

ALBINI GROUP



We liberate
the creative potential
of fashion brands,
tailors and designers
the world over.

Made to Inspire

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LETTER FROM THE CHAIRMAN

Dear Collaborators, Customers, Partners and Friends,

2025 was a year that called for adaptability, vision and determination from businesses in our sector. Geopolitical uncertainty, market volatility, changing consumer habits and the far-reaching regulatory changes affecting the European textile sector have continued to put the entire supply chain to the test.

In this context, the Albini Group has tackled these challenges with the conviction that has guided us for 150 years – that the strength of a company is built up over time through the consistency of its decisions, the quality of its work and the ability to look beyond the difficulties of the present.

The year 2025 has confirmed a trend that we have been observing for some years now. On the one hand, pressure is mounting from increasingly fast-paced and price-driven consumption patterns. On the other, rather, there is a growing demand for authentic, traceable and durable products that are manufactured with respect for people and the environment. It is in this second direction that we have chosen to invest and continue to build our future.

Sustainability is now one of the key drivers of change in the textile sector. New European initiatives on eco-design, traceability and supply chain transparency – including the forthcoming Digital Product Passport – are redefining the way in which companies design, manufacture and communicate the value of their products. For the Albini Group, this development is not merely a matter of complying with regulations but the natural continuation of a process that began some time ago.

We have always produced fabrics designed to stand the test of time and to embody quality, value and respect for the resources used. That is why we view sustainability not as a set of obligations to be met but as a guiding principle that shapes the way we design, manufacture and create value.

Over the course of the year, we have further strengthened our commitment to an increasingly transparent and responsible supply chain, recognising that sustainability must be in-built from the very source of the raw materials and throughout every stage of the production process. The market's growing focus on sustainable and traceable products confirms the wisdom of this decision and encourages us to press ahead with determination along this path.

At the same time, we have continued to invest in innovation, being essential for tackling the challenges of the future. Through Albini Next, our research and open innovation centre, we are continuing our work on developing new technological solutions and innovative materials, with a particular focus

on the circular economy, natural dyes, resource recovery and reducing the environmental impact of production processes. The achievement of ISO 56001 certification for our Innovation Management System and the consolidation of our ISO 14001-certified Environmental Management System demonstrate our commitment to rendering innovation and sustainability integral parts of our development model, transforming research, expertise and responsibility into tangible value for the market and for all our stakeholders.

On the environmental front, too, we have continued to consolidate our Management System and our certifications, reinforcing an approach that combines environmental responsibility, production efficiency and a focus on resources. We firmly believe that competitiveness and sustainability are not conflicting objectives but complementary aspects of the same industrial model.

None of this would be possible without people's support. In a context where skills, flexibility and the ability to innovate are becoming increasingly crucial factors, we continue to regard human capital as our most important asset. I would like to extend my sincere thanks to all my colleagues for the dedication, professionalism and sense of belonging they demonstrate every day.

I would also like to thank our customers, suppliers, financial institutions and all stakeholders who continue to support us on this journey of responsible growth and the creation of shared value.

We look to the future with realism, but also with confidence. The challenges facing the European textile sector will require courage, investment and the ability to collaborate across the entire supply chain. The Albini Group will continue to play its part, remaining true to the principles that have guided its history: quality, innovation, responsibility and respect.

After all, we believe that sustainability is not a goal to be achieved but a way of doing business that creates lasting value for the Company, for people and for future generations. The 150 years of history we will be celebrating in 2026 fill us with pride and serve as an example of this.

Stefano Albini

Chairman – Cotonificio Albini S.p.A.




Sustainability is not simply a requirement to be met but a guiding principle that shapes the way we design, manufacture and create value.



About us

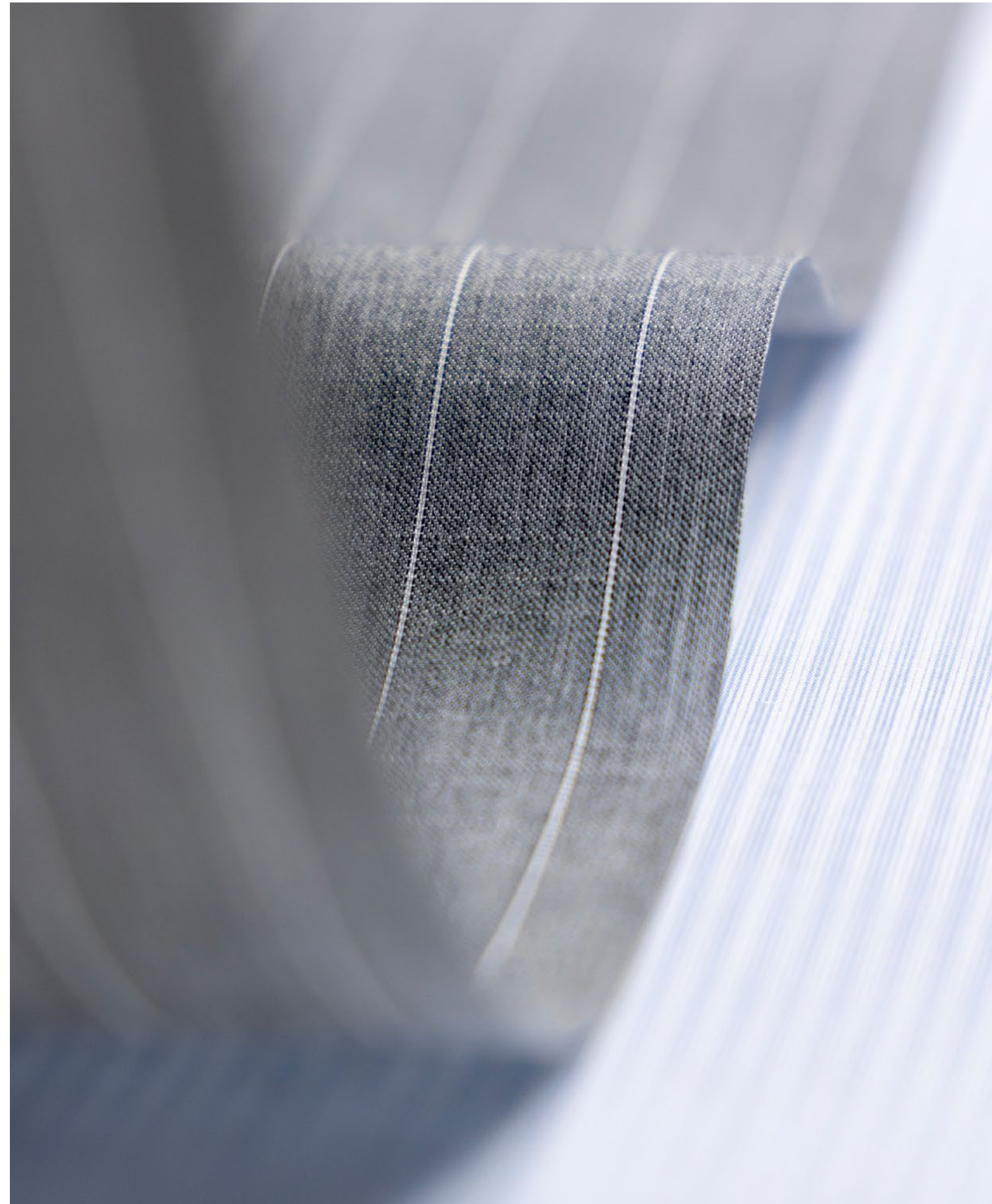
The origins of the Albini Group go back to 1876, with the foundation in Albino, in the province of Bergamo, of the Cottonificio “Z. Borgomanero &C.”, today Cottonificio Albini S.p.A., Parent Company of Europe’s leading manufacturer of shirting fabrics.

Long-term vision, a strong bond with the product and a shared ethical commitment are the core values that drive the Albini family, which has been at the helm of the Company for five generations. The connection with the local area is also a fundamental part of the business strategy, which has chosen to keep its headquarters and part of its production chain in Italy. Albini Group is the benchmark for creating superior quality fabrics and yarns, mainly for the clothing

industry. Albini Group operates globally and in all its locations promotes production with respect for the environment, safety and people. Fully aware of the textile industry’s significant impact on the environment, the Company is committed to adopting a sustainability-conscious approach geared towards continuous improvement in environmental, social and governance practices. Scientific and certified traceability, transparency and product and process innovation are key elements of the Company’s strategic vision.

For Albini Group, every stage of fabric creation is an opportunity for innovation: from cultivating the fields to designing the composition, through choosing the dyes, right up to ennobling phase and final treatments.

Long-term vision, a strong bond with the territory and a shared ethical commitment are the core values that drive the Albini family, which has been at the helm of the Company for five generations.



HISTORY

1876 – Zaffiro Borgomanero founded the company “Z. Borgomanero & C.” in Desenzano sul Serio, in the town of Albino (Bergamo).

1890 – Giovanni Albini, grandson of Zaffiro Borgomanero, inherits the Company and establishes himself on the local economy scene.

1930 – The Albini family consolidates the Company’s reputation through new organisational structures and investments in production facilities.

1984-1990 The fifth generation of the Albini family, composed of Silvio, Stefano, Fabio and Andrea, gradually enters the Company. In these years a great international development begins, accompanied by important investments for the modernization of the productive structure.

1992 – Three historic English brands are acquired: Thomas Mason, David & John Anderson and Ashton Shirtings, along with a historical archive of over 700 volumes.

1996 – The path of vertical integration starts with the acquisition of the finishing plant of Brebbia in the Varese province.

2000 – It is during these years that the Albini Group starts to take shape. Manifattura di Albiate and Dietfurt S.r.o. in the Czech Republic are purchased.

2004 – The production site in Mottola (Taranto) for fabric preparation and weaving is inaugurated.

2008 – The new Logistics Centre is built in Gandino (Bergamo), which also carries out final controls and chemical-physical tests on finished fabrics.

2009-2010 – The Mediterranean Textile weaving mill and the Delta Dyeing plant, both in Egypt, become operational. In 2010, Albini Group begins the innovative project of cultivation of the finest cotton in Egypt called Giza 87 and Giza 45.

2011 - Albini (Shanghai) Trading Co. Ltd. is founded.

2012 - Albini Energia S.r.l. and Albini Yarns (I Cotoni di Albini S.p.A.) are established.

2013-2014 – Albini Group becomes an increasingly global reality and opens two new sales offices, one in Hong Kong and one in New York.

2019 – ALBINI_next, the Albini Group think tank devoted to accelerating ideas and the technological transfer between science and industry, is inaugurated.

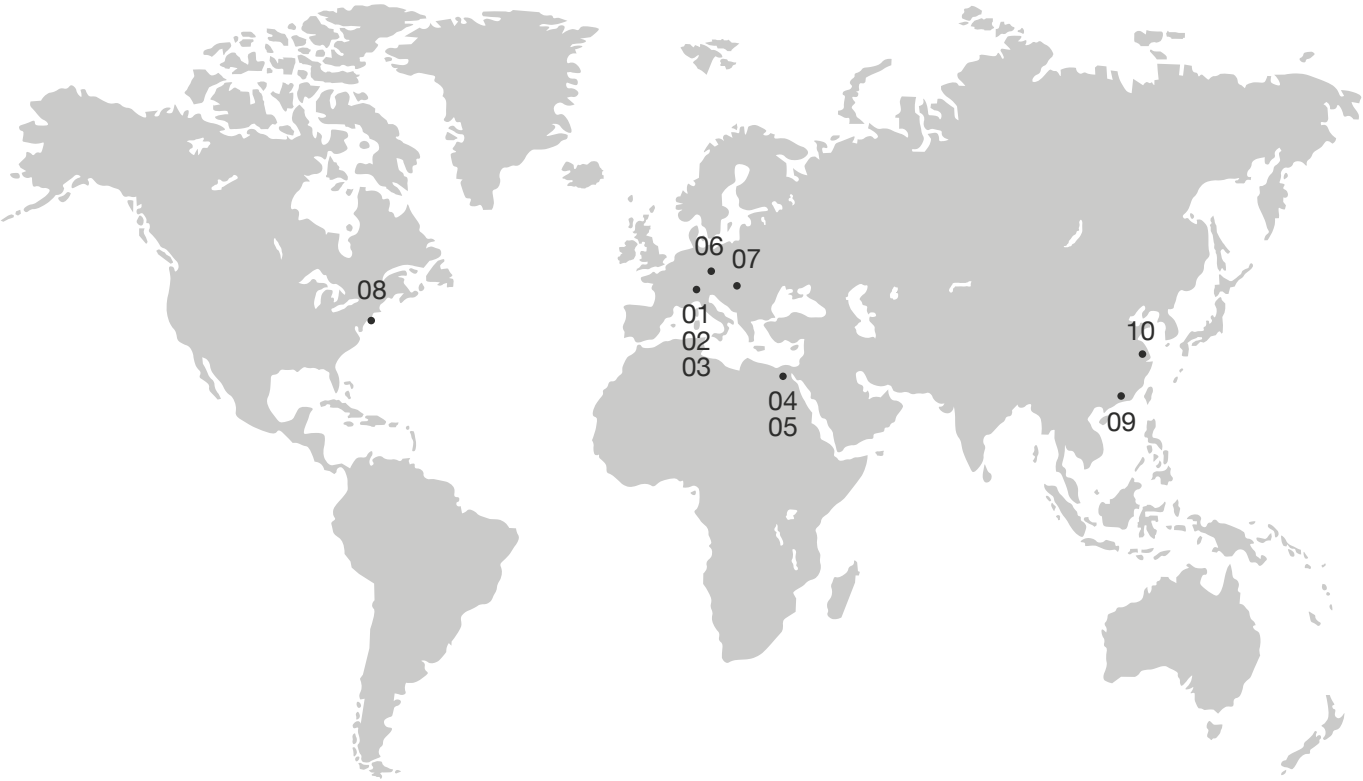
2022 - Albini Group consolidates its European production platform with the acquisition of the majority of Filatura Macclodio KFT in Hungary, later renamed Albini Yarns Hungary Kft¹.

2024 - Engineer Pierluigi Fusco Girard, former manager of the Marzotto Group and CEO of Linificio e Canapificio Nazionale and Marzotto Lab Fashion, joins the Company as Chief Executive Officer.

¹ The Albini Yarns Hungary Kft. spinning mill in Hungary is excluded from the reporting scope of this Sustainability Report. The company Tessitura di Mottola S.r.l., in liquidation, was also excluded.

1876
1890
1930
1984–1990
1992
1996
2000
2004
2008
2009–2010
2011
2012
2013–2014
2019
2022
2024
2025

BUSINESS MODEL



01	Cotonificio Albini S.p.A. Albino (IT)
	Logistics and Quality Hub Gandino (IT)
	Finishing Brebbia (IT)
	ALBINI_next Innovation Hub Bergamo (IT)
02	ICA Yarns (I Cotoni di Albini S.p.A.) Albino (IT)
03	Albini energia S.r.l. Albino (IT)

04	Mediterranean Textile S.a.e. Borg El Arab, Alexandria (EG)
05	Delta Dyeing S.a.e. Borg El Arab, Alexandria (EG)
06	Dietfurt S.r.o. Letohrad (CZ)
07	Albini Yarns Hungary Kft. Demecser (HU)
08	Albini USA Corporation New York (USA)
09	Albini Hong Kong Ltd Hong Kong (HK)
10	Albini (Shanghai) Trading Co. Ltd. Shanghai (CN)

Albini Group has a branched structure with 7 plants located in **Italy, Egypt, Czech Republic and Hungary**.

The headquarters of Albini Group’s operational Parent Company, **Cotonificio Albini S.p.A.**, is located in Albino, Bergamo. Numerous steps in the production process take place here, including yarn dyeing, weaving, sample production and inspection of raw fabrics.

Albino is also home to **I Cotoni di Albini S.p.A.**, which is marketed under the name Albini Yarns. It is the Albini Group’s subsidiary specialising in the production and sales of high-end yarns made from fine natural materials and dedicated to the fashion, hosiery, sports and furnishing sectors.

The Brebbia plant in Varese, which was acquired in 1996 by Cotonificio Albini S.p.A., is an important asset in the Albini Group’s verticalisation process that enhances its capacity for innovation, quality and service. This is where fabric finishing activities take place.

Cotonificio Albini S.p.A. also owns the Logistics Hub in **Gandino**, Bergamo, in which the storage of raw yarns, raw fabrics and finished fabrics is ensured, with an additional area dedicated to the finished fabrics analysis and control laboratory.

The **ALBINI_next** Innovation Hub, based at the Kilometro Rosso in Bergamo, aims to trial new products and production processes in the textile industry.

In Egypt, the **Mediterranean Textile S.a.e.** weaving mill is located in Borg El Arab and the **Delta Dyeing S.a.e.** yarn dyeing mill is located in the same place.

Letohrad in the Czech Republic is headquarters of the **Dietfurt S.r.o.** weaving mill where yarn-dyed and jacquard fabrics are produced.

In Hungary, **Albini Yarns Hungary Kft.** is the specialist yarn manufacturer consolidating verticalisation of the production chain.

The Albini Group’s **sales network** comprises offices located in various parts of the world:

- Cotonificio Albini S.p.A. in Albino, in the province of Bergamo;
- Albini USA Corporation in New York;
- Albini Hong Kong Ltd;
- Albini (Shanghai) Trading Co. Ltd.

This extensive range, which is renewed every season, includes over 13,000 fabric variants. This allows the Company to meet a wide range of needs and markets: whether it be fabrics for high-end clothing or innovative solutions for the fashion industry, Albini Group offers **high-quality fabrics** that meet the needs of a diverse and constantly evolving market.

Finally, to diversify the business, support the energy transition of companies and further embody its sustainability mission, Albini Group founded **Albini Energia S.r.l.** in 2012. The Company, based in Albino, deals in consulting and the design of energy systems and engineering for reducing environmental impact in any industrial setting.

Albini Group has a branched structure with 7 plants located in Italy, Egypt, Czech Republic and Hungary.

The Albini Group’s fabric selection is split up into three brands, differing in style but linked by a common legacy rooted in an outstanding manufacturing tradition: Albini 1876, Thomas Mason and Albiate 1830 have always inspired the world’s best designers, tailors and shirt makers.

- **Albini 1876** is the Albini Group’s historic brand, symbolic of excellence, elegance, craftsmanship and incomparable quality. Since 1876, it has been creating luxurious fabrics with an unmistakable Italian flair which are able to enhance creativity with impeccable taste. The essence of Albini 1876 fabrics is distinguished by the unique blend of innovation, class and Italian craftsmanship: these are the values that each of the brand’s creations bears. In 2024, the Albini Studio collection line dedicated to textile research was launched. The line is characterised by experimental fabrics and unique and exclusive finishes.

The Albini Group’s fabric brands have long inspired the world’s finest fashion designers, tailors and shirtmakers.





Each collection is the result of in-depth creative research, in which the design team experiments with new yarns, dyeing techniques and finishes.

The Albini Group brand fabric ranges are:

- **Seasonal Collections:** each season the brands renew their products by offering new products resulting from the research of the style team. New raw materials, new yarns, new dyeing and finishing techniques are combined with the study of seasonal trends, giving life to collections where the features of each brand are maximised to the fullest.
- **Continuous Collections:** contain the most iconic and classic fabrics always in stock, available to customers. There are more than ten continuous collections designed to meet the need of receiving the finest of the Albini Group textile production quickly: from classic and high-performance fabrics to casualwear and patterns.
- **Exclusive Collections:** these are customised fabrics made to the specific request of an individual customer, developed by specialised designers and a dedicated sample department, allowing customers to choose

designs directly on the fabric. This exceptional service allows for unique customisation at the highest level.

- **Cut-to-length collections:** offers the finest tailors and shirtmakers a vast selection of fabrics to choose from. The range consists of two distinct lines: Albini Su Misura, which offers elegant fabrics with a sophisticated Italian flair, and Thomas Mason, which represents the true essence of English style.

Each season, both ranges offer a collection of fabrics in limited editions, which reflect the trends of the season and meet the sartorial needs of customers.

The cut-to-length service is available in more than 80 countries, also through our e-commerce digital platform which allows customers to order online. The fabrics are delivered cut-to-length in 24/48 hours from the moment they are requested.

For an even more effective and direct collaboration, a team entirely dedicated to customers takes care of all requests.

BRAND PROMISE AND VALUES

Be inspiring

We are committed to inspiring enthusiasts of beautifully crafted products, with a product offering that stimulates creativity and arouses wonder.

Be inventive

We continuously challenge the status quo to improve and innovate products, production processes, practices and services.

Be resourceful

Our dedication to excellence inspires us to offer unique solutions and extraordinary performances. 149 years of experience and creative vision guide us in creating products and proposing services that exceed expectations and which reflect our commitment to achieving excellence.

Be proud

Custodians of a long-standing tradition, ours is an Italian story of family passion handed down from generation to generation. With dedication, we carry on this legacy, proudly creating the world's most extraordinary products and fabrics.

Be responsible

Ethics are the cornerstone of our success. We value people and are committed to reducing our environmental impact for a sustainable future, working with integrity, respect and trust.

Be trustworthy

Our word is our pledge. We are reliable partners who dedicate themselves with passion to creating offers and services that exceed expectations. Our every product represents a commitment to excellence and uncompromising quality.

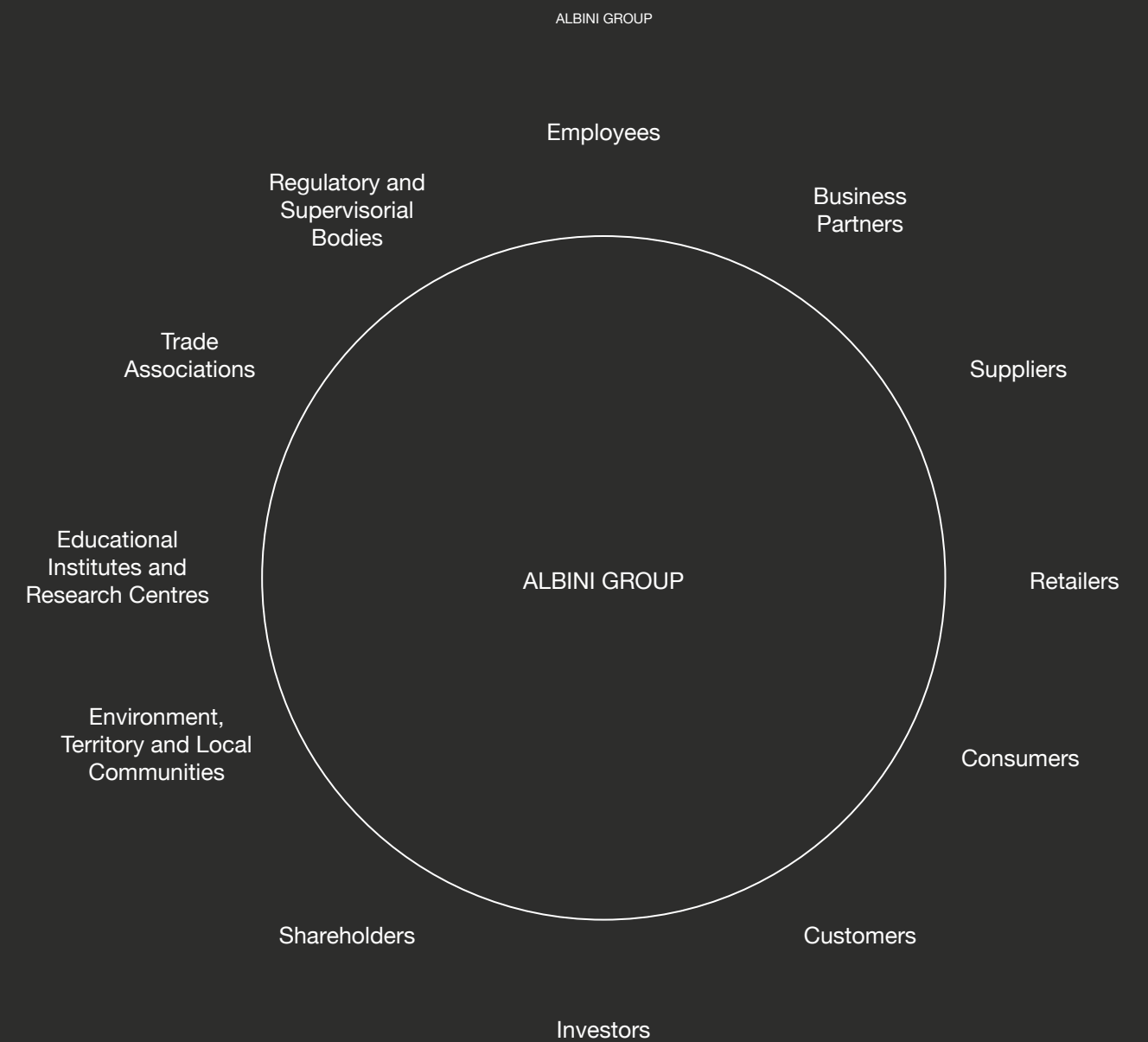
We lead innovation in the worldwide textile industry developing state-of-the-art products and collections of extraordinary quality, combining the love of beauty, outstanding performances and respect for people and the environment.



STAKEHOLDER RELATIONS

The involvement of stakeholders is a fundamental aspect in understanding expectations towards the Company and defining a strategy that can integrate them into the corporate development objectives. For this reason, Albini Group is committed to guaranteeing an active and constant dialogue with all its stakeholders in order to enhance the specificity of each category identified through the activation of engagement methods and communication channels commensurate with

the needs of individual stakeholders. It is in the light of these results that the Company's top management also plans to review and update the sustainable development strategies. Stakeholder engagement within the Company is likewise essential during the drafting stage of the Sustainability Report, thanks to the Materiality Analysis and the identification of relevant ESG issues to be monitored and reported on.



Stakeholder engagement is a key factor in building stable and effective relationships that generate value.

MATERIALITY ANALYSIS OF ALBINI GROUP

The **Materiality Analysis** tells the story of how the concept of sustainability and value creation is applied in the day-to-day operations of a Company. Material issues are, in fact, environmental, social, economic and product-related topics that generate risks or opportunities for the Company.

With the aim of promoting transparent and effective communication with its stakeholders and consolidating internal awareness at the same time, in 2023 Albin Group defined the Materiality Analysis in compliance with the latest version of the **Global Reporting Initiative Sustainability Reporting Standards** (in short "GRI Standards"), to date the most widespread and applied standards at Italian and international level to define the contents to be included in the reporting and rigorously describe the Company's sustainability commitment and performance.

The identification of the **material issues** subject to reporting is linked, according to the requirements of the Standard, to the identification of the significant **impacts** generated or likely to be generated by the Company on the economy, the environment and people, including also impacts on human rights, through all business activities and business relationships.

The dedicated working group at corporate level carried out the Materiality Analysis in four different stages:

- **Understanding the context** in which the Company operates: analysis of the sector taking into consideration different categories of sources, both internal and external to the Company.
- **Identification of actual and potential impacts** of the Company: actual impacts are impacts that have occurred over time, while potential impacts may occur in the future.

- **Assessment of the significance and relevance of impacts:** all impacts are assessed through a process of evaluating their degree of significance, developed in line with the criteria set out in the Standard. The relevance of an actual impact is determined by its severity, while the relevance of a potential impact is determined by the severity and likelihood of the impact occurring. In particular, the severity of an impact is assessed by taking into account three aspects: 1) Severity scale: indicates the severity of the impact and the external context in which it occurs, including geography; 2) Scope: how widespread the impact is across the Company's value chain; 3) Irremediable character:² how difficult it is to remedy the damage caused by the impact. The likelihood of potential impacts, on the other hand, was assessed by considering the policies, procedures and activities implemented by the Company to prevent and mitigate the identified negative impact.
- **Prioritisation of the most significant impacts** for reporting: the most significant impacts are prioritised and the impacts deemed most relevant guide the identification of the material issues included in this Sustainability Report.

For the validation of the impacts identified and the significance assigned to each of them, the main corporate functions were involved in a dedicated workshop.

On the following pages is the list of material issues, associated with the relevant GRI Disclosures, that emerged as a result of the identification and aggregation of impacts material results³.



The Materiality Analysis tells the story of how the concept of sustainability and value creation is applied in the day-to-day operations of the Company.

² The attribute of irreversibility was considered only when assessing negative impacts – and not positive ones – as specified in the GRI Standards 2021. In the table below, negative impacts are indicated by (-), positive impacts by (+).

³ Impacts considered to be material are those that have been assigned "very relevant", "relevant" and "moderate relevance" by the assessments carried out. Impacts found to be "negligible" were excluded.

MATERIAL TOPIC AND IMPACT DESCRIPTION	SIGNIFICANCE	GRI TOPIC SPECIFIC DISCLOSURE
(+) = positive impact (-) = negative impact.		
FIGHTING CLIMATE CHANGE		
1. High energy consumption (-).	Very relevant	GRI 302: Energy
High energy consumption is mainly related to the production and processing stages of raw materials, including fibre preparation, spinning, dyeing, weaving and finishing. The production cycles in the textile industry are long and often continuous, with a constant expenditure of energy.		
Albini Group mitigates the negative impact through the work of its technical department, which is dedicated to monitoring and collecting energy consumption data, as well as defining KPIs for improvement, in coordination with Albini Energia S.r.l.		
2. Release of climate-altering gases into the atmosphere (-).	Very relevant	GRI 305: Emissions
The upstream processes of the Albini Group’s value chain, as well as its core business activities, contribute to the exacerbation of climate change through the release of large amounts of GHG emissions. In particular, direct activities require high energy consumption, which contributes significantly to overall emissions.		
GHG emissions are also linked to agricultural activities, logistics operations – which cut across the entire value chain – and the management of end-of-life textiles and unsold stock.		
Albini Group mitigates its impact by adopting energy efficiency systems, adopting Environmental Management Systems and sourcing raw materials from organic and regenerative agriculture.		
3. Release of pollutant emissions into the atmosphere (-).	Relevant	GRI 305: Emissions
Atmospheric emissions are mainly due to printing, dyeing and finishing of fabrics, which require the use of chemical solvents and dyes, which are heated during production processes, releasing pollutants. Such emissions adversely affect air quality and can damage the health of the personnel involved in production processes.		
Albini Group monitors and reduces impact through the adoption of Chemical Management Systems for wet processes, including the ZDHC protocol and air purification systems within the production sites.		
4. Contribution to the energy transition (+).	Relevant	GRI 302: Energy
Through its subsidiary Albini Energia S.r.l., Albini Group contributes to the energy transition of companies in the textile and fashion sector, to which it offers design services for energy recovery plants and photovoltaic systems, as well as energy diagnosis services, technical consultancy for energy efficiency and access to incentives and tax breaks.		

SUSTAINABLE AND CIRCULAR MANAGEMENT OF PRODUCTS AND PROCESSES		
1. Production and ineffective management of textile waste and scraps (-).	Very relevant	GRI 306: Waste
Industries in this sector are responsible for the production of waste along the entire value chain: upstream in agricultural activities, which require the use of pesticides and chemical fertilisers; in manufacturing, which involves the production of numerous textile wastes and the use of hazardous chemicals; and finally, in the disposal of end-of-life garments and the management of unsold items. Inadequate waste management generates serious negative environmental impacts, contributing to the pollution of soil, air and groundwater, with consequent damage to biodiversity and local communities.		
Albini Group expresses its commitment through its environmental policy, which promotes the circular economy and aims to reduce the waste produced, enhancing the value of production waste and producing quality products characterised by high durability. It also engages in circular economy projects, where it uses by-products to create new yarns, fabrics or other products.		
2. Depletion of natural resources due to the extraction of raw materials (-)	Very relevant	GRI 301: Materials
The sourcing of raw material from intensive agriculture and the failure to manage production waste in a circular logic can lead to the depletion of ecosystems and natural resources, causing damage to biodiversity and local communities and contributing to soil, air and groundwater pollution.		
Albini Group oversees the potential impact through the sourcing of part of the cotton used from organic and regenerative agriculture, with product certifications such as GOTS (Global Organic Textile Standard), OCS (Organic Textile Certification), BCI (Better Cotton Initiative) and Regenagri. Furthermore, as regards linen products, the raw material is certified by Masters of Flax Fibre™, which guarantees that the fibre comes from European crops, and by Masters of Linen™ that guarantees the traceability of the entire production chain and that the product is manufactured in European countries.		
WATER RESOURCE MANAGEMENT		
1. Exploitation and consequent depletion of water resources (-).	Very relevant	GRI 303: Water and effluents
The textile sector is responsible for consuming large quantities of water, used both for agricultural activities, in particular for the cultivation of cotton and, to a lesser extent, linen and for the management of dyeing processes, known as “wet processes”. Further water consumption is related to the finishing activity, in order to refine the fabric and give it its final lustre and softness. Inefficient water resource management contributes to increased local water stress and reduced availability of the resource, generating a non-reversible impact.		
Albini Group mitigates its impact through the use, where possible, of growers using precision irrigation systems on their crops and through water efficiency activities in manufacturing processes, in line with the Environmental Management Systems adopted.		
2. Pollution of water resources (-)	Relevant	GRI 303: Water and effluents
The use of chemicals in both agriculture and manufacturing requires the adoption of advanced wastewater treatment systems to prevent the pollution of aquifers, which could otherwise cause damage to ecosystems and local communities. The impact is significant due to the high discharges associated with the dyeing and finishing activities carried out within its plants. Washing the raw material also contributes to water pollution, albeit indirectly for the Company, since it is an external activity carried out upstream. Albini Group works to monitor and reduce the negative impact through the selection of raw materials from organic and regenerative agriculture, the integration of Chemical Management Systems for wet processes, including the particular adoption of the ZDHC protocol, as well as the adoption of process water purification systems installed at the Brebbia and Albino sites of Cotonificio Albini S.p.A.		

SUSTAINABLE SUPPLY CHAIN

1. Limited production chain tracing and integration (-).

Very relevant

NON GRI

For companies in the textile and fashion industry, it is essential to trace their production chain, becoming aware of the origin and production processes to which raw materials are subjected. In fact, the location of the production chain in developing countries, where human rights and the environment are afforded little protection, as well as the numerous intermediate transformations to which the raw material is subjected, expose companies in the sector to serious reputational and economic risks.

Albini Group monitors the risk with a progressive integration of the production chain, as well as with the definition of social and environmental requirements for suppliers, formalised in the Sustainability Values Charter for the production chain. It also uses a portal for supplier management to ensure a more transparent mapping of their master data and certifications. Finally, it scientifically verifies the origin of American cottons in collaboration with Oritain™.

2. Ineffective supplier selection process with ESG criteria (-).

Relevant

GRI 308:
Environmental
assessment of
suppliers

GRI 414:
Social
assessment of
suppliers

For companies in the textile and fashion industry, the selection of suppliers according to ESG criteria, in addition to production chain tracing, is fundamental. It involves the assessment of the environmental and social aspects of its suppliers, to be given more attention in the event of developing countries and the subsequent monitoring of performance through audits and self-assessment questionnaires.

Albini Group monitors the environmental and social requirements of its suppliers through the Production Chain Report’s 4Sustainability assessment, which collects information on suppliers to monitor their level of implementation of good sustainability practices. Cotonificio Albini S.p.A in 2022 adopted the “4S Trace” protocol for the qualitative assessment of suppliers at ESG level. However, the fact that the Management Systems the Company has in place are not integrated and do not guide the selection of suppliers with rewarding criteria significantly reduces their effectiveness.

3. Nearshoring and supplier selection with proximity criteria (-).

Relevant

GRI 204:
Procurement
practices

Nearshoring, i.e. the sourcing and selection of suppliers on the basis of territorial proximity criteria, is a growing phenomenon among companies in the sector. This practice makes it possible to limit the risk of supply chain disruptions and delivery delays, as well as the reputational risk from human rights violations by suppliers based in developing countries. It also allows for greater control over suppliers by sharing a similar corporate culture.

Albini Group has progressively integrated its production chain with a view to nearshoring, with production sites in Italy, Egypt, the Czech Republic and Hungary. In addition, suppliers are selected both centrally and for each plant on the basis of proximity criteria. The Company works with long-standing suppliers with whom a relationship of trust has been established.

4. Poor monitoring of respect for human and labour rights along the production chain (-).

Very relevant

GRI 407:
Freedom of
association
and collective
bargaining

GRI 408:
Child labour

GRI 409:
Forced or
compulsory
labour

In manufacturing companies based in developing countries, the risk of labour law violations, relating to occupational health and safety, work shifts, wages and working conditions, is higher. The dangers reported by industry associations also include modern slavery, forced labour and child labour. The impact needs to be carefully monitored in view of the reputational risks and the risk of disruption to which companies are exposed, as well as in view of the forthcoming legal liabilities.

Albini Group monitors risk through the integration of the production chain and the adoption of process and product certifications that also cover social requirements, such as GOTS, BCI and GRS. Workers employed in establishments abroad are guaranteed the same level of protection as those working in Italy.

PROTECTING AND ENHANCING HUMAN CAPITAL

1. Incidents of discrimination and failure to promote equal opportunities in the workplace (-).

Very relevant

GRI 406:
Non-
discrimination

Failure to respect diversity and equal opportunities within the Company can lead to instances of discrimination due to factors such as gender, sexual orientation, religion and ethnicity, with a negative impact on human capital. The topic is of particular relevance for all companies in the sector, due to the high rate of female employment and the presence of production sites in developing countries. The commitment required of companies in the sector to promote equal opportunities in corporate management is also significant.

Cotonificio Albini S.p.A. prevents episodes of discrimination and failure to promote equal opportunities by applying its Code of Ethics. Adoption by all Group companies is in the planning phase.

2. Reduced occupational health and safety protection (-).

Very relevant

GRI 403:
Occupational
health and
safety

Non-compliance with health and safety regulations and shortcomings in preventive procedures and actions could lead to an increase in the rate of workplace accidents that, in the most serious of cases, can result in the death of the worker. In terms of human health associated with the textile industry, one of the most relevant problems is chemical exposure due to the processing and dyeing of fabrics and/or yarns. In addition to this, cases of occupational illnesses related to the manual movement of loads and the adoption of incorrect postures during work can occur, as well as inappropriate use of textile machinery.

Albini Group is committed to complying with health and safety regulations in the workplace. It oversees the impact by ensuring an PPSM for each plant who verifies the training needs for OHS. In addition, the different PPSMs collaborate to update and make the risk assessment statement more effective and efficient.

3. Insufficient development of employee skills (-).

Very relevant

GRI 404:
Training and
education

An adequate number of training hours positively influences the health and safety of employees, the possibility to develop professional and personal skills and the quality of products. The preparation of adequate training plans increases corporate retention and attraction. In addition, raising awareness of the downstream phase of the value chain, especially of the end customer, has positive impacts in terms of developing a culture of circularity and sustainability in general.

Albini Group contributes to the professional development of its employees through training activities mainly based on specific employee requests. The only specific training plan that exists concerns occupational health and safety issues. Work is underway to set up an annual training plan for skills development and a dedicated Academy training course with technical modules on textiles has also been launched.

4. Low corporate attractiveness for ineffective welfare and career development plans (-)

Moderate

GRI 401:
Employment

GRI 402:
Management
of labour
and trade
union rela-
tions

Transparency in personnel selection criteria and the presence of career development plans and rewarding remuneration policies contribute to increasing employees’ commitment to their work, as well as to the Company’s ability to attract and retain talent and the creation of a healthy working environment and corporate culture.

Albini Group contributes to the well-being of its employees through measures aimed at improving the well-being of workers, including the provision of supplementary health insurance for its employees. There are currently no formalised procedures for the evaluation of candidates and career and professional development plans.

PRODUCT QUALITY AND CONSUMER PROTECTION

1. Damage to consumer health caused by non-conformity of marketed products (-).	Moderate	GRI 416: Customer health and safety
Leading companies are proactively integrating sustainability into their business models through greater transparency in the data sheet of the raw materials they use: specifically, by remaining compliant with mandatory data sheet entries and reporting as much optional information as possible. Transparency in declarations must also take into account the variety of regulations in force in the countries where the products are marketed.		
Albini Group mitigates the negative impact through continuous efforts to comply with the requirements of the Reach Regulation, to protect consumer health and the environment. The characteristics of the fabrics placed on the market are explained in the technical data sheets shared with customers, who are then responsible for writing the labels on the finished products. Furthermore, Albini Group is able to monitor the quality of the fabrics through the execution of periodic tests on the products, carried out in the Gandino factory, in order to identify any non-conformities.		
2. Non-compliance of information and consequent damage to the economic system and consumers (-).	Relevant	GRI 417: Marketing and labelling
The dissemination of advertising claims and labelling not supported by adequate scientific evidence may expose the Company to litigation and financial penalties for unfair competition and failure to protect consumers. The growing attention to the market issue and recently introduced legislative obligations expose the Company to serious reputational risks.		
Albini Group oversees this issue through its Marketing Department and the adoption of product certifications that guarantee product quality and compliance with environmental and social criteria along the production chain. However, the lack of an in-house legal department is a high risk factor.		
3. Customer satisfaction monitoring (+).	Moderate	NON GRI
Consumer satisfaction is a relevant tool in the choice of corporate priorities and policies, being one of the main criteria on which to assess the attractiveness of the Company for investors. It represents the Company’s ability to pick up on customer needs in terms of product quality, delivery time, customer service and compliance with market requirements. It therefore reflects the quality of the experience (at service and product level) offered by the Company and is a key element for economic success in a competitive environment.		
For the Albini Group, customer satisfaction also depends on the choice of sustainable raw materials, on which front the Company is working to always remain ISO 9001 compliant. In addition, qualitative research on customer satisfaction was carried out in 2023.		

SUSTAINABLE GOVERNANCE

1. Failure to comply with regulations, standards, principles of ethics and conduct (-).	Relevant	GRI 2-7: Regulatory compliance
The textile and fashion sector is affected by an increasing number of ESG-related regulatory actions, which, at European level, are covered by the Sustainable and Circular Textiles Strategy, which sets the goal for 2030 to put sustainable and repairable textiles on the European market, made of recycled fibres, free of hazardous substances and produced in a way that respects human rights and the environment. Non-compliance with these regulations exposes the Company to major risks, such as loss of market share and credibility with regard to business partners and possible economic sanctions.		
In order to protect itself from these risks, Albini Group collaborates with an external law firm and is a member of a number of associations including Confindustria, Camera Nazionale della Moda Italiana, Sistema Moda Italia, AFIL (Associazione Fabbrica Intelligente Lombardia), Textile Exchange, the non-profit ZDHC, Sustainable Apparel Coalition and ASSOESCO through its subsidiary Albini Energia S.r.l.		
2. Generation and distribution of value to stakeholders (+)	Relevant	GRI 201: Economic performance
The Company generates and distributes economic value directly and indirectly through its activities. In particular, the Company can have a significant positive impact through its hiring and procurement policies, responsible financial management, and the promotion of initiatives that benefit local communities.		
Albini Group is a landmark for the places where it operates. Collaborating with governments, institutions and leading regional organisations, it supports projects within the community and with young people: cultural and artistic events, academic events and conferences, collaborations with various universities and technical institutes.		
3. Incidents of corruption and consequent damage to the economic system (-).	Relevant	GRI 205: Anti-corruption
The possibility that Company representatives may commit illegal acts related to corruption can lead to economic and reputational damage for the Company. The latter, during operations and through the procurement of raw materials and semi-finished products, may engage in corrupt practices and money laundering. In the absence of adequate policies and procedures, misallocation of resource revenues, abuse of democracy, human rights and political instability can occur.		
Cotonificio Albini S.p.A. monitors the risk through the adoption of its Code of Ethics and Organisational Model 231, disseminated among employees and suppliers. In addition, the Company undertakes to revise the Code of Ethics at the specific request of the customer.		
RESEARCH & DEVELOPMENT		
1. Process innovation and new product Research & Development (+)	Very relevant	NON GRI
The Research & Development activities of industry leaders are aimed at promoting forms of circular economy by extending the life of garments, reducing waste in the production and design phases of products, in the search for innovative materials with a reduced environmental impact and in the technological improvement of production phases.		
The Albini Group pursues its Research & Development activities through the Research & Development office of the Style and Product Development Department and the ALBINI_next Open Innovation centre, which operates at Kilometro Rosso in Bergamo, where new fibres are developed, alternative dyes and green chemistry solutions are tested and the recycling of production waste is studied with a view to circularity and virtuous reuse, also through strategic partnerships.		



Responsible Management

CORPORATE GOVERNANCE

The Albini Group’s success is largely due to its governance structure that embodies a long-term vision that translates into the achievement of strategic and forward-looking objectives. At the top of the Group’s organisational structure is Albini Group S.p.A., a holding Company with no operational control over the business, whose shares are held entirely by members of the Albini family.

Albini Group S.p.A holds 100% of the shares of the following companies:

- **Albini Energia S.r.l.:** a company dedicated to energy and engineering services;
- **Cotonificio Albini S.p.A.:** operating and controlling Parent Company of all the other companies in the Group, including I Cotoni di Albini S.p.A., Mediterranean Textile S.a.e., Delta Dyeing S.a.e., Dietfurt S.r.o. and the foreign trading companies..

The composition of the holding company’s highest governing bodies is:

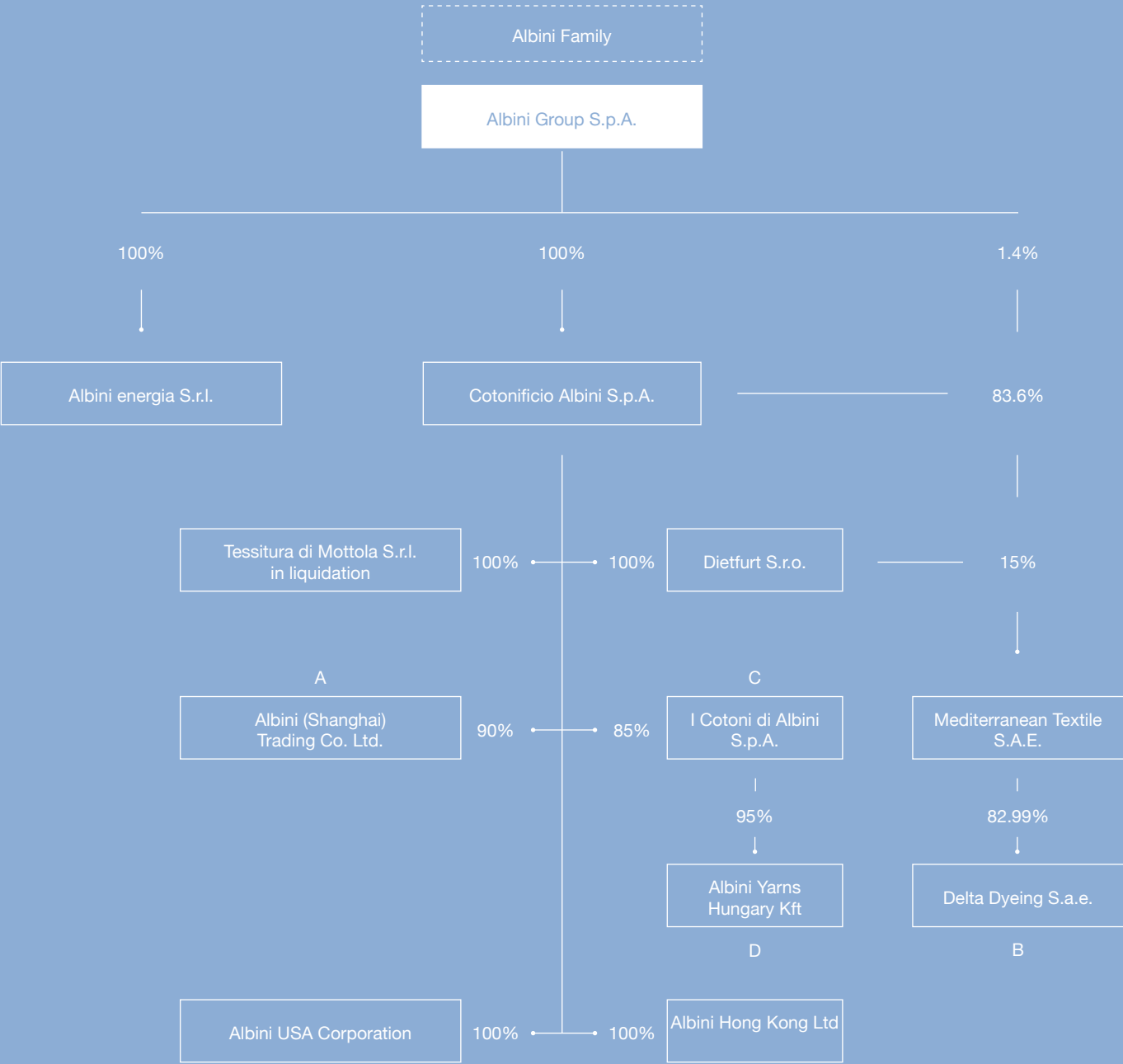
**Composition of the Board of Directors
Albini Group S.p.A. as at 31.12.2025**

CHAIR	Fabio Albini
DEPUTY CHAIR	Andrea Albini
DIRECTOR	Monica Albini
DIRECTOR	Giulio Guffanti Pesenti
DIRECTOR	Giovanni Carlo Albini

**Composition of the Board of Statutory Auditors
Albini Group S.p.A. as at 31.12.2025**

CHAIR	Danilo Arici
ACTING AUDITOR	Fabrizio Lecchi
ACTING AUDITOR	Lorenzo Gelmini

149 years of entrepreneurial history



A Essence Trading Co. Ltd 10%

B Sectore Spinning 8.17% - Alba Beteiligungs immobilienen AG 8.84%

C Modern Nile Cotton Co. 15%

D Best Yarn Srl 5%

The governing bodies of Cotonificio Albini S.p.A. are the Board of Directors, the Board of Statutory Auditors and the Shareholders’ Meeting. In order to consolidate a relationship of trust and collaboration, the Company aims to ensure an active and constant dialogue with all its stakeholders in order to enhance the specificity of each category identified through the activation of engagement modes. In light of these findings, senior management reviews and updates the Company’s strategies, policies and objectives relating to sustainable development on an annual basis. Corporate governance is based on the principles of **fairness** and **transparency** in order to guarantee the interests of its stakeholders.

The **Board of Directors of Cotonificio Albini S.p.A.** (hereinafter referred to as the “BoD”) is the highest body of the Company. All corporate functions report to the Chief Executive Officer. The Parent Company’s Board of Directors is appointed by the Shareholders’ Meeting and is responsible for managing the Company, as well as assuming economic, environmental and social responsibilities. Finally, the BoD defines the Strategic Guidelines and is committed to assessing the proper management of the Company, also with respect to the definition and measurement of activities concerning sustainability. Members of the Board of Directors are appointed every three years by the General Assembly. The role of the Board of Directors is fundamental in identifying and pursuing the Company’s strategic objectives: it has the power to perform all acts and operations it deems appropriate for the

implementation and achievement of the corporate purpose in full compliance with reference regulations.

The authority and integrity of the members of the BoD is ensured by their specific managerial skills and knowledge on ESG issues, as well as by the application of the provisions of the **Code of Ethics** and the **Organisational Model 231** concerning the prevention of conflicts of interest. The presentation and approval of the Sustainability Report ensures that the members of the Board of Directors are constantly updated on ESG issues.

Stefano Albini is not only the **Chair of the Board of Directors of Cotonificio Albini S.p.A.** but also Head of the Administration and Finance Department at the Company. The conflict of interest prevention and management measures applied in this respect are set out in the Code of Ethics.

The **Chief Executive Officer of Cotonificio Albini S.p.A.**, following decisions taken jointly with the Board of Directors and through the Company’s organisational structure, implements decisions relating to financial, environmental and organisational matters. Through periodic meetings, the analyses conducted internally are then shared with the entire Board of Directors, which evaluates the general management performance, taking into consideration, in particular, the information received from the delegated bodies, periodically comparing the results achieved with those planned.



Composition of the Board of Directors of Cotonificio Albini S.p.A. as at 31.12.2025

CHAIR	Stefano Albini
DIRECTOR AND CHIEF EXECUTIVE OFFICER	Pierluigi Fusco Girard
DIRECTOR	Fabio Albini
DIRECTOR	Andrea Albini

Composition of the Board of Statutory Auditors of Cotonificio Albini S.p.A. as at 31.12.2025

CHAIR	Danilo Arici
STATUTORY AUDITOR	Lorenzo Gelmini
STATUTORY AUDITOR	Fabrizio Lecchi

Composition of the Shareholders’ Meeting as at 31.12.2025

Albini Andrea
Albini Fabio
Albini Giovanni Carlo
Albini Laura
Albini Monica
Albini Stefano
Guffanti Pesenti Elena
Guffanti Pesenti Giulio
Guffanti Pesenti Laura
Guffanti Pesenti Margherita
Stefano Guffanti Pesenti
Industrie Riunite Filati S.p.A.
Terzi Albini Giovanni

The **Board of Statutory Auditors** of Cotonificio Albini S.p.A. has the task of supervising compliance with the law, the articles of association, respect for the principles of correct administration and the adequacy of the organisational, administrative and accounting structure on the part of all representatives of the Company. In addition to the members listed below, there is also the **Auditing Firm**, whose task is to check that the Company accounts are properly kept, that the Financial Statements correspond to the accounting records and that the rules established by the Civil Code for the valuation of the Company’s assets are observed. Every year, the Auditing Firm informs the Shareholders’ Meeting of the results of its activities.

The **Shareholders’ Meeting** of Cotonificio Albini S.p.A., on the other hand, has the task of appointing the members of the Board of Directors and the Board of Statutory Auditors, also determining their remuneration consistent with regulatory provisions and in consideration of those set forth in the Articles of Association, as well as approving the Financial Statements.

⁴ There is no system for evaluating the governing body’s management of economic, environmental and social impacts. Furthermore, there are currently no MBOs linked to the achievement of ESG targets.

INTEGRITY AND TRANSPARENCY

Cotonificio Albini S.p.A., drawing inspiration from a modern business philosophy that calls for a close link between ethics, business and responsibility, has incorporated the principles dictated by the legislation and adopted its own **Organisation, Management and Control Model in accordance with Legislative Decree 231/2001** along with a **Code of Ethics, with which all managers, employees and those who – directly or indirectly – enter into dealings or relationships with the Company are required to comply.**

The Code of Ethics is a fundamental tool of corporate governance, as it sets out the framework of social, environmental and business responsibilities that staff and the entire value chain are required to uphold and pursue. It also serves as one of the main tools for preventing behaviour that does not comply with the Company's principles, including risks relating to conflicts of interest, corruption and unethical practices.

In order to ensure **responsible business conduct in all its activities and business relationships**, the Code of Ethics, together with the other policies adopted, is made available to stakeholders through publication on the Company's website and communicated to all employees in a consistent and timely manner. The implementation of the policies adopted is entrusted to the department heads, who are responsible for ensuring they are correctly applied within their respective organisational areas. Given its strategic importance, the Code of Ethics is slated to be progressively adopted by all subsidiaries of the Albini Group.

In the area of Corporate & Compliance, Cotonificio Albini S.p.A. has adopted a Code of Ethics and an Organisational, Management and Control Model in accordance with Legislative Decree 231/2001, including oversight of the **Supervisory Body**. The latest version of the Model – comprising both the general and special sections – and the Code of Ethics was approved by the Board of Directors of Cotonificio Albini S.p.A. on 13th October 2025. These tools form part of a **Corporate Governance Policy geared towards compliance with ethical principles, sound management, transparency and risk prevention**.

The Code stipulates that activities must be carried out in accordance with the principles of honesty, integrity, fairness and good faith, whilst respecting the legitimate interests of the stakeholders and communities with which Cotonificio Albini S.p.A. comes into contact. Customers and third parties must be protected from any collusive or abusive behaviour. Furthermore, it is essential to ensure that the entire value chain is free from practices such as child labour or forced labour. Within the Company, we reject all forms of discrimination,

behaviour that fails to respect human dignity and attempts at bribery.

Cotonificio Albini S.p.A. has established a Supervisory Body, comprising a panel of members, appointed by the Board of Directors. The Body is responsible for monitoring the operation of the Model, ensuring its effectiveness and suitability, plus overseeing its periodic updating. It plays a central role in monitoring the Control System and verifying that the Model itself is being correctly applied, thus helping to strengthen safeguards relating to legality, control and regulatory compliance.

The Organisation, Management and Control Model adopted by Cotonificio Albini S.p.A. aims to ensure compliance with the principles of fairness and transparency in the conduct of business and corporate activities whilst preventing the commission of unlawful acts, as expressly set out in Legislative Decree 231/2001, by its directors, employees and contractors.

All the Subjects are required to promptly report to the Cotonificio Albini S.p.A. Supervisory Body any violation or presumed violation of the Code of Ethics and/or of the Organisational Model, as well as any element indicating the possibly committed crimes.⁵ Each year, the Supervisory Body draws up a written report on the activities it has carried out, for the Board of Directors and the Board of Statutory Auditors.

Cotonificio Albini S.p.A. has different types of communication channels, adapted according to the relevant stakeholders. These include the **reporting channels available to employees and the complaints procedures for customers**, through which the Company collects and addresses any issues raised. Any critical issues that may have a significant impact on the smooth running of the Company's operations are brought to the attention of the members of the Board of Directors.

The main channel for reporting concerns is the **digital Whistleblowing platform**⁶, which is publicly available on the Albini Group website and enables reports to be submitted effectively and confidentially. Reports submitted via the platform are forwarded directly to the Company's Supervisory Board, which assesses the validity of the facts reported, in strict observance of the principles of confidentiality. Reports submitted anonymously are also accepted.

The protection of personal data is another area to which the Albini Group pays particular attention. Information relating to the personal data of the entire Group's workforce, with particular reference to HR matters, is processed in accordance with current legislation, using methods designed to ensure confidentiality, integrity and exclusive access by authorised persons.



The **Privacy Management** model, which involves an external **Data Protection Officer**, currently applies to Cotonificio Albini S.p.A. and Albini Yarns, whilst Albini Energia falls outside its scope. In this context, the Albini Group reaffirms its commitment to promoting the responsible, transparent and compliant management of personal data, in line with the principles of legality and fairness that guide the Company's actions. During the period under review, monitoring and training activities in

the area of Corporate & Compliance were extended across the Albini Group, with a view to progressively strengthening the alignment of business processes and practices with the principles of governance, control and regulatory compliance.

As further evidence of the effectiveness of the preventive measures put in place, the management of the companies within the Group has not been implicated in any cases of corruption over the last three years.

⁵Any reports may be submitted to the e-mail address odv.cotonificioalbinispa@albinigroup.com or by written communication addressed to: "Organismo di Vigilanza del Cotonificio Albini S.p.A., Via Dr. Silvio Albini no. 1 – 24021 Albino (BG)".

⁶ The platform for submitting reports can be accessed via the link: <https://digitalroom.bdo.it/albini>.

RISK MANAGEMENT

Effective risk management plays a crucial role in preserving the value of the Albini Group over time. The monitoring of key risks focuses on Cotonificio Albini S.p.A. and on those companies that also generate revenue from external customers: Albini Yarns, Albini Energia S.r.l., Delta Dyeing S.a.e., Albini Hong Kong Ltd. The other companies of the Group almost exclusively carry out work commissioned by Cotonificio Albini S.p.A.

The companies that make up the Albini Group carry out ongoing, systematic evaluation of the risks applicable to them and consequently eliminate those deemed unacceptable under the legislation in force in those countries where the production facilities are located.

The main risks identified, in connection with the issues considered relevant to the business, can be traced to four macro-areas: **Environment, Health and Safety, Product and Supply Chain**.

With regard to the business risks associated with **textile products**, which by their nature require the presentation of annual collections, created on the basis of uncertain and subjective trends, Albini Group over time has developed a production method aimed at mitigating them. This includes intensive Research & Development, to which substantial resources are devoted; constant involvement of sales and marketing managers to monitor the market and its signals; and close stylistic collaboration with key customers, which has proven to be extremely beneficial to both parties. Since the Company operates in a global context, great emphasis is placed on diversification across a wide range of customers, both geographically and in terms of the segments in which they operate. Special attention is paid to emerging markets, where sales are expanding and where there will be the highest rates of development. Finally, given the professional relationships with important players in the sector, much attention is paid to reputational risks, which are particularly linked to the high quality of the product. Given the importance of the topic, this is kept under constant control by monitoring and obtaining certifications, on products and along the entire production chain and through the accuracy of analyses carried out by the in-house ACCREDIA-certified Quality Laboratory.

In order to guarantee high product quality and counteract the procurement risks that have characterised recent years, it is essential to have a strong control of the actual **supply chain**. Among the operational risks associated with this issue, raw materials are at the top of the list. The topic is widely covered

thanks to close relations with cotton and linen producers and a deep-rooted presence in the spinning business, both of which make it possible to have an in-depth knowledge of supply markets and their trends. In addition, partnerships with some strategic yarn suppliers are becoming increasingly close. Thanks to its control over its production chain and wide range of products, Albini Group is able to respond to the diverse needs of the market, positioning itself as a benchmark company for various types of customers: designers, fashion brands, retailers and tailors from all over the world.

The main risks inherent to **health and safety** in the workplace arise from the nature of production of the Group's plants. In order to deal with all eventualities and as required by Legislative Decree 81/08, a Prevention and Protection Service Manager has been appointed. Among the activities involved in the performance of their duties are the identification of Company risk factors, the assessment of these and of measures for the safety and health of the working environment, the creation and control of safety procedures for the various Company activities and finally, the dissemination of information on risks and Company safety procedures to workers.

Although the Albini Group is not subject to **cyber risks** related to the handling of sensitive data, the issue is nevertheless controlled; stakeholder privacy is a crucial point in the digitisation process since unique models and designs, also covered by intellectual property, are stored on the Company servers. For this reason, a monthly audit by an external company was introduced, concerning the soundness of the computer protections of the Company's systems.

Finally, Albini Group, with regard to the risks generated by its own **environmental impact**, recognises those related to water and energy consumption, water discharges into surface water bodies or consortium purification plants, the generation of hazardous waste, the use of chemicals and emissions of pollutants into the air. The production and commercial processes of the companies comprising the Group are designed and implemented with the utmost respect for the environment and with a careful process of progressive reduction of the impacts generated by its activities. This is certified by **ISO 14001:2015** on Environmental Management Systems (EMS), which has been awarded to the Cotonificio Albini S.p.A. plants in Albino, Gandino and Brebbia, along with the Egyptian plants Egiziani Mediterranean Textile and Delta Dyeing.

The main risks identified, in connection with the issues considered relevant to the business, can be traced to four macro-areas: Environment, Health and Safety, Product and Supply Chain.



VALUE GENERATED AND DISTRIBUTED

Albini Group adopts a **sustainable** and **transparent** fiscal approach to promote corporate ethics, social responsibility and to improve relations with its stakeholders. Through this approach, the Company not only ensures compliance with tax laws, but also builds a positive reputation, which is crucial for

attracting customers, employees and investors. Furthermore, the adoption of sustainable and transparent tax practices can lead to an improved business climate and greater operational efficiency, reducing the risks of possible regulatory, criminal and tax violations.

In 2025, the economic value generated by Albini Group amounted to over €141 million.



GRI 201-1: Direct economic value generated and distributed	€ (thousands)
Economic value generated	151,028
Value of production	150,741
Income from shareholdings	-
Other financial income	287
Extraordinary income	-
Distributed economic value	141,519
Operating Costs	103,821
Raw material costs	54,172
Costs for services	40,663
Costs for the use of third-party assets	1,123
Changes in raw material inventories	7,467
Other operating expenses (net of taxes)	396
Extraordinary expenses	-
Value distributed to employees	32,081
Personnel costs	32,081
Value distributed to capital providers	3,986
Interest and other financial charges	3,986
Value distributed to P.A.	1,436
Income Taxes (current and prepaid)	938
Sundry operating expenses (only the value of taxes)	498
Value distributed to Shareholders	-
Dividends distributed	-
Value distributed to the community	195
Donations	9
Sponsorships	23
Membership contributions	163
Economic value retained	9,778
Profit (or loss) for the year (net of dividends)	3,759
Depreciation / Provisions / Write-downs / Revaluations	5,889
Deferred taxes	130

3

Raw Materials and Sustainability in the Supply Chain

PRODUCTION CYCLE: INTEGRATION AND TRACEABILITY

Albini Group is distinguished by the fact that it directly and fully manages the entire production chain, starting **from the cultivation of raw materials to the production of the finished fabric**. This integrated approach to the value chain allows it to offer greater transparency to both its customers and end consumers.

The production process begins with **spinning**. The various process stages are geared towards achieving a high quality, regular and durable yarn. The first step is to open the bales so that the cotton can be cleaned and mixed. The latter is then put into loaders for unravelling. The unravelled material is then cleaned of external agents and then taken to the carder. The fibres begin to be parallel and the first semi-finished product is created: the card sliver, which is gradually refined to yarn.

The journey of the raw yarn begins in the **dye works** where, through the use of dyeing substances, the transformation of the raw yarn into coloured yarn takes place. The process takes place inside autoclaves where the dye is absorbed by the fibre, going from water-soluble to insoluble.

The birth of the fabric occurs during the **weaving** phase. The preparation process begins with **winding**, during which the

yarn is wound onto cylindrical or conical tubes to prepare the warp and weft. By means of **warping**, the warp yarns are arranged next to each other on the reel and wound onto the reel to be loaded onto the warp beam, which is in turn loaded onto the loom by means of drawing-in. The warp is then ready for weaving, where it will cross the weft thread to create the fabric. This process takes place on high-tech looms in a controlled environment, where processing is carefully monitored to detect and manually correct any defects in the fabric.

After **the raw fabrics are checked**, they are sent to finishing where they are treated to obtain their final colour, hand and appearance. This process requires a combination of human experience and technology to ensure the highest product quality. The **fabric finishing** is ennobled in Italy at the Brebbia factory.

Once the finishing phase is complete, the fabrics are checked again at the Gandino Logistics Centre, where final **inspections are done with an inspecting machine and physical and chemical tests** are carried out to ensure durability and resistance.



RAW MATERIALS AND CERTIFICATIONS

The quality of Albin Group's fabrics stems from the sourcing and selection of **high-quality natural raw materials**, chosen on the basis of quality, traceability and sustainability. Careful selection of fibres is a key element of the Company's production model and helps to ensure continuity, reliability and consistency throughout the supply chain.

Albini Yarns was founded in 2012 to strengthen direct control over the supply chain and consolidate the expertise gained in the selection of raw materials and spinning processes. The Company operates by drawing on its technical expertise, research activities and established relationships with growers, with the aim of developing high-quality yarns for both Cotonificio Albini S.p.A. and other customers in the market. Through the use of **advanced spinning technologies and careful monitoring of the fibres' characteristics**, Albini Yarns contributes to the overall quality of the Albini Group's products.

The raw materials selected by the Albini Group are the result of international research aimed at identifying natural and cellulosic fibres that meet aesthetic, performance and sustainability requirements.

Egyptian Cotton

Among the most prized varieties are Egyptian cottons, renowned for the fineness and strength of their fibres. In particular, Giza 45, grown in a limited area to the east of the Nile Delta, is considered one of the rarest and most valuable varieties of extra-long-staple cotton. The Giza 87, rather, is characterised by its lustre, softness and silky feel – qualities that make it particularly well-suited to the production of fine, durable fabrics.

West Indian Sea Island Cotton

The Albini Group then sources West Indian Sea Island cotton, one of the oldest and rarest varieties in the world, now grown mainly in the Caribbean. The fibre's remarkable length, high strength and excellent uniformity result in fabrics that are silky to the touch, cool and long-lasting.

Supima Cotton®

Supima® cotton is another benchmark fibre for the production of high-quality fabrics. Grown mainly in the United States, particularly in California, Texas and New Mexico, it is characterised by long, fine fibres, a particularly white colour, the purity of the fibre and resistance to pilling. Traceability through forensic science provides a further safeguard along the supply chain.

Linen

Besides cotton, the Albini Group also uses linen from Normandy, selected for its durability, moisture-absorbing

properties, thermoregulatory qualities and hypoallergenic nature. Our partnership with Terre de Lin, Europe's largest linen cooperative, enables us to make the most of a European Flax™-certified fibre, guaranteeing 100% European origin.

TENCEL™ Lyocell

TENCEL™ Lyocell is one of the plant-based cellulose fibres, chosen for its naturally smooth and voluminous structure that gives fabrics softness, comfort and a natural feel against the skin.

TENCEL™ Modal

TENCEL™ Modal is one of the plant-based cellulose fibres, chosen for its soft and flexible structure, conferring to the fabrics a silky feel, comfort and a pleasant sensation of lightness against the skin.

Suvin Cotton

Suvin cotton is a variety of extra-long-staple cotton derived from Gossypium barbadense. Suvin is the result of a cross-breeding programme carried out in India in the 1970s between: Sujata, a local Indian variety, and Saint Vincent, a Caribbean variety of Sea Island Cotton. The name itself comes from the combination of the two: "SU" for Sujata and "VIN" for Saint Vincent. Grown mainly in the state of Tamil Nadu in southern India, Suvin is cultivated under ideal climatic conditions, using sustainable methods and harvested by hand to preserve the integrity of the fibre.

Wool

AlbiniGroup uses only wool from Australia. The two certifications available are Authentico®, guaranteeing full traceability along the production chain and ensuring that the wool is 100% "mulesing-free", or RWS, a certification that guarantees the wool comes from farms that meet high standards of animal welfare and sustainable land management. It even ensures traceability along the supply chain.

Silk

Silk is a fine fibre of animal origin, derived from the cocoon produced by silkworms. Used in China since the dawn of time, most silk is now produced in Asian countries. It is a rare and valuable fibre. Albini Yarns uses mulberry silk for its yarns, being glossy and smooth, with very fine, straight filaments that are highly prized and durable. As of 2026, all incoming silk will be GOTS-certified.

Cashmere

Cashmere is one of the finest and most luxurious animal fibres, offering an immediate sensation of warmth and softness. Cashmere fibres are obtained from the undercoat of a particular breed of goat, commonly known as the cashmere

goat. To protect themselves from the harsh weather, cashmere goats have two coats: an outer one made up of coarse hair and an undercoat, consisting of short, fine, warm down from which cashmere is obtained. The fibre processed by the Albini Group is certified **SFA** (Sustainable Fibre Alliance), a certification that guarantees the fibre is sourced from farms managed sustainably, with a focus on animal welfare, the protection of local communities and the preservation of the environment.

BIOFUSION Cotton®

BIOFUSION® plays a central role in the sustainability journey of raw materials. This project began as a blend of high-quality American organic cottons, specifically Supima® and Upland. Over time, the project has evolved to focus on organic, traceable cotton managed and monitored directly by the Albini Group, with the aim of ensuring compliance with organic farming regulations, high quality standards and traceability along the production chain.

The origin of BIOFUSION® can likewise be verified using **scientific traceability tools**. The Albini Group works with Oritain™, a third-party certifier specialising in forensic science, supporting a programme to verify the origin of cotton yarns and finished fabrics. The samples collected are compared with the declared origin, where known and available, provided that the cotton used comes from the same geographical area. It is not, in fact, possible to certify products made from blends of cotton sourced from different countries.

In 2025, the Albini Group then introduced an additional check designed to verify the origin of goods from certain countries considered to be at risk, including China, Uzbekistan and Turkmenistan. Fabrics made from BIOFUSION® cotton are certified to the Organic Content Standard (OCS) and the Global Organic Textile Standard (GOTS). To support these certifications, the Albini Group carries out tests independently and at its own expense to check for any contamination of its organic cotton by pesticides and GMOs.





The rational use of resources forms part of a circular approach that aims to nourish plants in a balanced way, whilst preserving the natural processes of agricultural ecosystems.

REGENERATIVE BIOFUSION®

Thanks to the expertise it has generated and its long-standing partnerships with farmers, the Albin Group has taken the project to the next level with REGENERATIVE BIOFUSION®, launched in 2023. This is organic cotton that is traceable and grown in accordance with the principles of regenerative agriculture, with the aim of helping to restore soil fertility, protect biodiversity and enhance the resilience of agricultural ecosystems.

The regenerative approach is not limited to reducing negative impacts, but **aims to promote a gradual improvement in soil conditions and the agricultural environment**. With this in mind, the project is based on an integrated system that draws on both traditional knowledge and modern technologies, promoting practices aimed at soil regeneration, increasing organic matter, enhancing plant and animal biodiversity, fostering natural interactions between plants, insects, microbes and animals, plus ensuring a more efficient and circular use of resources.

The main agricultural practices employed by the Albin Group and its partners include minimum tillage, continuous soil cover, waste reduction, intercropping, integrated multi-species grazing and the use of advanced precision farming technologies.

Minimal tillage allows work to be carried out on the topsoil, reducing stress on the soil and helping to limit its depletion

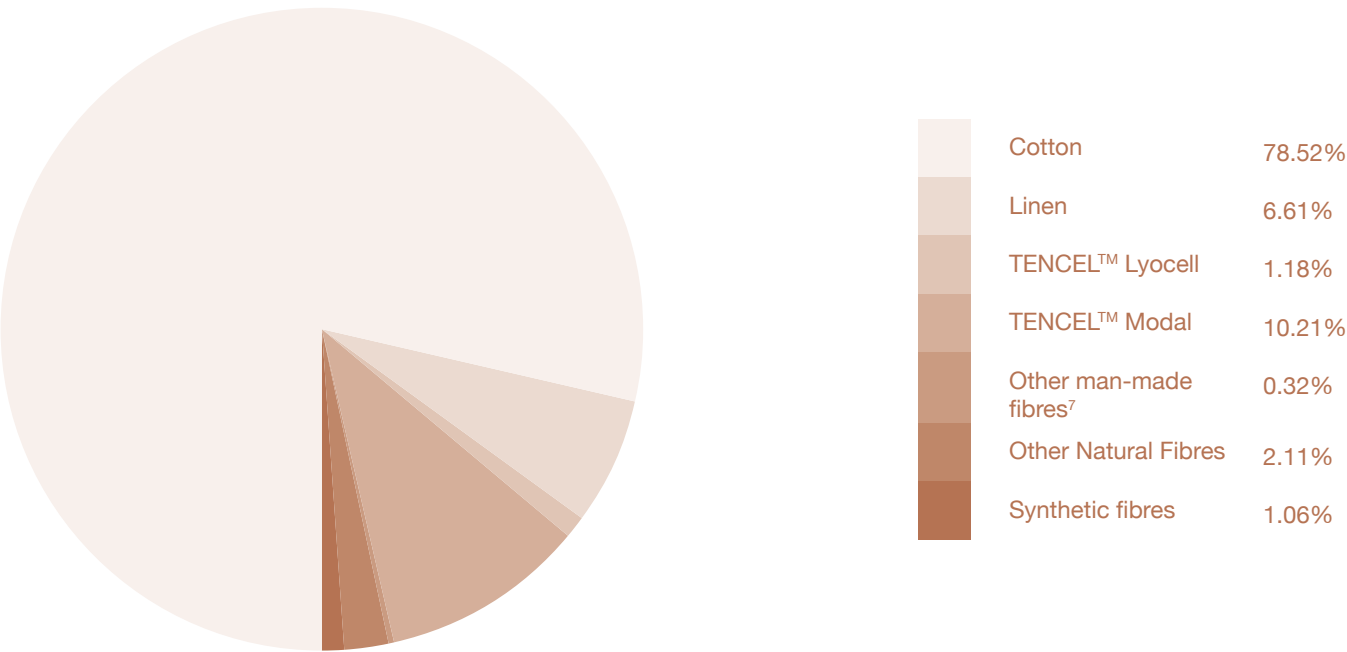
compared with conventional ploughing techniques. Continuous ground cover, achieved through companion crops such as peas, clover and ryegrass, promotes biodiversity, helps to conserve moisture, limits erosion and reduces dependence on external inputs.

The rational use of resources forms part of a circular approach that aims to nourish plants in a balanced way, whilst preserving the natural processes of agricultural ecosystems. Crop rotation, involving different species being grown simultaneously on the same land, helps to reduce the risks associated with monoculture and to make the most of the interactions between plants. Integrated multi-species grazing, rather, involves the controlled introduction of animals onto farmland, helping to improve soil fertility, control weeds and reduce pests.

To support agronomic practices, the **use of advanced technologies and precision farming tools** renders it possible to monitor crop health and stress levels using drones, satellite imagery and predictive models. These tools enable more targeted interventions and a more efficient use of water and resources.

Through the responsible selection of raw materials, oversight of the supply chain, certifications and the development of projects focused on traceability and regenerative agriculture, the Albin Group intends to continue strengthening a production model that combines quality, innovation and a focus on environmental and social impacts.

Purchasing according to fibre type (2025)



PROCUREMENT OF RAW MATERIALS

The sourcing of yarns and fibres is a key stage for the Albini Group, both in terms of product quality and **ensuring traceability throughout the supply chain**. In a regulatory and market environment that is increasingly focused on transparency, **knowing the origin of the raw materials purchased plays a vital role** in responsible supply chain management.

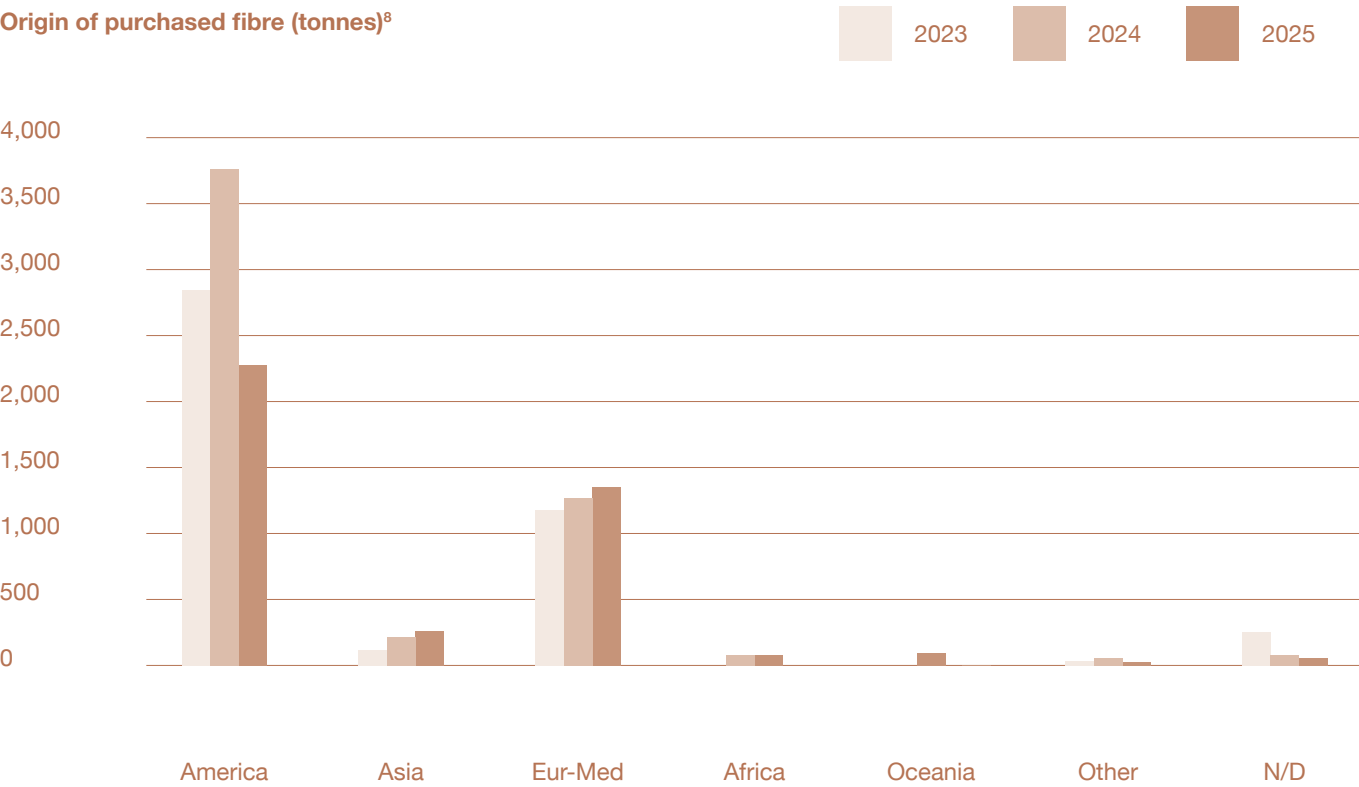
The selection of materials and suppliers is carried out through a structured process, which takes into account technical requirements, production reliability and compliance with corporate standards. This approach makes it possible to forge relationships based on continuity, dialogue and shared responsibility.

In 2025, 92% of the yarn purchased was sourced from suppliers with their own production facilities, where the yarn is produced directly, with the remainder sourced through traders. This figure reflects a decision to prioritise established relationships with manufacturing partners to ensure greater transparency and more effective oversight of processes.

This model **enables more precise monitoring throughout the supply chain** and facilitates dialogue with suppliers on quality, environmental and social issues. The partnerships developed over time are thus a key factor in enhancing reliability, traceability and the continuous improvement in performance.

⁷ Other man-made fibres refers to paper, cupro and PLA.

Origin of purchased fibre (tonnes)⁸



The chart shows the geographical distribution of fibre, both that purchased directly and that contained in yarns purchased by Cotonificio Albini S.p.A., I Cotoni di Albini S.p.A. and Mediterranean Textile SAE over the 2023–2025 three-year period.

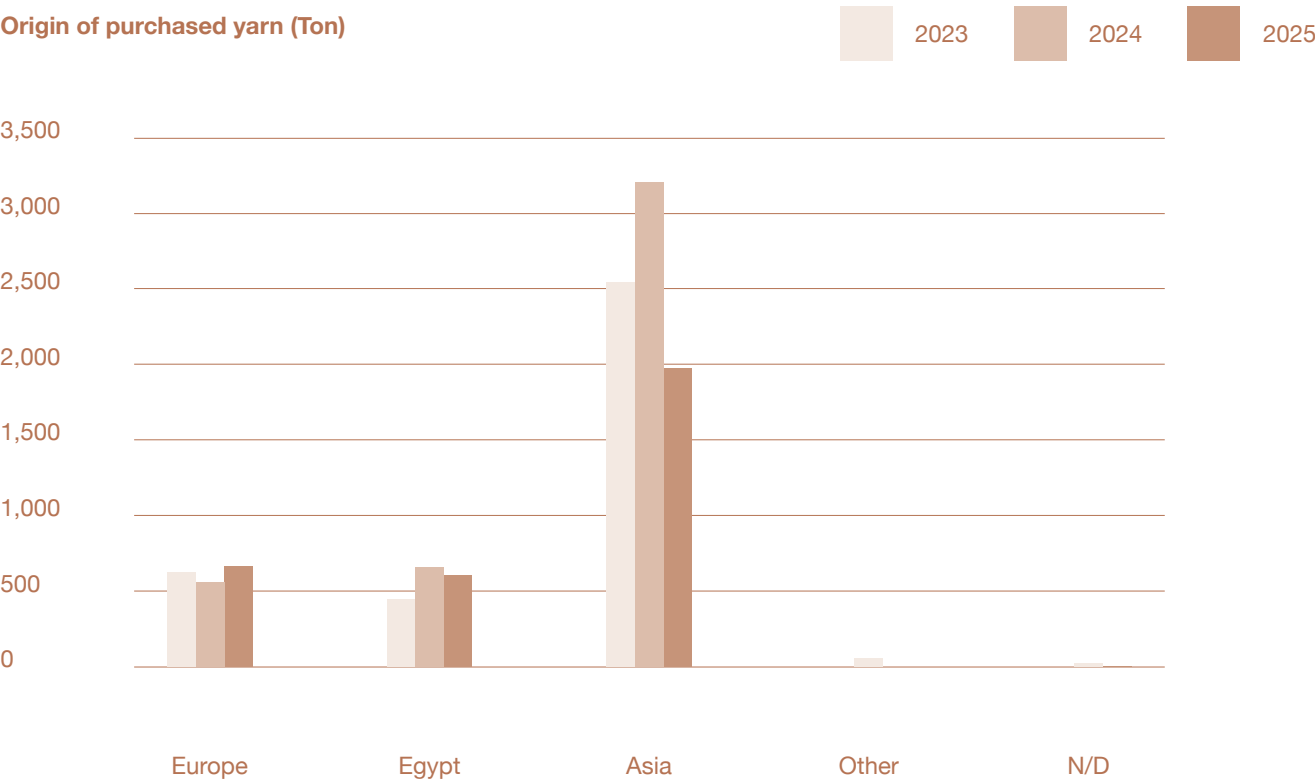
In 2025, **fibre of US origin remains the dominant source, representing the main supply area**. The Pan-Euro-Mediterranean zone remains the second-largest source region, with a predominance of man-made cellulosic fibres, in particular Tencel™ Lyocell and Modal from Austria. Next is the flax grown in the Franco-Belgian region.

The other categories represent smaller volumes, such as Asia, or negligible volumes, such as Africa and Oceania, whilst the “Other” category includes recycled fibres for which it is impossible to determine the country of origin with any precision.

Finally, the proportion of undeclared origin has fallen compared with previous years, highlighting a gradual improvement in traceability, data collection and supply chain transparency also in this area.

⁸ The grouping clusters have been modified compared with the previous year to ensure a clearer and more meaningful presentation of the data and to facilitate better interpretation and analysis of the information.

Origin of purchased yarn (Ton)



The chart shows the geographical distribution of the yarn purchased by Cotonificio Albini S.p.A., I Cotoni di Albini S.p.A. and Mediterranean Textile SAE over the 2023–2025 three-year period, broken down by the country in which the spinning process takes place.

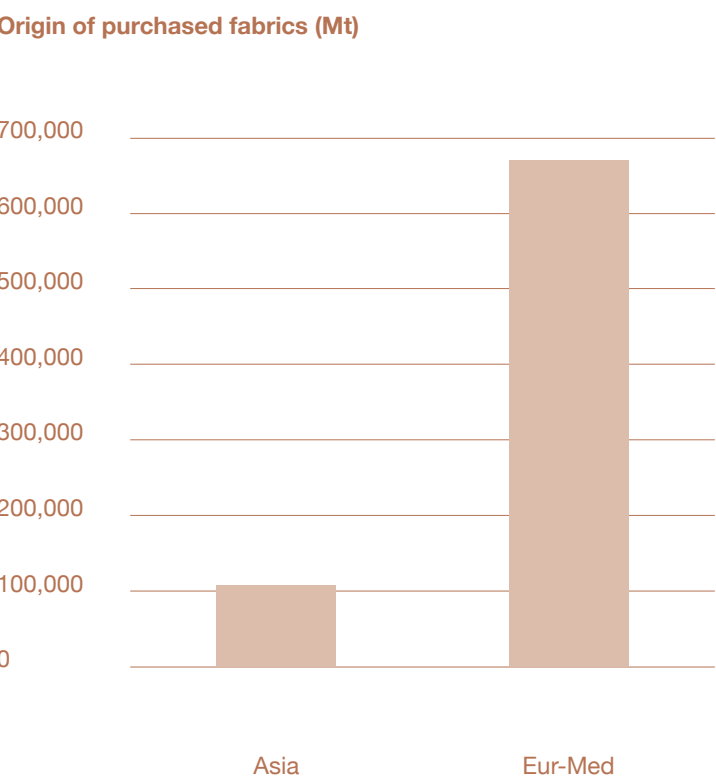
For 2025, Asia is confirmed as the leading source region. In particular, the largest share comes from India, from where the Albini Group mainly purchases certified organic cotton yarns, produced from fibres sourced predominantly from the United States. The local spinning mills involved are long-standing partners with whom the Albini Group has developed enduring rapports, based on technical expertise, reliability and high quality standards.

Europe and Egypt account for smaller yet essentially stable shares over the three-year period. Within the European market, the majority of the supply comes from yarns produced at the Company’s own spinning mill in Hungary, Albini Yarns Hungary, and from Turkey.

The Egypt-related component then consists mainly of purchases made by the local production site, Mediterranean Textile SAE, which sources its materials directly from spinning mills with which the Albini Group has long-standing, well-established partnerships.

The proportion of undeclared origin has fallen compared with previous years, confirming the gradual strengthening of monitoring, data collection and traceability activities along the supply chain.

Origin of purchased fabrics (Mt)

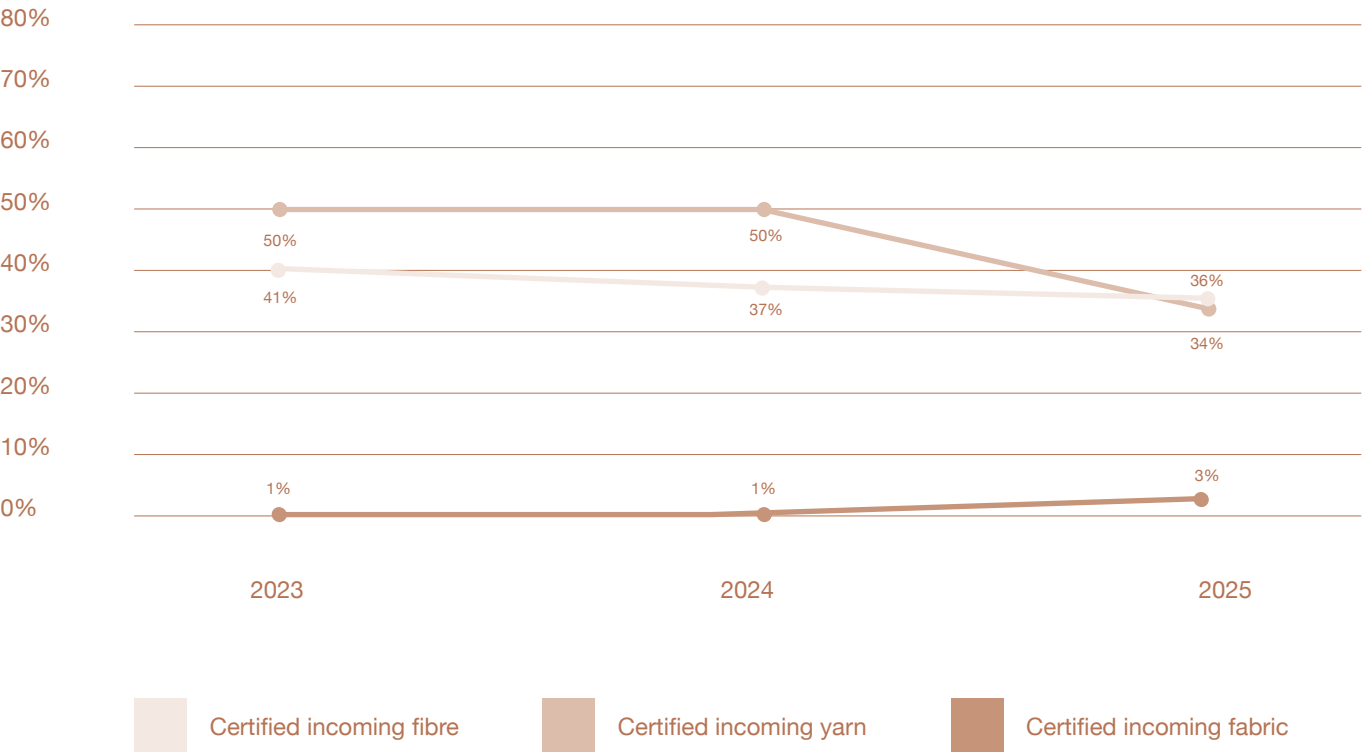


The origin of the fabrics purchased is determined by the country in which the **weaving or finishing process is completed**, depending on the stage of production for which the fabric is sourced.

Most of the volume comes from the Pan-Euro-Mediterranean region, as the main market for this category of purchases. In particular, **the largest shares are attributable to Egypt and Italy**, countries in which the Albini Group maintains well-established production partnerships that are consistent with its quality standards.

In any case, a small proportion comes from Asian countries, with lower volumes than in the Pan-Euro-Mediterranean region. The geographical distribution therefore confirms a sourcing model that is concentrated mainly in areas close to, or integrated with, the Albini Group’s production chain, thereby promoting continuity, control and traceability along the supply chain.

% of certificate out of total category



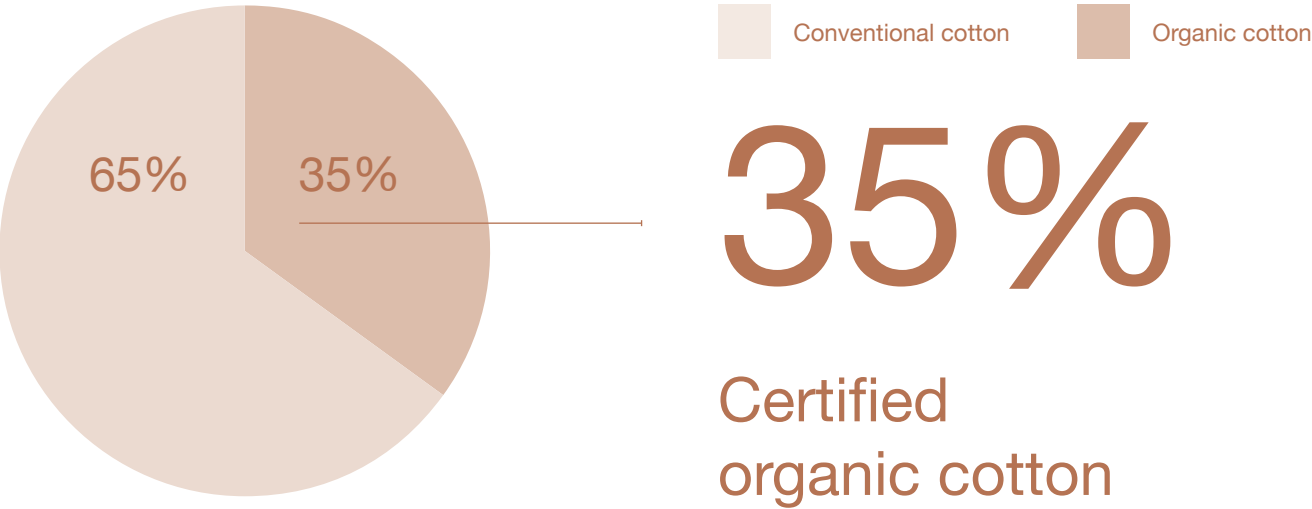
The chart shows the **proportion of certified raw materials** out of total purchases across the various categories of fibre, yarn and fabric during the period analysed.

This **trend reflects the varying dynamics of the availability and accessibility of certified raw materials throughout the supply chain**, as well as the specific characteristics of the supply markets. In this context, the Albini Group continues to promote the use of certified materials, working closely with suppliers to encourage broader adoption and integration into production processes.

During the period under review, a **decline was observed, attributable to the market’s growing focus on the costs of certified raw materials**, a factor that may influence purchasing decisions and the availability of certain types of materials.

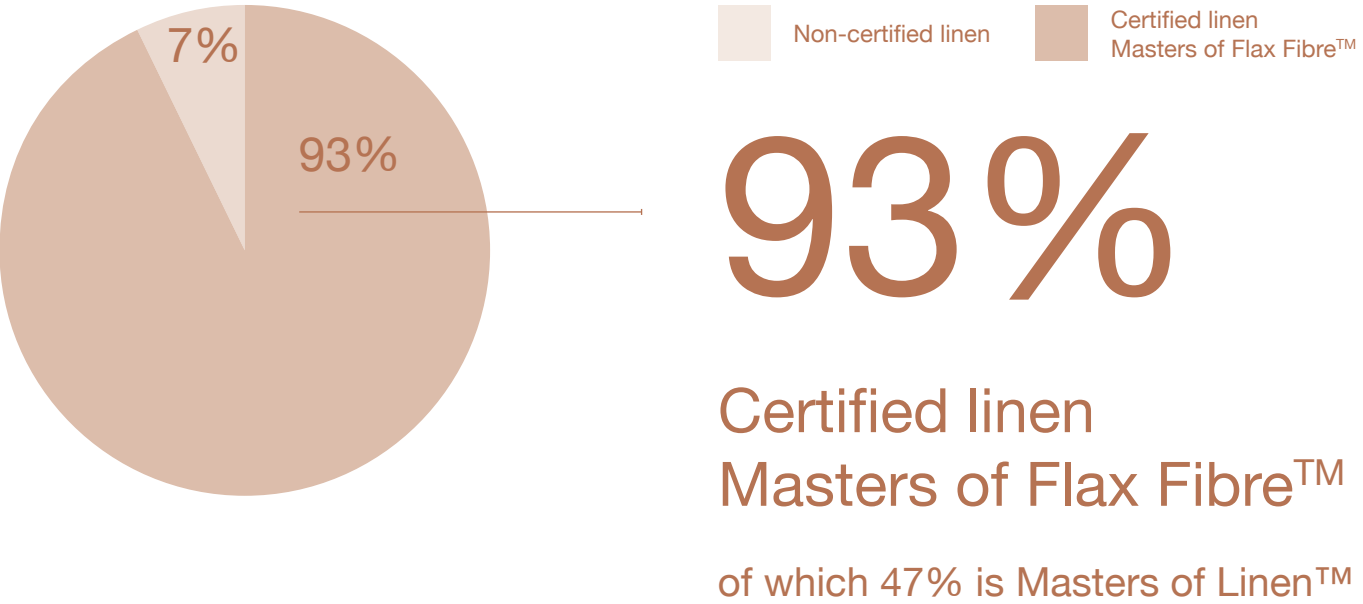
The overall trend confirms that the Company is continuing to pursue a responsible sourcing approach, in line with the Albini Group’s sustainability objectives and with the market’s growing demands for traceability, transparency and supply chain certification.

Incoming cotton (2025)



35% of the cotton purchased by the Albini Group is certified organic in accordance with the GOTS (Global Organic Textile Standard) and OCS (Organic Content Standard). The figure includes the **total volume of cotton procured**, both in the form of fibre and as part of yarns and fabrics.

Incoming flax (2025)



93% of the flax purchased by the Albini Group is yarn certified under the Masters of Flax Fibre scheme, which guarantees the European origin of the flax fibre and promotes responsible farming practices, characterised by the absence of artificial irrigation and a reduced environmental impact. Of this total, 47% is also certified by Masters of Linen, a certification scheme that guarantees that the production and processing of 100% European flax is carried out in accordance with the scheme’s standards throughout the main stages of the supply chain.

The remaining uncertified portion is, however, produced from flax grown in Europe, confirming the Albini Group’s commitment to sourcing raw materials of European origin that are traceable and consistent with its quality and sustainability standards.

Certifications, protocols and initiatives:

	GOTS (Global Organic Textile Standard) is the most important standard for the sustainable production of garments and textile products made from organically grown natural fibres, guaranteeing the production of organic textile products obtained in compliance with strict environmental and social criteria applied at all levels of production.
	OCS (Organic Content Standard) is the certification that verifies the presence and percentage of certified natural and organically grown fibres contained in a fabric, guaranteeing compliance with the requirements of the relevant international regulations and the consequent truthfulness of the declarations made.
	BCI (Better Cotton Initiative) is a global non-profit organisation that aims to improve the social and environmental impact of cotton cultivation worldwide by spreading more sustainable cultivation practices to many farmers in different countries around the world. As a result, farmers who join the programme guarantee a better, measurable and sustainable production method for the environment and their communities.
	Regenagri Content Standard is the certification that verifies the amount of cotton grown through regenerative farming practices in a product, applying this control along the internal supply chain. The certification process was successfully completed in January 2024.
	Masters of Flax Fibre™ (MOFF) is the certification scheme developed by the Alliance for European Flax-Linen & Hemp, which guarantees that flax fibre is grown in Europe, is traceable and is produced in accordance with responsible agricultural practices. This represents the evolution of European Flax™, retaining its requirements whilst placing greater emphasis on transparency and traceability along the fibre supply chain.
	Masters of Linen™ is the certification that verifies the European origin of linen fibre, guaranteeing that all steps in the production chain are carried out in plants on European territory. The aim is in fact the promotion of European textile companies involved in a chain of excellence.
	OEKO-TEX® is an international testing and certification system for the absence of chemicals hazardous to the health of the consumer. It applies to raw materials, semi-finished and finished products in the textile sector at every level of processing.

	ZDHC (Zero Discharge of Hazardous Chemicals) is a protocol that certifies the reduction or substitution of the use of hazardous chemicals along the entire supply chain, implementing a chemical management protocol and its maintenance, training of the personnel involved and the control and qualification of all suppliers.
	GRS (Global Recycle Standard) is the certification that guarantees the presence of pre-consumer and post-consumer recycled material in a product and throughout the entire production process.
	RCS (Recycled Claim Standard) is a certification promoted by Textile Exchange and verifies the presence and quantity of recycled material in a final product. It traces the process of recycled material along the entire production chain, from source to finished product and applies to any product containing at least 5% recycled materials.
	RWS (Responsible Wool Standard) is a certification that guarantees that the wool comes from farms that meet high standards of animal welfare and sustainable land management. It also ensures traceability along the entire supply chain, from farm to finished product.
	The SFA (Sustainable Fibre Alliance) is a standard specifically for cashmere that guarantees the fibre comes from farms that respect the welfare of goats, practise responsible pasture management and uphold ethical conditions for local communities, whilst ensuring traceability throughout the supply chain.
	The 4Sustainability® (4S) is a system developed by Ympact that supports textile companies in collecting and sharing data along the supply chain, promoting transparency and compliance across four key areas: traceability (4sChain), social aspects (4sPeople), chemicals (4sChem) and environmental impacts (4sPlanet).
	The Lenzing certification guarantees that products containing TENCEL™ fibres and other cellulosic fibres are derived from responsibly-managed raw materials and comply with specific quality and environmental standards. Through a structured verification process, which includes document review and product analysis, Lenzing ensures compliance with its requirements along the supply chain, thereby exalting transparency and traceability.

Albini Group holds numerous certifications, demonstrating its commitment to upholding high quality standards all throughout the supply chain.

SUPPLY CHAIN

The Albini Group's vertically-integrated industrial structure enables it to flexibly respond to market demands and fluctuations, whilst maintaining high standards of quality, reliability and process control.

From the selection of raw materials through to the industrialisation process and the creation of the collections, every stage is handled with the aim of ensuring consistency, control and continuity along the supply chain. This integration renders it possible to maintain consistent quality standards and to strengthen oversight of issues relating to respect for human rights and environmental protection along the supply chain.

By 2025, the management of processes along the supply chain will reflect a **balance between vertical integration and collaboration with specialist external partners**. The percentages, calculated on the basis of kilograms of yarn processed and metres of fabric produced, show that 81% of mechanical processing of the yarns is outsourced to subcontractors. However, the **most critical stages**, such as dyeing, are **carried out entirely in-house**, at the Albino dye works for Cotonificio Albini S.p.A. and at Delta Dyeing in Egypt.

Similarly, weaving is also almost entirely carried out in-house, with 99% of the metres produced being manufactured at the plants of Cotonificio Albini S.p.A., Dietfurt S.r.o. and Mediterranean Textile SAE. As regards finishing, 73% of the processes are conducted in-house at the Brebbia production site, whilst the remainder is outsourced to specialist contractors, particularly for piece dyeing and printing.

The **monitoring of external suppliers** to the Albini Group is

carried out primarily through their **acceptance of the Code of Ethics of Cotonificio Albini S.p.A.**, required at the time the contract is signed. The Code sets out the values that all suppliers must uphold in the course of their business activities, including honesty, transparency, innovation and social responsibility. These principles embody the Company's identity, stemming from the founders' entrepreneurial spirit and now led by the fifth generation.

The Code of Ethics, drawn up in accordance with the main regulations, guidelines and documents relating to human rights, corporate social responsibility and corporate governance, sets out the values, principles and rules shared by all those who work with Cotonificio Albini S.p.A. All managers and employees, as well as anyone establishing relations or relationships with the Company, directly or indirectly, are required to comply with the Code.

Its adoption along the supply chain helps to consolidate the Albini Group's position as a Company committed to upholding ethical principles and set on a path of sustainable transition.

With the aim of improving its understanding of suppliers' ESG profiles and promoting an increasingly-structured and responsible approach to supply chain management, the Company has confirmed its **adherence to the 4sChain protocol**, formerly known as TRACE, from 4Sustainability®, developed by Process Factory. This scope encompasses raw material suppliers and subcontractors deemed relevant to Cotonificio Albini S.p.A., Mediterranean Textile SAE and Albini Yarns.

This approach is based on a qualification and accreditation



procedure that guides the activities of supplier mapping, risk assessment and ongoing monitoring.

At the heart of the project is the establishment of a sustainability rating, awarded to strategic suppliers on the basis of four key criteria:

- **Country risk;**
- **compliance with EHS regulations;**
- **presence of system certifications;**
- **Score obtained through the 4s assessment.**

The criteria used in the AMFORI⁹ tables to identify country risk take into account indicators such as Voice and Accountability, Political Stability and Absence of Violence/Terrorism, Government Effectiveness, Regulatory Quality, Rule of Law and Control of Corruption.

This **assessment**, administered via the Ympact platform, enables the collection of detailed information on suppliers’ level of maturity in key areas of sustainability: **traceability, sustainable chemistry, use of raw materials, environmental impacts, welfare and circularity**.

In 2025, the supply chain was confirmed to have achieved a good level of maturity on average across the six thematic areas of sustainability. Among the areas that have seen the **most significant improvements**, particular mention should be made of the management of **circularity**, CYCLE, which has moved out of the most critical score band. There has also been more modest progress in the areas of **traceability** (TRACE), environmental impacts (PLANET) and **social and welfare aspects** (PEOPLE). The raw materials sector (MATERIALS)

remains broadly stable, whilst there has been a slight decline in the sustainable chemicals sector (CHEM).

Throughout the year, Cotonificio Albini S.p.A. and Mediterranean Textile SAE mapped **94 suppliers**, with a predominance of long-standing relationships in Italy, accounting for **68% by number of suppliers and 49% by purchase value**.

66% of suppliers, accounting for 89% of turnover, have signed the Supply Chain Charter of Values, thereby formalising their commitment to adopting responsible and transparent practices in environmental and social matters.

A further 30 strategic suppliers, representing 27% of the purchase value, were then identified for inclusion in the project, being asked to complete the 4S assessment by registering on the Ympact digital platform. Thanks to this expansion, the total number of suppliers engaged now stands at 65% of the total, covering 94% of the total purchase value of the supply chain in question.

The **overall response rate reached 72% of the suppliers engaged in 2025**, corresponding to 84% of the purchase value, confirming the gradual consolidation of the supply chain’s involvement in the project.

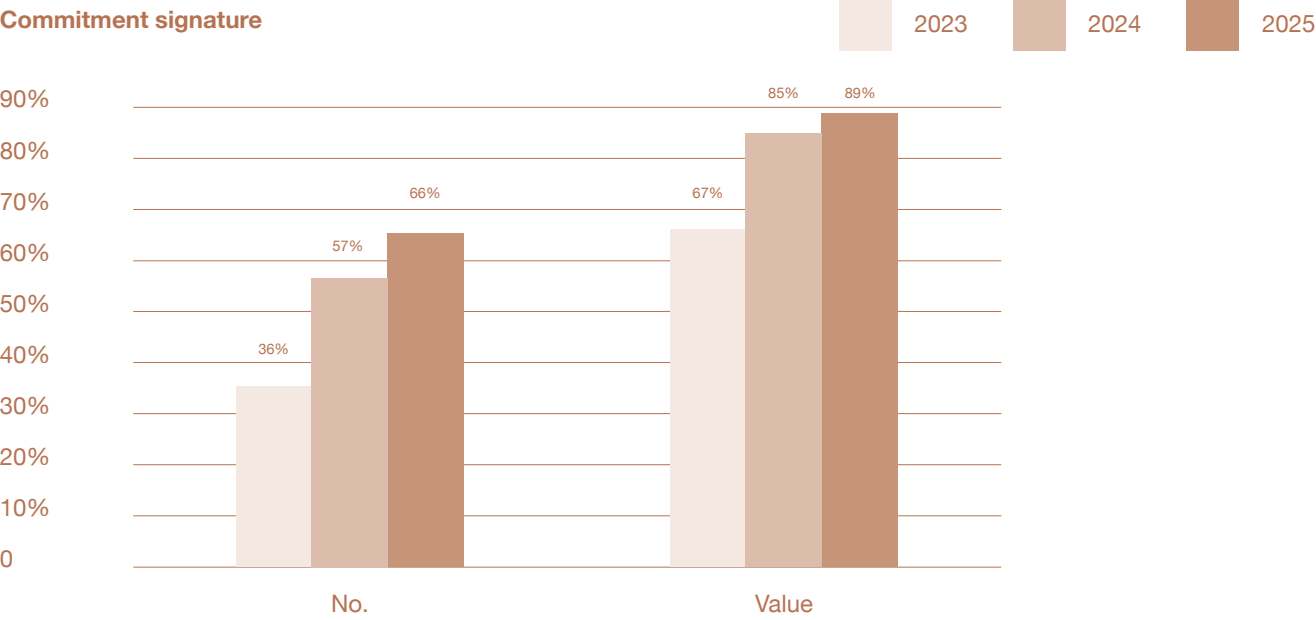
Of the suppliers who completed the assessment, **70% were classified in Category “A”** and the remainder in Category “B”. No supplier was classified in the critical Category “C”, confirming the level of oversight and maturity achieved by the supply chain under review.

Albini Yarns has even renewed its participation in the 4sChain project, continuing its efforts to monitor and engage its supply chain on the issues of sustainability and traceability.

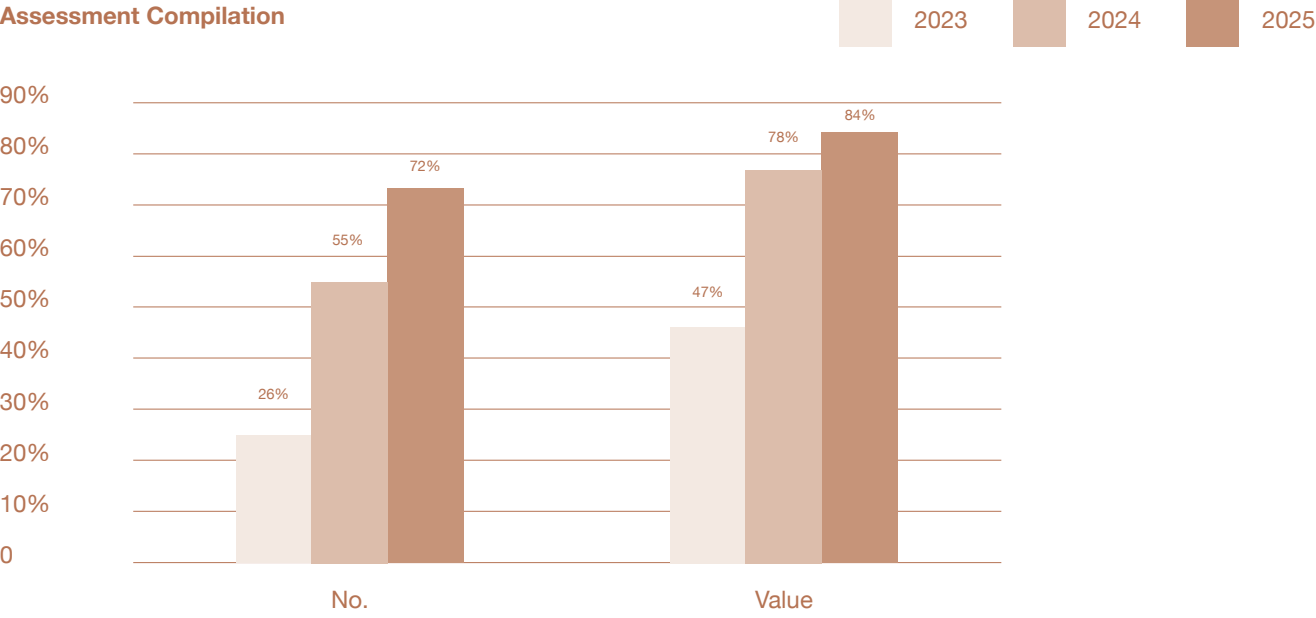
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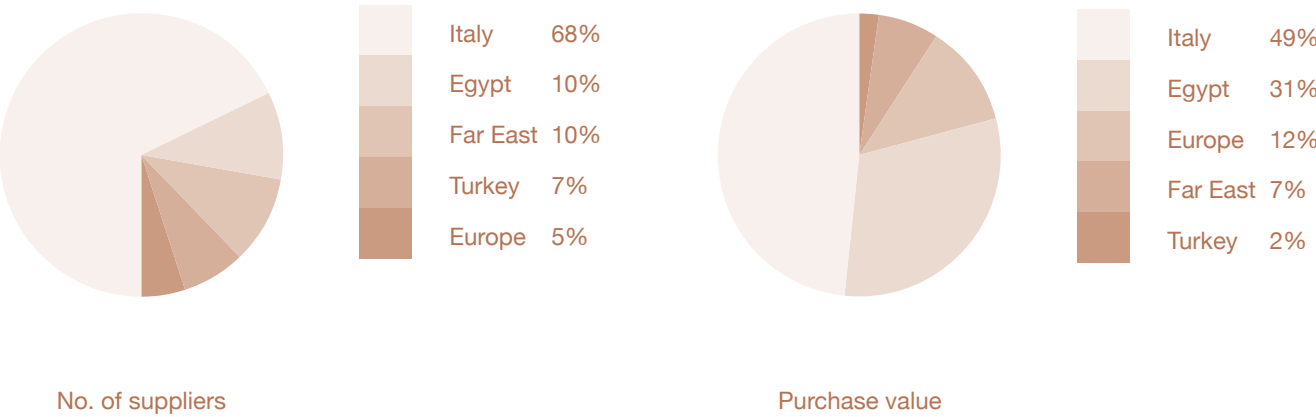
Commitment signature



Assessment Compilation



Breakdown of production chain by geographical area



4

Respecting and Protecting the Environment

FIGHTING CLIMATE CHANGE AND IMPROVING ENERGY EFFICIENCY

For the Albin Group, environmental protection is a strategic driver for combining innovation, competitiveness and long-term value creation. In this context, the efficient use of resources, the reduction of environmental impacts and the development of increasingly-sustainable processes are key for the Company's continuous improvement programme.

This approach progressively involves the entire value chain, from the selection of raw materials through to the processing, finishing and manufacture of the finished product.

This commitment to the environment translates into investment in energy efficiency, sustainable water management, waste reduction and the development of processes that are increasingly aligned with the principles of **circular economy**.

Recognising the role that the textile sector is called upon to play in the transition towards more sustainable production models, the Albin Group regards compliance with environmental legislation as an essential requirement, combined with a constant commitment to identifying new opportunities for improvement and adopting the best available solutions to progressively reduce its environmental footprint.

The management of energy and water resources, as well as the monitoring of polluting and climate-changing emissions, is the responsibility of the individual companies, operating in accordance with their own organisational models, in compliance with the applicable regulations in their respective countries and under the strategic coordination of the Parent Company.

Albin Group S.p.A.'s Environmental Policy serves as the primary framework for handling environmental issues and sets out the commitments that guide the Company's operations. In particular, the Albin Group is committed to:

- **Operating in compliance with environmental**

legislation, contributing to the protection of the local area and the ecosystems in which it carries out its activities;

- **Assessing, monitoring and reducing the environmental impacts** of production processes, adopting an approach focused on prevention and continuous improvement;
- Applying a **risk-based approach**, identifying and managing the risks and opportunities associated with the Environmental Management System;
- Integrating the management of chemicals into the Environmental Management System, reducing the use of products that are harmful to people and the environment, plus actively supporting the **ZDHC Roadmap to Zero** programme;
- Strengthening **water resilience** by monitoring consumption and risks relating to water availability and progressively improving the efficiency of production processes;
- Promoting **circular economy models**, encouraging the reduction of waste, the recovery of resources and the utilisation of by-products;
- Contributing, as far as possible within its own operational context, to the **fight against climate change** and the protection of biodiversity;
- Working with **qualified suppliers**, whilst also assessing their environmental performance and, where possible, giving priority to locally based supply chains;
- Incorporating the principles of **sustainability and innovation** into the design of new products, processes, initiatives and investments.

The Albin Group develops its energy efficiency strategies



Self-generated electricity covered 64% of the demand at the Albino site, 9% at the Brebbia site and 27% at the Gandino site.

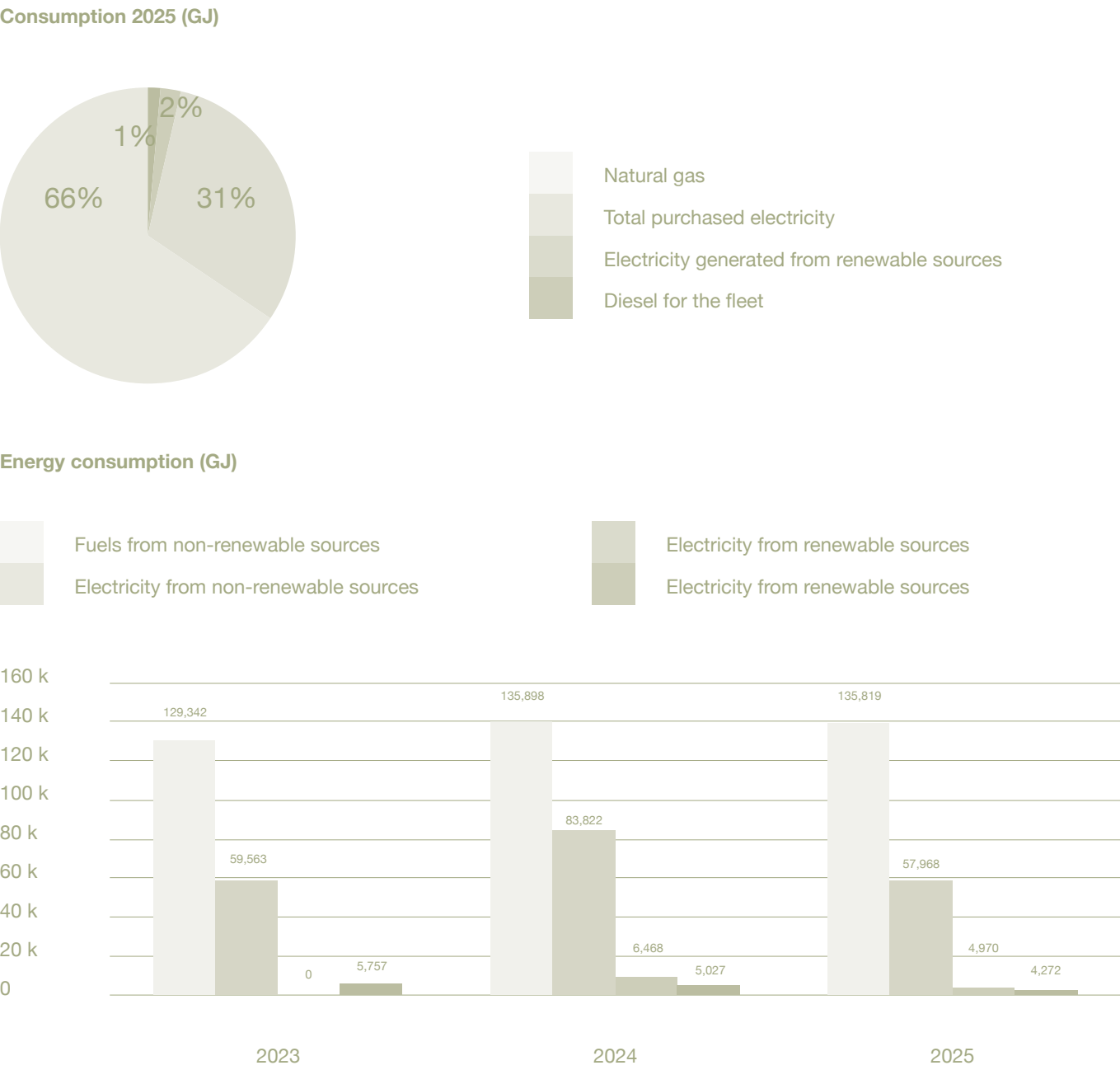
based on the continuous monitoring of energy consumption, made possible by advanced data collection and analysis systems. This approach renders it possible to identify the main areas for improvement and to channel investment towards measures capable of generating environmental and productivity benefits in the long term.

The Albini Group companies’ energy consumption stems mainly from the use of **natural gas** to power production facilities and heating systems, from the use of fossil fuels – primarily in relation to the Company’s vehicle fleet – and from the **electricity** required to carry out industrial activities.

In 2025, the three plants of Cotonificio Albini S.p.A. met **30% of their electricity requirements through renewable sources**, with 16% through the purchase of energy certified

with Guarantees of Origin (GOs) and 14% through self-generation from photovoltaic systems.

Over the course of the year, the photovoltaic systems installed at the production sites in **Albino, Brebbia and Gandino**, together with the combined heat and power plants, produced a total of **14,049 GJ of energy, 89.5% of which was consumed on-site** within the plants. More specifically, self-generated electricity covered **64.2% of the Albino site’s requirements, 9.2% of Brebbia’s and 27.2% of Gandino’s**, helping to strengthen the plants’ energy self-sufficiency and reduce reliance on external supplies.



Monitoring energy consumption is key to identifying opportunities for efficiency improvements and guiding measures to achieve them. To this end, **Albini Group** uses a continuous monitoring system based on meters installed along the main electricity distribution lines and at the main production plants, which are integrated into the **Energy Team** platform.

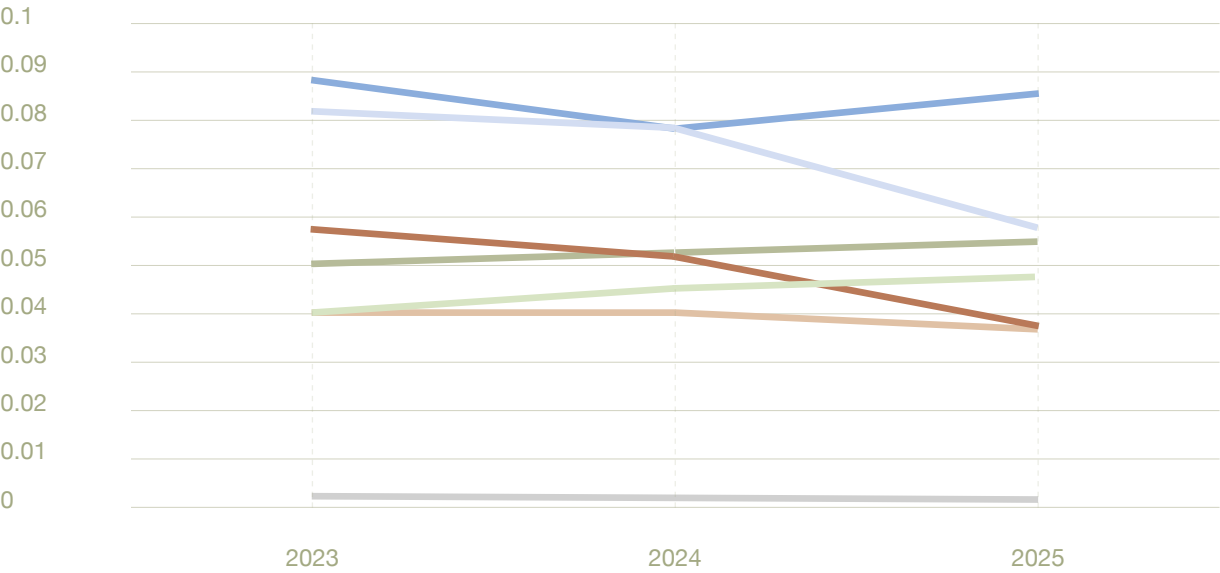
On a monthly basis, consumption data is collected, verified and analysed. This data is then used to calculate specific **Key Performance Indicators (KPIs)**, used to assess the effectiveness of the measures taken and identify any areas for improvement. The analysis factor in the characteristics of the various production departments, considering the different energy intensities of the processes – activities such as dyeing

and weaving, for example, have significantly higher energy requirements than other processes.

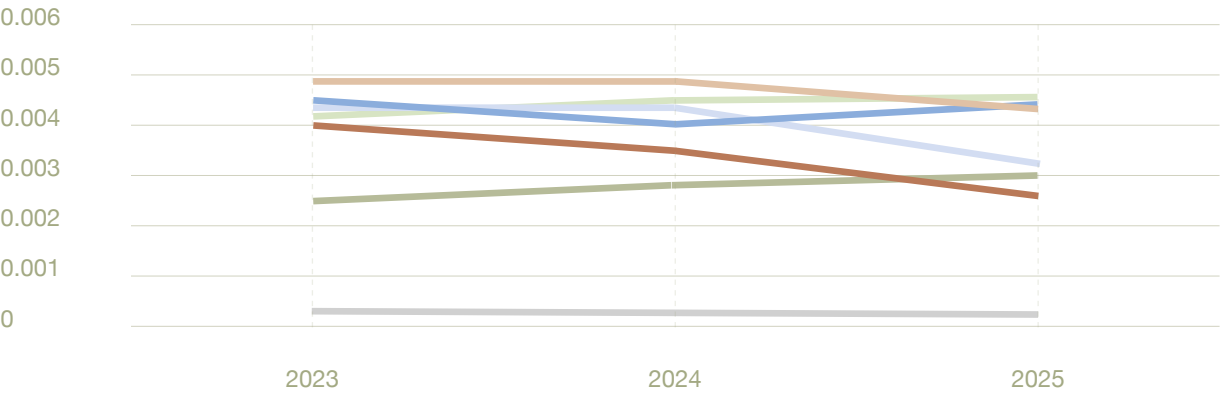
From the 2024 Report onwards, the Albini Group has also updated its methodology for accounting for energy consumption to now include energy generated and self-consumed by photovoltaic systems. Indeed, in the 2023 Report, the calculation was based solely on natural gas consumption and purchased electricity.

In accordance with the provisions of the **GHG Protocol Guidelines**, electricity supplied by cogeneration plants is not deducted from total energy consumption, as the associated emissions are already accounted for under Scope 1.

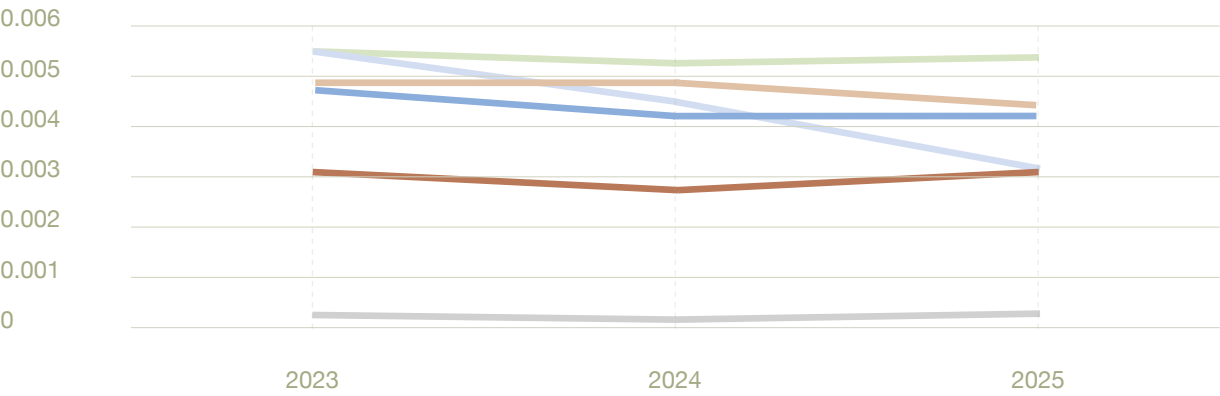
Energy intensity (GJ/kg produced)



Emissive intensity - Location based (TonCo₂/Kg products)

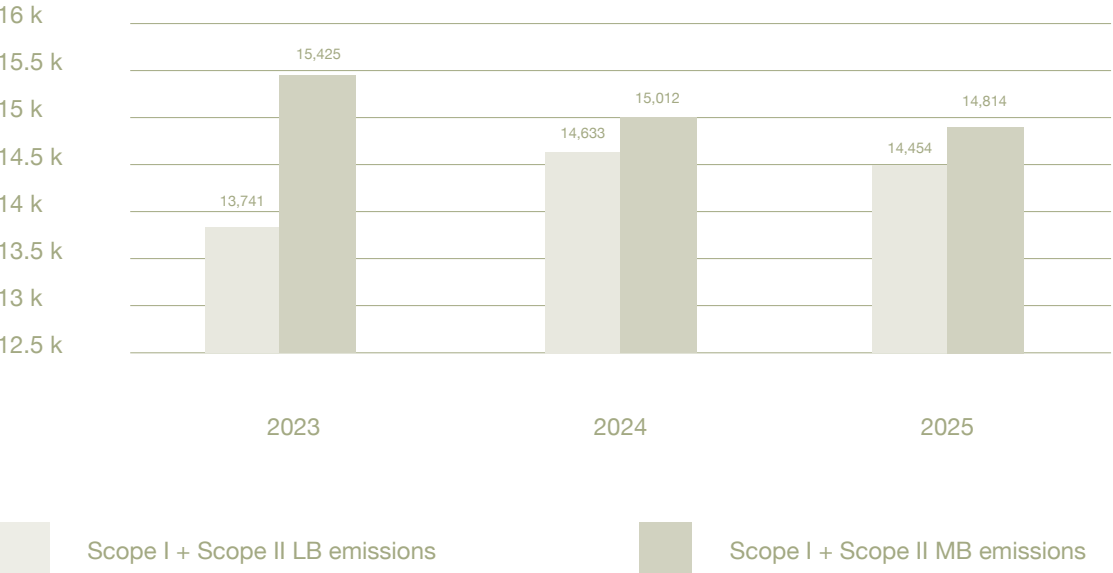


Emissive intensity - Market based (TonCo₂/Kg products)



During 2025, European production plants recorded an increase in **energy intensity** and **missions intensity**, as a result of the decline in production volumes, which led to lower plant utilisation rates. Despite this trend, the overall indicators showed a decline compared with the previous year, thanks to the significant improvement in the performance of the Egyptian plants.

GHG emissions (Scope 1 + Scope 2)



RESPONSIBLE MANAGEMENT OF WATER CONSUMPTION

Sustainable water management is a priority for the Albin Group, given the central role that water plays in production processes, particularly in wet-processing operations such as fabric dyeing, washing and finishing. For this reason, the Company promotes an approach focused on **continuous improvement**, with a view to optimising the use of resources through monitoring consumption, analysing performance and implementing efficiency measures.

To support this initiative, the Albin Group uses metering systems installed at its main production sites to constantly monitor water consumption and calculate specific **Key Performance Indicators (KPIs)**. Analysing the data collected makes it possible to assess consumption trends, identify any anomalies and set priorities for action to improve the efficiency of production processes.

The highest water consumption is concentrated at the plants in **Albino, Brebbia and Borg El Arab (Delta Dyeing)**, where the main wet-processing operations are carried out. Among these, the site at **Borg El Arab in Egypt** is situated in an area characterised by a **high level of water stress**, as highlighted by the WWF Water Risk Filter. For this reason, the Albin Group pays particular attention to monitoring water consumption and assessing the risks associated with the availability of this resource, setting improvement targets and promoting investments and initiatives aimed at increasing water efficiency and progressively reducing water abstraction.



THE DYEING PROCESS AT THE ALBINO PLANT

The yarn-dyeing machines at Cotonificio Albin S.p.A. are fitted with systems that allow the washing cycles to be set in accordance to the quantity of yarn to be dyed and, depending on the dye used, to operate with a reduced dye bath.

This method enables the optimisation of water use within the dyeing cycle, using only the amount of water necessary for the dye bath, thus helping to reduce water consumption.

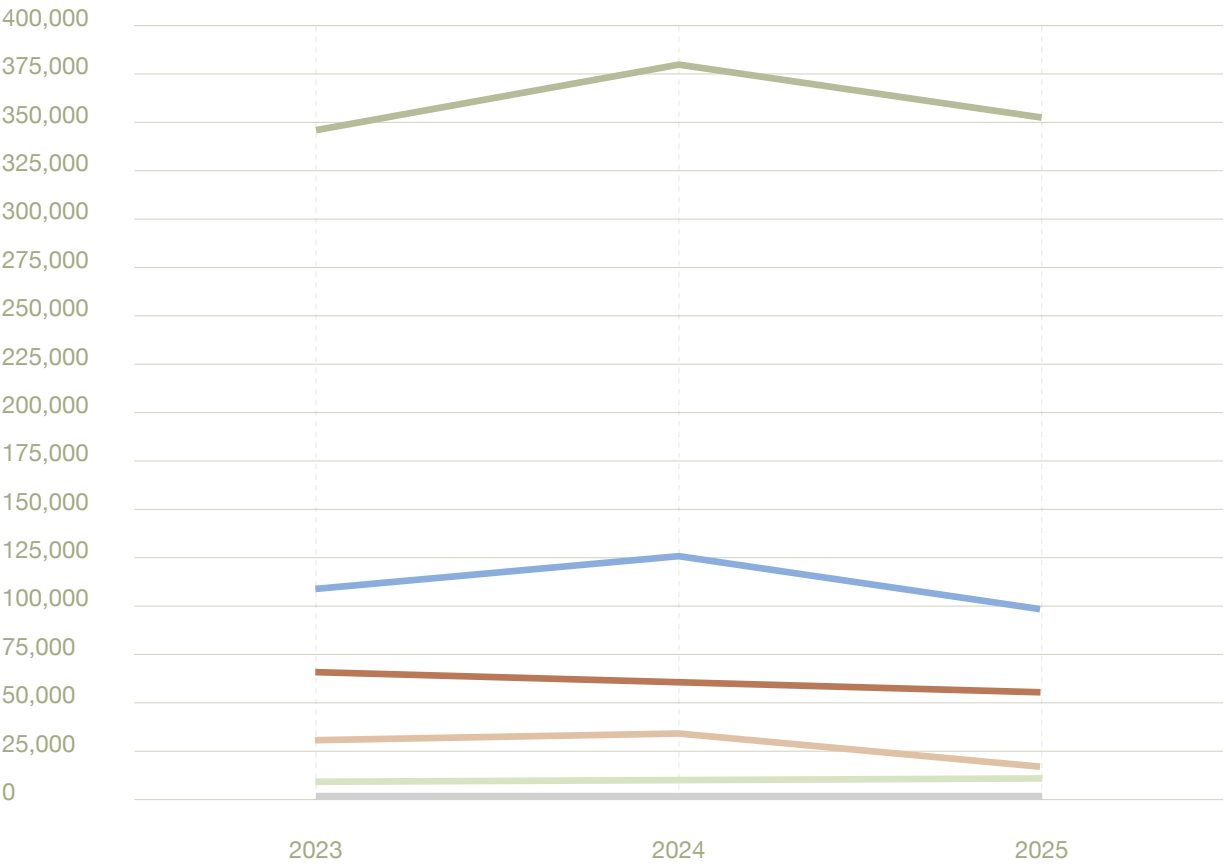
The dye works' facilities are also designed to recover the water used to cool the machinery. This recovered water is stored in special storage tanks and subsequently reused in the machinery, resulting not only in a reduction in water withdrawal but also in a reduction in the energy consumption required to bring the water to the temperature required by the dyeing process.



In 2025, the water requirements of the Albin Group's production facilities were met primarily through **abstraction from surface water, accounting for 53%** of the total, followed by **groundwater (24%)** and withdrawal from **third parties, such as industrial and domestic water networks (23%)**.

The distribution of water consumption reflects the characteristics of the production process where the highest consumption is recorded in plants where wet processes are carried out, such as **dyeing and finishing**, which require a more intensive use of water than dry textile processes.

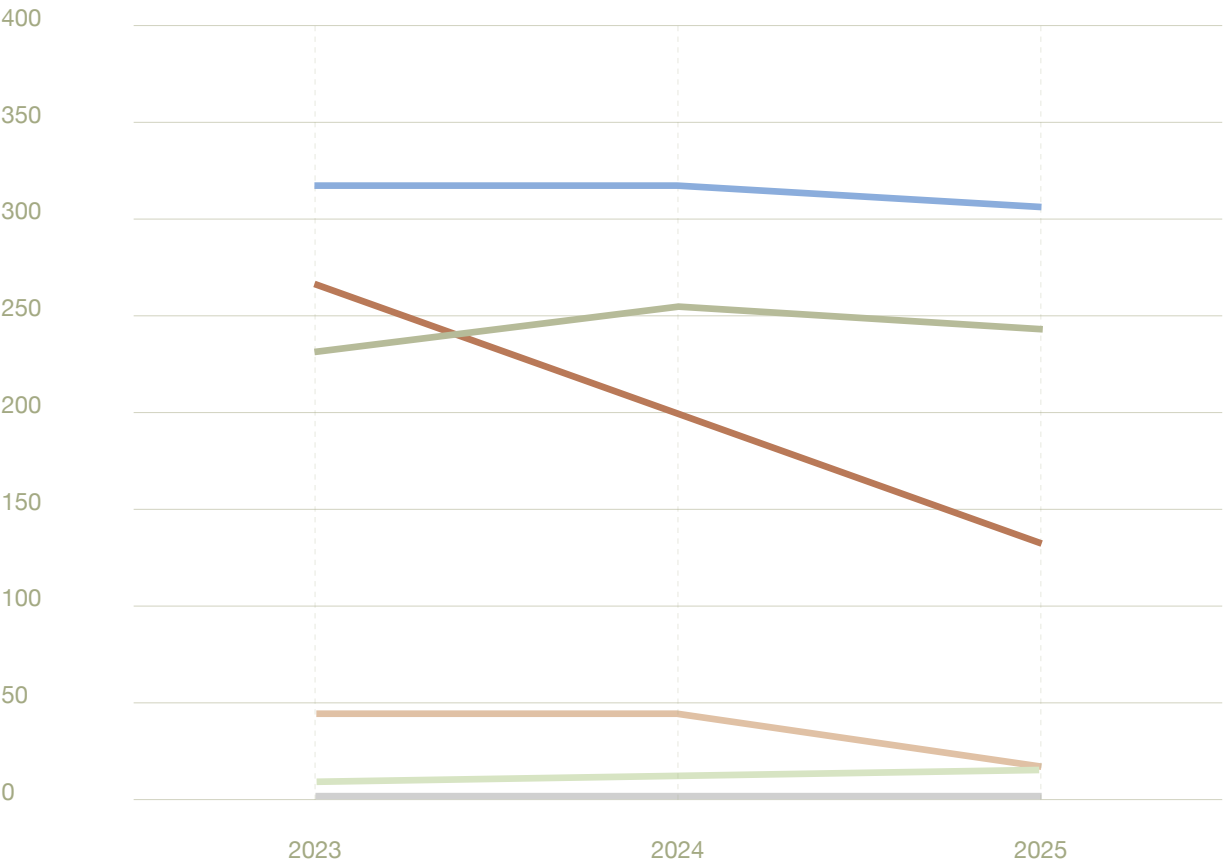
Water withdrawals



In 2025, the Albini Group's **total water withdrawals were lower than in 2024**. This trend reflects the Company's commitment to promoting an increasingly-effective use of water resources through monitoring, efficiency improvements and the continuous optimisation of production processes.

Cotonificio Albini - Albino		Mediterranean Textile S.a.e.	
Cotonificio Albini - Brebbia		Delta Dyeing S.a.e.	
Cotonificio Albini - Gandino		Dietfurt S.r.o.	

Water content (m³ per tonne of product)



Water intensity, expressed as the ratio of water consumption to output, is one of the **Key Performance Indicators (KPIs)** used by the Albini Group to assess the efficiency of water use and monitor the results of improvement initiatives over time.

Since 2023, the plant in **Borg El Arab (Delta Dyeing)** has been part of a **structured efficiency programme** aimed at progressively reducing water consumption in production processes. Throughout 2025, a similar initiative was also launched at the **Albino dyeing**, with the aim of further improving efficiency in the use of this resource and promoting best practice within the Albini Group.

In 2025, water intensity improved at **most of the sites analysed**, remaining stable at Gandino and increasing at Dietfurt.

Continuous monitoring of this indicator enables the Albini Group to assess the effectiveness of the measures taken, identify the areas with the greatest potential for improvement and direct investment towards initiatives aimed at reducing consumption, optimising production processes and the **continuous improvement** of environmental performance.

Cotonificio Albini - Albino		Mediterranean Textile S.a.e.	
Cotonificio Albini - Brebbia		Delta Dyeing S.a.e.	
Cotonificio Albini - Gandino		Dietfurt S.r.o.	

USE OF CHEMICALS AND WASTEWATER PURIFICATION

Since 2018, the Albini Group has been a Contributor to the international **ZDHC (Zero Discharge of Hazardous Chemicals)** programme, a voluntary initiative that promotes the responsible management of chemicals along the entire textile and fashion supply chain, with the aim of protecting people’s health and reducing environmental impacts.

Joining the ZDHC programme has marked a significant development in the Company’s Management System, facilitating the integration of procedures, controls and monitoring activities aimed at the gradual elimination of hazardous chemicals from production processes and the improvement of the quality of water discharges.

To achieve these objectives, **Cotonificio Albini S.p.A.**, with particular reference to its plants in Albino and Brebbia, has adopted the **Chemical Management 4Sustainability®**, developed in collaboration with **Process Factory**. The system is an integrated management tool that incorporates the ZDHC framework, with particular reference to the Manufacturing Restricted Substances List (MRSL) and the Wastewater Guidelines, supporting the monitoring of the entire production cycle.

The approach adopted covers all stages of the process, from the selection and management of raw materials (**input**), through to production processes (**process**), on to the monitoring of discharges and the compliance of the finished product (**output**). The protocol also foresees regular training, refresher courses and assessments, thereby promoting the continuous improvement of the Chemical Management System and its gradual alignment with international standards.

In 2025, the Albino and Brebbia plants confirmed their **Chemical Management 4Sustainability® Chem Excellence**¹⁰certification, confirming that they have maintained high standards in the management of chemicals and consolidated the progress made in previous years. The proper management of **water discharges** is a key element of the Albini Group’s environmental strategy, which combines compliance with regulatory requirements with a system of controls designed to ensure wastewater quality and to progressively reduce the environmental impact of its operations.

¹⁰ The data is publicly available via the following link: 4Sustainability – Cotonificio Albini Report.

The Group’s plants implement monitoring and control procedures tailored to the characteristics of their production processes and the regulations applicable in the various countries, integrating regulatory requirements with the international standards promoted by ZDHC.

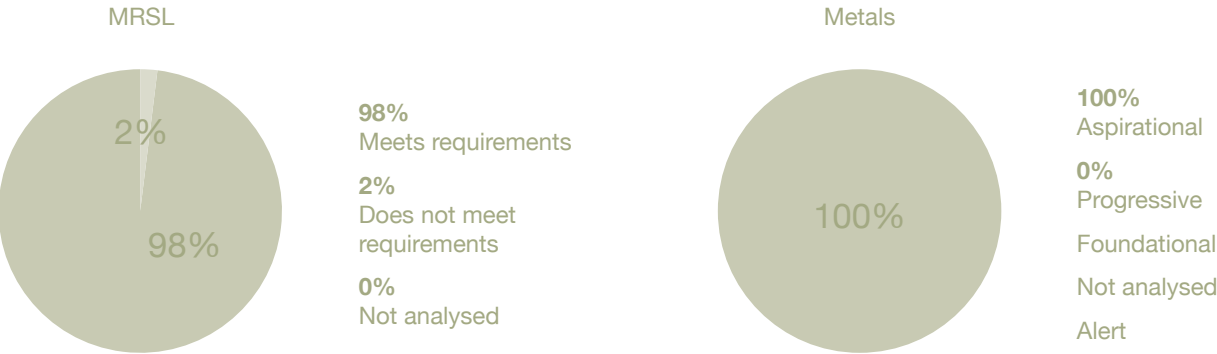
The **Brebbia plant** operates in accordance with the requirements set out in the Consolidated Environmental Authorisation (AUA) and the ZDHC Wastewater Guidelines. Wastewater discharges are subject to continuous monitoring through analyses carried out by the in-house laboratory, with particular attention paid to the most critical parameters, such as phosphorus, nitrogen and surfactants, supplemented by **periodic checks by accredited external laboratories** to ensure compliance with the permit conditions. Before being discharged into the surface water body, the wastewater is treated using a multi-stage process comprising screening, equalisation, pH neutralisation, denitrification, oxidation and final sand filtration.

At the **Dietfurt S.r.o.** plant, wastewater management is entrusted to an authorised operator responsible for treating the effluent and carrying out the periodic checks required by current legislation.

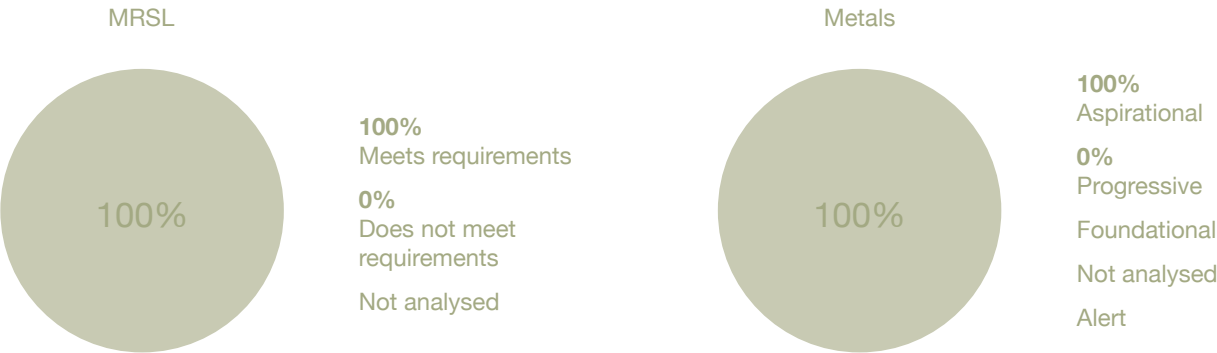
The **Delta Dyeing S.A.E.** dye works in Egypt operates in compliance with local regulations and the ZDHC Wastewater Guidelines. The monitoring of wastewater parameters includes daily checks of the pH – a parameter considered a priority for regulatory compliance – and periodic checks on the other environmental indicators required by the applicable legislation and the international standards adopted by the Company.

In addition to the checks required for the environmental permits, **Albini Group carries out additional controls** in accordance with the ZDHC guidelines, with the aim of ensuring ever-higher standards in the management of water discharges and promoting the continuous improvement of its environmental performance. The results achieved in 2025 are documented in the ClearStream reports certifying that discharges comply with the requirements of the ZDHC programme and enable the effectiveness of the measures taken to be monitored over time.

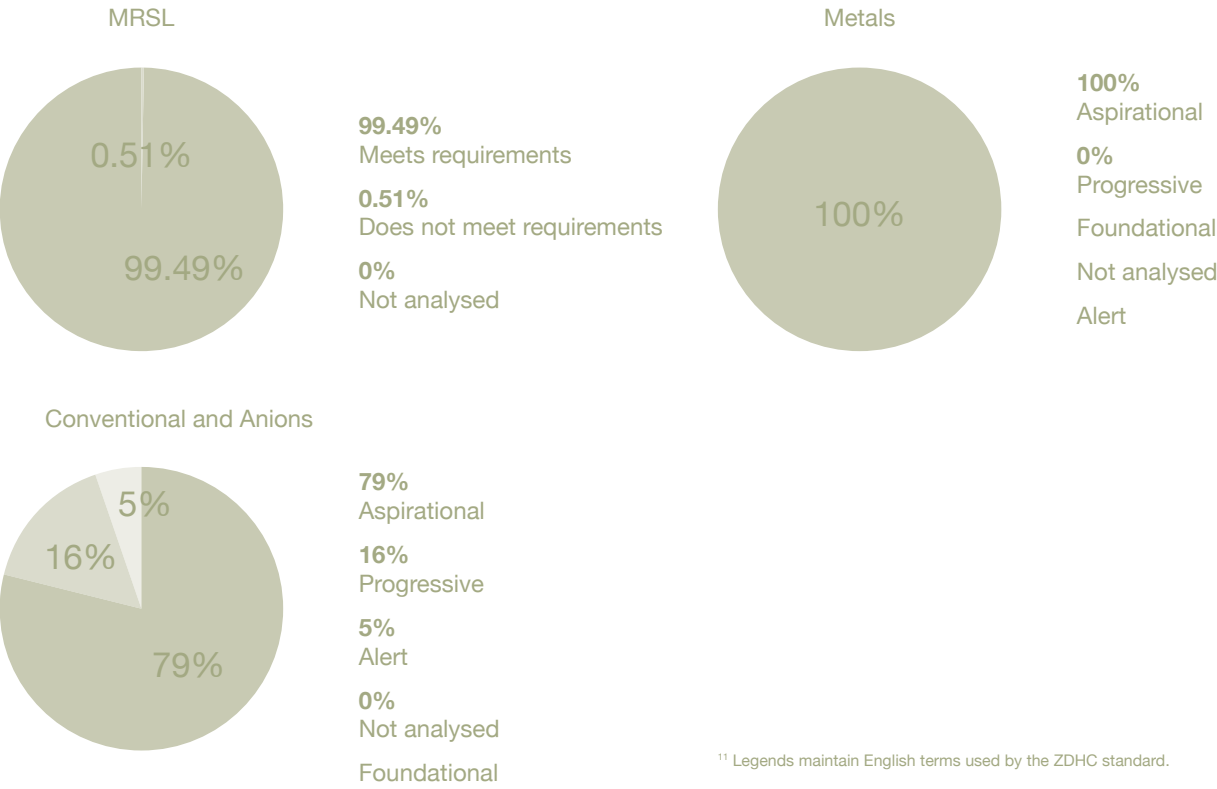
Cotonificio Albini S.p.A. - Albino plant¹¹



Delta Dyeing S.a.e.



Cotonificio Albini S.p.A. - Brebbia plant



¹¹ Legends maintain English terms used by the ZDHC standard.

WASTE AND BY-PRODUCT MANAGEMENT

Efficient resource management and the optimisation of materials are key elements of the Albin Group's strategy to promote production models that are increasingly aligned with **circular economy** principles. The aim is to gradually reduce waste generation, promote the reclamation of materials and increase their reuse throughout the entire production cycle.

Various types of materials are used at production sites, including yarns, chemicals and packaging materials, whilst the outputs include both finished products and by-products generated during the manufacturing process. Waste management is conducted in full compliance with current environmental legislation and involves the transfer of waste exclusively to authorised operators, who are required to provide documentation certifying the correct reclamation or disposal of the materials. In Italy, data relating to waste production and management are collected and monitored via the Company's Management System, which ensures the **traceability of waste streams for Cotonificio Albin S.p.A. and Albin Yarns**.

At the same time, the Albin Group continues to develop initiatives aimed at reducing waste and making the most of process by-products. Textile waste is, in fact, sent to **specialised recycling plants** to be transformed into new raw materials for other industrial uses, whilst plastic waste is entrusted to specialist operators for recycling and subsequent reuse in the production of new items, some of which also go to suppliers. This commitment to circularity also extends to the Research & Development activities promoted by ALBINI_next, the Albin Group's Innovation Hub, through projects dedicated to the **development of new models for the recovery and enhancement of materials**, including Retwist+, Futura,

Materico and Weav3D, which are described in Chapter 7.

In 2025, the Albin Group generated a total of **991,374 kilograms of waste**, mainly consisting of packaging materials and textile fibres. **Hazardous waste** accounts for a small proportion of the total, coming to **around 6%**, and is managed in accordance with regulatory requirements by duly-authorised operators.

Compared with 2024, total waste production fell by 455,963 kilograms, representing a decrease of 31.5%. This trend mainly reflects the gradual return to normal operating conditions following the exceptional refurbishment and maintenance works carried out during 2024. Even in 2025, there remains a residual proportion of waste attributable to non-recurring activities, monitored separately with a view to progressively improving the accuracy of environmental reporting.

In line with the Company's circular economy objectives, **in 2025, approximately 82% of the total waste produced was sent for recovery and recycling**, thereby avoiding landfill. The priority given to these forms of management confirms the Albin Group's commitment to promoting the reclamation of materials and reducing the environmental impacts associated with the end-of-life of waste.

As part of its commitment to continuous improvement, the Albin Group is also striving to further expand its Environmental Management System, which is certified to the **UNI EN ISO 14001** standard. To date, the certification has been achieved at the three sites of Cotonificio Albin S.p.A. and at the two Egyptian plants, whilst the plan to extend it to other Group production sites is due to be completed by 2030.

In 2025, around 82% of the waste produced by the Group was diverted from landfill. Most of the waste, both hazardous and non-hazardous, was managed through recovery.





The Value of Human Capital

AN ORGANISATIONAL MODEL BASED ON PEOPLE, DIALOGUE AND WELFARE

Against a market backdrop characterised by **growing uncertainty**, the Company’s organisational and operational developments have been accompanied by measures aimed at supporting **efficiency, competitiveness and business continuity, with a focus on employee engagement, protection and wellbeing**. Indeed, the Albinì Group builds its business day-by-day thanks to the dedication of its staff, who are based at the Company’s various offices around the world. This enables the Company’s vision to be translated into concrete actions and results on a global scale.

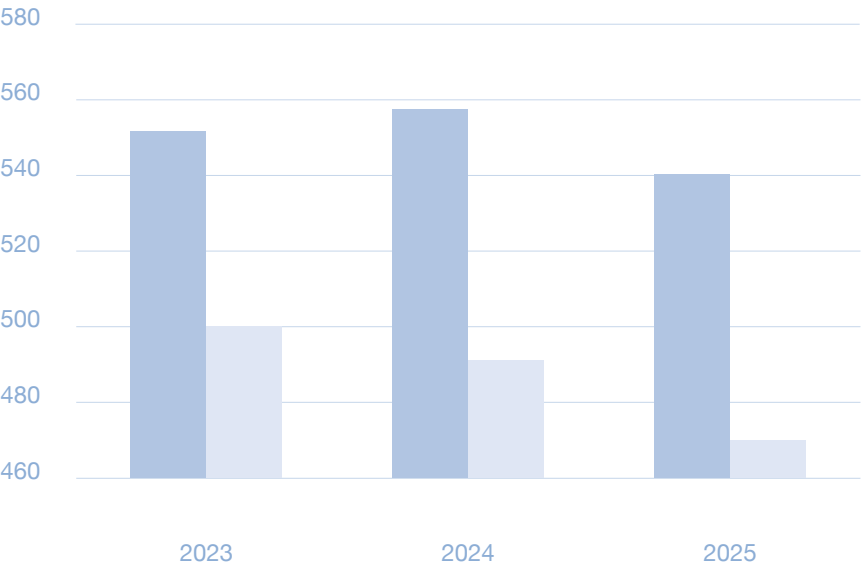
The key values underpinning our human resources policy remain **respect for and the promotion of the individual**, with people having always been fundamental pillars of the Company’s growth and sustainable success. In each location, an **inclusive working environment** is promoted, attentive to individual

dignity and needs, where the initiative and contribution of each worker is encouraged. The **stability of the workforce**, a distinctive and consistent facet, reflects the effectiveness of an approach based on **listening, collaboration and dialogue**, even during periods of reorganisation and development. In Italy, **ongoing and transparent dialogue with trade unions** has made it possible to build industrial relations based on constructive discussion and shared objectives.

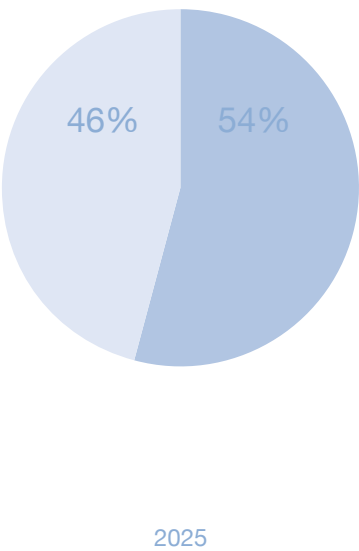
All workers, regardless of their role or level, are guaranteed the **right to form and/or join trade unions** to protect their interests, in accordance with current legislation and the applicable collective bargaining agreements.

The year **2025** was characterised by a process of **organisational evolution** focused on managerial accountability, operational

Workers (2023–2025)



Women Men



GRI 2-7: Workers by gender and type of contract				
		2023	2024	2025
Employees with permanent contracts	Total	705	742	718
	Men	251	300	299
	Women	454	442	419
Employees with fixed-term contracts	Total	348	305	293
	Men	302	257	242
	Women	46	48	51
Total employees		1053	1047	1011
		2023	2024	2025
Full-time employees	Total	988	983	952
	Men	549	552	466
	Women	439	431	486
Part-time employees	Total	65	64	59
	Men	4	5	4
	Women	61	59	55
Total employees		1053	1047	1011
GRI 2-8: Persons performing work who are not employees				
		2023	2024	2025
Internships, self-employed and coordinated and continuous collaboration contract workers	Total	10	13	4
Total (employees and temporary workers)		1063	1060	1015

efficiency and the pursuit of sustainable solutions for the organisation and its people. In particular, in line with the Company’s strategy, an agreement was formalised in August 2025 to **amend the working hours arrangements** for the **production sites in Albino and Gandino**, following a process of consultation with employee representatives and the relevant trade unions.

The agreement covered workers at both sites and provided for the transition from the **6x6 shift pattern to the standard 8x5 pattern**, amounting to 40 hours per week on a continuous cycle from Monday to Friday, in accordance with Article 33 of the **SMI National Collective Agreement for the Textile, Clothing and Fashion Sector**.

This organisational solution, which involved some **230 workers**, was devised with the aim of promoting greater **efficiency and competitiveness** within the production management, whilst ensuring that the transition was managed in an orderly manner. As part of the agreement, the Company has introduced specific **welfare schemes** for employees

affected by the change to the working hours arrangement.

Efforts to strengthen measures to support staff continued in the months that followed. In **December 2025**, a **second-level agreement** was reached regarding the production sites in Albino and Gandino, aimed at extending certain **employee welfare** measures, with particular reference to **meal vouchers**. The nominal value of the meal voucher has been increased, building on the provisions already set out in the national collective bargaining agreement for the SMI Textiles, Clothing and Fashion sector.

The same system was subsequently extended to the production facility in **Brebbia**. This benefit provided through welfare schemes has then been extended to employees at the Italian office of **Albinì Yarns**.

The Management Model adopted is thus based on the application of **national collective bargaining** and **second-level supplementary collective bargaining** to the entire workforce within the Italian operations of **Cotonificio Albinì**

S.p.A., with the sole exception of the executive category. This approach ensures **consistency, uniformity and effective management** in staff policies.

Second-level collective bargaining forms part of a broader corporate framework characterised by welfare measures that demonstrate the Company's commitment to the **wellbeing of its staff**. Furthermore, the Albin Group remains committed to strengthening the **contractual welfare** provisions, with particular reference to **supplementary pension schemes** and **supplementary healthcare**. In a context characterised by a declining population, an ageing population and constantly changing skills requirements, supplementary pension provision is becoming increasingly central to protecting workers in the long term. With this in mind, the Company encourages employees to sign up to dedicated schemes such as **Previmoda** for staff and **Previndai** for management, alongside the supplementary healthcare schemes provided, including **Sanimoda** for employees.

The corporate culture promotes staff wellbeing, including through initiatives designed to encourage a positive **work-life balance**. The **smart working** scheme, which has been established and implemented across administrative and managerial roles at the Company's Italian offices, reaffirms an organisational philosophy based on **autonomy, responsibility and flexibility**. A good work-life balance is also supported by specific measures, such as the long-standing option for new mothers to request **part-time work until their child reaches the age of three**.

Alongside its ongoing internationalisation, the Albin Group recognises **diversity as a strategic asset**, ensuring a welcoming and respectful working environment for people of all nationalities, cultures and beliefs. The **multicultural make-up of the workforce** reflects the organisation's ability to attract and nurture diverse talent, contributing to the richness of ideas, internal collaboration and the competitiveness of the Albin Group.

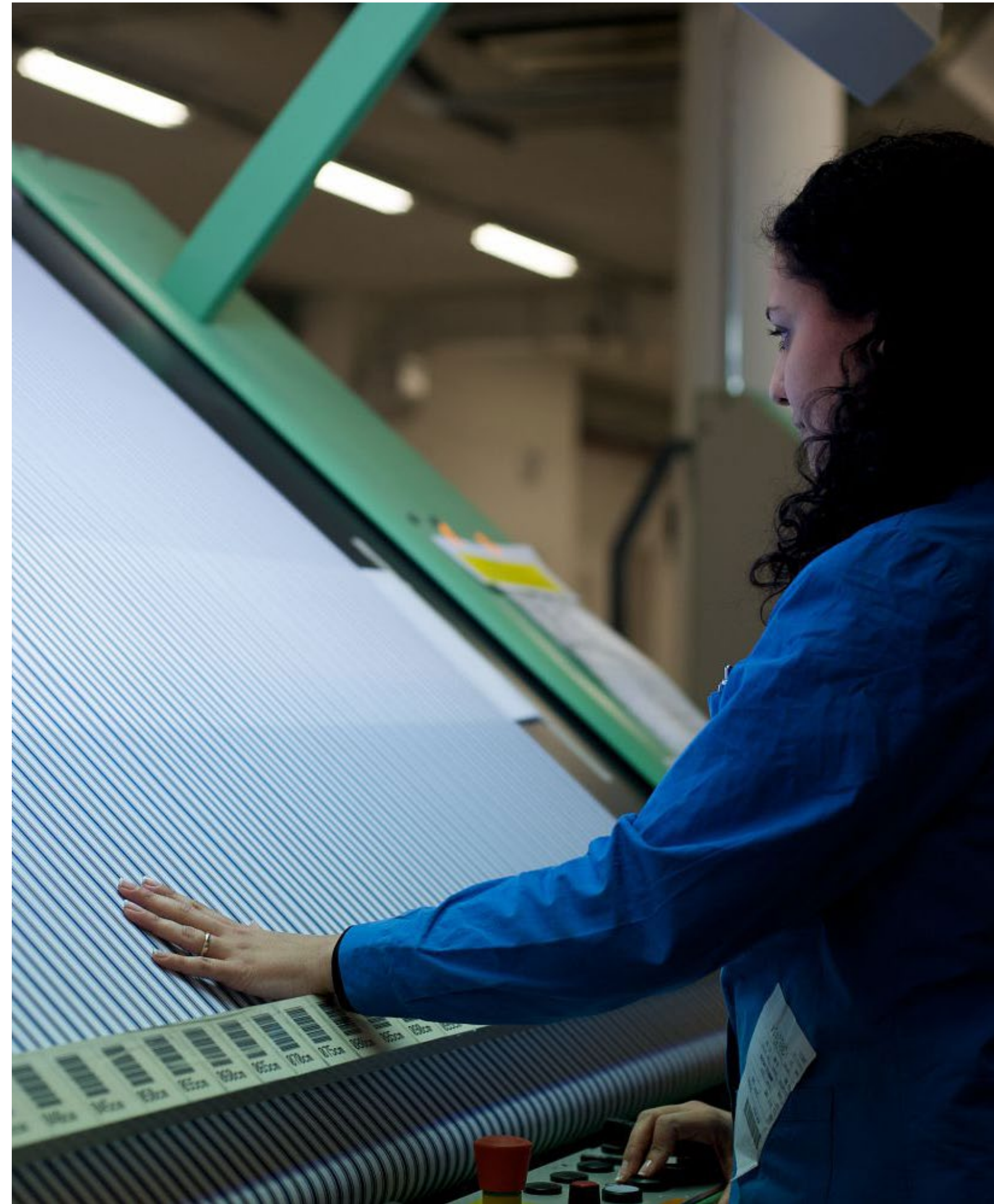
For overseas offices, where Italian collective bargaining agreements do not apply, the Company Management regulates relations with staff in **compliance with local labour legislation**, ensuring that these arrangements are consistent with the Albin Group's principles and policies. In Egypt, employees of **Mediterranean Textile S.a.e** and **Delta Dyeing S.a.e.** are subject to local labour legislation that also governs matters relating to trade union membership and individual employment contracts.

In terms of benefits, the Albin Group provides its staff, middle managers and senior managers in Italy with specific **insurance cover** against accidents, illness, loss of self-care and risks associated with international travel. Managers are provided with a comprehensive insurance package, which includes a **life insurance policy** payable in the event of death or permanent disability, a supplement to the **FASI** healthcare fund, **LTC (Long-Term Care)** cover that guarantees a lifetime annuity in the event of loss of self-sufficiency, plus a policy providing healthcare cover during international business trips.

For staff posted to overseas offices, **healthcare coverage** is provided under the relevant national schemes. In Egypt, for example, the combination of public health insurance and **supplementary Company-provided policy** ensures access to services such as A&E, hospitalisation, specialist consultations, clinical tests and emergency medical repatriation to Italy, where necessary. There are also specific **tailor-made insurance policies** for Italian expatriate staff, designed to guarantee a level of protection equivalent to that provided in their home country, with particular attention paid to healthcare and personal safety needs.

Through an approach based on **responsibility, sound management, social dialogue and a focus on people's wellbeing**, the Albin Group intends to continue promoting solutions able to facilitate change, strengthen internal cohesion and underpin the Company's long-term competitiveness.

In each of the Group's location, an inclusive working environment is promoted, attentive to individual dignity and needs, where the initiative and contribution of each worker is encouraged.



PEOPLE, SKILLS AND SHARED GROWTH

In **2025**, the Albin Group strengthened its commitment to **developing people and skills**, recognising that the collective contribution of its workforce is a key factor in sustaining **competitiveness, innovation and long-term growth**.

In line with this approach, the year was characterised by a significant boost in **total training hours**, with this growth affecting all professional categories across the board. This result confirms the Albin Group's commitment to ongoing investments to **strengthen in-house expertise** and **enhance the Company's professional assets**.

In a context where skills are evolving rapidly and there is a growing need for greater integration between departments, the Albin Group has continued to promote structured initiatives for **training and professional development**. The aim is to foster a culture of **continuous learning** and **knowledge sharing**, able to strengthen the organisation and progressively extend the value of skills along the supply chain.

Supporting this initiative is **Albin Campus**, through which the Albin Group organises and promotes its training programmes, structured across various focus areas.

ACADEMY

The **Academy** provides a structured forum for **discussion and learning**, through which the Albin Group promotes and makes accessible its wealth of **technical expertise, manufacturing and business expertise**. This section promotes the sharing of internal knowledge and dialogue between the organisation's various professional groups, helping to strengthen a **shared vision of the textile supply chain**.

In **2025**, the programme continued with a series of **specialist thematic seminars** delivered by in-house technical experts, with the aim of consolidating textile knowledge and raising awareness of the various stages of the production process.

Specialised workshops on **raw materials and yarns** have

been organised, alongside training sessions focusing on **logistics, products and certifications**. These initiatives have helped to foster a more comprehensive understanding of the supply chain, the quality requirements and the sustainability objectives of the Albin Group.

To round off the training activities, **special tours of the Company showroom** were organised for staff, with the aim of providing a more in-depth insight into the collections, the design concepts and the importance of the product design stages.

FUTURE

The **Future** section underlines the Albin Group's commitment to fostering **dialogue between the worlds of education and business**. Through this initiative, the Albin Group makes its wealth of **stylistic, technical and production expertise** available to secondary schools and universities, helping to promote textile culture and support the training of the next generation.

In **2025**, **work placements and curricular and extracurricular internships** continued, alongside career guidance initiatives for students and classes. The activities included **in-house lessons, factory visits and dedicated educational projects**, offering students the opportunity to gain a first-hand understanding of the complexity of the textile supply chain and the value of the skills involved.

We have also continued our partnerships with **Italian and international schools and universities**, through training initiatives, creative support and the provision of fabrics for design projects.

These initiatives have helped to strengthen the **Albin Group's appeal to young talent** and to promote a broader understanding of **high-quality textiles, responsible manufacturing** and **sustainability**.

TRAINING

The **Training** programme is designed to strengthen relationships with **customers and business partners** by sharing the Albin Group's design expertise, product know-how and manufacturing skills.

In **2025**, activities included **specialised training sessions, Company visits and in-depth events**, aimed at fostering the exchange of knowledge throughout the supply chain and supporting the creation of **shared value** with partners.

The programme was then complemented by targeted initiatives aimed at **discussing and sharing development strategies**, building on the work begun in previous years. This approach enables the Albin Group to strengthen its relationships with its stakeholders and to exalt its role as a **competent, reliable and innovation-driven partner**.

LEARNING

The **Learning** section is at the heart of the training activities aimed at employees. Through this area, the Albin Group promotes development pathways tailored to individual roles, responsibilities and professional fields, whilst also facilitating access to opportunities for **further learning and personal development**.

In **2025**, the training programme continued to develop in various directions, in response to the organisation's needs and the changing skills required.

Initiatives focusing on **soft skills** have continued, including language courses and IT training programmes to enhance operational effectiveness and autonomy in the use of work tools.

Alongside these activities, **specialist technical training programmes** have been implemented for the production and laboratory departments, with the aim of strengthening operational skills, process quality and technical oversight of

operations.

Particular attention was also paid to **management development**, through **individual coaching** programmes and specific in-depth training on financial matters. These initiatives sought to strengthen decision-making skills, the ability to interpret economic and financial results and the informed management of resources.

The training then covered **continuous improvement**, in line with the **Lean** principles already introduced, and included **e-learning courses dedicated to cybersecurity** to raise awareness of digital risks. In addition, in-depth training sessions on **intellectual property** were organised to safeguard the Company's information and creative assets.

Throughout the year, the **MBTI** programmes also continued, supporting the development of interpersonal skills, effective communication and improvements to individual approaches to work.

The training activities even involved the **Albin Group's overseas sites**, with a particular focus on language skills, compulsory training relating to work performance and issues concerning certification.

Overall, the initiatives carried out in 2025 helped to strengthen a **structured system for the development and enhancement of people and skills**. Through **Albin Campus**, the Albin Group is reinforcing its commitment to promoting **lifelong learning, professional development and knowledge transfer**, laying the foundations for sustainable growth and the long-term continuity of the Company's professional expertise.

GRI 404-1: Average hours of training per capita by gender ¹²				
Average hours of training per capita by gender	UoM	2023	2024	2025
Total training hours	h	5,681	4,179	7,894.5
Per capita hours	h	5.51	3.3	7.8
Women per capita	h	3.95	1.8	6.2
Men per capita	h	5.07	4.1	9.2
Average hours of training per capita by category		2023	2024	2025
Executives per capita	h	0	4.5	17.6
Middle Managers per capita	h	9.63	13.1	21.9
Employees per capita	h	5.43	2.8	10.1
Workers per capita	h	3.62	1.9	6.1

¹² The training hours shown refer to the sites of Cotonificio Albini S.p.A., Dietfurt S.r.o., Mediterranean Textile S.a.e. and Delta Dyeing S.a.e. then from 2025, also to the sites of Albini Energia, I Cotoni di Albini, Albini Hong Kong and Albini USA. It should also be noted that for the year 2023, training hours on health and safety at the Cotonificio Albini S.p.A. sites are included. Please refer to the Methodological Note for more details.



ENSURING WORKPLACE HEALTH AND SAFETY

For the Albin Group, safeguarding **workers’ health and safety** is essential for ensuring **workplaces that are safe, sustainable and focused on people’s wellbeing**. The Albin Group’s commitment takes the form of a **structured system for risk prevention, management and control**, aimed at promoting a **widespread, informed and participatory culture of safety**.

Responsibility for health and safety matters lies with the **Health and Safety Service** coordinated by the various managers who work in an integrated manner across the different production sites. This organisational structure ensures **consistency in procedures, effectiveness in prevention activities and the ability to respond** to the specific needs of different operational contexts.

The main risks within the Company are linked to production and logistics activities and pertain, in particular, to the use of **semi-automatic equipment and machinery, the manual handling of loads** and the use of **chemical substances**. In this context, the promotion of **behavioural safety** plays a central role, based on workers’ awareness of the risks associated with their roles and on the adoption of correct working practices.

The **Risk Assessment** is carried out by the employer with the support of the Health and Safety Service and the **Occupational Physician**, following consultation with the **Workers’ Safety Representative**. This activity takes the form of drawing up the **Risk Assessment Document**, prepared in accordance with current legislation and updated periodically or whenever there are significant changes to production processes, the introduction of new technologies or the occurrence of particularly serious accidents.

Safety standards are ensured at various levels within the organisation. The **Supervisors**, who have received appropriate training, oversee work activities, ensuring that safety procedures are followed and Company regulations are complied with. When assigning tasks, they take into account the workers’ skills and training, provide guidance on the risks

involved and on correct working procedures, in addition to reporting any **hazardous situations or anomalies** relating to plant, equipment and personal protective equipment to the Health and Safety Service.

The Health and Safety Service in turn carries out **regular inspections** of workplaces, with the aim of identifying any potential issues and determining the necessary measures to reduce or eliminate risk factors. This activity helps to ensure that **workplaces remain safe, healthy and compliant** with Company and regulatory standards.

The **Occupational Physician** works alongside the Health and Safety Service to carry out **health checks** on workers, as determined on the basis of the risks associated with their various duties. The Health Surveillance Plan is updated annually and may include, in addition to regular medical check-ups, specific diagnostic tests. The Occupational Physician also takes part in workplace inspections alongside the Health and Safety Service and the Workers’ Safety Representative, helps to manage health and risk records, plus draws up the Annual Health Report required by law.

Particular attention is paid to **monitoring accidents and near-misses**. In the event of an accident, the Health and Safety Service carries out an analysis of the incident, involving the persons in charge and any individuals who may have been present at the time of the incident. The aim is to identify the causes of the incident and to define **effective corrective and preventive actions**.

Accident data is collected and analysed annually as part of the **Accident Report**, a tool that enables the Company to monitor accident trends, identify any recurring issues and guide improvement measures.

All employees are encouraged to promptly report any **hazardous situations or near-misses**, either via specific reporting tools or through their line manager. Reports are analysed by the Health and Safety Service, which launches an in-depth investigation for any cases deemed significant, involving the relevant departments and setting out the

appropriate improvement measures. To ensure the efficiency and safety of work equipment, the Albin Group guarantees the proper management of **technical documentation** and the carrying out of **routine and non-routine maintenance**. Periodic checks are carried out by qualified in-house staff or by specialist external contractors, with all activities being duly recorded.

Training is one of the main tools for promoting a culture of safety. Each year, a **training programme focusing on health and safety issues** is prepared, which includes the courses required by law for the various roles within the Company and for workers exposed to specific risks. Training courses are run by specialist companies or directly by the Health and Safety Service, taking place both in the classroom and through sessions of **practical training in the workplace**. At the end of the training programme, participants’ level of learning is assessed and the relevant certificate is issued. Operational training on the use of equipment, installations, chemicals and personal protective equipment is documented in the relevant documentation.

The Albin Group has also implemented an **Emergency Management System** designed to ensure a prompt and effective response in the event of unforeseen incidents. The **Emergency Teams** are comprised of suitably trained in-house staff stationed across the various areas of the Company. **Evacuation drills** are run at least once a year, enabling the effectiveness of the procedures in place to be assessed and any opportunities for improvement to be identified.

GRI 403-9: Accidents at work			
	UoM	2024	2025
Hours worked by employees	h.	2,015,140	1,772,423
Total number of recordable occupational accidents, including fatalities	no.	19	15
Rate of recordable occupational accidents	no.	9.43	8.46
Rate of occupational accidents with serious consequences	no.	0	0

Overall, the figures show a **gradual reduction in the number of accidents and the associated accident rate**, confirming the effectiveness of the measures taken and the growing culture of safety within the organisation. The **continuous improvement of workers’ health and safety conditions** remains a priority for the Albin Group, in line with its commitment to **protecting people and ensuring sustainable workplaces**.

6

Customer Care

QUALITY AND CUSTOMER SAFETY

Each stage of the Albini Group's supply chain – from the cotton field to the finished fabric – undergoes a series of rigorous, scheduled checks.

The first takes place when the raw materials are accepted and is aimed at verifying their quality and origin. Secondly, **yarn checks** are carried out at the acceptance stage: a raw yarn is not admitted to the manufacturing process if it does not exceed the set parameters. Checks include moisture, count (which indicates the fineness of the yarn), twist (which determines the firmness and strength of the yarn), tensile strength, elongation (which measures the yarn's ability to stretch before breaking) and evenness (which refers to the consistency of the yarn in terms of thickness, colour and structure). These checks ensure that only the best quality yarns enter the production process.

The yarns, both raw and dyed, are subjected to **chemical and ecotoxicological tests** in order to exclude the presence of substances that are potentially harmful not only to humans, but also to the environment. In particular, it is checked that no compounds are present that could be released during washing and be harmful to aquatic organisms (such as algae, crustaceans and fish) or terrestrial organisms (such as earthworms and plants). Tests are carried out on a random basis, based on a risk analysis, and involve all raw material suppliers.

Furthermore, in support of the GOTS and OCS certifications, Albini Group carries out its own tests for possible chemical contamination of organic cotton. 3% of the cotton bales and 100% of the incoming batches of organic

cotton yarn are randomly checked.

The controls continue on the colour, after the dyeing process of the yarn, and are aimed at guaranteeing a consistent quality, i.e. uniformity of tone, resistance to time and rubbing. Between 40 and 50 dye baths are checked every day. After the weaving stage, the fabric is checked twice at the inspecting machine. The first check is carried out on the raw product to identify and remove any small defects, which are often found when dealing with a natural raw material. This activity is carried out in the raw control department of the Albino plant.

A further control takes place after the finishing stage, when the finished fabrics are again examined for visual inspection at the inspecting machine and subjected to physical and chemical tests in the Gandino Laboratory, the first in-house textile laboratory in Italy to be recognised by ACCREDIA¹³ according to the UNI CEI EN ISO/IEC 17025 standard.

Through the **chemical tests**, the properties of the fabric are tested under different conditions of use: including testing the colour fastness when exposed to dry rubbing, wet rubbing and distilled water, the resistance of the colour to acid or alkaline sweat and washing with detergents or perborate. The chemical tests are completed with hydrolysis of the reactive colours, oxygenation of the irritating agent and pH testing. The **physical tests**, on the other hand, focus on the strength of the fabric, which must be such that the finished garment can be correctly made and used. Characteristics such as seam strength, tear resistance, abrasion resistance and tear resistance are tested. Finally, the fabric's ironability and dimensional stability are certified, both when washed and

when steamed. Chemical and ecotoxicological tests are also carried out, similarly to yarns. The selection of fabrics to be tested is made according to a risk-based logic, which takes into account the type of process carried out, the chemicals used and the possible involvement of third parties. In 2025, 64 fabric families were randomly tested.

Thanks to the vertical integration of the production chain, Albini Group can provide in-house **documentation on the path a product takes within the production process**. Furthermore, for those who require it, it can create a **fully traceable** fabric using the forensic method thanks to its long-standing partnership with industry leader Oritain™. The latter analyses the chemical properties of certain cotton samples at origin, providing a unique fingerprint for each product. This makes it possible to monitor the fabric at every stage of the supply chain to ensure that it matches the original fingerprint and that it is not substituted or altered, being able to trace the country of origin of the cotton or to exclude that the cotton comes from risky areas.

¹³ ACCREDIA is the only national body authorised to conduct accreditation activities and has officially acknowledged the competence of the Gandino plant's laboratory in conducting specific tests on fabrics in order to ensure their compliance with national and international standards.

The checks are carried out through visual, chemical and physical tests conducted by the in-house laboratory to ensure a high-quality product that meets the Company's high standards.

SATISFACTION AND CUSTOMER CARE

DATA-DRIVEN MANAGEMENT OF RETURNS AND COMPLAINTS

During **2025**, the evolution of the **screening indicator for monitoring returns and complaints** continued through the refinement and greater detail of the **indices used to identify the factors that generate credit notes**. This development has made it possible to identify certain **process issues** with greater precision, facilitating the implementation of **targeted corrective actions** and contributing to an overall improvement in **operational efficiency**.

The **monitoring system**, which is validated on a monthly basis and shared as part of management control, has raised awareness amongst the departments involved, promoting an increasingly-detailed and integrated approach to management, focused on **customer protection** in terms of both quality and service. In this context, the approval process for **returns and complaints** has been further streamlined, providing for the **direct involvement of upper management** in order to ensure more rigorous monitoring of the issues under review.

With a focus on **continuous improvement**, the introduction of **further performance indicators** is planned for **2026**, with the aim of further strengthening **monitoring and analysis capabilities**, thereby consolidating an **increasingly proactive and data-driven** approach to the management of returns and complaints. A new customer satisfaction survey will also be conducted to assess the impact of the aforementioned changes.

Finally, to ensure timely and consistent responses to customer

enquiries, Cotonificio Albini S.p.A. has a **department dedicated to handling traceability enquiries** and completing **sustainability questionnaires**. Within the subsidiaries, there are local representatives who liaise with head office, ensuring consistent and prompt support also at a local level.

CUSTOMER SATISFACTION: AN ANALYSIS OF THE CUT-TO-SIZE FABRICS BUSINESS UNIT

The Albini Group has continued to assess its customers' satisfaction, focusing in 2025 on those of the **business unit dedicated to the sale of fabrics by the metre**. Key Performance Indicators have been identified, including the ability to listen to customers, a focus on partnership, response times, proactivity in proposing new products and services, the development of sustainable and innovative products, digital support, the quality of commercial relationships, ordering procedures as well as the e-commerce platform, service levels and marketing and communication services.

95% of customers surveyed say they are satisfied or more than satisfied, with particular praise for the ordering procedures. Furthermore, 97% of customers said they were likely to remain loyal to the Albini Group. There are **slight improvements regarding requests for “empathy”, “active listening” and “prompt responses”** (to a limited extent, with a score of 9 out of 10), whilst the availability of digital support services – which have been active and steadily increasing since 2010 – is highly appreciated. To this end, the business unit will launch a new app in 2026 that will go some way towards bridging the gap in terms of the demand for greater proximity and shorter response times.



Efforts have been stepped up to improve the monitoring of returns and complaints, with the aim of transforming the information received from customers into structured data that can be used to streamline the work of the Quality Department.



Innovation

INNOVATION, RESEARCH AND DEVELOPMENT

Innovation, Research and Development are the **cornerstones of the Albin Group's strategy**. Thanks to these elements, the Company not only produces fabrics of the highest quality, but is also able to respond promptly to market dynamics, offering its customers a broad, diversified and increasingly sustainability-oriented proposal.

Product design is handled by three creative teams, comprising over 30 professionals, who develop new textile designs every six months for the **Albini 1876, Thomas Mason and Albiato 1830** collections. Their creations are inspired by research trips around the world and draw on the precious heritage of the Group's historical archives.

Creativity is also supported by a division dedicated to **Research & Development (R&D)**. This section serves to identify innovative solutions within the textile market and make them available to textile designers. R&D activities focus on exploring and developing innovations that enable the creation of **fabrics with unprecedented benefits** – from the use of new yarns to the testing of cutting-edge finishing processes, with the aim of enhancing fabric performance and meeting specific sustainability requirements.

Another service offered is the **Exclusives Department**, which specialises in creating bespoke fabrics tailored to customers' specific requirements, combining technical expertise with a keen sense of style.

This commitment to **circularity and eco-design** is also reflected in the design of the fabrics. In recent years, the proportion of products made from **single-material or mixtures of compatible fibres** – and therefore more easily recyclable at end-of-life – has remained high, falling from 83% in 2023 to 82% in 2024. In **2025**, this figure stood at 77%. This change is primarily due to the commercial success of **4Flex®**,

a new fabric that combines high technical performance with an elevated percentage of natural fibres.

4Flex® fabrics are made with a high proportion of Supima® cotton, renowned for the length and fineness of its fibres. Furthermore, **Supima®** cotton is soft and durable, ensuring that garments made from this material will last a long time. Although it is not yet fully compliant with recyclability criteria, **4Flex® represents a step towards more responsible innovation**, striking a balance between functionality, aesthetics and sustainability.

The Albin Group uses only the finest raw materials available on the market, such as **long- and extra-long-staple cottons** – including **Supima®, Giza and Sea Island** – and fine **linen from Normandy**. This decision helps to ensure high quality standards and greater product durability.

In recent years, the Company has set the goal of incorporating **recycled raw materials** into its fabrics. Part of the streetwear line developed for the Albiato 1830 brand, made from mechanically recycled yarns, comes under this heading. In 2023, 36% of the textile bases in the range were made from recycled yarns, a figure which stood at 34% in 2024.

In 2025, the figure fell significantly, dropping to 4%. This decline **does not reflect a shift away from the Company's use of recycled raw materials** but is attributable to a shortage of mechanically-recycled yarns that meet the quality standards required by the Albin Group.

The Company's decision was to **not resort to alternative solutions that had not been fully checked**, thereby preventing the introduction of materials that may have compromised the product's quality, durability, textile performance or aesthetic consistency. The 2025 decline thus highlights a **critical issue of dependence on a reliable source of supply** but also the



Innovation, Research and Development are the cornerstones of the Albin Group's strategy. These enable the Company not only to produce high-quality fabrics but also face market fluctuations and guarantee its customers a diverse and extensive range of sustainable products.



Company's commitment to addressing this issue in a responsible manner, whilst maintaining high technical and quality standards.

In response to this situation, the Albin Group has launched an **in-house project aimed at developing a new solution**, with the aim of re-establishing a more tightly-controlled supply chain and gradually reintroducing the use of recycled materials in its fabrics.

As anticipated, the creativity of the Albin Group's design teams also feeds on history. With the acquisition of the **Thomas Mason** brand in 1992, the Company also inherited its valuable **historical archive**, comprising over 700 volumes dating back to the 19th century, now housed at its Albino headquarters. This archive showcases an extraordinary collection of fabrics, colours and designs, serving as an **inexhaustible source of inspiration** for both in-house designers and customers.

To promote and safeguard this heritage, in 2025 the Albin Group continued its efforts to digitise its historical archive, submitting an application under the regional **Next Fashion** call for proposals with the project **DIGI-TEXT – DIGItalisation**

and Innovation in the TEXTile Sector for Sustainability and Competitiveness. Developed by **Cotonificio Albini S.p.A.** in collaboration with Consorzio Intellimech and Kilometro Rosso, the project aims to create an advanced digital archive of historical textile samples using Artificial Intelligence technologies for automatic cataloguing, visual searches and the generation of new digital variants.

The initiative aims to make this collection – which currently consists mainly of physical items such as bound volumes, swatches, colour charts and historical collections – more accessible and easier to consult in a quicker and more structured way. The platform will support creative teams in developing their collections, foster new forms of collaboration with schools, universities and external stakeholders, whilst helping to reduce the use of physical samples and paper-based materials, thanks to the gradual introduction of the **Digital Twin** for fabrics.

As of the end of the current financial year, the application was still being evaluated. The outcome of the call for proposals, received in 2026, will be reported in the next Financial Statements.

The archive showcases an extraordinary collection of fabrics, colours and designs whilst serving as an endless source of inspiration for both in-house designers and customers.

ALBINI_NEXT, TEXTILE INNOVABILITY

Innovation is an integral part of the **Albini Group's DNA**, expressed through a balance between **creativity, expertise and structure**. Alongside the development of its textile collections, the Group has gradually built up a structured model for innovation, embodied by **ALBINI_next**, its own **innovation hub**.

Founded in **2019** within the **Kilometro Rosso** – one of Europe's leading innovation hubs – **ALBINI_next** is where research is carried out and transformed into practical solutions. In this context, **scientific research, industrial vision and sustainability** come together in an open ecosystem involving **start-ups, universities, research centres and technology partners**, with the aim of developing innovations across the entire textile supply chain.

The approach to innovation is characterised by the integration of **market needs and in-house expertise**. On the one hand, **ALBINI_next** collaborates with fashion brands to develop innovative solutions and identify the key trends in the sector; on the other, it engages with the Company's departments – in particular industrialisation, marketing and sales – to assess and implement the solutions developed, facilitating their integration into processes and products.

This model is based on a **structured process** that supports initiatives throughout all stages of development – from the **identification of opportunities to validation**, right through to **industrialisation and market launch**. This approach helps to promote technology transfer and ensure greater effectiveness in the implementation of innovations.

To support this system, the Albini Group has established an **integrated innovation governance framework** that aligns **strategy, objectives and the portfolio of the project**. Initiatives are planned and monitored in accordance with agreed priorities, ensuring consistency between **market needs, in-house expertise and external partnerships**.

This approach enables the management of a **diversified portfolio of projects**, ranging from the exploration of new opportunities through to industrial development, whilst

maintaining a balance between **innovation and continuous improvement**.

In **2025**, this initiative reached a significant milestone with the award of **ISO 56001:2024** certification for the **Innovation Management System**. The Albini Group is one of the first organisations internationally to have achieved this certification, confirming the commitment to developing a **structured and continuous approach to innovation**. This recognition attests to the Group's ability to systematically manage **innovative processes**, thereby strengthening **strategic planning and monitoring of activities**.

Also in 2025, the Albini Group's innovation programme was further strengthened by the approval of funding, under the regional call for proposals **Collabora&Innova**, for the project **RIGENER-AM – Regenerating Waste Materials into Innovative Materials for Additive Manufacturing**. The project, approved by a Decree of the Lombardy Region dated **1st August 2025**, forms part of the 2021–2027 ERDF Operational Programme dedicated to supporting complex research, development and innovation projects, with the aim of promoting collaboration between businesses, universities and research organisations.

RIGENER-AM aims to transform industrial metal and textile waste into innovative, high value-added materials for additive manufacturing, thus contributing to the development of more circular production models and to reducing the environmental impact of industrial processes. The project is being developed by a partnership comprising complementary industrial, technological and scientific organisations, including **Kilometro Rosso, the University of Bergamo, GARC Ambiente, ACBC, Caracol, Fenice and Designtech**.

Participation in RIGENER-AM is a concrete example of **ALBINI_next's** role as an open innovation platform, capable of bringing together expertise in textiles, applied research, sustainability and new technologies, thereby facilitating the transfer of innovative solutions from the experimental stage to potential industrial applications.



ALBINI ENERGIA: ENERGY EFFICIENCY AND INDUSTRIAL INNOVATION

Albini Group's approach to innovation also includes the contribution of **Albini Energia S.r.l.**, a subsidiary of Albini Group S.p.A. established in 2012 with the aim of providing consultancy and design services for energy systems geared towards reducing environmental impact in the industrial sector, through the pursuit of energy efficiency and savings.

Albini Energia operates as an energy and engineering services entity, offering technical expertise gained in the industrial sector and within the Group. Focus is on developing solutions designed to improve the use of energy resources and raw materials, promoting more efficient and environmentally-sustainable processes whilst helping to raise quality standards in production facilities.

Albini Energia's areas of expertise include an analysis of energy requirements, the identification of potential areas for improvement, cost-benefit analyses, mechanical and electrical design, plant layout planning and the installation of systems for energy recovery and efficiency, along with solutions for treating incoming and outgoing water. The systems are designed to meet the customer's specific energy and production

requirements and can be automated and operated remotely.

The Company also offers solutions specialising in energy recovery, water treatment, automation, energy audits, feasibility studies, planning permission applications and photovoltaic systems, for which it also acts as a 'turnkey' supplier, overseeing the construction, commissioning and management of the necessary administrative procedures.

Albini Energia is certified as an **Energy Service Company** per the **UNI CEI 11352** standard and is authorised to provide energy services, including the financing of energy efficiency improvements. The team also includes professionals certified as **EGE (Energy Management Experts)** for the industrial sectors, in accordance with the UNI CEI 11339 standard.

Even in the absence of a new specific pilot project to report on for the 2025 financial year, Albini Energia remains a key technical pillar in the drive towards sustainable innovation. Its work helps to strengthen the ability to identify, design and implement plant engineering solutions geared towards energy efficiency, reducing consumption and the transition to more responsible production models.

Its work helps to strengthen the ability to identify and design plant engineering solutions aimed at improving energy efficiency, reducing energy consumption and facilitating the transition to more responsible production models.





Reporting Criteria

APPENDIX

Disclosure GRI 301-1: Materials purchased by weight or volume				
Raw materials	UoM	2023	2024	2025
Cotton	Kg	3,910,745	4,609,434	3,367,659
Linen	kg	215,026	340,699	283,344
TENCEL™ Lyocell	kg	15,684	36,105	50,813
TENCEL™ Modal	kg	296,777	495,034	437,715
Other artificial fibres	kg	303,427	503,138	13,666
Other Natural Fibres	kg	65,737	73,417	90,293
Synthetic fibres	kg	52,276	62,104	45,364
Total renewable raw materials	kg	4,510,619	5,562,792	4,243,490
Total non-renewable raw materials	kg	52,276	62,104	45,364
Total raw materials purchased	kg	4,562,895	5,624,896	4,288,853

Country where purchased yarn was purchased				
Area	UoM	2023	2024	2025
Europe	kg	631,053.09	558,031.69	674,960.05
Egypt	kg	454,099.43	667,324.42	627,131.26
Asia	kg	2,522,436.59	3,209,205.58	1,962,460.41
Other	kg	59,523.60	-	-
N/D	kg	2,225.07	1,582.32	1,172.02
Total	kg	3,669,337.78	4,436,144.01	3,265,723.74

Fabric origin				
Area	UoM	2023	2024	2025
Asia	kg	-	-	18,792.62
Eur-Med	kg	-	-	164,831.39

Fibre origin				
Area	UoM	2023	2024	2025
America	kg	2,844,276.91	3,767,878.03	2,270,957.56
Asia	kg	122,010.72	215,997.16	275,495.01
Eur-Med	kg	1,135,650.82	1,285,801.40	1,340,960.13
Africa	kg	-	75,409.30	66,310.20
Australia	kg	-	7,667.45	96,265.73
Other	kg	13,656.73	40,273.03	16,421.47
N/D	kg	236,331.87	66,923.93	38,817.94
Total	kg	4,351,927.05	5,459,950.30	4,105,228.04

Percentage of material subject to certification			2023	2024	2025
Total incoming fibre			682,589	1,023,806	839,505
Of the total incoming fibre, how much is covered by the following certifications:	Organic cotton (GOTS or OCS)	kg	280,207	-	-
	GOTS	kg	-	270,579	306,068
	Regenagri	kg	-	65,141	
	GOTS-Regenagri	kg	-	47,075	
Percentage of certified purchased fibre		%	41%	37%	36%
Total incoming yarn			3,669,338	4,436,144	3,265,724
Of the total incoming yarn, what proportion is covered by the following certifications:	Organic (GOTS or OCS)	kg	1,492,318	-	-
	GOTS	kg	-	1,373,631	752,917
	OCS	kg	-	337,777	92,906
	GOTS-Regenagri	kg	-	44,898	14,817
	European Flax™	kg	209,358	326,390	264,656
	Masters of Linen™	kg	117,827	135,003	123,144
	GRS	kg	1,515	21,335	450
Percentage of certified yarn purchased		%	50%	50%	34%
Total incoming fabric			211,432	164,946	183,624
Of the total incoming fabric, what proportion is covered by the following certifications?	Organic cotton (GOTS or OCS)	kg	2,946	2,452	5,145
Percentage of certified fabric purchased		%	1%	1%	3%

Energy consumption, purchase and production		UoM	2023	2024	2025
Fuel consumption from non-renewable sources			129,342	135,898	135,819
Natural Gas		GJ	126,157	132,890	133,215
Petrol		GJ	-	-	-
Diesel		GJ	5	45	12
Fuel consumption for the fleet	Diesel	GJ	2,668	2,299	1,654
	Petrol	GJ	511	665	939
Indirect electricity consumption			59,563	65,449	62,938
Purchased electricity		GJ	59,563	65,449	62,938
	Of which from renewable sources	GJ	-	6,468	4,970
Produced electricity		GJ	14,816	14,791	14,049
of which consumed		GJ	13,121	12,563	12,570
	From photovoltaics	GJ	5,757	5,027	4,272
	From cogenerator	GJ	7,364	7,536	8,298
of which sold		GJ	1,695	2,228	1,479
	From photovoltaics	GJ	1,114	1,099	1,096
	From cogenerator	GJ	580	1,130	383
Total		GJ	194,661	206,375	203,029

CO ₂ Emissions - Scope 1		UoM	2023	2024	2025
Fuel consumption from non-renewable sources					
Natural Gas		Tonnes CO ₂ eq.	6,410	6,751	6,770
Diesel		Tonnes CO ₂ eq.	187	161	116
Diesel		Tonnes CO ₂ eq.	0.3	3.2	0.9
Petrol		Tonnes CO ₂ eq.	34	45	63
F-Gas		Tonnes CO ₂ eq.	77.32	14.62	19.24
Total Scope I		Tonnes CO ₂ eq.	6,709	6,975	6,969
CO ₂ Emissions - Scope 2					
Electricity consumption Location Based		Tonnes CO ₂ eq.	7,032	7,658	7,485
Electricity consumption Market Based		Tonnes CO ₂ eq.	8,716	8,037	7,845
Scope I + Scope II LB emissions		Tonnes CO ₂ eq.	13,741	14,633	14,454
Scope I + Scope II MB emissions		Tonnes CO ₂ eq.	15,425	15,012	14,814

	Energy intensity			Emissive intensity (location)			Emissive intensity (market)		
	GJ/Kg produced			Tonne CO ₂ /Kg produced			Tonne CO ₂ /Kg produced		
	2023	2024	2025	2023	2024	2025	2023	2024	2025
Cotonificio Albini Albino (dye works)	0.0870	0.0783	0.0856	0.0045	0.0042	0.0045	0.0048	0.0042	0.0043
Cotonificio Albini Albino (weaving)	0.0813	0.0788	0.0577	0.0045	0.0045	0.0032	0.0054	0.0045	0.0031
Cotonificio Albini Brebbia	0.0498	0.0518	0.0544	0.0027	0.0029	0.0030	0.0031	0.0029	0.0030
Cotonificio Albini Gandino	0.0028	0.0029	0.0026	0.0002	0.0002	0.0002	0.0002	0.0002	0.0002
Mediterranean Textile S.a.e.	0.0392	0.0406	0.0362	0.0049	0.0049	0.0044	0.0049	0.0049	0.0044
Delta Dyeing S.a.e.	0.0565	0.0512	0.0378	0.0040	0.0037	0.0028	0.0040	0.0037	0.0028
Dietfurt S.r.o.	0.0403	0.0449	0.0466	0.0041	0.0045	0.0045	0.0054	0.0053	0.0053

Water consumption

Water withdrawals (m³)	UoM	Total withdrawal 2023	Total water withdrawal from areas experien- cing water stress 2023	Total withdrawal 2024	Total water withdrawal from areas experien- cing water stress 2024	Total withdrawal 2025	Total water withdrawal from areas experien- cing water stress 2025
53% Total withdrawal from surface water, including use of rainwater	m³	290,965	-	326,387	-	283,510	-
Total withdrawal from groundwater (e.g. wells)	m³	122,778	-	133,652	-	127,773	-
Total withdrawal from third parties (e.g. aqueducts)	m³	144,865	94,293	152,782	94,159	122,908	74,348
Total water withdrawal	m³	558,608	94,293	612,821	94,159	534,191	74,348

Water discharge (destination)	UoM	2023	2024	2025
Towards surface waters	m³	279,090	334,136	295,850
Towards groundwater	m³	-	-	-
Towards marine waters	m³	-	-	-
Towards third-party waters	m³	191,035	218,711	169,951
Total water discharge	m³	470,125	552,847	465,801

	Water withdrawals			Water intensity		
	mc			m³/tonne of product		
	2023	2024	2025	2023	2024	2025
Cotonificio Albini S.p.A. – Albino	107,796	127,744	96,358	319.013	319.316	310.387
Cotonificio Albini S.p.A. – Brebbia	345,653	380,410	351,415	232.458	255.259	241.008
Cotonificio Albini S.p.A. – Gandino	1,478	2,219	1,874	0.940	1.340	1.340
Mediterranean Textile S.a.e.	29,793	32,779	15,313	44.014	44.014	18.013
Delta Dyeing S.a.e.	64,500	61,380	59,035	267.957	205.030	132.294
Dietfurt S.r.o.	7,633	7,726	9,088	13.405	15.375	18.732

Waste produced and disposed of (Kg)									
	2023			2024			2025		
	Total generated	of which disposed of in landfill	% disposed of in landfill	Total generated	of which disposed of in landfill	% disposed of in landfill	Total generated	of which disposed of in landfill	% disposed of in landfill
Hazardous waste	49,587	7,303	15%	65,958	8,200	12%	59,524	13,904	23%
Pipes	256	-	0%	40	40	100%	270	50	19%
Aqueous Solutions and Liquids	3,953	3,748	95%	6,755	6,755	100%	6,712	5,657	84%
Oils	280	20	7%	3,030	-	0%	1,232	-	0%
Packagings	30,821	-	0%	36,196	200	1%	41,617	55	0%
Filters and filter media	369	185	50%	353	235	67%	643	145	23%
Sludge	-	-	-	170	170	100%	180	180	100%
Batteries	477	-	0%	170	50	29%	660	-	0%
Other	13,431	3,350	25%	19,244	750	4%	8,210	7,817	95%
Non-hazardous waste	793,427	206,400	26%	1,381,380	187,187	14%	931,850	164,198	18%
Glass	-	-	-	191	-	0%	704	-	0%
Organic Waste	180	180	100%	60	-	0%	36	-	0%
Textile Fibre Waste	169,862	-	0%	174,750	34,000	19%	161,620	25,700	16%
Biodegradable Waste	1,210	-	0%	1,010	-	0%	-	-	-
Plastic	63,863	-	0%	74,486	1,000	1%	73,569	2,560	3%
Metal	35,535	-	0%	23,765	-	0%	84,401	-	0%
Wood	66,120	-	0%	70,990	-	0%	68,025	-	0%
Filters and filter media	3,010	140	5%	3,588	98	3%	5,413	378	7%
Sludge	-	-	-	210	210	100%	3,180	3,180	100%
Paper	151,310	-	0%	170,188	-	0%	183,260	-	0%
Batteries	-	-	-	105	-	0%	20	-	0%
Other	302,337	206,080	68%	862,036	151,879	18%	351,622	132,380	38%
Total	843,014	213,703	25%	1,447,337	195,387	13%	991,374	178,102	18%

GRI 405-1: Number of employees by category and gender							
Executives							
		2023		2024		2025	
		n	%	n	%	n	%
Gender	Men	11	100%	12	100%	16	100%
	Women	0	0%	0	0%	0	0%
Total		11	100%	12	100%	16	100%
Middle Managers							
		2023		2024		2025	
		n	%	n	%	n	%
Gender	Men	26	63%	27	64%	29	60%
	Women	15	37%	15	36%	19	40%
Total		41	100%	42	100%	48	100%
Staff and Intermediaries							
		2023		2024		2025	
		n	%	n	%	n	%
Gender	Men	126	44%	123	44%	85	38%
	Women	162	56%	159	56%	141	62%
Total		282	100%	282	100%	226	100%
Workers							
		2023		2024		2025	
		n	%	n	%	n	%
Gender	Men	388	54%	388	55%	411	57%
	Women	325	46%	323	45%	310	43%
Total		713	100%	711	100%	721	100%
Total employees		1053		1047		1011	

GRI 405-1: Number of employees by category and age							
Executives							
		2023		2024		2025	
		n	%	n	%	n	%
Age	<30 years	0	0%	0	0%	0	0%
	30 ≤ x ≤ 50	4	36%	4	33%	7	44%
	> 50 years	7	64%	8	67%	9	56%
Total		11	100%	12	100%	16	100%
Middle Managers							
		2023		2024		2025	
		n	%	n	%	n	%
Age	<30 years	0	0%	0	0%	0	0%
	30 ≤ x ≤ 50	29	71%	28	67%	24	50%
	> 50 years	12	29%	14	33%	24	50%
Total		41	100%	42	100%	48	100%
Staff and Intermediaries							
		2023		2024		2025	
		n	%	n	%	n	%
Age	<30 years	42	15%	33	12%	25	11%
	30 ≤ x ≤ 50	162	56%	162	57%	162	72%
	> 50 years	84	29%	87	31%	39	17%
Total		288	100%	282	100%	226	100%
Workers							
		2023		2024		2025	
		n	%	n	%	n	%
Age	<30 years	98	14%	77	11%	73	10%
	30 ≤ x ≤ 50	359	50%	351	49%	400	56%
	> 50 years	256	36%	283	40%	248	34%
Total		713	100%	711	100%	721	100%
Total employees		1053		1047		1011	

METHODOLOGICAL NOTE

This document constitutes the **third Sustainability Report** (hereinafter, also referred to as the “Report” or “SR”) **of the Albin Group**, whose operating Parent Company, Cotonificio Albin S.p.A., is based in Albino (BG) at Via Dr. Silvio Albin 1. It has been drawn up with the aim of transparently communicating the Company’s commitment to sustainable development and to a business model that respects the social, environmental and economic context in which the Company operates. The Report, prepared annually and published on 5th September 2026, covers the fiscal year 2025 (1st January to 31st December). The document was prepared in accordance with the GRI Sustainability Reporting Standards (hereafter GRI Standards), updated in 2021 by the GRI - Global Reporting Initiative, according to the "with reference" option. These Financial Statements have not been subject to external assurance, nor has it been necessary to restate figures relating to previous reporting periods, as these are the third set of Financial Statements published by the Albin Group.

The reporting scope

With regard to the reporting scope, the Albin Group Sustainability Report is aligned with the reporting scope of the Consolidated Financial Statements for the year ended 31st December 2025,¹⁴ which includes the data of the subsidiaries listed in the following table:

Scope of the 2025 Sustainability Report ¹⁵		
ITALY	CZECH REP.	EGYPT
- Cotonificio Albin S.p.A. - I Coton di Albin S.p.A. (Albin Yarns) - Albin energia S.r.l.	Dietfurt S.r.o.	- Mediterranean Textile S.a.e. - Delta Dyeing S.a.e.
	UNITED STATES	CHINA
	Albin USA Corporation	- Albin Hong Kong Ltd - Albin (Shanghai) Trading Co Ltd

In addition to what was stated in the previous paragraph, the scope of the environmental data has been restricted to exclude Albin Energia S.r.l. and the commercial offices of Albin USA Corporation, Albin Hong Kong Ltd and Albin (Shanghai) Trading Co Ltd. The environmental impacts of these companies were not considered significant due to the business activities they carry out. An exception is the figure relating to water abstraction by I Coton di Albin S.p.A., which is nevertheless included within the scope of the report in the interests of providing comprehensive information.

With regard to the scope of training data, data were collected from all locations included in the scope. Health and safety information, on the other hand, covers all locations included in the 2025 reporting scope.

The contents of the Report

From an operational standpoint, the drafting of the Report is based on an impact analysis phase (the methodology of which is described in detail in section "1.5 The Albin Group's Materiality Analysis" of Chapter 1 of this document) carried out during the drafting of the first Sustainability Report 2023, in order to report on the issues that emerged as relevant in relation to economic, social and environmental impacts and that therefore influence the decisions of stakeholders. The Annual Report has been prepared in accordance with the general principles set out in the GRI Standards (GRI 1 - Foundation):

- Accuracy** – the information is presented correctly and in sufficient detail to enable an assessment of the Company's impacts;
- Balance**: positive and negative impacts are presented objectively and fairly, and the information provided allows users to see trends in impacts year by year;
- Clarity**: the choice of clear and accessible language and the use of tables to represent the Company's performance

make this Report usable and easy to understand for stakeholders;

- Comparability**: The indicators presented in the Report refer to the three-year period 2022-2025 and their development over the years is always commented on in such a way as to enable discussion and comparability of performance over time;
- Completeness**: The information provided is sufficient to enable an assessment of the organisation's impacts during the reporting period;
- Sustainability context**: Information on the organisation's impacts is reported in the broader context of sustainable development;
- Timeliness**: This document is prepared on a regular basis so that information is available in a timely manner to enable data users to make decisions;
- Verifiability**: data must be collected, recorded, compiled.

¹⁴ With the exception of the company Tessitura di Mottola S.r.l., in liquidation.
¹⁵ Albin Yarns Hungary is excluded from the scope.

The Albini Group’s material topics

MATERIAL TOPIC	GRI DISCLOSURE
Sustainable governance	201: Economic performances
	205: Anticorruption
Protecting and enhancing human capital	403: Occupational health and safety
	404: Training and education
	405: Diversity and equal opportunity
	406: Non-discrimination
Product quality and consumer protection	417: Marketing and labelling
Sustainable supply chain	204: Procurement practices
	308: Supplier environmental assessment
	414: Supplier social assessment
	407: Freedom of association and collective bargaining
	408: Child labour
	409: Forced or compulsory labour
Water resource management	303: Water and effluents
Sustainable and circular management of products and processes	301: Materials
	306: Waste
Fighting climate change	302: Energy
	305: Emissions

Main calculation criteria

The methodological guidelines set out below explain how certain indicators reported in the Sustainability Report are calculated.

Energy consumption

The Albini Group’s energy consumption (natural gas, electricity, diesel and petrol) was calculated in terms of Giga Joules (GJ). In order to standardise the different energy vectors, the conversion factors in the table “UK Government GHG Conversion Factors for Company Reporting - Fuel properties” from the UK Department for Environment, Food & Rural Affairs (DEFRA) were used for the years 2023, 2024 and 2025.

Direct (Scope 1) and indirect (Scope 2) emissions for the years 2023, 2024 and 2025

Greenhouse gas emissions were calculated in keeping with the standard published by The Greenhouse Gas Protocol Initiative in terms of CO₂ equivalent.

For the calculation of **direct emissions (Scope 1)**, the following sources were used for emission factors:

- **Fuels (natural gas):** “UK Government GHG Conversion Factors for Company Reporting - Fuel properties” by the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2023, 2024 and 2025 from the “Fuels” table.
- **Fuels (Petrol):** “UK Government GHG Conversion Factors for Company Reporting - Fuel properties” by the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2023, 2024 and 2025 from the “Fuels” table.

- **Fuels (Diesel):** “UK Government GHG Conversion Factors for Company Reporting - Fuel properties” by the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2023, 2024 and 2025 from the “Fuels” table.
- **Fuels (Diesel):** “UK Government GHG Conversion Factors for Company Reporting - Fuel properties” by the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2023, 2024 and 2025 from the “Fuels” table.
- **F-Gas:** “UK Government GHG Conversion Factors for Company Reporting” by the UK Department for Environment, Food & Rural Affairs (DEFRA), for the years 2023, 2024 and 2025 from the “Refrigerant & other” table.

For the calculation of indirect **emissions (Scope 2)**, electricity consumption was converted according to the Location-based and Market-based approaches using the following sources for emission factors:

- For the **Location-Based** approach, calculated on the basis of the percentage composition of each country’s national energy mix (Italy, Czech Republic and Egypt), the emission factor set out in “Table 49 – Key Socio-economic and Energy Indicators”, published by Terna in the International Comparisons section, in the most recent version published in 2020;
- For the **Market-Based** approach – for European locations, the documents “European Residual Mixes 2023–2024–2025” published by the Association of Issuing Bodies (AIB) were used. No residual mix was available for Egypt, so the location-based factor reported in Terna’s tables was used conservatively.

Energy and emission intensity

In order to calculate the energy and emission intensity of Cotonificio Albini S.p.A., the Albino plant, the energy consumption referable to the dyeing and weaving activities carried out within the plant were considered, taking into account the following parameters:

- **Electrical Energy:** by means of meters installed in the two departments, the total electrical energy consumption (kWh) was divided between the dye works and weaving department according to the following model:

	2023		2024		2025	
Dye works	1,355,875	27%	1,744,953	31%	1,165,371	25%
Weaving	3,599,049	73%	3,829,749	69%	3,484,511	75%
Total	4,954,924	100%	5,574,702	100%	4,649,882	100%

- **Thermal Energy:** The consumption of thermal energy in the production departments is monitored via meters installed on the main lines. Until 2024, in the absence of dedicated meters, district heating consumption was allocated between the dye works and weaving departments in proportion to the floor space occupied (36% in the west wing for the dye works; 64% in the east wing for weaving, out of a total of 131,427 m²). From 2025, following the installation of dedicated meters in the dye works department, consumption in said department will be recorded through direct measurement, whilst consumption in the weaving department will be calculated by subtraction from the total consumption. The change in percentage shares compared with previous years (weaving from 16% to 6%) mainly reflects the transition from the parametric allocation method to the new reporting criterion. The 2025 figures are thus not fully comparable with the historical data series.

	2023		2024		2025	
Dye works	4,991,368	84%	4,979,086	84%	4,223,302	94%
Weaving	952,179	16%	970,670	16%	254,551	6%
Total	5,943,547	100%	5,949,756	100%	4,477,853	100%

- **Natural Gas** Natural gas is purchased from the site and is used both in the cogeneration plant, which serves as a multifunctional system for the combined production of electricity and heat, and in the boiler. To attribute greenhouse gas (GHG) emissions, the energy content method was chosen, which divides emissions according to the energy contained in the products generated, i.e. heat and electricity. The consumption of natural gas was then allocated between the departments according to the energy actually used in the form of heat and electricity. The following table shows the distribution of natural gas consumption for each department.

	2023		2024		2025	
Dye works	661,863	67%	687,879	67%	661,835	70%
Weaving	321,769	33%	335,426	33%	282,605	30%
Total	983,632	100%	1,023,305	100%	944,440	100%

Water consumption

The water consumption figures include Albin Yarns S.r.l., despite the company being excluded from the scope of the other environmental indicators. This inclusion is justified by the significant water consumption associated with the operation of the air-conditioning room used to humidify the bales of yarn, in order to preserve their proper quality and moisture content prior to dispatch.

Health and Safety

The accident frequency index was calculated as follows: Frequency index = number of accidents/hours worked * 1,000,000

The severity index was calculated as follows: Severity index = number of days lost due to accidents / hours worked * 1,000,000.

Employees

Employee figures are represented as headcount as at 31st December of the reference periods, and not as FTE (full-time equivalent) figures.

The following formulas were used to calculate the rate of recruitment and termination:

New staff recruitment rate = new recruits / total workforce x 100

Staff turnover rate = departures / total workforce x 100

Information and contacts

For information and further details on the Albin Group’s sustainability strategy, as well as the contents of this Report, please contact: info@albinigroup.com

GRI CONTENT INDEX

Declaration of use	Albin Group presented a report with reference to the GRI Standard for the period 01.01.2025 - 31.12.2025
GRI 1 used	GRI 1 - Foundation - Version 2021
Relevant GRI Sector Standards	N/A

GRI STANDARDS	INFORMATIVE REPORT	LOCATION
GRI 2 - General Disclosures (version 2021)	2-1 Organisational Details	1.1 History
	2-2 Entities included in the organisation’s sustainability reporting	Methodological Note
	2-3 Reporting Period, Frequency and Point of Contact	Methodological Note
	2-4 Review of Information	Methodological Note
	2-5 External Assurance	Methodological Note
	2-6 Activities, Value Chain and Other Business Relationships	1.2 Business Model
	3-1 Production cycle: Integration and traceability	3.1 Production cycle: Integration and traceability
	2-7 Employees	5.1 The value of human capital
	2-8 Persons performing work who are not employees	5.1 The value of human capital
	2-9 Governance structure and composition	2.1 Corporate Governance
	2-10 Appointment and selection of the highest governing body	2.1 Corporate Governance
	2-11 Chair of the highest governing body	2.1 Corporate Governance
	2-12 Role of the highest governing body in impact management control	2.1 Corporate Governance
	2-13 Delegation of responsibility for impact management	1.5 Materiality Analysis

	2-14 Role of the highest governance body in sustainability reporting	2.1 Corporate Governance
	2-15 Conflict of interest	2.1 Corporate Governance
	2-16 Communication of critical issues	2.1 Corporate Governance
	2-17 Collective knowledge of the highest governing body	2.1 Corporate Governance
	2-18 Performance evaluation of the highest governing body	2.1 Corporate Governance
	2-22 Sustainable development strategy statement	1.5 Materiality Analysis
	2-23 Policy Commitment	2.3 Risk management Methodological note
	2-24 Integration of policy commitments	2.3 Risk management
	2-25 Processes to remedy negative impacts	1.5 Materiality Analysis
	2-26 Mechanisms for requesting clarification and raising concerns	2.2 Integrity, transparency and the fight against corruption
	2-27 Compliance with laws and regulations	2.3 Risk management
	2-28 Membership in associations	1.3 Mission and vision 1.4 Relationship with stakeholders
	2-29 Approach to stakeholder engagement	1.4 Stakeholder relations
	2-30 Collective agreements	5.1 The value of human capital
Material issues		
GRI 3 - Material issues (2021 version)	3-1 Process for determining material topics	1.5 Materiality Analysis
	3-2 List of material topics	1.5 Materiality Analysis Methodological Note
	3-3 Management of material topics	1.5 Materiality Analysis Methodological Note
Material issue: Sustainable governance		
GRI 3 - Material topics (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 2.4 Value generated and distributed
GRI 201 - Economic performance	201-1 Direct economic value generated and distributed	2.4 Value generated and distributed
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 2.2 Integrity, transparency and anti-corruption
GRI 205 - Anti-corruption	205-3 Confirmed incidents of corruption and measures taken	2.2 Integrity, transparency and the fight against corruption

Topic: Fighting climate change		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 4.1 Fighting climate change
GRI 302 - Energy	302-1 Internal energy consumption within the organisation	4.1 Fighting climate change
	302-3 Energy intensity	4.1 Fighting climate change 4.1 Fighting climate change
GRI 3 - Material topics (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 4.1 Fighting climate change
GRI 305 - Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	4.1 Fighting climate change
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	4.1 Fighting climate change
	305-4 Intensity of GHG emissions	4.1 Fighting climate change
Topic: Sustainable and circular management of products and processes		
GRI 3 - Material topics (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 3.2 Raw materials and certifications
GRI 301- Materials	301-1 Materials used by weight or volume	3.2 Raw materials and certifications
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 4.2 Responsible resource management
GRI 306 - Waste	306-1 Waste generation and significant waste-related impacts	4.2 Responsible resource management
	306-2 Management of significant waste-related impacts	4.2 Responsible resource management
	306-3 Waste generated	4.2 Responsible resource management
	306-4 Waste not disposed of in landfills	4.2 Responsible resource management
	306-5 Waste disposed of in landfills	4.2 Responsible resource management
Topic: Water resource management		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 4.2 Responsible resource management
GRI 303 - Water and effluents	303-1 Interactions with water as a shared resource	4.2 Responsible resource management
	303-2 Management of water discharge-related impacts	4.2 Responsible resource management
	303-3 Water withdrawal	4.2 Responsible resource management
	303-4 Water discharge	4.2 Responsible resource management

Topic: Protecting and enhancing human capital		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 5.3 Workers’ health and safety
GRI 403 - Occupational health and safety	403-1 Occupational Health and Safety Management System	5.3 Workers’ health and safety
	403-2 Hazard identification, risk assessment and accident investigation	5.3 Workers’ health and safety
	403-3 Occupational health services	5.3 Workers’ health and safety
	403-4 Worker participation, consultation, and communication on occupational health and safety	5.3 Workers’ health and safety
	403-5 Worker training on occupational health and safety	5.3 Workers’ health and safety
	403-6 Promotion of workers’ health	5.3 Workers’ health and safety
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	5.3 Workers’ health and safety
	403-8 Workers covered by an Occupational Health and Safety Management System	5.3 Workers’ health and safety
	403-9 Work-related injuries	5.3 Workers’ health and safety
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 5.2 Competence development
GRI 404 - Training and education	404-1 Average hours of training per employee per year	5.2 Talent attraction and development
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 5.1 Value of human capital
GRI 405 - Diversity and equal opportunities	405-1 Diversity in governance bodies and among employees	5.1 The value of human capital
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 5.1 Value of Human Capital
GRI 406 - Non-discrimination	406-1 Incidents of discrimination and corrective measures taken	5.1 The value of human capital

Material issues: Sustainable supply chain		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 3.3 Supply chain
GRI 308 - Supplier environmental assessment	308-1 New suppliers selected using environmental criteria	3.3 Supply chain
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 3.3 Supply chain
GRI 414 - Supplier social assessment	414-1 New suppliers selected using social criteria	3.3 Supply chain
Material issues: Research & Development		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 7. Innovation
Material issues: Product quality and consumer protection		
GRI 3 - Material issues (2021 version)	3-3 Management of material topics	1.5 Materiality Analysis 6.1 Quality and safety of customers and consumers
GRI 417 - Marketing and Labelling	417-1 Requirements for product and service information and labelling	6.1 Quality and safety of customers and consumers
	417-2 Incidents of non-compliance concerning labelling and product and service information	6.1 Quality and safety of customers and consumers
	417-3 Cases of non-compliance concerning marketing communications	6.1 Quality and safety of customers and consumers

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