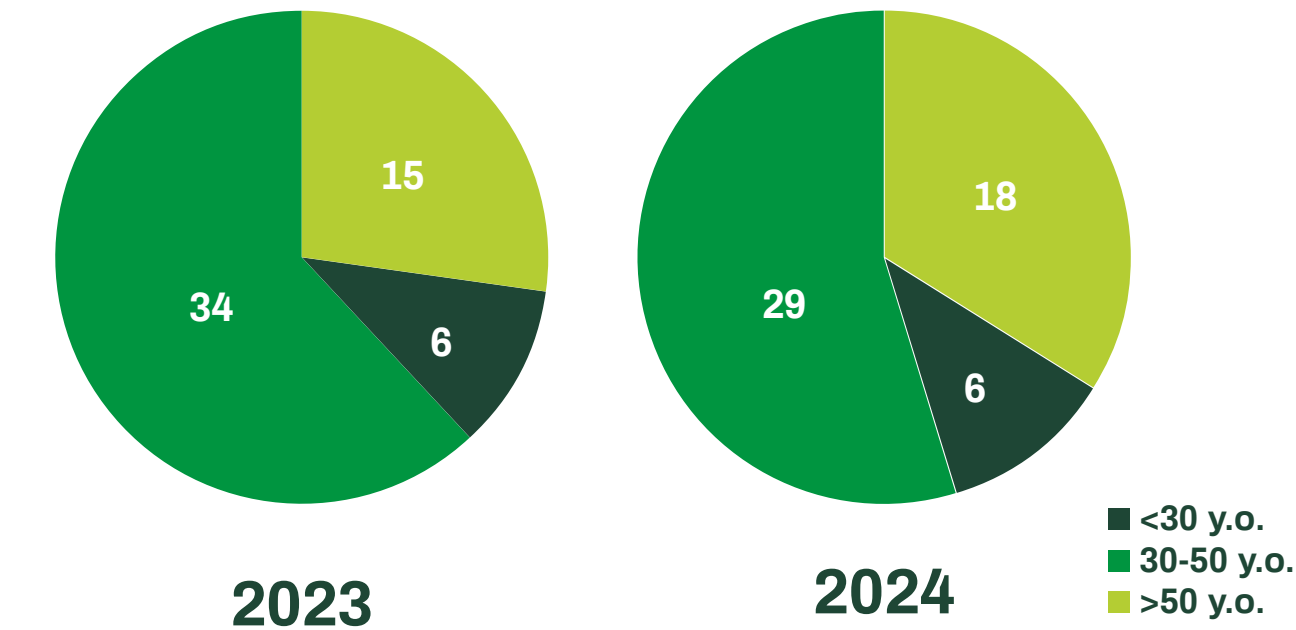


Superfios Textil Ltda

Employees breakdown by professional category and gender



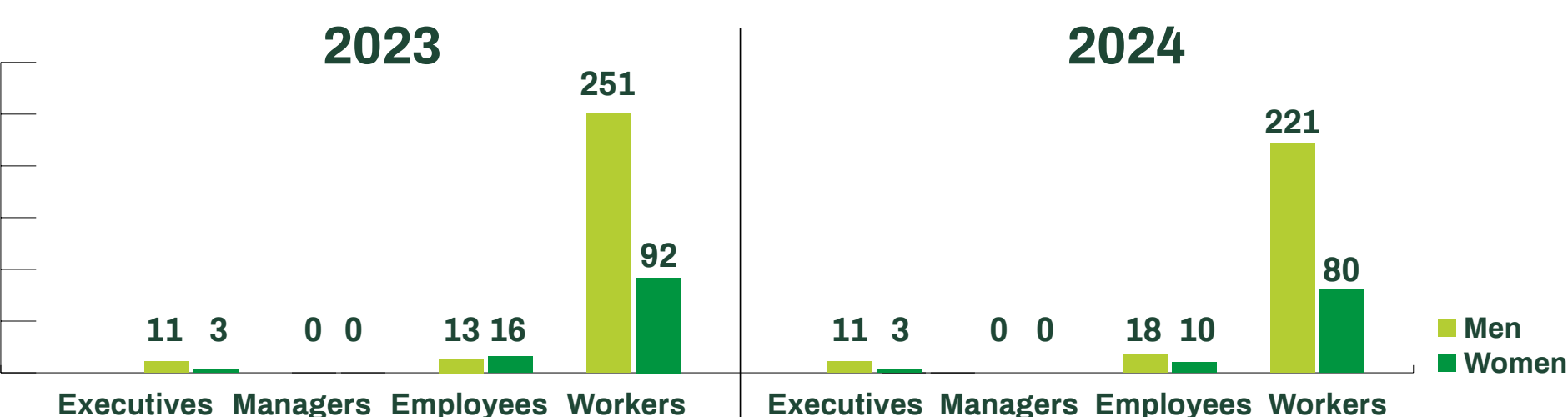
Employee breakdown by age group



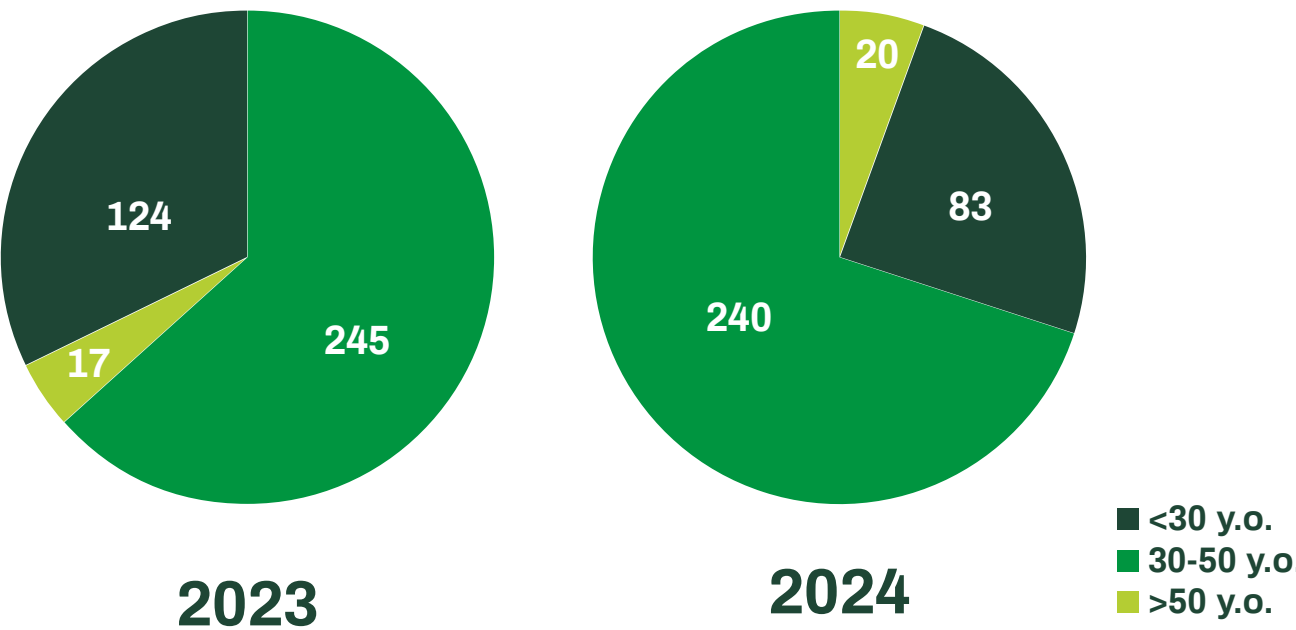
Superfios Textil Ltda's staff is made of 53 people, 49 men and 4 women. All employees have a permanent and full-time contract. 55% of the employees is between 30 and 50 years old, while the remaining is composed of 11% under 30 years old, and 34% over 50 years old. In 2024, Superfios Textil Ltda's has 8 external workers, 7 men and 1 woman.

Filidea Tekstil Sanay Ticaret

Employees breakdown by professional category and gender



Employee breakdown by age group



Filidea Tekstil Sanay Ticaret's staff is made of 343 people, 250 men and 93 women. All employees have a permanent and full-time contract. 70% of the employees is between 30 and 50 years old, while the remaining is composed of 24% under 30 years old, and 6% over 50 years old. In 2024, Filidea Tekstil Sanay Ticaret's has 2 external workers, all of which are men.



4.1.3 Non-discrimination

THE MARCHI & FILDI GROUP

The Group demonstrates a significant sensitivity to the issue, ensuring that hiring decisions are entirely uninfluenced by such considerations.

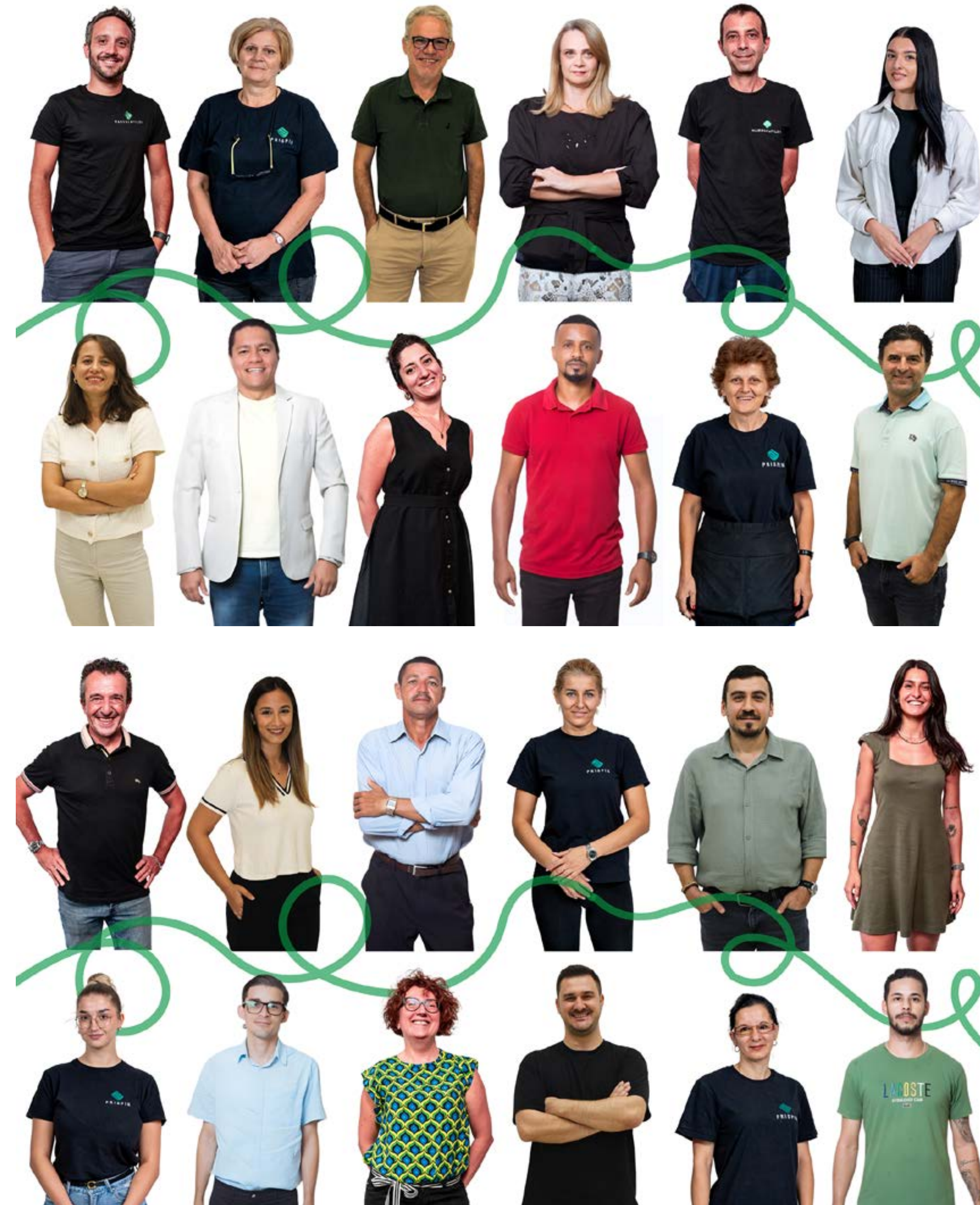
This is evident from the presence of foreign personnel in not only productive but also other departments. The company upholds a **policy of non-discrimination** based on gender, as evidenced by the hiring women for managerial positions while also providing growth opportunities for younger employees. Among the management objectives concerning this issue, the establishment of a **whistleblowing system** to report abuses of any nature is prioritized.

Additionally, anonymous reporting boxes are available in the facilities to encourage individuals to report unpleasant or embarrassing situations. Personnel regularly engage with the HR and internal Health and Safety Representative (RSPP) to monitor employee morale.

The company has supported individuals, regardless of gender, who have previously requested salary advances, and no disrespectful or discriminatory behavior towards anyone has been observed.

During the hiring process, preference is given to individuals with professional conduct and teamwork skills, as the company philosophy advocates against role centralization, which may lead to dissatisfaction among colleagues. For the company, individuals are first and foremost people entitled to equal protection, fostering mutual respect. The company monitors its approach to this issue primarily through the Whistleblowing platform and regularly undergoes social audits from various clients.

The results demonstrate a company highly receptive to collaboration, sensitive to the issue, and consistently prepared to refine its systems to more closely align with current regulations.



4.1.3 Non-discrimination

THE MARCHI & FILDI GROUP

For example, the implementation of virtual timekeeping for office personnel at the end of 2023 was introduced as a control methodology to prevent excessive overtime hours.

Filidea Tekstil Sanay Ticaret is committed to preventing discrimination across all activities and business relationships through comprehensive policies and initiatives. The company promotes diversity and inclusion via training programs, awareness campaigns, and inclusive hiring practices.

This includes conducting investigations and taking corrective action whenever discrimination is identified. The effectiveness of said actions is tracked through regular assessments, employee feedback, and thirdparty audits. The company sets clear goals for a diverse workforce and inclusive workplace, using indicators like employee satisfaction and diversity metrics.

Continuous improvement is driven by lessons learned and stakeholder engagement. No corrective actions or non-compliances have been reported in recent social compliance audits, reflecting the commitment to equality and inclusivity. **Prispin D.O.O.** and **Superfios Textil Ltda** adhere to their respective national regulations by providing all employees with comprehensive legal information at the time of hiring.

Additionally, a designated contact person is available to address any employee concerns or reports. To ensure the effectiveness of its compliance efforts, the companies implement rigorous procedures that include regular inspections and thorough documentation checks.

These measures help maintain proper management and continuous improvement in adherence to legal standards and internal policies.



4.1.3 Non-discrimination

THE MARCHI & FILDI GROUP

Notably, in both 2024 and 2023, no instances of discrimination were reported within both the Italian and international operations, affirming the efficacy of current policies and procedures in preventing discriminatory behavior and fostering equality across all business segments.

In line with the commitment to equal pay and fair treatment between women and men, in 2024 the average remuneration levels were monitored for each professional category.

The analysis focused on comparing the average salary received by women with that of men, with reference to both the consolidated Marchi & Fildi perimeter and the Filidea consolidation.

Ration of basic salary and remuneration of women to men – As of December 31st, 2024										
	Marchi e Fildi (Italy)		Filidea (Italy)		Prispi D.O.O (Serbia)		Filidea Tekstil Sanayi ve Ticaret A.Ş (Turkey)		Superfios LTDA (Brazil)	
Employee Category	Basic salary of women to man (%)	Total remuneration of women to men (%)	Basic salary of women to man (%)	Total remuneration of women to men (%)	Basic salary of women to man (%)	Total remuneration of women to men (%)	Basic salary of women to man (%)	Total remuneration of women to men (%)	Basic salary of women to man (%)	Total remuneration of women to men (%)
Executives	-	-	-	-	100%	100%	56%	56%	0%	0%
Managers	100%	100%	-	-	100%	100%	-	-	0%	0%
Employees	90%	90%	100%	100%	100%	100%	90%	90%	137%	137%
Workers	97%	97%	100%	100%	-	-	91%	91%	-	-

2023 data are not available because, starting from the current fiscal year, the GRI indicators reported for foreign subsidiaries have been aligned with those used for Italian companies. In previous years, only a subset of the indicators adopted in Italy was reported for foreign entities, making the 2023 data not comparable with those disclosed for 2024.

4.1.3 Non-discrimination

THE MARCHI & FILDI GROUP

As of December 31, 2024, within the Marchi & Fildi consolidation, pay equity remained fully achieved in the executive and middle management categories, with women's average remuneration equal to 100% of men's.

However, slight disparities emerged among white-collar and blue-collar employees, where the average female remuneration corresponded to 95% and 97%, respectively, of that of their male counterparts. These figures mark a modest decline compared to 2023, when full parity (100%) was recorded across all categories.

Filidea showed more pronounced variations. In 2024, the ratio for executives dropped from 51% in 2023 to 28%, indicating a significant gender pay gap in that category. For middle management. Meanwhile, employees showed a positive, though reduced, ratio of 109%, down from 134% in the previous year, suggesting that women still earned more than men on average in that category.

Among workers, the ratio rose notably from 62% in 2023 to 96% in 2024, reflecting a marked improvement in pay equity. While some of these differences can be attributed to variations in role seniority, tenure, or workforce composition within each category, the company will continue to monitor these trends closely. Particular attention will be given to the Filidea executive and middle management levels, where the gaps are most evident, to better understand their root causes and assess the need for targeted interventions.

These figures confirm the organization's ongoing focus on promoting a fair, transparent, and merit-based remuneration system, with the aim of maintaining and improving pay equity across all employee categories.



4.2 Human Resources Development and enhancement

THE MARCHI & FILDI GROUP

Enhancing staff

Within the Group, human resources are fully appreciated, and it is believed that success derives from the talent and contributions of everyone. A culture of performance evaluation is promoted through individual interviews, in which both the positive aspects and areas for improvement of each employee are considered. Flexible work arrangements, including flexible hours and remote work, are encouraged.

This allows for full adaptation to the individual needs of employees and enables effective and efficient balancing of family responsibilities with work. Additionally, support and resources are provided to help employees manage the challenges that may arise when balancing work and family.

4.2.1. Training

Training within the Company is tailored to meet the specific professional development needs of both groups and individual employees. Additionally, supplementary remote training opportunities are accessible via digital platforms, allowing employees to pursue learning aligned with their personal interests on a voluntary basis. In the event of activity restructuring necessitating changes to employees' roles, the Company is dedicated to offering appropriate additional training to support the professional requalification of all affected individuals.

In 2024, the training reporting scope comprises Marchi & Fildi, Filidea, Filidea Tekstil Sanay Ticaret, Prispin D.O.O. and Superfios Textil Ltda. Throughout the reporting period, mandatory safety training sessions were conducted, covering a range of essential topics including refresher courses, emergency procedures, fire safety, first aid, work-at-height protocols, supervisor training, and qualifications for operating Aerial Work Platforms (AWP) and/or forklifts.

Additionally, specific non-mandatory training sessions were organized to enhance understanding of management systems, encompassing both quality and environmental aspects, as well as codes of conduct and ethics. Furthermore, professional training sessions tailored to individual job tasks were provided to support ongoing skill development and competence enhancement among employees.

Marchi & Fildi Italy						
Average training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	1	-	1	130	-	130
Managers	7	-	7	2	-	1
Employees	1	3	2	5	6	5
Workers	11	3	10	2	-	1
Total	7	3	6	8	5	7

Marchi & Fildi Italy						
Average health and safety training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Managers	4	-	-	-	-	-
Employees	1	1	1	1	1	1
Workers	1	3	1	1	-	1
Total	1	2	1	1	-	1



4.2.1. Training

THE MARCHI & FILDI GROUP



Filidea Italy						
Average training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	1	-	-	18	-	18
Managers	-	-	-	-	-	-
Employees	4	-	11	17	4	12
Workers	8	-	1	3	-	3
Total	13	-	4	7	2	6

Prispin D.O.O						
Average training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	2	-	-	-	-
Managers	-	-	-	-	-	-
Employees	1,276	1	3,520	357	521	468
Workers	-	-	0	-	-	-
Total	851	3	1,956	347	507	455

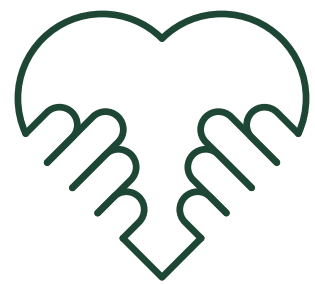
Filidea Italy						
Average health and safety training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	1	-	-
Managers	-	-	-	-	-	-
Employees	12	-	10	2	-	10
Workers	1	-	1	9	-	2
Total	4	-	4	12	-	4

Prispin D.O.O						
Average health and safety training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	1	-	-	-
Managers	-	-	-	-	-	-
Employees	4	8	5	2	2	2
Workers	0	-	-	-	-	-
Total	3	3	3	2	2	2



4.2.1. Training

THE MARCHI & FILDI GROUP



Superfios Textil Ltda						
Average training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Employees	-	-	-	3	-	3
Workers	-	-	-	-	-	0
Total	-	-	-	3	-	2

Filidea Tekstil Sanay Ticaret						
Average training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Employees	13	8	11	1	1	1
Workers	6	6	6	3	2	2
Total	6	6	6	2	2	2

Superfios Textil Ltda						
Average health and safety training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	-	-	-
Managers	-	-	-	-	-	-
Employees	-	-	-	5	-	4
Workers	-	-	-	-	-	-
Total	-	-	-	4	-	4

Filidea Tekstil Sanay Ticaret						
Average health and safety training hours by gender and professional category						
	2023			2024		
	Men	Women	Total	Men	Women	Total
Executives	-	-	-	5	5	5
Managers	-	-	-	-	-	-
Employees	3	4	3	19	16	18
Workers	6	7	6	17	19	18
Total	5	7	6	17	18	17

4.2.2. Staff evaluation

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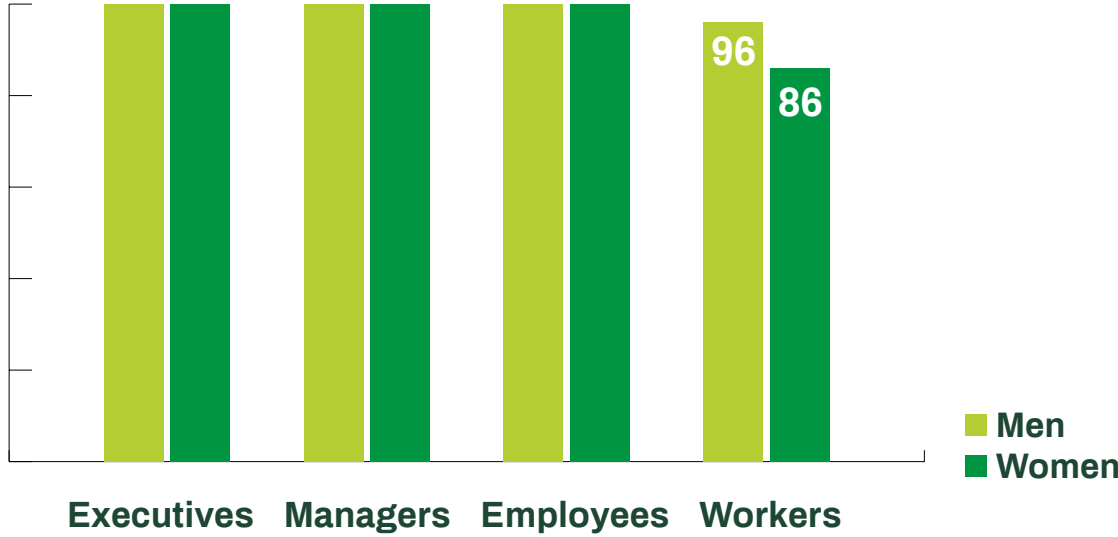
Employee evaluations are conducted in the form of competency assessment interviews. These interviews also serve the purpose of determining whether the employee is placed in the most suitable department, and they assess job satisfaction and career aspirations.

Marchi & Fildi

Percentage of staff receiving evaluation in 2023



Percentage of staff receiving evaluation in 2024



In Marchi & Fildi, during 2024, was observed a greater engagement in evaluations.

Filidea

Percentage of staff receiving evaluation in 2023



Percentage of staff receiving evaluation in 2024



Prispin D.O.O

Percentage of staff receiving evaluation in 2023



Percentage of staff receiving evaluation in 2024



Performance evaluations in Prispin D.O.O remained constant in 2024 compared to 2023.

Filidea Tekstil Sanay Ticaret

Percentage of staff receiving evaluation in 2023



Percentage of staff receiving evaluation in 2024



Superfios Textil Ltda

Superfios Textil Ltda has not yet implemented an official system of performance evaluation.

4.3. Health and Safety

THE MARCHI & FILDI GROUP



The Group is dedicated to maintaining a safe and healthy work environment by raising awareness of risks and promoting responsible behavior among both direct employees and external workers.

All employees must adhere to internal procedures for risk prevention and health and safety and report any deficiencies or non-compliance promptly.

Legally required training, periodically updated, covers all professional categories.

New hires receive training from qualified staff, and continuous improvements in health and safety positively impact both the environment and the workforce.

Specific roles within the Company encourage departmental involvement and accountability, boosting employee motivation. The company demonstrates effective health and safety practices through collaborative efforts, rigorous work protocols, and consistent use of personal protective equipment. Active communication with the Responsible for Prevention and Protection Service (RSPP) ensures timely issue resolution. The Group follows legislative provisions (particularly Legislative Decree 81/08) for its health and safety management system, covering all facilities and employees.

Regular inspections, targeted training, and data analysis maintain process quality, with ongoing technical, structural, and training improvements. Employees report hazards directly to the RSPP or the Workers' Safety Representative (RLS), with anonymous reporting options available.

Incident procedures involve analyzing causes, updating risk assessments, and implementing corrective actions to prevent recurrence. Workers are actively involved through targeted meetings and direct communication with the RSPP.

The implementation of the system is bolstered by strong internal relationships, with ongoing updates on improvements and challenges. Although there is no formal committee, the RSPP frequently consults with area managers and foremen, who relay findings to employees.

Specific training sessions emphasize system implementations and address critical issues, ensuring a comprehensive and inclusive health and safety management approach. Health and safety training in the workplace are conducted internally by trained and competent personnel to directly involve all organizational and working levels.

The company places a strong emphasis on direct training, offering focused and targeted sessions on task-specific risks and hazards. During training sessions, homogeneous groups are created to allow direct interaction between operational staff and trained instructors. Training activities are also carried out directly in production departments to work concretely on specific situations.

Risk containment

Hazards are assessed by expert personnel trained in accordance with Legislative Decree 81/08 and its subsequent amendments. The system operates on a basis of checks: the RSPP relies on company figures such as Safety Managers and Foremen who constantly supervise the implementation and adherence to internal procedures. Direct communication exists between Managers, foremen, and RSPP to report any anomalies, issues, and/or health and safety hazards.

To prevent accidents, practical risk containment measures are in place at all locations, such as safety barriers, hooks, and collective devices at the Biella facility, where machinery and forklift risks are prevalent. In addition to risk containment measures, there are specific work procedures required of employees in carrying out their tasks.

4.3. Health and Safety

THE MARCHI & FILDI GROUP



At the Filidea facilities, the risks associated with machinery and forklifts in the Research & Development department are managed in the same way as at Marchi & Fildi. Regarding the risks in the dyeing process, which are primarily related to contact with hazardous chemicals, the company has implemented an automatic dosing system to minimize the risk of direct contact as much as possible. Few workplace injuries were recorded during the years 2023 and 2024 in Marchi & Fildi and Filidea facilities, with a major part of events verified in Turkey. However, no work-related injury took place at the Italian Filidea and Marchi & Fildi facilities and in Superfios Textil Ltda. 7 work-related injuries took place in Prispin D.O.O. and 15 in Filidea Tekstil Sanay Ticaret, for a total amount group-wide of 22 injuries, noting that these are focused especially on Turkish plants due about bruising or crushing.

The organization is committed to quality processes through regular inspections, targeted training, and data analysis, continuously enhancing health and safety management systems. Workers can report hazards directly to the RSPP or through the RLS, with anonymous reporting options via complaints boxes and a Whistleblowing platform.

In case of incidents, causes are analyzed, risk assessments are updated, and corrective actions are implemented with the support of executives and foremen under the RSPP's supervision. Incident closures are reviewed to prevent recurrence and enhance internal security. Every security role is responsible for proposing system improvements.

Workers participate in the development, implementation, and consultation of the health and safety management system through meetings with the RSPP, with foremen discussing any issues with employees. System implementation occurs naturally due to strong internal relationships, with continuous communication of improvements and issues.

There is no formalized committee, but the RSPP consults regularly with area managers and foremen, who relay information to employees. Meetings, except for the annual art. 35 meeting, are not always verbalized unless danger or specific issues arise. Specific training sessions emphasize system implementations and address critical issues.

Filidea Tekstil Sanay Ticaret

Filidea Tekstil has established an Occupational Health and Safety Management System (OHSMS) to provide a safe and healthy work environment for all employees. While the company's OHSMS is not certified, it is integrated within the ISO 9001:2015 quality management framework and adheres to labor law No. 6331 as mandated by the Ministry of Labor. The OHSMS is based on recognized risk management and management system standards, specifically outlined in the organization's TL-51 Occupational Health and Safety working rules. The scope of OHSMS encompasses all employees, activities, and workplaces within the organization, with no exceptions, as remote work is not supported. This comprehensive scope underscores Filidea Tekstil's commitment to promoting a culture of safety and well-being across all phases of its operations, ensuring uniform protection for all workers.

Prispin D.O.O.

Prispin is in the process of formalizing a management system, pending guidance from the Group to ensure compliance with Italian standards. Meanwhile, a contract is underway with an external agency tasked with monitoring and auditing our production site.

This partnership is designed to strengthen oversight and guarantee adherence to the highest standards of operational excellence.



4.3. Health and Safety

THE MARCHI & FILDI GROUP

Superfios Têtil Ltda

Superfios Têtil is dedicated to enhancing workplace safety and health, which has led to notable reductions in absenteeism and increased employee satisfaction. The company complies with the Ministry of Labor's Regulatory Standards and the federal constitution's requirements for decent work, as well as Decree No. 8373/2014, which mandates the use of the ESOCIAL system for reporting employment-related information. This includes details on social security contributions, payroll, work accidents, and more.

As part of the fiber preparation and spinning industry, classified under CNAE 1311-1/00 with a risk level 3, Superfios Têtil prioritizes customer satisfaction, environmental respect, accident prevention, and employee health. Partnering with Prevenor Tecnologia Ambiental and SESI, the company implements robust safety measures, such as managing PPE, conducting risk assessments, and offering health programs.

The PGR (Risk Management Program) outlines actions to mitigate environmental risks, with progress monitored through regular meetings involving management, supervision, HR, and safety engineers. The Internal Accident Prevention Commission (CIPA) actively contributes to safety initiatives, ensuring compliance with legislation like the Federal Constitution, the Ministry of Labor's standards, and specific fire safety codes.

Superfios Têtil's health and safety management system supports employees across all work sectors, from administrative to maintenance and production, and includes provisions for outsourced workers in line with Law 13,429/2017. This comprehensive approach underscores the company's commitment to a safe and healthy work environment, benefiting all stakeholders.





Annexes

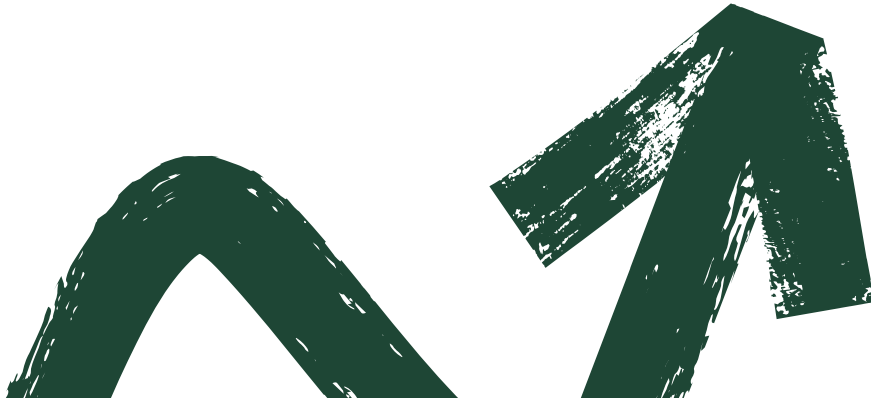
5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 2-7 Employees							
Number of employees by contract type, gender and region							
Site	Type of contract	As of December 31 st , 2023			As of December 31 st , 2024		
		Men	Women	Total	Men	Women	Total
Marchi & Fildi Italy	Permanent	3	3	6	3	0	3
	Temporary	55	26	81	53	27	80
	Total	58	29	87	56	27	83
	Full-time	57	25	82	56	24	80
	Part-time	1	4	5	0	3	3
	Total	58	29	87	56	27	83
Prispin D.O.O Serbia	Permanent	4	2	6	30	60	90
	Temporary	2	1	3	5	14	19
	Total	6	3	9	35	74	109
	Full-time	6	3	9	35	74	109
	Part-time	0	0	0	0	0	0
	Total	6	3	9	35	74	109
Filidea Italy	Permanent	1	1	2	0	0	0
	Temporary	12	1	13	12	2	14
	Total	13	2	15	12	2	14
	Full-time	13	2	15	12	2	14
	Part-time	0	0	0	0	0	0
	Total	13	2	15	12	2	14
Superfios LTDA Brazil	Permanent	0	0	0	0	0	0
	Temporary	51	4	55	49	4	53
	Total	51	4	55	49	4	53
	Full-time	51	4	55	49	4	53
	Part-time	0	0	0	0	0	0
	Total	51	4	55	49	4	53
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Permanent	0	0	0	0	0	0
	Temporary	278	108	386	250	93	343
	Total	278	108	386	250	93	343
	Full-time	278	108	386	250	93	343
	Part-time	0	0	0	0	0	0
	Total	278	108	386	250	93	343

GRI 2-8 Workers who are not employees							
Number of workers who are not employees by type of contract							
Site	Type of contract	As of December 31 st , 2023			As of December 31 st , 2024		
		Men	Women	Total	Men	Women	Total
Marchi & Fildi Italy	Agency workers	0	0	0	0	0	0
	Interns	0	1	1	0	3	3
	Other	1	0	1	0	0	0
	Total	1	1	2	0	3	3
Prispin D.O.O Serbia	Agency workers	0	0	0	0	0	0
	Interns	0	0	0	0	0	0
	Other	24	58	82	0	0	0
	Total	24	58	82	0	0	0
Filidea Italy	Agency workers	0	0	0	0	0	0
	Interns	0	0	0	0	0	0
	Other	0	0	0	0	0	0
	Total	0	0	0	0	0	0
Superfios LTDA Brazil	Agency workers	4	1	5	4	1	5
	Interns	1	0	1	3	0	3
	Other	0	0	0	0	0	0
	Total	5	1	6	7	1	8
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Agency workers	0	0	0	0	0	0
	Interns	2	1	3	2	0	2
	Other	0	0	0	0	0	0
	Total	2	1	3	2	0	2





5.1. Detail tables

THE MARCHI & FILDİ GROUP

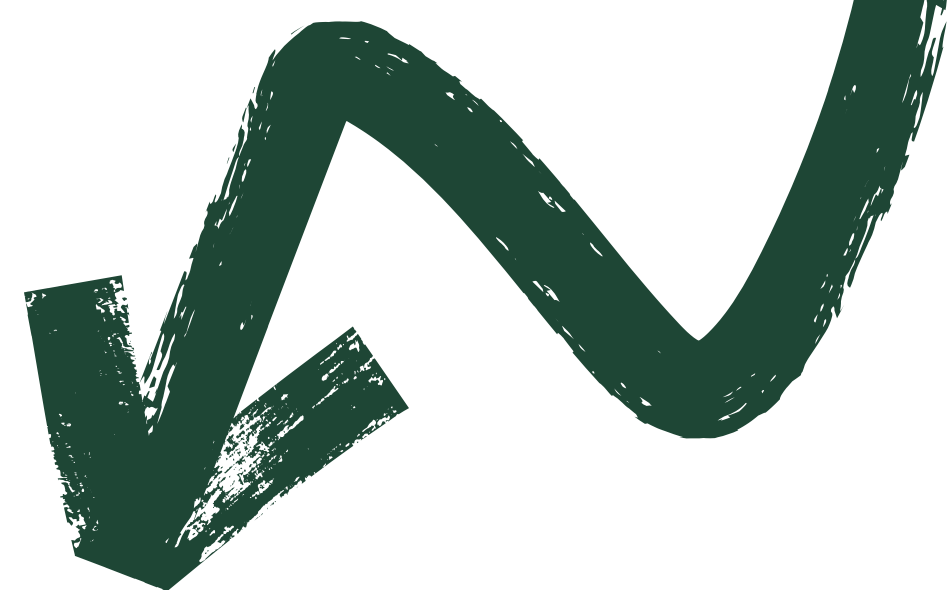
GRI 401-1 New employee hires and employee turnover									
Number of new hired employees									
Site	Number	As of December 31st, 2023				As of December 31st, 2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Marchi & Fildi Italy	Men	3	8	1	12	3	3	0	6
	Women	5	3	0	8	0	1	0	1
	Total	8	11	1	20	3	4	0	7
Prispin D.O.O Serbia	Men	6	0	0	6	29	0	0	29
	Women	3	0	0	3	0	0	71	71
	Total	9	0	0	9	29	0	71	100
Filidea Italy	Men	1	1	1	3	0	1	0	1
	Women	1	0	0	1	0	0	0	0
	Total	2	1	1	4	0	1	0	1
Superfios LTDA Brazil	Men	8	5	2	15	11	9	1	21
	Women	2	1	0	3	0	0	0	0
	Total	0	0	0	18	11	9	1	21
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Men	0	0	73	73	0	0	67	67
	Women	0	43	0	43	0	36	0	36
	Total	0	43	73	116	0	36	67	103

GRI 401-1 New employee hires and employee turnover									
Percentage of new hired employees									
Site	%	As of December 31st, 2023				As of December 31st, 2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Marchi & Fildi Italy	Men	15%	40%	5%	60%	43%	43%	0%	86%
	Women	25%	15%	0%	40%	0%	14%	0%	14%
	Total	40%	55%	5%	100%	43%	57%	0%	100%
Prispin D.O.O Serbia	Men	67%	0%	0%	67%	29%	0%	0%	29%
	Women	33%	0%	0%	33%	0%	0%	71%	71%
	Total	100%	0%	0%	100%	29%	0%	71%	100%
Filidea Italy	Men	25%	25%	25%	75%	0%	100%	0%	100%
	Women	25%	0%	0%	25%	0%	0%	0%	0%
	Total	50%	25%	25%	100%	0%	100%	0%	100%
Superfios LTDA Brazil	Men	44%	28%	11%	83%	52%	43%	5%	100%
	Women	11%	6%	0%	17%	0%	0%	0%	0%
	Total	0%	0%	0%	100%	52%	43%	5%	100%
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Men	0%	0%	63%	63%	0%	0%	65%	65%
	Women	0%	37%	0%	37%	0%	35%	0%	35%
	Total	0%	37%	63%	100%	0%	35%	65%	100%



5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 401-1 New employee hires and employee turnover									
Number of employees that left the company									
Site	Number	As of December 31st, 2023				As of December 31st, 2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Marchi & Fildi Italy	Men	1	3	2	6	1	4	3	8
	Women	3	2	0	5	0	2	1	3
	Total	4	5	2	11	1	6	4	11
Prispin D.O.O Serbia	Men	0	0	0	0	0	0	0	0
	Women	0	0	0	0	0	0	0	0
	Total	0	0	0	0	0	0	0	0
Filidea Italy	Men	0	0	1	1	1	1	0	2
	Women	1	0	0	1	0	0	0	0
	Total	1	0	1	2	1	1	0	2
Superfios LTDA Brazil	Men	15	15	4	34	10	10	3	23
	Women	2	1	0	3	0	0	0	0
	Total	17	16	4	37	10	10	3	23
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Men	0	0	77	77	0	0	95	95
	Women	0	43	0	43	0	0	51	51
	Total	0	43	77	120	0	0	146	146

GRI 401-1 New employee hires and employee turnover									
Percentage of employees that left the company									
Site	%	As of December 31st, 2023				As of December 31st, 2024			
		<30	30-50	>50	Total	<30	30-50	>50	Total
Marchi & Fildi Italy	Men	9%	27%	18%	55%	9%	36%	27%	73%
	Women	27%	18%	0%	45%	0%	18%	9%	27%
	Total	36%	45%	18%	100%	9%	55%	36%	100%
Prispin D.O.O Serbia	Men	0%	0%	0%	0%	0%	0%	0%	0%
	Women	0%	0%	0%	0%	0%	0%	0%	0%
	Total	0%	0%	0%	0%	0%	0%	0%	0%
Filidea Italy	Men	0%	0%	50%	50%	50%	50%	0%	100%
	Women	50%	0%	0%	50%	0%	0%	0%	0%
	Total	50%	0%	50%	100%	50%	50%	0%	100%
Superfios LTDA Brazil	Men	41%	41%	11%	92%	43%	43%	13%	100%
	Women	5%	3%	0%	8%	0%	0%	0%	0%
	Total	0%	0%	0%	100%	43%	43%	13%	100%
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Men	0%	0%	64%	64%	0%	0%	65%	65%
	Women	0%	36%	0%	36%	0%	0%	35%	35%
	Total	0%	36%	64%	100%	0%	0%	100%	100%



5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 405-1a: Diversity of governance bodies and employees											
Number of people per age group and gender (percentages)											
Board of Directors composition											
	Age Group	Marchi & Fildi Italy		Prispin D.O.O Serbia		Filidea Italy		Superfios LTDA Brazil		Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	
		As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024
Men	< 30 years	0	0	0	0	0	0	0	0	0	0
	30 ≤ x ≤ 50	1	2	1	1	3	3	0	0	8	8
	> 50 years	2	1	0	0	4	3	0	0	3	3
Total Men		3	3	1	1	7	6	0	0	11	11
Women	< 30 years	0	0	0	0	0	0	0	0	0	0
	30 ≤ x ≤ 50	1	1	0	0	0	1	0	0	3	3
	> 50 years	1	1	0	0	1	1	0	0	0	0
Total Women		2	2	0	0	1	2	0	0	3	3
Total members of the Board of Directors		5	5	1	1	8	8	0	0	14	14
Other Governance Body Composition (Board of Auditors)											
Men	< 30 years	0	0	0	0	0	0	0	0	0	0
	30 ≤ x ≤ 50	1	1	0	0	1	1	0	0	0	0
	> 50 years	4	4	0	0	4	4	0	0	3	3
Total Men		5	5	0	0	5	5	0	0	3	3
Women	< 30 years	0	0	0	0	0	0	0	0	0	0
	30 ≤ x ≤ 50	0	0	1	1	0	0	0	0	0	0
	> 50 years	0	0	0	0	0	0	0	0	0	0
Total Women		0	0	1	1	0	0	0	0	0	0
Total members of the Board of Auditors		5	5	1	1	5	5	0	0	3	3



5.1. Detail tables

THE MARCHI & FILDİ GROUP

GRI 405-1a: Diversity of governance bodies and employees											
Number of people per age group and gender (percentages)											
Board of Directors composition											
	Age Group	Marchi & Fildi Italy		Prispin D.O.O Serbia		Filidea Italy		Superfios LTDA Brazil		Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	
		As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024	As of December 31 st , 2023	As of December 31 st , 2024
Men	< 30 years	0%	0%	0%	0%	0%	0%	0	0	0%	0%
	30 ≤ x ≤ 50	20%	40%	100%	100%	38%	38%	0	0	57%	57%
	> 50 years	40%	20%	0%	0%	50%	38%	0	0	21%	21%
Total Men		60%	60%	100%	100%	88%	75%	0	0	79%	79%
Women	< 30 years	0%	0%	0%	0%	0%	0%	0	0	0%	0%
	30 ≤ x ≤ 50	20%	20%	0%	0%	0%	13%	0	0	21%	21%
	> 50 years	20%	20%	0%	0%	13%	13%	0	0	0%	0%
Total Women		40%	40%	0%	0%	13%	25%	0	0	21%	21%
Total members of the Board of Directors		100%	100%	100%	100%	100%	100%	0	0	100%	100%
Other Governance Body Composition (Board of Auditors)											
Men	< 30 years	0%	0%	0%	0%	0%	0%	0	0	0%	0%
	30 ≤ x ≤ 50	20%	20%	0%	0%	20%	20%	0	0	0%	0%
	> 50 years	80%	80%	0%	0%	80%	80%	0	0	100%	100%
Total Men		100%	100%	0%	0%	100%	100%	0	0	100%	100%
Women	< 30 years	0%	0%	0%	0%	0%	0%	0	0	0%	0%
	30 ≤ x ≤ 50	0%	0%	100%	100%	0%	0%	0	0	0%	0%
	> 50 years	0%	0%	0%	0%	0%	0%	0	0	0%	0%
Total Women		0%	0%	100%	100%	0%	0%	0	0	0%	0%
Total members of the Board of Auditors		100%	100%	100%	100%	100%	100%	0	0	100%	100%

5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 405-1b: Diversity of governance bodies and employees													
Number of people		Number of people per category and gender						Percentage of people per category and gender					
		As of December 31 st , 2024			As of December 31 st , 2023			As of December 31 st , 2023			As of December 31 st , 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Marchi & Fildi Italy	Executives	2	0	2	2	0	2	2%	0%	2%	2%	0%	2%
	Managers	2	1	3	2	0	2	2%	1%	4%	2%	0%	2%
	Employees	24	19	43	23	22	45	29%	23%	52%	26%	25%	52%
	Workers	28	7	35	31	7	38	34%	8%	42%	36%	8%	44%
	Total	56	27	83	58	29	87	67%	33%	100%	67%	33%	100%
Prispin D.O.O Serbia	Executives	0	2	2	0	2	2	0%	2%	2%	0%	22%	22%
	Managers	1	0	1	1	0	1	1%	0%	1%	11%	0%	11%
	Employees	34	72	106	4	1	5	31%	66%	97%	44%	11%	56%
	Workers	0	0	0	1	0	1	0%	0%	0%	11%	0%	11%
	Total	35	74	109	6	3	9	32%	68%	100%	67%	33%	100%
Filidea Italy	Executives	1	0	1	1	0	1	7%	0%	7%	7%	0%	7%
	Managers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Employees	2	1	3	4	1	5	14%	7%	21%	27%	7%	33%
	Workers	9	1	10	8	1	9	64%	7%	71%	53%	7%	60%
	Total	12	2	14	13	2	15	86%	14%	100%	87%	13%	100%
Superfios LTDA Brazil	Executives	1	0	1	1	0	1	2%	0%	2%	2%	0%	2%
	Managers	2	0	2	2	0	2	4%	0%	4%	4%	0%	4%
	Employees	46	4	52	48	4	52	84%	7%	95%	87%	7%	95%
	Workers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Total	51	4	55	51	4	55	93%	7%	100%	93%	7%	100%
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Executives	11	3	14	11	3	14	3%	1%	4%	3%	1%	4%
	Managers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Employees	16	13	29	18	10	28	4%	3%	8%	5%	3%	8%
	Workers	251	92	343	221	80	301	65%	24%	89%	64%	23%	88%
	Total	278	108	386	250	93	343	72%	28%	100%	73%	27%	100%

5.1. Detail tables

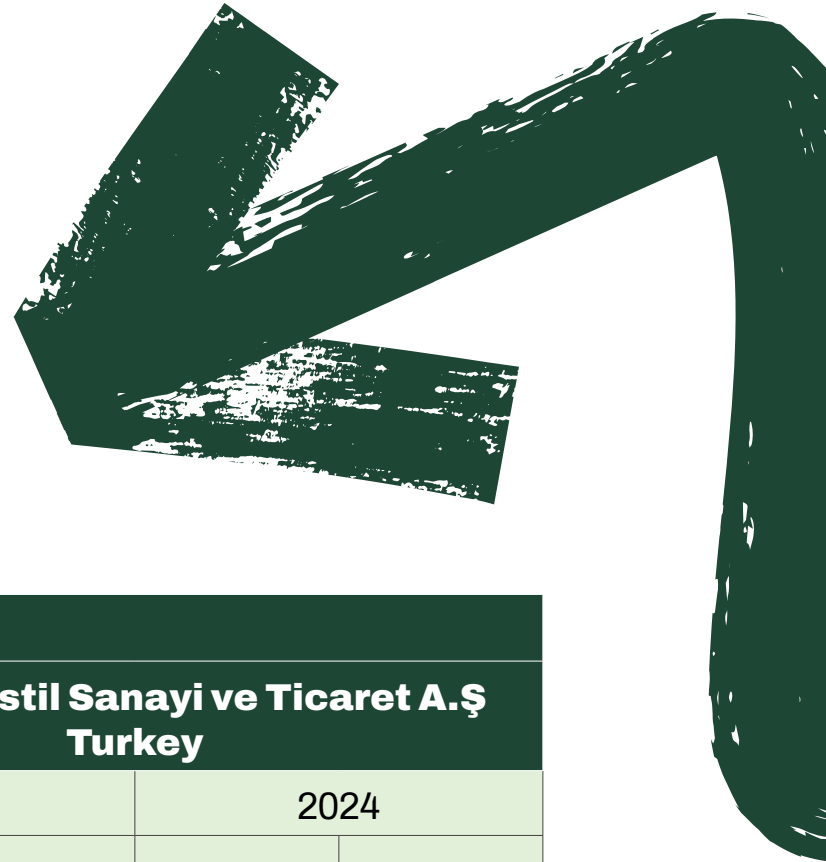
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GRI 404-3: Percentage of employees receiving regular performance and career development reviews													
Number of people per category and gender		Number of people per category and gender						Percentage of people per category and gender					
		As of December 31 st , 2023			As of December 31 st , 2024			As of December 31 st , 2023			As of December 31 st , 2024		
		Men	Women	Total	Men	Women	Total	Men	Women	Total	Men	Women	Total
Marchi & Fildi Italy	Executives	0	0	0	2	0	2	0%	0%	0%	100%	0%	100%
	Managers	1	0	1	2	1	3	50%	0%	50%	100%	100%	100%
	Employees	9	9	18	24	20	44	39%	41%	40%	100%	105%	102%
	Workers	9	2	11	27	6	33	29%	29%	29%	96%	86%	94%
	Total	19	11	30	55	27	82	33%	38%	34%	98%	100%	99%
Prispin D.O.O Serbia	Executives	0	2	2	0	2	2	0%	100%	100%	0%	100%	100%
	Managers	1	0	1	1	0	1	100%	0%	100%	100%	0%	100%
	Employees	5	1	6	34	72	106	100%	100%	100%	100%	100%	100%
	Workers	0	0	0	0	0	0	100%	0%	100%	0%	0%	0%
	Total	6	3	9	35	74	109	100%	100%	100%	100%	100%	100%
Filidea Italy	Executives	0	0	0	1	0	1	0%	0%	0%	100%	0%	100%
	Managers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Employees	0	1	1	2	1	3	0%	100%	20%	100%	100%	100%
	Workers	1	0	1	9	1	10	13%	0%	11%	100%	100%	100%
	Total	1	1	2	12	2	14	8%	50%	13%	100%	100%	100%
Superfios LTDA Brazil	Executives	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Managers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Employees	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Workers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Total	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Executives	11	3	14	11	3	14	100%	100%	100%	100%	100%	100%
	Managers	0	0	0	0	0	0	0%	0%	0%	0%	0%	0%
	Employees	16	13	29	18	10	28	100%	100%	100%	100%	100%	100%
	Workers	251	92	343	221	80	301	100%	100%	100%	100%	100%	100%
	Total	278	108	386	250	93	343	100%	100%	100%	100%	100%	100%

5.1. Detail tables

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Materials used by weight																					
Marchi & Fildi Italy						Prispin D.O.O Serbia				Filidea Italy				Superfios LTDA Brazil				Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey			
Materials	u.o.m	2023		2024		2023		2024		2023		2024		2023		2024		2023		2024	
		Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable	Non-renewable	Renewable
Materials used for production		47	35	38	36	28	21	32	30	10	20	10	21	2.566	0	2.097	0	4.015	0	4.001	0
Plastic cones	t	25	0	26						10	0	10									
cardboard cones	t	0	35		36					0	20		21								
Antistatic	t	22	0	12																	
Paraffin	t	0	0	0																	
Acrylic	t					22	15	24	21									209		264	
Cotton	t					3	2	1	2					2.034		1.668		1.844		1.684	
Visocse	t					3	5	2	2									134		373	
Linen	t					0	0	5	5												
Polyester	t													532		429		1.828		1.680	
Materials used for packaging		23	185	22	192	1	11	1	12	8	81	7	84	857	0	687	0	0	0	0	0
Boxes	t	0	60		62					0	18		18								
Separators	t	0	42		43					0	15		15								
Adhesive tape	t	0	0	1						0	1		1	7		6					
Small fabric pieces	t	0	10		10					0	3		3								
Pallets	t	0	60		62					0	40		41								
Strecth film	t	6	8	5	9					3	3	2	4								
Labels	t	0	0	0						0	0	0									
Bags	t	16	5	16	6					5	2	5	2	850		680					
Holder	t	0,624	0	0,645		0	0			0	0										
Plastic	t					1,5	6,5	1,2	5,9												
Paper	t					0,0	2,2	0,0	2,3												
Wood	t					0,0	0,7	0,0	0,8												
Metal	t					0,0	1,3	0,0	2,6												
Total		71	220	61	228	29	32	33	41	18	101	17	105	3.423	0	2.784	0	4.015	0	4.001	0

5.1. Detail tables

THE MARCHI & FILDİ GROUP



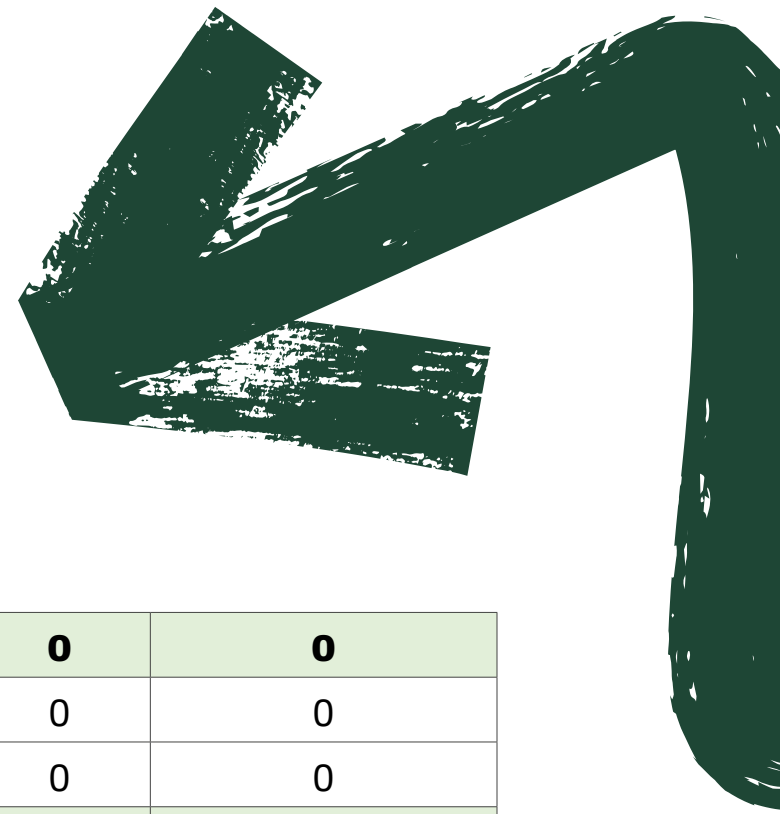
GRI 305-1 and 305-2: Direct (Scope 1) and energy indirect (Scope 2) emissions			
Emissions		2023	2024
Marchi & Fildi Italy	Scope 1 (tCO ₂)	69,50	74,93
	Scope 2 (tCO2) Market based	2.104,85	2.200,96
	Scope 2 (tCO2) Location based	1.415,53	1.464,97
Prispin D.O.O Serbia	Scope 1 (tCO ₂)	6,62	9,53
	Scope 2 (tCO2) Market based	2.667,80	2.996,15
	Scope 2 (tCO2) Location based	1.451,37	1.630,00
Filidea Italy	Scope 1 (tCO ₂)	810,8	764,89
	Scope 2 (tCO2) Market based	720,45	740,52
	Scope 2 (tCO2) Location based	578,59	583,89
Superfios LTDA Brazil	Scope 1 (tCO ₂)	10,5	10,51
	Scope 2 (tCO2) Market based	2.949,88	2.551,14
	Scope 2 (tCO2) Location based	890,76	755,25
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Scope 1 (tCO ₂)	31,05	81,3
	Scope 2 (tCO2) Market based	17.213,99	17.793,12
	Scope 2 (tCO2) Location based	11.921,62	12.322,70

GRI 302-3 and 305-4: Energy intensity and GHG emissions intensity			
		2023	2024
Marchi & Fildi Group	Production value (mln€)	64.68	65.13
	Energy intensity (GJ/mln€)	2,81	2,825
	GHG emissions intensity - Scope 1 + Scope 2 Location Based (tCO ₂ /mln€)	207,05	209.76
	GHG emissions intensity - Scope 1 + Scope 2 Market Based (tCO ₂ /mln€)	314.80	316.13

GRI 302-1: Energy consumption within the organization				
Energy consumption		Unit of measure	2023	2024
Marchi & Fildi Italy	Fuel consumption	GJ	1.039,92	1.212,63
	of which natural gas	GJ	329,34	381,27
	of which diesel fuel	GJ	625,18	700,13
	of which gasoline	GJ	85,41	131,23
	of which LPG	GJ	0,00	0,00
	Electricity consumption	GJ	16.496,99	17.162,02
	of which from renewable sources	GJ	1.342,08	1.315,08
	TOTAL	GJ	17.536,91	18.374,65
	of which from renewable sources	GJ	1.342,08	1.315,08
Prispin D.O.O Serbia	Fuel consumption	GJ	87,66	143,34
	of which natural gas	GJ	0,00	0,00
	of which diesel/diesel fuel	GJ	86,39	139,25
	of which gasoline	GJ	1,28	4,09
	of which LPG	GJ	0,00	0,00
	Electricity consumption	GJ	16.027,37	17.999,97
	of which from renewable sources	GJ	0,00	0,00
	TOTAL	GJ	16.115,03	18.143,32
	of which from renewable sources	GJ	0,00	0,00
Filidea Italy	Fuel consumption	GJ	13.638,63	15.044,54
	of which natural gas	GJ	13.638,63	15.034,32
	of which diesel/diesel fuel	GJ	0,00	10,22
	of which gasoline	GJ	0,00	0,00
	of which LPG	GJ	0,00	0,00
	Electricity consumption	GJ	5.187,27	5.331,76
	from which by renewable sources	GJ	1.555,81	1.508,49
	TOTAL	GJ	18.825,90	20.376,30
	of which from renewable sources	GJ	1.555,81	1.508,49
Superfios LTDA Brazil	Fuel consumption	GJ	177,40	193,68
	of which natural gas	GJ	0,00	0,00
	of which diesel/diesel fuel	GJ	0,00	0,00
	of which gasoline	GJ	13,72	18,07
	of which LPG	GJ	163,67	175,61
	Electricity consumption	GJ	23.070,03	19.560,56
	from which by renewable sources	GJ	0,00	0,00
	TOTAL	GJ	23.247,43	19.754,24
	of which from renewable sources	GJ	0,00	0,00
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Fuel consumption	GJ	970,28	1.257,97
	of which natural gas	GJ	0,00	0,00
	of which diesel/diesel fuel	GJ	161,54	226,54
	of which gasoline	GJ	335,38	506,89
	of which LPG	GJ	473,36	524,53
	Electricity consumption	GJ	103.416,51	106.895,74
	from which by renewable sources	GJ	0,00	0,00
	TOTAL	GJ	104.386,78	108.153,70
	of which from renewable sources	GJ	0,00	0,00

5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 303-3: Water withdrawal					
Water discharge by source (ML)		2023		2024	
		All areas	Water stress areas	All areas	Water stress areas
Marchi & Fildi Italy	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0,456	0	0,523
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0,456	0	0,523
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Process water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Total water withdrawal	0	0,456	0	0,523
	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
Prispin D.O.O Serbia	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Process water (total)	2,497	0	3,325	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	2,497	0	3,325	0
	Total water withdrawal	2,497	0	3,325	0
	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0

Filidea Italy	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	97	0	120
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	97	0	120
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Process water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Total water withdrawal	0	97	0	120
	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
Superfios LTDA Brazil	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Process water (total)	0	7	0	7
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	7	0	7
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Total water withdrawal	0	7	0	7
	Surface water (total)	0	88,169	0	108,101
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	88,169	0	108,101
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Process water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Total water withdrawal	0	88,169	0	108,101

5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 303-4: Water discharge					
Water discharge by source (ML)		2023		2024	
		All areas	Water stress areas	All areas	Water stress areas
Marchi & Fildi Italy	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0,316	0	0,257
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0,316	0	0,257
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Third-party water sources	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	of which surface water	0	0	0	0
	of which groundwater	0	0	0	0
	Total water discharges	0	0,316	0	0,257
Prispin D.O.O Serbia	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Third-party water sources	2,497	0	1,325	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	of which surface water	2,497	0	1,325	0
	of which groundwater	0	0	0	0
	Total water discharges	2,497	0	1,325	0

Filidea Italy	Surface water (total)	0	95	0	104
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	95	0	104
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Third-party water sources	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	of which surface water	0	0	0	0
	of which groundwater	0	0	0	0
	Total water discharges	0	95	0	104
Superfios LTDA Brazil	Surface water (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	7	0	7
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	7	0	7
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Third-party water sources	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	of which surface water	0	0	0	0
	of which groundwater	0	0	0	0
	Total water discharges	0	7	0	7
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Surface water (total)	0	79,351	0	97,201
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	79,351	0	97,201
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Groundwater (total)	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	Other water (> 1,000 mg/L total dissolved solids)	0	0	0	0
	Third-party water sources	0	0	0	0
	Freshwater (≤ 1,000 mg/L total dissolved solids)	0	0	0	0
	of which surface water	0	0	0	0
	of which groundwater	0	0	0	0
	Total water discharges	0	79,351	0	97,201

5.1. Detail tables

THE MARCHI & FILDİ GROUP



GRI 306-3: Waste generated			
Total weight of waste generated		2023	2024
Marchi & Fildi Italy	Total waste (t)	196,45	221,444
	of which hazardous	1,06	0,085
	of which non-hazardous	195,39	221,359
Prispin D.O.O Serbia	Total waste (t)	63,001	86,101
	of which hazardous	0	0
	of which non-hazardous	63,001	86,101
Filidea Italy	Total waste (t)	59,2	141,31
	of which hazardous	0,14	0
	of which non-hazardous	59,06	141,31
Superfios LTDA Brazil	Total waste (t)	168,1	130,02
	of which hazardous	0	0
	of which non-hazardous	168,1	130,02
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Total waste (t)	826,822	867,69
	of which hazardous	0	0
	of which non-hazardous	826,822	867,69

GRI 403-9: Work-related injuries			
Number of work-related injuries		2023	2024
Marchi & Fildi Italy	Total number of fatalities as a result of work-related injury	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	0	0
	Total number of recordable work-related injuries	0	0
Prispin D.O.O Serbia	Total number of fatalities as a result of work-related injury	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	0	0
	Total number of recordable work-related injuries	5	7
Filidea Italy	Total number of fatalities as a result of work-related injury	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	0	0
	Total number of recordable work-related injuries	0	0
Superfios LTDA Brazil	Total number of fatalities as a result of work-related injury	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	0	0
	Total number of recordable work-related injuries	2	0
Filidea Tekstil Sanayi ve Ticaret A.Ş Turkey	Total number of fatalities as a result of work-related injury	0	0
	Total number of high-consequence work-related injuries (excluding fatalities)	1	1
	Total number of recordable work-related injuries	25	15






5.1. Detail tables

THE MARCHI & FILDI GROUP

GRI 201-1: Direct economic value generated and distributed	Total Group[1]
Value distributed to suppliers and other operating costs	49.393.182,00 €
Employee wages and benefits	9.948.613,00 €
Payments to providers of capital	2.971.676,00 €
Remuneration of the members	-
Community investments	-
Payments to government	730.821,00 €
Distributed value	63.044.292,00 €
Value retained by the Company	3.592.694,00 €
Economic value generated	66.636.986,00 €





5.2. GRI content index

THE MARCHI & FILDI GROUP

STATEMENT OF USE		The Marchi & Fildi Group has produced this Sustainability Brochure reporting the information mentioned in this GRI content index for the period 01/01/2024 – 31/12/2024 with reference to GRI Standards.	
GRI 1 used		GRI 1: Foundation 2021	
GRI standard	Disclosure	Location	Notes
General disclosure			
GRI 2 – General Disclosures (2021)	2-1 Organizational details	Our history	
	2-2 Entities included in the organization's sustainability reporting	Methodological note	
	2-3 Reporting period, frequency and contact point	Methodological note	
	2-4 Restatements of information	Methodological note	Following the expansion of reporting scope, data regarding Energy Consumption and Emissions have been restated due to an alignment to international emission factors (DEFRA)
	2-5 External assurance	Methodological note	
	2-6 Activities, value chain and other business relationships	Our history; Value chain and relationship with other suppliers; Research, innovation, and partnership	
	2-7 Employees	Staff composition	
	2-8 Workers who are not employees	Staff composition	
	2-9 Governance structure and composition	Governance and mission	
	2-10 Nomination and selection of the highest governance body	Governance and mission	
	2-11 Chair of the highest governance body	Governance and mission	
	2-12 Role of the highest governance body in overseeing the management of impacts	Governance and mission	
	2-13 Delegation of responsibility for managing impacts	Governance and mission	
	2-14 Role of the highest governance body in sustainability reporting	Governance and mission	
	2-15 Conflicts of interest	Governance and mission	
	2-16 Communication of critical concerns	Governance and mission	
	2-17 Collective knowledge of the highest governance body	Governance and mission	
	2-18 Evaluation of the performance of the highest governance body	Governance and mission	
	2-22 Statement on sustainable development strategy	Our history; Circular economy; Resources and materials; Research, innovation, and partnership	
	2-23 Policy commitments	Our history; Governance and mission; Environmental responsibility	
	2-24 Embedding policy commitments	Our history; Governance and mission; Environmental responsibility	
	2-25 Processes to remediate negative impacts	Resources and materials	
	2-26 Mechanisms for seeking advice and raising concerns	Non-discrimination; Health & safety; Value chain and relationship with other suppliers	
	2-27 Compliance with laws and regulations		There were no cases of non-compliance during 2024.
	2-28 Membership associations	Research, innovation, and partnership	
	2-29 Approach to stakeholder engagement	Our stakeholders	
	2-30 Collective bargaining agreements		All Italian employees are covered by collective bargaining agreements
Material topics			
GRI 3 - Material Topics (2021)	3-1 Process to determine material topics	Materiality analysis	
	3-2 List of material topics	Materiality analysis	






5.2. GRI content index

THE MARCHI & FILDI GROUP

Topic-specific Standards			
Standard GRI	Disclosure	Location	Notes
ETHICS, INTEGRITY, COMPLIANCE AND TRANSPARENCY			
3-3	Management of material topics	Economic and governance responsibility	
205-3	Confirmed incidents of corruption and actions taken	Economic and governance responsibility	
COMMUNITY INVOLVEMENT AND VALUE CREATION			
3-3	Management of material topics	Shared value creation	
201-1	Direct economic value generated and distributed	Shared value creation	
ENERGY CONSUMPTION, EMISSIONS AND THE FIGHT AGAINST CLIMATE CHANGE			
3-3	Management of material topics	Combating Climate Change; Energy consumption; Emissions	
302-1	Energy consumption within the organization	Energy consumption	
302-3	Energy intensity	Energy consumption	
302-4	Reduction of energy consumption	Energy consumption	
302-5	Reductions in energy requirements of products and services	Energy consumption	
305-1	Direct (Scope 1) GHG emissions	Emissions	
305-2	Energy indirect (Scope 2) GHG emissions	Emissions	
305-4	GHG emissions intensity	Emissions	
RESPONSIBLE MANAGEMENT OF MATERIALS, WATER RESOURCES AND WASTE			
3-3	Management of material topics	Circular economy; Resources and materials; Protection of the water resource	
301-1	Materials used by weight or volume	Materials	
301-2	Recycled input materials used	Materials	
303-1	Interactions with water as a shared resource	Protection of the water resource	
303-2	Management of water discharge-related impacts	Protection of the water resource	
303-3	Water withdrawal	Protection of the water resource	
303-4	Water discharge	Protection of the water resource	
306-3	Waste generated	Responsible waste management	
HEALTH AND SAFETY AT WORK			
3-3	Management of material topics	Health and safety	
403-1	Occupational health and safety management system	Health and safety	
403-9	Work-related injuries	Health and safety	
DIVERSITY, FAIRNESS, AND INCLUSION			
3-3	Management of material topics	Our people	
405-1	Diversity of governance bodies and employees	Staff composition	
405-2	Ratio of basic salary and remuneration of women to men	Non-discrimination	
406-1	Incidents of discrimination and corrective actions taken	Non-discrimination	






5.2. GRI content index

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PRIVACY AND DATA PROTECTION			
3-3	Management of material topics	Privacy and cybersecurity	
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	Privacy and cybersecurity	
PROMOTION OF BIODIVERSITY PROTECTION			
3-3	Management of material topics	Environmental responsibility	
STAFF DEVELOPMENT AND TALENT ATTRACTION			
3-3	Management of material topics	Our people; Human Resources development and enhancement	
401-1	New employee hires and employee turnover	Attraction & retention	
404-1	Average hours of training per year per employee	Training	
404-3	Percentage of employees receiving regular performance and career development reviews	Staff evaluation	
RESPONSIBLE SUPPLY CHAIN MANAGEMENT			
3-3	Management of material topics	Value chain and relationship with other suppliers	
204-1	Proportion of spending on local suppliers	Value chain and relationship with other suppliers	
308-1	New suppliers that were screened using environmental criteria	Value chain and relationship with other suppliers	
414-1	New suppliers that were screened using social criteria	Value chain and relationship with other suppliers	
RESEARCH, DEVELOPMENT AND SUSTAINABLE INNOVATION			
3-3	Management of material topics	Economic and governance responsibility	





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**Thank you for your
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