



Sustainability Report 2023

Il The consolidated Sustainability Report 2023 of Movimoda One S.r.l. and Movimoda S.p.A. was
prepared by:
A&F/HR Department

The Sustainability Report is available on the Movimoda S.p.A. website at the following address:
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Approved by the Board of Directors at the meeting held on September 30, 2025

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LETTER FROM THE CHAIRMAN TO STAKEHOLDERS

In a world of rapid change and constant evolution, the Movimoda Group has embarked on a journey full of daily challenges in order to keep pace with new demands, while giving space to younger generations to step forward — something that fills us with satisfaction and pride. For this reason as well, we have decided to commit to a sustainability path that has led us to prepare our first Sustainability Report.

This document reflects our commitment to integrating sustainability principles into every aspect of our business, with the aim of creating value not only for our customers and employees, but also for the environment and the communities in which we operate.

Our goal is to combine economic growth with social and environmental responsibility. To achieve this, a shared vision is required — one that considers not only economic interests, but also the ethical and social interests of all parties involved. We firmly believe that only through collaboration and commitment from all stakeholders can the most complex challenges be addressed and overcome.

Special thanks go to our employees, customers, and partners who, over the years, have placed their trust in us. Thank you for challenging us, questioning us, and pushing us to innovate and improve. This has been the driving force behind our continuous growth.

Motivated to make a difference, we embrace new challenges and invite you to join us.

The Chairman,

Tiziano Beretti

LETTER FROM THE CHIEF EXECUTIVE OFFICER TO STAKEHOLDERS

The time has come to assess what has been accomplished, but above all to lay the foundations for the goals we aim to achieve tomorrow. As human beings and as a company, it is our duty to safeguard the planet's resources by pursuing the best possible choices and decisions. From this perspective, sustainability becomes one of our core priorities.

Chief Executive Officer

Corrado Beretti

HIGHLIGHTS 2023



**Over €28
million**
in total assets
(Movimoda Spa)



Over €5
Million of gross
value added
generated
(Movimoda Spa)



45,8%
women
at Movimoda Spa

Over €49 million
in revenue from sales
and services (Movimoda Spa)



69
Direct Employees
(Group)



21
Hired
(Group)



220 Training
hours (Movimoda One)

METHODOLOGICAL NOTE

[GRI 2-2; GRI 2-3; GRI 2-4]

This document represents the first edition of the consolidated Sustainability Report of Movimoda One S.r.l. and Movimoda S.p.A. (hereinafter also referred to as the “Movimoda Group” or, for brevity, “the Group”) and refers to information for the period 01/01/2023 – 31/12/2023, presenting, where possible, data for the three-year period 2021–2022–2023.

The reporting scope includes the parent company Movimoda One S.r.l. and its subsidiary Movimoda S.p.A. (hereinafter also referred to as “Company” or “Business”). The foreign company Movimoda France SA, which is under the control of Movimoda S.p.A. and functions as a pure holding company, is excluded from the reporting.

This document has been prepared with reference to the GRI Standards, issued in 2016 by the international organization Global Reporting Initiative and last updated in 2023. Furthermore, although the Company is not subject to compliance obligations for the 2023 fiscal year, the Sustainability Report has been prepared taking into account the requirements of European Directive 2022/2464 (Corporate Sustainability Reporting Directive – CSRD), regarding the disclosure of non-financial information.

The determination of Added Value and its distribution statement, considered relevant for measuring the economic impact on the Company’s main stakeholders, complies with the Italian GBS – Principles for the Preparation of the Social Report.

The reporting of economic, social, and environmental performance is structured in line with the topics deemed material from the materiality analysis conducted with reference to GRI 3 principles (v.2021). However, this Report also addresses broader social and environmental issues that are not considered highly prioritized.

Finally, within this document, the correlations between the content presented and the United Nations Sustainable Development Goals (SDGs) of the 2030 Agenda are indicated, selected according to the areas of importance for Movimoda, as further detailed below and in the chapter “Improvement Objectives.”

This report – which is voluntary and not subject to any regulatory requirement – has not undergone external assurance.

1. IDENTITY AND CORPORATE GOVERNANCE

1.1 Who We Are

[GRI 2-1]

Movimoda One S.r.l. and Movimoda S.p.A. are two companies within the Movimoda Group. They collaborate closely with the primary objective of generating value for customers by leveraging the skills and experiences the Companies have developed over the years. Their mission is to develop sound business projects that promote the well-being and health of their employees.

The values guiding the operations of the two Companies are primarily linked to the desire to enhance and always give dignity to work, aiming to create a healthy environment that maintains high levels of productivity. The Companies position themselves in the market as providers of logistics services, operating according to principles of cost-effectiveness, efficiency, and ethics.

Movimoda One S.r.l. offers administrative, IT, and technological consulting services, with its main offices including the commercial office, human resources, finance & administration (AFC), engineering, and IT. The Company has always relied on technology as a fundamental tool for improving performance and processes.

Movimoda One S.r.l. has an IT Department that in 2012 developed its own warehouse management system, MM.net. This WMS connects Movimoda S.p.A. warehouses with the management systems of clients, their suppliers, and couriers globally. The system ensures simplified processes, increased productivity, and enhanced security in the management of strategic and operational flows.

One of MM.net's strengths is its high level of parameterization, allowing the development of the most efficient system configuration for each client, making it flexible and easily adaptable to various operational flows. Through MM.net, it is possible to monitor real-time data and information related to the entire supply chain, individual operations, and their productivity. The WMS enables the development of custom-made solutions, adapting processes to different operational flows and integrating with modern hardware technologies. Future developments of MM.net focus on AI and human-machine interaction, aiming for higher levels of automation while maintaining constant attention to human capital, which is the true value in managing all processes.

Movimoda S.p.A. is one of the few Italian companies specializing in integrated logistics in the fashion sector, with verticalization of all processes, such as quality control, refurbishment, ironing, logistics management, and warehousing. Through collaboration with the Company, clients can focus on production while outsourcing logistics to a third party that guarantees monitoring and custody of products. Movimoda S.p.A. is supported by Movimoda One S.r.l., which promptly responds to requests and provides crucial IT and technological support.

For achieving success, Movimoda S.p.A. always starts with a detailed project analysis, enabling the design and implementation of custom-made solutions tailored to the client's specific needs. The Company also benefits from a broad operational reach, accessing clients wherever necessary. A key strength of Movimoda S.p.A. is its close collaboration with Movimoda One S.r.l.; the two Companies develop dedicated workgroups for each project and create multidisciplinary teams

where each member contributes expertise to achieve tangible and measurable performance. This collaboration also allows Movimoda S.p.A. to adopt the WMS developed by its parent company for warehouse management.

Another element underlying the Company's competitive advantage is security. Movimoda S.p.A. has a Security Department that studies control systems to safeguard informational and operational processes. All phases and data, from goods entry to exit, are monitored 24/7.

The Company positions itself in the market as a reliable provider of logistics services, consistently guided by principles of cost-effectiveness, efficiency, and ethics.

1.2 Our History

The Movimoda Group traces its origins back to the 1970s, when an entrepreneur foresaw the forthcoming transformation of the fashion industry.

This vision proved correct, and from that period, a decades-long process of change began. The main drivers of this change were fashion companies increasingly focusing on product design and style, considering logistics and warehouse management outside their core business. Over subsequent decades, Movimoda's business model started to materialize.

In the 1980s, fashion companies began concentrating their workforce on product design while outsourcing production, logistics, and warehouse management. In the following decade, globalization led to production relocation abroad, increasing the volume of goods to be moved.

By the early 2000s, Movimoda had developed significant know-how, leveraging decades of accumulated expertise. The Company recognized that human capital is the true value of a company and that employee training is central to success.

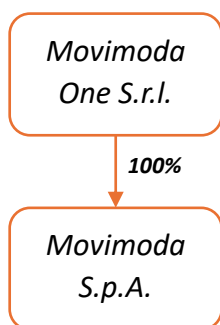
Today, Movimoda supports fashion companies in various post-production activities, managing the supply chain globally and acting as a bridge between manufacturers and consumers. It provides tailored solutions for each client, starting with an as-is analysis to determine the best solution. The Company handles logistics across the entire fashion supply chain, from raw materials (yarns and fabrics) to finished products such as garments, bags, shoes, accessories, or cosmetics. It also performs quality control, refurbishment, repair, and ironing of finished products.

The Company's goal is to continue listening to the fashion market, expanding its service offerings annually while maintaining focus on increasingly sustainable choices.

1.3 Institutional Structure and Governance

[GRI 2-1; GRI 2-9; GRI 2-10; GRI 2-11]

Movimoda One S.r.l. is an Italian limited liability company with its registered office in Parma and holds 100% of the shares of Movimoda S.p.A., an Italian joint-stock company also based in Parma.



Below is the breakdown of the two Companies.

1.3.1 Movimoda One S.r.l.

During 2023, the Company experienced a change in the members of the Board of Directors (BoD), resulting in a subsequent adjustment of the shareholding percentages allocated to each member. This change followed Giuliano Marangon's decision to resign in July 2023 from his position as Chief Executive Officer as well as a shareholder of Movimoda One S.r.l.

Prior to July 2023, the shareholdings in Movimoda One S.r.l. were distributed as follows:

- Tiziano Beretti: 70.00% of capital
- Giuliano Marangon: 10.80% of capital
- Alfonso Vito Viscido: 12.80% of capital
- Corrado Beretti: 3.20% of capital
- Matteo Fauri: 3.20% of capital

Below is a representative chart of the various figures:

First and Last Name	Position held
<i>Tiziano Beretti</i>	<i>Chairman of the Board of Directors</i>
<i>Giuliano Marangon</i>	<i>Chief Executive Officer</i>
<i>Renato Mattavelli</i>	<i>Chief Executive Officer</i>
<i>Corrado Beretti</i>	<i>Chief Executive Officer</i>
<i>Vito Alfonso Viscido</i>	<i>Board Member</i>
<i>Matteo Fauri</i>	<i>Board Member</i>

After July 2023, the shareholdings in Movimoda One S.r.l. were distributed as follows:

- Tiziano Beretti: 78.48% of capital
- Alfonso Vito Viscido: 14.35% of capital
- Corrado Beretti: 3.59% of capital
- Matteo Fauri: 3.59% of capital

Below is a representative chart of the various figures:

First and Last Name	Position held
<i>Tiziano Beretti</i>	<i>Chairman of the Board of Directors</i>
<i>Renato Mattavelli</i>	<i>Chief Executive Officer</i>
<i>Corrado Beretti</i>	<i>Chief Executive Officer</i>
<i>Vito Alfonso Viscido</i>	<i>Board Member</i>
<i>Matteo Fauri</i>	<i>Board Member</i>

Strategic and governance decisions are made by the Board of Directors, which sets the policies subsequently implemented by the various offices responsible for each area.

The BoD members are responsible for maximizing the effectiveness and efficiency of the entire corporate structure. Their leadership focuses on the continuous improvement of internal operational processes and the enhancement of all personnel within the Company. They coordinate and supervise all corporate functions, ensuring the achievement of objectives and strict compliance with quality standards, supported by a strong customer-oriented strategic focus and a pronounced entrepreneurial mindset.

During 2023, the Company reported:

- Number of shareholder meetings and minutes: 5
- Number of Board of Directors meetings and minutes: 6

Auditing firm

Movimoda One S.r.l. appointed Alessandro Cocconcelli as the sole statutory auditor and accounting auditor.

1.3.2 Movimoda S.p.A.

During 2023, the company was managed by the Board of Directors (BoD), composed of the following members:

First and Last Name	Position held
<i>Tiziano Beretti</i>	<i>Chairman of the Board of Directors</i>
<i>Renato Mattavelli</i>	<i>Chief Executive Officer</i>
<i>Vito Alfonso Viscido</i>	<i>Board Member</i>
<i>Matteo Fauri</i>	<i>Board Member</i>

Strategic and governance decisions are made by the Board of Directors, which sets the policies that are subsequently implemented by the various competent departments according to their respective areas of responsibility.

The members of the Board of Directors are responsible for maximizing the effectiveness and efficiency of the entire corporate structure. Its leadership aims at the continuous improvement of internal operational processes and at enhancing the value of all personnel within the company. It coordinates and supervises all corporate functions, ensuring the achievement of objectives and

strict compliance with quality standards, also thanks to a strong passion for customer-oriented strategy and a marked entrepreneurial mindset.

During 2023, the company reported:

- number of shareholders' meeting sessions and minutes: 5;
- number of Board of Directors meetings and minutes: 3.

Audit Firm

Movimoda S.p.A. appointed Uniaudit S.r.l. as its statutory auditing firm.

Board of Statutory Auditors

A Board of Statutory Auditors is in place, composed as follows:

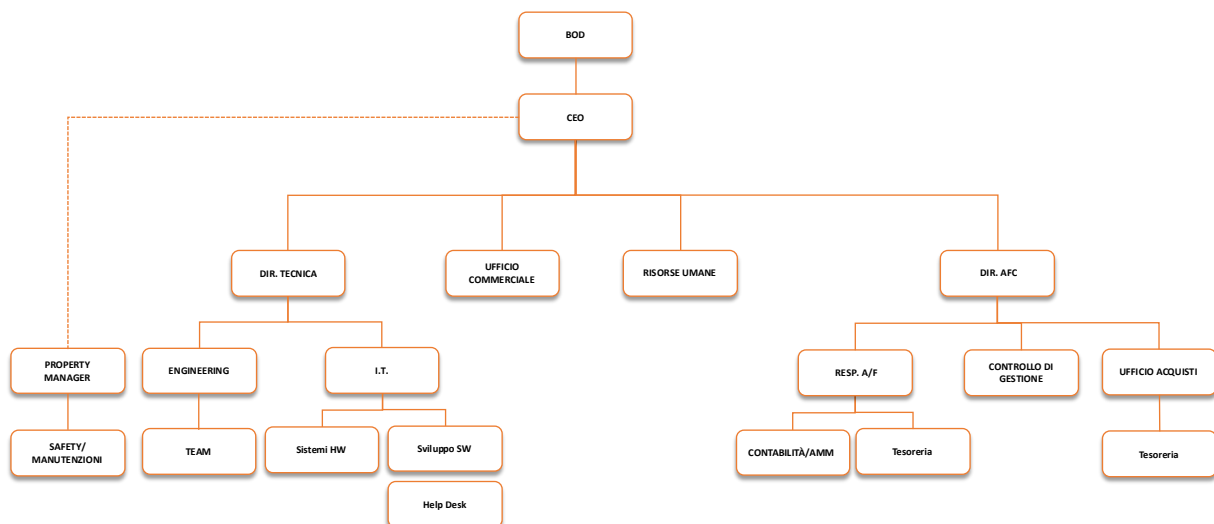
- Chairman: Andrea Gemmi;
- Statutory Auditors: Alberto Visioli and Donatella De Dominicis;
- Alternate Auditors: Maria Teresa Sarcone and Alessandro Baga.

1.4 Organizational Structure

As mentioned in the previous paragraph, Movimoda One S.r.l. holds 100% of the share capital of Movimoda S.p.A. Below is the detailed organizational structure of the two companies.

1.4.1 Movimoda One S.r.l

The following image shows the organizational chart of Movimoda One S.r.l.:



From the first-level flow organizational chart shown above, it is possible to distinguish 7 main functions:

- **Property Manager:** responsible for managing and maintaining properties, ensuring that operational efficiency is always maintained in compliance with safety and environmental standards. In addition, this function supervises energy resources and manages the spaces of the company and its subsidiary;
- **Engineering Department:** serves as the company's project office. Within this department, logistics, support, and technological innovation projects are developed

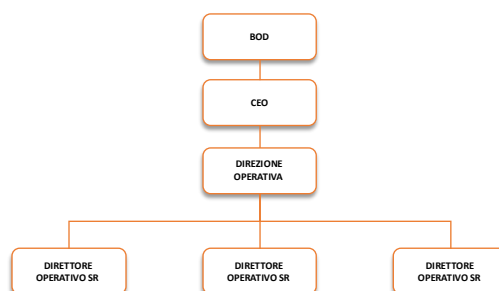
and implemented. It also provides support to other departments in managing their respective activities;

- **IT Department:** divided into two areas managing hardware and systems on one side and software on the other. The former focuses on network infrastructure and manages all hardware components used in the warehouse. Software developers work on the design and implementation of new developments of the company's WMS, mainly driven by internal needs or customer requests;
- **Sales Department:** responsible for managing and maintaining relationships with both new and existing customers. Its activities include identifying potential new clients, developing project proposals, and providing post-acquisition customer care;
- **Human Resources Department:** manages and administers personnel, from recruitment and selection through to the provision of employee benefits;
- **Administration and Finance Department:** oversees administrative, financial, and procurement activities for the company and its subsidiary. It is responsible for preparing and monitoring the financial statements, allocating financial resources, and managing corporate accounting;
- **Management Control Department:** responsible for preparing corporate budgets and monitoring the company's activities and financial performance, with the aim of providing a clear representation of business data to support the Group's strategic decisions.

The managers of each business unit report directly to the CEO, with whom they coordinate to define and monitor the strategic direction to follow. They keep the CEO constantly updated on developments within their respective areas of responsibility and involve him in any significant decisions.

1.4.2 Movimoda S.p.A.

Below is the organizational structure of Movimoda S.p.A.:



From the first-level flow organizational chart shown above, it is possible to identify 2 main functions:

- **Operations Management:** responsible for overseeing the top level of operational activities. Its role is to manage and coordinate the activities of the Senior Operations Directors while maintaining a broad and overall view of the Company;
- **Senior Operations Director:** responsible for the operational management of specific geographical areas. Each of these roles has authority over a limited geographic area and, in

addition to supervising the sites, also handles customer care activities closely related to operations and warehouse management.

Each function is supported by a specialized team, often organized by geographic area. Each Senior Operations Director reports to Operations Management in order to keep it informed about developments within their respective area and to facilitate the creation of a clear and comprehensive picture of the Company.

1.5 Presence in the Territory

[GRI 2-1]

Movimoda One S.r.l. has a single headquarters where all the departments previously described are located. It is situated in San Polo d'Enza (RE).

Movimoda S.p.A. operates through multiple locations and is active both nationally (Emilia-Romagna, Lombardy, Tuscany, and Veneto) and internationally (including non-EU areas such as Asia, South America, and North America), as shown in the image below.



1.6 The Business Model: How We Create Value

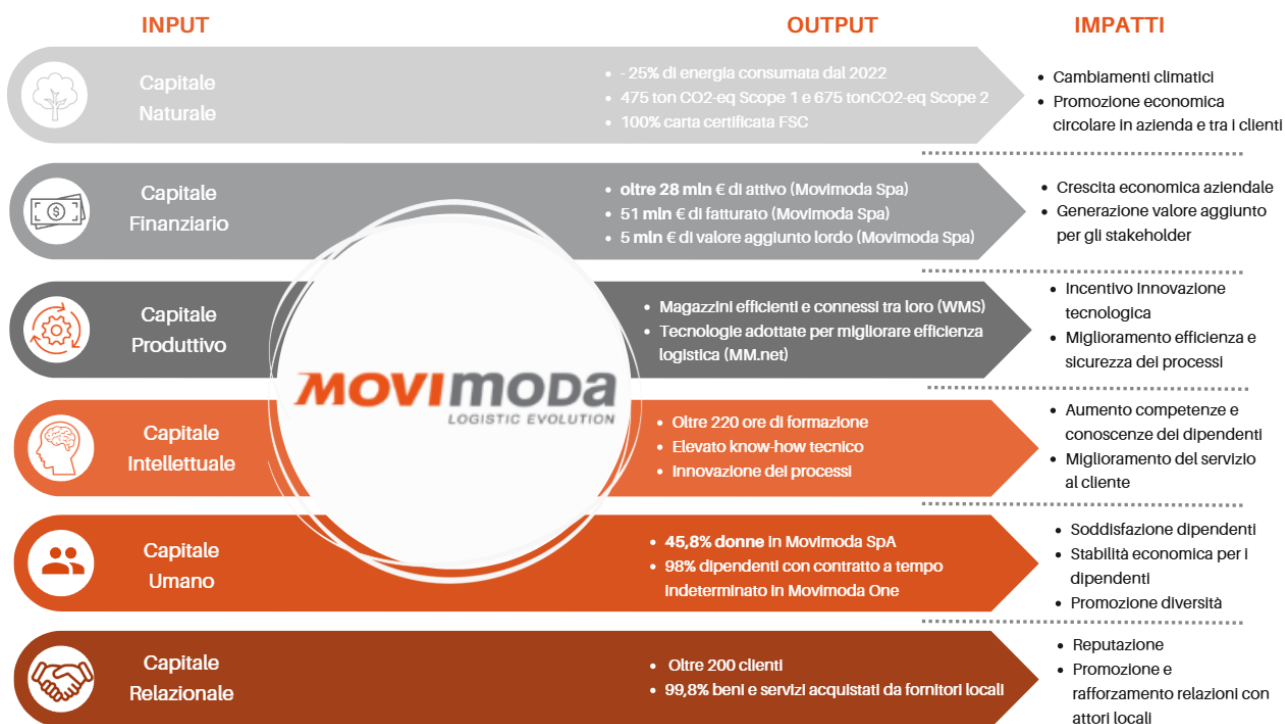
[GRI 2-6]

A company's value is not measured solely through financial results, but also by considering a range of tangible and intangible factors that contribute to its long-term success. According to the <IR> Framework guidelines, these factors can be grouped into six types of capital, some tangible and others intangible:

- **Financial capital:** the economic resources available to an organization, generated through financing, operations, and investments. It includes not only cash and financial instruments, but also the ability to attract capital from markets;
- **Human capital:** the skills, capabilities, experience, and motivation of the people working within the organization. It also encompasses corporate culture, shared values, leadership, and the ability to innovate and adapt to change;

- **Intellectual capital:** the knowledge, innovation, systems, processes, and intellectual property rights that provide value to the organization. This includes know-how, patents, software, and business models that foster innovation and competitiveness;
- **Natural capital:** all environmental and natural resources that an organization uses or that are affected by its activities. It includes renewable and non-renewable resources (water, air, biodiversity, minerals, energy) and the ecosystem services on which the company depends;
- **Manufactured capital:** the physical and infrastructural assets that an organization uses to produce goods and services. It includes plants, machinery, buildings, technologies, and production processes that contribute to the company's efficiency and productive capacity;
- **Social (relational) capital:** the relationships, networks, trust, and reputation that the organization has with customers, suppliers, communities, governments, and other stakeholders. This capital represents the ability to create value through strong and collaborative relationships with the external environment.

The following image provides an illustrative representation of Movimoda's business model, describing the system adopted to transform inputs into outputs and outcomes through business activities, with the objective of achieving strategic goals and creating value in the short, medium, and long term.



Although all these capitals are fundamental for value creation and the proper functioning of both Companies, the success of Movimoda One S.r.l. and Movimoda S.p.A. is closely linked to the value of human and intellectual capital.

These elements represent not only the Group's strategic resources, but true drivers of growth and innovation, essential for generating value for customers and maintaining a sustainable competitive advantage over time.

Human capital — with the skills, experience, and dedication of people — forms the foundation on which the ability to address complex challenges and create customized solutions is built. Movimoda recognizes the importance of continuous training and employee well-being, aware that a healthy and productive work environment fosters innovation and contributes to corporate growth. The creation of multidisciplinary teams, capable of cross-functional collaboration across different departments and Companies, makes it possible to develop tailor-made solutions and respond flexibly to customer needs.

At the same time, intellectual capital, understood as the capacity for innovation, represents the strategic lever that enables Movimoda to stand out in the market. A concrete example is MM.net, the information system developed internally by the IT department of Movimoda One S.r.l., which connects warehouses, suppliers, and customers, ensuring integrated and streamlined supply chain management. The adoption of emerging technologies, such as artificial intelligence and automation, reflects the Company's approach to combining innovation and performance, while always keeping people at the center of the digital transformation process.

The interaction between technological innovation and the know-how of human resources allows the Group to optimize processes, improve productivity, and respond promptly to market dynamics. This balance between human and intellectual capital not only strengthens the Company's competitiveness, but also enables the creation of an ethical, efficient, and economically sustainable working environment, in which innovation translates into tangible value for the Companies and their customers.

1.7 Stakeholder Mapping and Engagement

[GRI 2-29]

Stakeholders are individuals or groups whose interests are affected, or may be affected, by the organization's activities. Effectively managing stakeholder relationships and involving them in strategic planning makes it possible to understand their needs and meet their expectations, while anticipating potential issues.

This approach fosters the development of long-lasting and trust-based relationships, thereby ensuring Movimoda's long-term success.

Below is an illustrative table representing the stakeholder mapping:

Stakeholder	Objective of Engagement	Methods of Engagement	Timing
Employees	Monitor the workplace climate and take action where necessary	The HR department is responsible for maintaining ongoing relationships with employees	Ongoing
Customers	Understand customer needs and expectations, and assess their satisfaction	The Sales department is responsible for maintaining ongoing relationships with customers	Ongoing

Suppliers	Assess suppliers' sustainable practices and identify new collaboration opportunities	Performance monitoring and evaluation meetings	At the time of the new contract
Financial Institutions	Communicate the commitment to sustainability and provide financial data	Sustainability Report Management Report	Annually and whenever data/information is requested
Regulatory Bodies	Currently, there is no specific engagement with Public Administration. Interactions are limited to communications related to standard administrative procedures (e.g., INAIL, INPS).		
Local Community	Currently, there is no ongoing or periodic engagement with local communities. Projects are already planned for 2024.		

1.8 Materiality Analysis

[GRI 3-1; GRI 3-2; GRI 3-3]

The materiality analysis was developed in accordance with the “GRI 3: Material Topics 2021” standard, taking into account the updates introduced by the CSRD and ESRS standards.

The new methodology requires organizations to assess their ability to generate impacts on the environment, people, and the economy through the activities of their value chain. This is referred to as **“impact materiality,”** meaning a topic is considered material based on the significance of the positive and negative impacts it generates.

To align with the new standards, Movimoda conducted an initial impact materiality assessment using an **“inside-out” approach**, focusing on the actual or potential impacts generated externally and on its stakeholders.

During the materiality analysis, Movimoda followed these steps:

1. Identification of potentially material topics and associated impacts:

Through a sector benchmark and analysis of the main activities in Movimoda’s value chain, relevant topics and impacts — both positive and negative — that the Company generates or could generate for stakeholders were identified.

2. Assessment of generated impacts: The main internal functions evaluated the impacts identified in the previous step according to parameters defined by GRI 3 (v.2021). The following elements were considered:

- Type of impact (current/potential);
- If potential, the probability of occurrence;
- Location of the impact within the value chain (direct if within the organization, indirect if upstream or downstream);
- Approximate duration of the impact (short, medium, long term);
- Sensitivity of the environmental, social, and regulatory context in which the impact occurs;

- Spread of effects (positive and negative) among affected stakeholder categories;
- Remediability of the damage (for negative impacts).

3. Calculation of impact scores: Each qualitative variable was assigned a numerical parameter. Summing these allowed the final score for each impact to be calculated, normalized on a scale of 1–5. For each topic, the average of the scores of its associated impacts was calculated to quantify the overall positive and negative impact of that topic (referred to as the “score”).

4. Definition of the materiality threshold: The materiality threshold was set at 3.5. Topics with scores exceeding this threshold were defined as material, and are:

- 1. Supply chain management**
- 2. Energy and emissions**
- 3. Quality and technological innovation of services**
- 4. Waste and packaging management**
- 5. Ethics, compliance, and anti-corruption**

Although the Sustainability Report focuses primarily on the topics above, considered materially impactful, the document also addresses broader social and environmental topics that are not considered material.

The following table lists the topics and impacts identified as material.

Topics and Impacts	Positive / Negative	Type	Impact Level	Impact Materiality
Supply Chain Management				
Positive contribution to forest protection through the purchase of FSC-certified paper	+	Current	Direct	Yes
Promotion of a more sustainable supply chain and reduction of indirect environmental impacts by favoring suppliers with social and environmental certifications and/or those that have defined future targets to improve their environmental performance	+	Current	Direct	Yes
Impacts related to the production of plastic packaging (refineries, chemical plants, etc.) upstream in the value chain, whose processing generates emissions of GHGs and air pollutants, including volatile organic compounds (VOCs), nitrogen oxides (NOx), and particulate matter.	-	Current	Indirect	Yes
Energy and Emissions				
Contribution to climate change mitigation and improvement of air quality through the conversion of company vehicles (replacement of diesel cars Euro 0-1-2-3-4-5 with Euro 6 vehicles, use of hybrid vehicles), which reduces emissions of nitrogen oxides (NOx), particulate matter (PM), hydrocarbons (HC), and carbon monoxide (CO) into the atmosphere.	+	Current	Direct	Yes

Contribution to climate change mitigation through energy efficiency measures (LED lighting, heat pumps) that reduce energy consumption and, consequently, GHG emissions into the atmosphere. Generation of direct GHG emissions (scope 1) due to the consumption of fossil fuels (methane gas and LPG) for producing thermal energy at headquarters and/or warehouses.



Current

Direct



Yes

Generation of direct GHG emissions (scope 1) from the company fleet.



Current

Direct



Yes



Current

Direct



Yes

Generation of indirect GHG emissions (scope 2) due to the consumption of electricity purchased from suppliers sourcing from fossil fuels.



Current

Indirect



Yes

Contribution to climate change mitigation through the purchase of electricity from renewable sources, which avoids the emission of GHGs into the atmosphere.



Current

Direct



No

Service Quality and Technological Innovation

Optimization of client results/performance through the introduction of innovative information and management systems (e.g., MM.net), which enable more efficient logistics flows.



Current

Direct



Yes

Customer satisfaction thanks to a service that ensures an optimal, flexible, and customized operational flow for the client.



Current

Direct



Yes

Potential economic damage to clients due to the delivery of an inefficient service or one that does not meet the standards required by clients.



Potential

Direct



No

Waste and Packaging Management

Excessive generation of waste destined for disposal



Potential

Direct



No

Contribution to the circular economy through the reuse of certain packaging within the Company



Current

Direct



Yes

Contribution to the circular economy through the procurement of packaging made from recycled materials (paper)



Current

Direct



Yes

Contribution to the circular economy through the recycling of certain packaging by specialized suppliers



Current

Direct



Yes

Contribution to the circular economy through the recycling of certain packaging by specialized suppliers



Current

Direct



Yes

Reduction of textile waste and losses through the refurbishment of defective garments that would otherwise not be suitable for sale

Ethics, Compliance, and Anti-Corruption

Promotion of ethical behavior within the company, also through the process initiated for the adoption of the 231/01 Model



Current

Direct



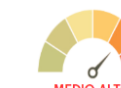
Yes

Potential damage to suppliers **due to non-compliance with payment terms and/or agreed contractual conditions**



Current

Direct



Yes

Potential occurrence of illegal acts, corruption cases, and/or non-compliance with laws/regulations	—	Potential	Direct		No
Potential damage to the market and local economies due to anti-competitive behavior and unfair commercial practices	—	Potential	Direct		No
Talent Development and Knowledge Sharing					
Support for the development of young talent through training programs in collaboration with local schools and/or universities	+	Current	Direct		Yes
Increase in knowledge of young workers and transfer of company know-how through mentoring by senior staff	+	Current	Direct		Yes
Enhancement of employee skills through training and professional development plans aligned with employees' needs and job roles	+	Current	Direct		No
Increase in employee satisfaction through bonuses and other incentive programs that promote professional growth	+	Current	Direct		No
Worker Protection					
Improvement of employees' quality of life and that of their families through welfare initiatives that promote work-life balance (e.g., smart working, flexible leave)		Current	Direct		Sì
Support for employee well-being through private healthcare programs, periodic medical check-ups, and specialist visits within the Company	+				
Potential harm to employees due to exposure to airborne solvents in the finishing department and airborne textile fibers in the fabrics section	+	Current	Direct		No
Occurrence of workplace accidents	—	Potential	Direct		No
	—	Potential	Direct		No
Security e privacy					
Potential cybersecurity incidents or data loss	—	Potential	Direct		No
Diversity & Inclusion and Equal Opportunities					
Potential cases of inequality and disparities within the Company, both in terms of career progression and compensation (e.g., gender pay gap)	—	Potential	Direct		No
Potential cases of discrimination within the Company	—	Potential	Direct		No
Water Resource Management					
Excessive use of water resources due to water consumption for restrooms and ironing operations	—	Potential	Direct		No

Interpretation of the Impacts Table

Negative impact level refers to the ability to negatively affect the environment and people through business activities. If the impact is classified as **“current,”** it is occurring (for example, GHG emissions produced by the Company due to the use of fossil fuels); if the impact is classified as **“potential,”** it has not yet materialized.

Positive impact level refers to the ability to positively affect the environment and people (through actions, initiatives, or practices) to generate benefits for stakeholders and/or minimize the Company’s negative impacts on them. For example, due to the nature of its business and activities, the Company has a high capacity to positively influence the services offered to clients in terms of quality and technological innovation.

For the complete list of evaluated topics and impacts, please refer to the **“Appendices”** chapter at the end of the document.

For future assessments, the Movimoda Group is committed to further analyzing its impacts and increasingly aligning its reporting process with the requirements of the new sustainability standards established by the CSRD regulation.

1.9 Ethics, Compliance and Anti-Corruption

For companies, ensuring maximum transparency in matters of legality and anti-corruption is essential to demonstrate integrity and maintain the trust of customers, partners, and employees. Over the years, the company has placed increasing importance on these issues and, in 2023, began implementing the Code of Ethics and the Organizational, Management and Control Model 231, scheduled for completion in 2024. These tools are adopted not only to protect the company from legal risks, but also to improve operational efficiency and long-term sustainability, creating a healthy and safe working environment.

The Group firmly supports the principle of legality, establishing integrity, transparency, and honesty as the core values of its operations. The companies have always viewed these principles not only as a duty but also as a major opportunity necessary to operate safely, strengthen stakeholder trust, and conduct responsible business.

Movimoda One S.r.l. and Movimoda S.p.A. are also committed to Corporate Social Responsibility, integrating ethical aspects into the Company’s overall strategic vision.

Furthermore, through the adoption of standards and procedures required by regulations or voluntarily adopted by the Group, the two Companies have been able to codify and internally disseminate a culture of deep and daily commitment to the Company’s core pillars and founding values.

2. SOCIAL DIMENSION

2.1.EMPLOYEE PROTECTION AND WELL-BEING

[GRI 2-7; GRI 2-8; GRI 401-1; GRI 405-1]

The Movimoda Group believes that a company's true capital is its human capital and, for this reason, strongly believes in talent, teamwork, and meritocracy. The Companies consider professionalism and individual contribution to be key factors for growth and business success. In line with these values, they promote the enhancement of skills, dialogue, and the sharing of information at every corporate level. They focus both on individual aspects of their employees—such as improving skills, strengthening self-esteem, and fostering a sense of self-efficacy—and on collective aspects, such as socialization and collaboration.

Young people, the inclusion of new resources, and continuous investment in their training are also fundamental aspects. Movimoda is committed to preserving and passing on its know-how by training new personnel directly on the job through mentoring and collaboration with senior staff.

The two Companies also stand out for their strong ethical responsibility in labor matters, with the primary objective of creating clear and long-lasting professional relationships, ensuring their employees receive direct employment contracts that comply with current regulations. Movimoda One S.r.l. and Movimoda S.p.A., in full compliance with labor protection regulations, fully apply the National Collective Labor Agreement (CCNL) for transport, freight, and logistics.

All these aspects have enabled the Movimoda Group to build a strong corporate identity, fostering in its employees a strong sense of belonging. These principles are reflected in a stimulating work environment capable of enhancing each individual's skills and contribution while promoting gradual empowerment. The Group supports a relationship system that prioritizes teamwork, where everyone participates with commitment, sharing their knowledge and expertise.

Below are the tables relating to the workforce composition, hires, and terminations for the three-year period 2021–2022–2023 of Movimoda One S.r.l.:

Workforce composition by gender and category		2021	2022	2023
<i>Fixed-term employees</i>	<i>M</i>	<i>1</i>	<i>1</i>	<i>0</i>
	<i>F</i>	<i>1</i>	<i>1</i>	<i>1</i>
<i>Permanent employees</i>	<i>M</i>	<i>30</i>	<i>28</i>	<i>31</i>
	<i>F</i>	<i>10</i>	<i>13</i>	<i>13</i>
TOTAL		42	43	45

Workforce composition by gender and category		2021	2022	2023
<i>Middle managers</i>	<i>M</i>	<i>2</i>	<i>1</i>	<i>1</i>
	<i>F</i>	<i>1</i>	<i>1</i>	<i>1</i>
	<i>% F</i>	<i>33.3</i>	<i>50</i>	<i>50</i>
<i>Office employees</i>	<i>M</i>	<i>29</i>	<i>28</i>	<i>30</i>
	<i>F</i>	<i>10</i>	<i>13</i>	<i>13</i>
	<i>% F</i>	<i>25.6</i>	<i>31,7</i>	<i>30.2</i>
<i>Workers</i>	<i>F</i>	<i>0</i>	<i>0</i>	<i>0</i>
	<i>%F</i>	<i>0</i>	<i>100</i>	<i>100</i>
TOTAL		42	43	45

Of which are women %F **26,2** **32,6** **31,8**

Breakdown by age group and gender		2021	2022	2023
Under 30	M	6	5	4
	F	0	4	7
	% F	0	44.4	63.6
From 30 to 50	M	15	16	15
	F	4	3	4
	% F	21	18.7	21
Over 50	M	10	8	9
	F	7	7	6
	% F	41,1	46.6	40
TOTAL		42	43	45

Hires and terminations by gender		2021	2022	2023
Hires	M	3	3	4
	F	2	4	1
	% F	66,6	57.1	20
TOTAL HIRES		5	7	5
Terminations	M	5	2	6
	F	2	1	1
	% F	40	33.3	14.2
TOTAL TERMINATIONS		7	3	7

Hires by gender and age group		2021	2022	2023
Under 30	M	2	1	3
	F	0	4	0
	% F	0	80	0
Under 30	M	1	2	1
	F	1	0	1
	% F	50	0	50
Over 50	M	0	0	0
	F	1	0	0
	% F	100	0	0
TOTAL		5	7	5

Terminations by gender and age group		2021	2022	2023
Under 30	M	3	1	2
	F	1	0	0
	% F	25	0	0
Under 30	M	1	1	4
	F	0	1	1

	% F	0	50	20
	M	1	0	0
Over 50	F	1	0	0
	% F	50	0	0
TOTAL		7	3	7

Below are the tables showing the workforce composition, hires, and terminations for the three-year period 2021–2022–2023 of Movimoda S.p.A.:

Workforce composition by gender and category		2021	2022	2023
Fixed-term employees	M	0	0	1
	F	0	0	1
Permanent employees	M	10	7	12
	F	4	4	10
TOTAL		14	11	24

Workforce composition by gender and category		2021	2022	2023
Middle managers	M	1	1	1
	M	8	5	11
Office employees	F	4	4	10
	% F	33.3	44.4	45
Workers	M	1	1	1
	F	0	0	1
	%F	0	0	50
TOTAL		14	11	24
Of which are women		%F	28.6	36.4
			45.8	

Breakdown by age group and gender		2021	2022	2023
Under 30	M	1	2	2
	F	0	0	0
	% F	0	0	0
From 30 to 50	M	4	2	7
	F	2	2	7
	% F	33.3	50	50
Over 50	M	5	3	4
	F	2	2	4
	% F	28.5	50	44
TOTAL		14	11	24

Hires and terminations by gender		2021	2022	2023
Hires	M	2	1	8
	F	3	0	8
	% F	60	0	50
TOTAL HIRES		5	1	16
Terminations	M	3	1	3

	<i>F</i>	<i>0</i>	<i>1</i>	<i>1</i>
	% <i>F</i>	<i>0</i>	<i>50</i>	<i>25</i>
TOTAL TERMINATIONS		3	2	4

Hires by gender and age group		2021	2022	2023
<i>Under 30</i>	<i>M</i>	<i>0</i>	<i>1</i>	<i>0</i>
	<i>F</i>	<i>0</i>	<i>0</i>	<i>0</i>
	% <i>F</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>From 30 to 50</i>	<i>M</i>	<i>2</i>	<i>0</i>	<i>7</i>
	<i>F</i>	<i>2</i>	<i>0</i>	<i>4</i>
	% <i>F</i>	<i>50</i>	<i>0</i>	<i>36.3</i>
<i>Over 50</i>	<i>M</i>	<i>0</i>	<i>0</i>	<i>1</i>
	<i>F</i>	<i>1</i>	<i>0</i>	<i>4</i>
	% <i>F</i>	<i>100</i>	<i>0</i>	<i>80</i>
TOTAL		5	1	16

Terminations by gender and age group		2021	2022	2023
<i>From 30 to 50</i>	<i>M</i>	<i>2</i>	<i>0</i>	<i>1</i>
	<i>F</i>	<i>0</i>	<i>0</i>	<i>1</i>
	% <i>F</i>	<i>0</i>	<i>0</i>	<i>50</i>
<i>Over 50</i>	<i>M</i>	<i>1</i>	<i>1</i>	<i>2</i>
	<i>F</i>	<i>0</i>	<i>1</i>	<i>0</i>
	% <i>F</i>	<i>0</i>	<i>33.3</i>	<i>0</i>
TOTAL		3	2	4

2.1.1. Diversity, Inclusion and Equal Opportunities

[GRI 401-2; GRI 401-3; GRI 405-1]

Logistics is commonly recognized as a male-dominated sector; however, the Movimoda Group stands out for its high percentage of female employees, who are actively engaged in a variety of roles and functions. There are no glass ceilings limiting career advancement: the focus goes beyond simply ensuring gender balance, as the company believes in valuing each individual resource. It is essential for the Companies to guarantee equal opportunities to all employees without discrimination based on origin, gender, sexual orientation, disability, or other personal characteristics. The goal is to ensure fair access to all opportunities and respectful, equitable treatment of every individual.

Movimoda One S.r.l. and Movimoda S.p.A. require their directors, employees, and collaborators to adopt behaviors that fully respect and protect human dignity. In this regard, the Organization ensures strict compliance with laws safeguarding against child labor, protecting freedom and workers' rights, and upholding the right to freely join trade unions. The Companies do not tolerate any human rights violations and promote integration as a form of enrichment.

Below are the tables for the three-year period 2021–2022–2023 of Movimoda One S.r.l.:

Disabilities and Protected Categories	U.d.M.	2021	2022	2023
<i>Employees with disabilities</i>	<i>nr</i>	<i>1</i>	<i>1</i>	<i>1</i>
<i>Employees belonging to protected categories</i>	<i>nr</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Proportion of total employees</i>	<i>%</i>	<i>2.4</i>	<i>2.3</i>	<i>2.2</i>

With reference to Movimoda S.p.A., there are no employees with disabilities or belonging to protected categories.

Disabilities and Protected Categories	U.d.M.	2021	2022	2023
<i>Dipendenti con disabilità</i>	<i>nr</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Employees belonging to protected categories</i>	<i>nr</i>	<i>0</i>	<i>0</i>	<i>0</i>
<i>Proportion of total employees</i>	<i>%</i>			

2.1.2. Talent Development and Knowledge Sharing

[GRI 404-1; GRI 404-2; GRI 404-3]

Training

For Movimoda, employee training is a fundamental tool for growing human capital. The Company invests in the professional development of its employees to enhance individual skills, improve efficiency, and stimulate innovation within the organization. Thanks to this investment, employees not only gain greater expertise but are also more motivated, productive, and capable of adapting to market changes.

The Movimoda Group offers both theoretical training and practical on-the-job training, consistently supporting and encouraging the mentoring of new employees by competent and specialized senior staff. This is one of the main tools the company uses to ensure the preservation and transfer of corporate know-how, the development of its resources, and the creation of a strong sense of belonging among employees, increasing loyalty and reducing turnover.

Mentoring is part of a broader vision of continuous practical training, aimed at ensuring that all employees are equipped to perform their jobs to the best of their abilities. Continuous training is, for the Company, a learning process that constantly updates workers' skills, expands their knowledge, and ensures everyone has the opportunity to access new roles. Continuous training is an indispensable tool for building a cutting-edge company that meets ESG standards and can take full advantage of the opportunities these principles offer.

In 2023, in addition to legally required courses, the Companies offered their employees a specific Digital Area course, totaling approximately 160 hours of training, aimed at improving their skills in spreadsheet use. Aware of the importance of training at the corporate level, the Companies have already planned a series of specialized courses for the following year related to data analysis tools and software (scheduled to begin in early 2024) and corporate financial management.

Below are the tables for the three-year period 2021–2022–2023 of Movimoda One S.r.l.:

Training hours by professional category and gender		2021	2022	2023
<i>Middle managers</i>	<i>M</i>	<i>47</i>	<i>48</i>	<i>18</i>

	<i>F</i>	15	24	43
<i>Office employees</i>	<i>M</i>	138	24	15
	<i>F</i>	0	0	144
<i>TOTAL</i>		200	96	220

<i>Training hours by type</i>		2021	2022	2023
<i>Quality, Systems, and Territory Innovation</i>	<i>M</i>	180	0	0
	<i>F</i>	0	0	0
<i>Intermediate Excel Course</i>	<i>M</i>	0	0	18
	<i>F</i>	0	0	144
<i>Language Enhancement</i>	<i>M</i>	45	72	15
	<i>F</i>	15	24	43

2.1.3. Health and Safety in the Workplace

[GRI 403-1; GRI 403-3; 403-4; 403-5; 403-6; 403-7; 403-8; 403-9; 403-10]

Compliance with Legislative Decree 81/2008, known as the Consolidated Law on Workplace Safety, is essential to prevent accidents and occupational diseases. Movimoda is committed to adhering to Italian regulations by adopting the necessary preventive and corrective measures to minimize risks and promote a culture of safety and well-being.

In accordance with the decree, the companies organize mandatory training courses and updates, ensuring that all employees are always aware of the existing risks and the safety procedures to follow.

When addressing health and safety, it is important to note that the scope and scale of this topic differ between the two companies. Movimoda One S.r.l., given its organizational structure, focuses solely on the analysis, management, and prevention of risks related to administrative and office activities.

In contrast, for Movimoda S.p.A., health and safety are far more extensive, as the company considers and monitors activities carried out within its warehouses, where third-party contractors may also work. In warehouse management, safety is a significant concern. The company is continuously improving and is taking steps to adopt all necessary measures to prevent risks and ensure that the environments are suitable for the activities carried out. In a safe environment, operators can work calmly, allowing them to stay focused, motivated, and perform at their best without any concerns.

The company ensures the preservation of the buildings in which it operates and is committed to maintaining site and equipment safety, providing employees with a healthy workplace that minimizes exposure to risks.

Facilities are periodically monitored through appropriate inspections that ensure the structures are suitable and adequate for the people working within them. In addition to this high-level monitoring, to increase site oversight and speed up response times, warehouse operators have been equipped with tools and means to report problems and malfunctions within specific sites.

Movimoda S.p.A. implements policies that allow it to safely manage the equipment it purchases and uses. When acquiring new equipment, the company ensures it requests CE certifications and machine use and maintenance manuals, which, in addition to being archived, are shared with partners operating on site. Documents related to machinery are also shared with the Group's RSPP (Health and Safety Officer), who, if necessary, drafts specific procedures to be made available to those who will actually use the equipment.

Below are the tables relating to the 2021–2023 three-year period for Movimoda One S.r.l.:

TREND OF WORKPLACE INJURIES (employees)	2021	2022	2023
Number of injuries	0	0	3
Hours worked	65.880	66.200	62.235
Workplace injury rate (frequency index) ¹	-	-	48,2
Total days of absence due to injuries	0	0	364
Average duration of absence due to injuries ²	0	0	33,60

Safety Training Courses	U.d.M.	2021	2022	2023
Number of courses	n.	1	2	2
Number of participants	n.	1	37	4
Training hours	n. hours	4	10	12

Below are the tables for the 2021–2023 three-year period of Movimoda S.p.A.:

TREND OF WORKPLACE INJURIES (employees)	2021	2022	2023
Number of injuries	0	0	1
Hours worked	13.442	14.715	33.429
Workplace injury rate (frequency index) ³	-	-	29.91
Total days of absence due to injuries	0	0	24
Average duration of absence due to injuries ⁴	0	0	24

Safety Training Courses	U.d.M.	2021	2022	2023
Number of courses	n.	3	1	4
Number of participants	n.	4	1	12
Training hours	n. hours	18	4	24

¹ Calculated as: (number of recordable workplace injuries / hours worked) × 1,000,000

² Calculated as: days of absence due to injuries / number of injuries

³ Calculated as: (number of recordable workplace injuries / hours worked) × 1,000,000

⁴ Calculated as: days of absence due to injuries / number of injuries

2.2. QUALITY AND TECHNOLOGICAL INNOVATION FOR OUR CLIENTS

Movimoda constantly invests in technological innovation to optimize production processes and provide tailored solutions for its clients. Transparency in communication and strict management of sensitive data and privacy are essential to maintaining high-quality standards.

This commitment ensures timeliness and reliability, with the goal of building and consolidating long-lasting relationships with clients, while also representing a fundamental strategy for the company's sustainability and growth over time.

Movimoda One S.r.l. and Movimoda S.p.A. work closely together to continuously create custom solutions tailored to each client. The companies are able to form multidisciplinary teams that bring together people with diverse skills and perspectives, capable of developing innovative solutions adaptable to different contexts.

As previously mentioned, the Group positions itself in the market by offering three different types of services:

- **Raw material quality control:** in this area, the companies provide quality control services for raw materials (fabric rolls or accessories), perform chemical tests, measure fabric pieces, etc. In the past, Movimoda S.p.A. has collaborated with research and development companies to identify and study solutions that could support operators in raw material quality control activities.
- **Integrated logistics services:** in this area, the companies primarily manage storage, planning, picking, and packing services. Movimoda S.p.A. has consistently been ready to face new challenges and implement innovative systems for client satisfaction and process optimization, such as the introduction of automated systems for warehouse operations (sorting plant, automated handling and fabric packaging systems). In addition, PTO and PTL systems have been implemented. In recent years, the company has also been adopting systems and technologies for RFID application and usage, studying dedicated software and hardware solutions for each specific requirement.
- **Finished garment quality control and restoration:** in this area, the company performs quality control of finished garments, ironing, and restoration (sewing, stain removal, etc.). Movimoda has always been active in researching new solutions and equipment that allow it to achieve better performance and quality while reducing consumption and improving working conditions for operators (safety, posture, etc.).

The Movimoda Group ensures that its clients maintain high-quality standards through the definition and contractualization of KPIs used to monitor and control performance. These can refer to the number of meters of fabric inspected in a given period, the number of garments handled in and out during a period, etc. KPIs not only provide a guarantee for clients but also serve as an important internal monitoring tool: they are constantly checked by the company and by operational managers on-site, as they offer a clear and accurate representation of the warehouse situation. KPIs are used to identify problems or critical situations and serve as the starting point for subsequent processes of cause analysis and problem-solving.

Customer Breakdown by Sector (n)	2021	2021	2023
Fashion	57	53	52
Quality Control and Repairs	80	89	150
TOTAL	137	142	202

Customer Breakdown by Service (n)	2021	2022	2023
Finished Product Quality Control	56	61	131
In-line Monitoring	0	0	0
Fabric Quality Control	24	28	19
Handling /Fashion	57	53	52
TOTAL	137	142	202

Customer Distribution by Geographic Area (n)	2021	2022	2023
Northern Italy	63	58	67
Central Italy	74	84	135
Total	137	142	202

2.3.SUPPLY CHAIN MANAGEMENT

[GRI 204-1; GRI 308-2; GRI 414-1]

Movimoda firmly believes in the importance of developing strong and productive synergies and collaborations with its suppliers, recognizing that their reliability and production performance are essential to achieving the quality and timeliness objectives required by clients. Furthermore, the company is actively working to promote a sustainable supply chain by selecting and prioritizing responsible suppliers who meet high environmental and social standards in order to reduce its own impact.

The companies are aware of the importance of designing a sustainable and responsible supply chain for the execution of their business activities. Supplier selection is a critical process that evaluates objective parameters such as quality, convenience, price, capacity, efficiency, ethics, and legal compliance. Attention to these aspects translates into efficiency and quality in daily operations; by relying on timely deliveries, high-quality materials, and prompt support, Movimoda is able to ensure and maintain a smooth and uninterrupted supply chain, preventing negative impacts on clients and providing continuity and reliability of service.

The goal is to establish and maintain stable relationships with suppliers through continuous evaluation of the goods and services purchased. When receiving new proposals from companies other than the usual suppliers, the purchasing department analyzes and verifies them by collecting quotes, comparing them, and researching information about the companies through websites and direct contacts.

Whenever possible, the evaluation and selection of suppliers prioritize companies located near the sites where interventions are required. This approach aims not only to support local businesses and their development but also to leverage a short supply chain. This choice allows the company to manage its needs quickly and efficiently (suppliers must guarantee service within 48 hours to avoid compromising service quality), while minimizing environmental impact through reduced delivery

times and consequently lower CO2 emissions from transportation. For vehicle rental contracts, electric-powered options are preferred whenever possible.

Supplier Purchases	U.d.M.	2022	2023
Total Goods and Services Purchased	€	4.207.638	3.477.797
Goods and Services Purchased from Local Suppliers	€	4.207.638	3.470.124
Goods and Services Purchased from Local Suppliers	%	100%	99,8%

Active Suppliers by Geographic Area	U.d.M.	2021	2022	2023
North	nr	179	212	251
Central	nr	33	44	36
South	nr	8	6	2
Total Italy	nr	220	262	289
	%	97,8%	100%	99,3%
Abroad	nr	5	0	2
Total Suppliers	nr	225	262	291

3. ENVIRONMENTAL DIMENSION

In an era where sustainability is a global priority, all companies have a responsibility to adopt practices that reduce environmental impact and contribute to the fight against climate change, promoting a sustainable future, protecting natural resources, and enhancing the well-being of future generations.

The Movimoda Group, still in the early stages of its journey toward environmental sustainability, is becoming increasingly aware of the importance of reducing its emissions footprint and, consequently, actively contributing to climate change mitigation. The company is committed to actively pursuing this goal through the adoption and promotion of responsible behaviors, not only to reduce its environmental impact but also to build strong relationships with its stakeholders and improve its operational processes.

Today, the Group recognizes that its ESG data collection system is not yet mature enough to provide timely information on environmental sustainability issues, such as energy consumption. Movimoda aims to improve this data collection system and, as a starting point, provides some estimates of environmental data, which will be refined over the coming years.

3.1 Energy Management and Climate Change Mitigation

Energy Consumption

[GRI 302-1; GRI 302-3; GRI 302-5]

Despite high fuel consumption due to the transportation of products from warehouses to clients, the Movimoda Group has implemented several internal practices to reduce consumption and, consequently, emissions.

The companies have carried out measures to improve the energy efficiency of their facilities, replacing previous lighting sources with LED lighting. In addition, policies have been adopted to reduce methane gas consumption, supplying warehouse areas with alternative heating systems that have a lower environmental impact.

Furthermore, Movimoda is converting its corporate fleet, replacing Euro 0-1-2-3-4-5 diesel vehicles with Euro 6 or hybrid models. This transition aims to reduce emissions of nitrogen oxides (NOx), particulate matter (PM), hydrocarbons (HC), and carbon monoxide (CO), contributing to a lower environmental impact.

Movimoda believes in sustainable business, which means actively seeking sustainable energy sources and implementing all possible tools and initiatives to reduce energy consumption. In the consumption analysis, multiple tables have been used to provide more detailed data division between the two companies in the Group.

The first table reports data related to the energy consumption of Movimoda S.p.A. sites, which represent the most significant impact. The consumption figures refer to all sites managed and controlled by the company. The decision was made to exclude electricity and gas consumption of Movimoda One S.r.l., as it is negligible in comparison.

ENERGY CONSUMPTION	U.d.M.	2022	2023
Natural Gas	smc	326.736	182.503
LPG	l	208.785	156.553
Purchased Electricity from the Grid	kWh	2.547.267	2.185.481

The table below shows the details of the aggregated fuel consumption of employee cars of Movimoda One S.r.l. and Movimoda S.p.A.

ENERGY CONSUMPTION	U.d.M.	2022	2023
Vehicle Diesel	l	11.602	37.415
Gasoline	l	1143	4236

Below is the estimated total energy consumption for the Group, expressed in GJ:

ENERGY CONSUMPTION (GJ) ⁵	2022	2023	Variation %
Natural Gas	11.203,78	6.258,03	-44%
LPG	5.386,65	4.039,07	-25%
Diesel Fuel for Vehicles	417,60	1.346,72	222%
Gasoline	36,48	135,20	271%
Purchased Electricity from Non-Renewable Sources	9.170,16	7.867,73	-14%
Total Energy Consumed	26.214,67	19.646,74	-25%

Direct and Indirect Emissions

[GRI 305-1; GRI 305-2; GRI 305-4]

Reducing emissions and mitigating climate change is essential for Movimoda, as these actions not only protect the environment but also help promote responsible energy-saving behaviors within the Company and, more broadly, contribute to achieving European decarbonization targets.

For a logistics company such as Movimoda, Scope 3 emissions — that is, indirect emissions along the value chain — are particularly significant. These include emissions generated by suppliers and product distribution, representing a substantial share of the Company's total emissions. Managing and reducing Scope 3 emissions is therefore crucial to minimizing the overall environmental impact.

Below are the estimates of CO₂-equivalent emissions:

- **Direct** (Scope 1): emissions generated from sources owned or directly controlled by the Organization⁶;
- **Indirect** (Scope 2): emissions resulting from energy consumption related to the generation of electricity purchased and consumed by the Organization (calculated according to the location-based method).⁷.

Direct Emissions (Scope 1) – tCO ₂ eq	2022	2023
Natural gas	652,74	364,60

⁵ Source of conversion factors to GJ: calculations based on NIR 2022 and CRF 2022 data. For further details, see ABI Lab, *Guidelines on the Application of GRI Environmental Standards in Banks*.

⁶ Source of conversion factors to tCO₂-eq: calculations based on NIR 2022 and CRF 2022 data. For further details, see ABI Lab, *Guidelines on the Application of GRI Environmental Standards in Banks*.

⁷ According to the location-based methodology, greenhouse gas emissions are calculated by applying national emission factors for the set of primary energy sources used to produce electricity (the so-called fuel mix or energy mix). In 2022, one kWh of electricity consumed in Italy emitted 0.309 kg of CO₂, according to ISPRA emission factors.

<i>Diesel Fuel for Transportation</i>	31,01	100,01
<i>Petrol (Gasoline)</i>	2,69	9,95
Total Direct Emissions	686,44	474,56

Indirect Emissions (Scope 2) – tCO₂eq	2022	2023
<i>Electricity Purchased from the Grid</i>	787,11	675,31

GHG Emissions Intensity	U.d.M.	2022	2023
<i>Total GHG Emissions</i>	tCO ₂ eq	1.473,54	1.149,87
<i>Indicator Used for Calculating Carbon Intensity (Denominator)</i>	Employees	54	69
Emission Intensity	tCO₂eq/employee	27,29	16,66

The Company is committed to monitoring its Scope 3 emissions in the coming fiscal years.

3.2 Promotion of a Circular Economy

[GRI 301-1; GRI 306-1; GRI 306-3; GRI 306-5]

Promoting a circular economy model through reuse, recycling, and waste reduction is essential for all companies.

In particular, for logistics companies such as Movimoda, the sustainable management of product packaging and the implementation of circular practices, such as refurbishing defective products, represent effective strategies to reduce the overall amount of waste and warehouse scrap. This approach not only decreases dependence on finite resources but also lowers production costs and creates new market opportunities. Furthermore, attention to the circular economy has grown thanks to the European Green Deal, which encourages companies to adopt sustainable practices to reduce environmental impact.

The waste managed by the Company mainly stems from the choices and policies of its clients. Often, the goods Movimoda S.p.A. handles are primarily packaging materials for the garments selected and supplied directly by the client, such as paper, plastic, and pallets. Nevertheless, the Company seeks to promote among its stakeholders a policy that emphasizes the preference for and adoption of recycled materials. For example, the Company purchases paper and cardboard certified by the **Forest Stewardship Council (FSC)**, an independent third-party international certification specific to the forestry sector and forest-derived products—both woody and non-woody.

Below are the data relating to the main materials purchased by Movimoda S.p.A.:

Main Materials Purchased (tons)	2021	2022	2023
Paper and Cardboard	874,669	850,84	700,93
Of Which FSC-Certified	100%	100%	100%
Wood	19,801	100,81	112,385
Plastic	114,235	123,426	93,013

Waste management is another cornerstone of the commitment to reducing the environmental footprint; therefore, the Group, where possible, ensures recycling and sorting processes and is committed to identifying new circular improvement opportunities. Below are the quantitative data

on the waste generated during the year under analysis at the warehouses managed and coordinated by Movimoda S.p.A.

Waste Generated (tons)	2022	2023
Total Non-Hazardous Waste Produced and Sent for Disposal	1.556,556	1.128,196

4. ECONOMIC DIMENSION

Movimoda operates in the market in full compliance with tax transparency regulations, aiming to create sustainable long-term wealth for its stakeholders and for the entire territory in which it operates. The purpose of this chapter is to report and comment on the economic value generated by the Company during the 2022-2023 period.

4.1 Summary of Financial and Asset Information

It should be noted that the fiscal year-end of Movimoda S.p.A., as of October 31, 2023, differs from that of the holding company Movimoda One S.r.l., whose fiscal year ends on December 31, 2023.

4.1.1 Movimoda One S.r.l.

BALANCE SHEET – ASSETS (€)	31.12.2023	31.12.2022
B) Non-current assets		
I. Intangible assets	1.267.903	1.360.823
II. Tangible assets	44.478	46.479
III. Financial assets	1.399.000	1.399.000
Total non-current assets (B)	2.711.381	2.806.302
C) Current Assets		
I. Inventories	0	0
II. Receivables	3.299.482	1.484.289
IV. Cash and cash equivalents	1.248	13.118
Total current assets (C)	3.300.730	1.497.407
D) Accrued income and prepaid expenses	45.911	51.280
TOTAL ASSETS	6.058.022	4.354.989

BALANCE SHEET – EQUITY AND LIABILITIES (€)	31.12.2023	31.12.2022
A) Equity		
I. Share capital	10.000	10.000
III. Revaluation reserves	1.455.000	1.455.000
IV. Legal reserve	5.658	5.658
VI. Other reserves, separately indicated	198.778	498.448
IX. Profit (loss) for the year	51.341	138.839
Total Equity (A)	1.720.777	2.107.945
B) Provisions for risks and charges	25.831	27.663
C) Employee severance indemnity	557.080	524.131
D) Liabilities	3.493.300	1.417.230
E) Accrued expenses and deferred income	261.034	278.020
TOTAL LIABILITIES AND EQUITY	6.058.022	4.354.989

INCOME STATEMENT (€)	31.12.2023	31.12.2022
A) Value of production		
1) Revenues from sales and services	4.310.255	4.691.579

2)	Changes in inventories of work in progress, semi-finished and finished products		
3)	Changes in contract work in progress		
4)	Increase in fixed assets for internal work		
5)	Other revenues and income	21.702	10.650
Total value of production		4.331.957	4.702.229
B) Production Costs			
6)	For raw materials, supplies, consumables, and goods	104.569	113.847
7)	For services	934.501	1.228.531
8)	For use of third-party assets	327.438	291.534
9)	For personnel	2.502.912	2.559.111
10)	Depreciation, amortization, and write-downs	117.507	128.036
11)	Changes in inventories of raw materials, supplies, consumables, and goods	0	0
12)	Provisions for risks	0	0
14)	Other operating expenses	89.410	28.179
Total production costs		4.076.337	4.349.238
Difference between value and production costs (A-B)		255.620	352.991
C) Financial income and expenses			
15)	Income from investments in affiliated companies	0	0
16)	Other financial income	181	67
17)	Interest and other financial expenses	51.932	38.827
17-bis)	Gains and losses on exchange rates	0	0
Total financial income and expenses (15+16-17+/-17-bis)		-51.751	-38.760
Profit (Loss) before taxes (A-B+/-C+/-D)		203.869	314.231
20)	Income taxes for the year, current, deferred, and prepaid	152.528	175.392
21)	Profit (Loss) for the year	51.341	138.839

4.1.1 Movimoda S.p.A.

STATEMENT OF FINANCIAL POSITION – ASSETS (€)		31.10.2023	31.10.2022
B) Non-current assets			
I.	Intangible assets	1.316.363	1.222.400
II.	Tangible assets (Property, Plant and Equipment)	7.683.085	7.848.730
III.	Financial assets	130.000	1.297.249
Total non-current assets (B)		9.129.448	10.368.379
C) Current assets			
I.	Inventories	477.396	537.855
II.	Receivables	18.370.327	21.457.458
IV.	Cash and cash equivalents	87.520	344.886
Total current assets (C)		18.935.243	22.340.199
D) Accruals and deferrals		782.401	1.411.217
TOTAL ASSETS		28.847.092	34.119.795

STATEMENT OF FINANCIAL POSITION – EQUITY AND LIABILITIES (€)	31.10.2023	31.10.2022
A) Shareholders' Equity		
I. Share capital	1.000.000	1.000.000
III. Revaluation reserves	0	0
IV. Legal reserve	96.778	83.849
VI. Other reserves, separately indicated	1.574.743	1.574.746
VII. Cash flow hedge reserve	76.399	99.252
VIII. Retained earnings (accumulated profits/losses)	-898.220	-1.143.859
IX. Profit (loss) for the year	-1.999.041	258.567
Total Shareholders' Equity (A)	-149.341	1.872.555
B) Provisions for risks and charges	2.124.768	134.764
C) Employee severance indemnity (TFR)	7.492	29.557
D) Payables	25.561.408	31.663.046
E) Accruals and deferrals	1.302.765	419.963
TOTAL LIABILITIES AND EQUITY	28.847.092	34.119.885

INCOME STATEMENT (€)	31.12.2023	31.12.2022
A) Production value (Revenues)		
1) Revenue from sales and services	49.460.665	47.257.884
2) Changes in inventories of work in progress, semi-finished and finished goods		
3) Changes in contract work in progress		
4) Capitalized internal work (increases in non-current assets for internal work)		
5) Other revenues and income	1.854.110	303.579
Total production value	51.314.775	47.561.463
B) Production costs (Operating costs)		
6) Raw materials, ancillary materials, consumables and goods for resale	1.643.787	2.894.672
7) Services	35.648.428	34.476.508
8) Use of third-party assets (e.g. leases, rentals)	6.879.173	6.781.211
9) Personnel costs	1.690.610	767.208
10) Depreciation and amortization and impairment losses	1.197.422	1.313.110
11) Changes in inventories of raw materials, ancillary materials, consumables and goods for resale	60.459	-537.855
12) Provisions for risks	65.000	0
13) Other provisions	1.889.345	0
14) Other operating expenses	1.965.703	870.610
Total production costs	51.039.927	46.565.464
Difference between production value and production costs (A-B)	274.848	995.999
C) Financial income and expenses		

15)	Income from equity investments in associated companies	0	0
16)	Other financial income	58.128	1.727
17)	Interest and other financial expenses	655.442	388.150
17-bis)	Foreign exchange gains and losses	-65	0
Total financial income and expenses (15 + 16 – 17 ± 17-bis)		-597.379	-386.423
D) Adjustments to the value of financial assets and liabilities			
19)	Impairment of equity investments	1.445.500	0
Total adjustments to financial assets and liabilities (18 and 19)		-1.445.500	0
Profit (Loss) before tax (A – B ± C ± D)		-1.768.031	609.576
20)	Income taxes for the year (current, deferred and prepaid)	231.010	351.009
21)	Profit (Loss) for the year	-1.999.041	258.567

Revenues from core operations increased by approximately 5% compared to the previous financial year, mainly driven by the development of higher value-added activities for clients already “served” by Movimoda, as well as for new clients. Operating costs increased by a proportionally smaller 4% compared to the previous year, reflecting the positive outcomes of the optimization and efficiency strategies implemented by the Company, which are still being further refined.

In summary, the main extraordinary events that effectively resulted in the reported loss of €1,999,041 in the financial statements closed on October 31, 2023, can be attributed essentially to:

a) Impairment of assets relating to equity investments held in the French companies Movimoda France, Movimoda Evolutions, and SNDR Evolutions, recorded under item D 19 a) of the Income Statement for a total of €1,445,500;

b) Provisions recorded under item B 4) “Other provisions for risks and charges” of the Liabilities section, with a corresponding entry under item B13) of the Income Statement, totaling €1,889,345.

Given the negative result of €1,999,041, arising from the extraordinary events mentioned above, which was incurred by Movimoda S.p.A. upon the closing of the financial statements on October 31, 2023, the consequent negative effect on the company’s Shareholders’ Equity at the same date led the shareholders of Movimoda S.p.A., through the wholly-owned parent company Movimoda One S.r.l., to irrevocably commit—via certified email on December 2, 2024—to further recapitalize Movimoda S.p.A. by making a total contribution of €1.2 million, consisting of:

1. €600,000 already paid, as recorded in the minutes of the extraordinary shareholders’ meeting held on December 6, 2024, simultaneously with the approval of the financial statements for the year ended 31/10/2023;
2. €600,000 to be paid by February 28, 2025.

4.2 Value Added Created and Distributed

[GRI 201-1]

In order to determine the value added generated by the company, the Income Statement was reclassified according to the value-added criterion set forth in the Italian GBS Standard – Principles for the Preparation of the Social Report.

4.2.1 Movimoda One S.r.l.

RECLASSIFIED INCOME STATEMENT – VALUE ADDED (€)	31.12.2023	31.12.2022
Production value	4.331.957	4.702.229
Contributions to the financial year	0	0
Total revenues	4.331.957	4.702.229
Costs of raw materials	104.569	113.847
Costs of services	934.501	1.228.531
Costs for use of third-party assets	327.438	291.534
Other operating expenses, net of representation expenses, gifts, and donations	85.347	17.117
Total costs	1.451.855	1.651.029
Income from equity investments	0	0
Financial income	181	67
GROSS VALUE ADDED (Revenues – Costs + Income)	2.880.283	3.051.267
Depreciation and amortization	111.776	120.424
NET VALUE ADDED	2.768.507	2.930.843

The total value added generated by Movimoda One in 2023 is lower than that of 2022 due to reduced revenues, as centralized functions required less effort in terms of costs, and higher other operating expenses resulting from increased taxes and various charges.

Below is the value added distributed among the different stakeholder categories (GBS method):

DISTRIBUTION OF VALUE ADDED (€)	31.12.2023	31.12.2022
Company	168.848	266.875
Financiers	51.932	38.827
Employees	2.502.912	2.559.111
Public Administration	152.528	175.392
Shareholders	0	0
Community	4.063	11.062

4.2.2 Movimoda S.p.A.

RECLASSIFIED INCOME STATEMENT – VALUE ADDED (€)	31.10.2023	31.10.2022
Production value	51.314.775	47.561.463

- Contributions to the financial year	-108.487	-43.102
Total revenues	51.206.288	47.518.361
Costs of raw materials	1.643.787	2.894.672
Costs of services	35.648.428	34.476.508
Costs for use of third-party assets	6.879.173	6.781.211
Other operating expenses, net of representation expenses, gifts, and donations	1.963.703	868.727
Total costs	46.135.091	45.021.118
Income from equity investments	0	0
Financial income	58.128	1.727
GROSS VALUE ADDED (Revenues – Costs + Income)	5.129.325	2.498.970
Depreciation and amortization	1.134.022	1.228.884
NET VALUE ADDED	3.995.303	1.270.086

Overall, the consolidated net value added increased by 61% from 2022 to 2023, thanks to the growth in total revenues of the investee company Movimoda during 2023 and the overall efficiency improvements in the costs noted above.

Below is the value added distributed among the different stakeholder categories (GBS method):

DISTRIBUTION OF VALUE ADDED (€)	31.12.2023	31.12.2022
Company	1.213.185	1.033.822
Financiers	655.377	388.150
Employees	1.690.610	767.208
Public Administration	-1.623.100	47.430
Shareholders	0	0
Community	2.000	1.883

5. FUTURE SUSTAINABILITY OUTLOOK

The Movimoda Group is attentive to sustainability issues and is committed to contributing, through its activities and initiatives, to the sustainable development of the country. To this end, in the coming years, the Company intends to implement a plan to improve its business processes in order to reduce the impacts it generates externally.

The Company has recently embarked on its sustainability journey, fully aware that it is a long and gradual process that will require time and effort. The Movimoda Group recognizes that there are still several areas for improvement, but this report represents a starting point—a recognition of the current status and what needs to be enhanced. Sustainability is an ambitious goal, but achievable through a gradual approach that allows the Company to build solid foundations for the future step by step.

The companies are committed to improving and making their information-gathering system more efficient, aiming for more accurate data monitoring. This improvement will enable the companies to make more informed decisions and develop strategies aimed at reducing environmental impacts.

Although still at the beginning of this journey, the commitment to a more sustainable future is evident and remains a top priority.

6. ATTACHMENTS

Topics and Impacts	Positive / Negative	Type	Impact Level	Impact Materiality
Supply Chain Management				
Positive contribution to forest protection through the purchase of FSC-certified paper	+	Current Direct		Yes
Promotion of a more sustainable supply chain and reduction of indirect environmental impacts by favoring suppliers with social and environmental certifications and/or those that have defined future targets to improve their environmental performance	+	Current Direct		Yes
Impacts related to the production of plastic packaging (refineries, chemical plants, etc.) upstream in the value chain, whose processing generates emissions of GHGs and air pollutants, including volatile organic compounds (VOCs), nitrogen oxides (NOx), and particulate matter.	-	Current Indirect		Yes
Energy and Emissions				
Contribution to climate change mitigation and improvement of air quality through the conversion of company vehicles (replacement of diesel cars Euro 0-1-2-3-4-5 with Euro 6 vehicles, use of hybrid vehicles), which reduces emissions of nitrogen oxides (NOx), particulate matter (PM), hydrocarbons (HC), and carbon monoxide (CO) into the atmosphere.	+	Current Direct		Yes
Contribution to climate change mitigation through energy efficiency measures (LED lighting, heat pumps) that reduce energy consumption and, consequently, GHG emissions into the atmosphere.	+	Current Direct		Yes
Generation of direct GHG emissions (scope 1) from the company fleet.	-	Current Direct		Yes
	-	Current Direct		Yes
Generation of indirect GHG emissions (scope 2) due to the consumption of electricity purchased from suppliers sourcing from fossil fuels.	-	Current Indirect		Yes
Contribution to climate change mitigation through the purchase of electricity from renewable sources, which avoids the emission of GHGs into the atmosphere.	+	Current Direct		No
Service Quality and Technological Innovation				
Optimization of client results/performance through the introduction of innovative information and management systems (e.g., MM.net), which enable more efficient logistics flows.	+	Current Direct		Yes
Customer satisfaction thanks to a service that ensures an optimal, flexible, and customized operational flow for the client.	+	Current Direct		Yes
Potential economic damage to clients due to the delivery of an inefficient service or one that does not meet the standards required by clients.	-	Potential Direct		No

Waste and Packaging Management

Excessive generation of waste destined for disposal



Potential

Direct



No

Contribution to the circular economy through the reuse of certain packaging within the Company



Current

Direct



Yes

Contribution to the circular economy through the procurement of packaging made from recycled materials (paper)



Current

Direct



Yes

Contribution to the circular economy through the recycling of certain packaging by specialized suppliers



Current

Direct



Yes

Contribution to the circular economy through the recycling of certain packaging by specialized suppliers



Current

Direct



Yes

Reduction of textile waste and losses through the refurbishment of defective garments that would otherwise not be suitable for sale



Current

Direct



Yes

Ethics, Compliance, and Anti-Corruption

Promotion of ethical behavior within the company, also through the process initiated for the adoption of the 231/01 Model



Current

Direct



Yes

Potential damage to suppliers due to non-compliance with payment terms and/or agreed contractual conditions



Current

Direct



Yes

Potential occurrence of illegal acts, corruption cases, and/or non-compliance with laws/regulations



Potential

Direct



No

Potential damage to the market and local economies due to anti-competitive behavior and unfair commercial practices



Potential

Direct



No

Talent Development and Knowledge Sharing

Support for the development of young talent through training programs in collaboration with local schools and/or universities



Current

Direct



Yes

Increase in knowledge of young workers and transfer of company know-how through mentoring by senior staff



Current

Direct



Yes

Enhancement of employee skills through training and professional development plans aligned with employees' needs and job roles



Current

Direct



No

Increase in employee satisfaction through bonuses and other incentive programs that promote professional growth



Current

Direct



No

Worker Protection

Improvement of employees' quality of life and that of their families through welfare initiatives that promote work-life balance (e.g., smart working, flexible leave)



Current

Direct



Si

Support for employee well-being through private healthcare programs, periodic medical check-ups, and specialist visits within the Company



Current

Direct



No

Potential harm to employees due to exposure to airborne solvents in the finishing department and airborne textile fibers in the fabrics section



Current

Direct



No

Occurrence of workplace accidents



Potential

Direct



No



Potential

Direct



No

Security e privacy

Potential cybersecurity incidents or data loss



Potential

Direct



No

Diversity & Inclusion and Equal Opportunities

Potential cases of inequality and disparities within the Company, both in terms of career progression and compensation (e.g., gender pay gap)



Potential

Direct



No

Potential cases of discrimination within the Company



Potential

Direct



No

Water Resource Management

Excessive use of water resources due to water consumption for restrooms and ironing operations



Potential

Direct



No

7. GRI CONTENT INDEX

GRI INDICATORS INDEX ("with reference" approach)		
UNIVERSAL STANDARDS		PAR.
GRI 2	GENERAL INFORMATION	
A	Organizational profile and reporting process	
2-1	Organizational details (Company name, legal form, registered office, operational sites)	Methodological Note
2-2	Entities included in the organization's sustainability reporting	Methodological Note
2-3	Reporting period, frequency, and point of contact	Methodological Note
2-5	External assurance	Not subject to assurance
B	Activities and workers	
2-6	Activities, value chain, and other business relationships	1.1-1.6
2-7	Employees	2.1
2-8	Non-employee workers	2.1
C	Governance	
2-9	Structure and composition of governance	1.3,1.4
2-10	Appointment and selection of the highest governance body	1.3,1.4
2-11	Chair of the highest governance body	1.3,1.4
D	Strategy, Policies, and Practices	
2-22	Statement on the sustainable development strategy	Letter from the Chairman and CEO
E	Stakeholder engagement	
2-29	Approach to stakeholder engagement	1.7
GRI 3	MATERIAL TOPICS	
3-1	Process for determining material topics	1.8
3-2	List of material topics	1.8, Attachments
3-3	Management of material topics	1.8, 1.9, chap.2 e 3
GRI 200	ECONOMIC DIMENSION	
201	Economic performance	
201-01	Direct economic value generated and distributed (according to the GBS methodology)	4.1, 4.2
204	Procurement practices	
204-01	Proportion of spending on local suppliers	2.3
GRI 300	ENVIRONMENTAL DIMENSION	
302	Energy	
302-01	Energy consumption within the organization	3.1
302-02	Energy consumption outside the organization	3.1
302-03	Energy intensity	3.1
305	Emissions	
305-01	Direct greenhouse gas emissions (Scope 1)	3.1
305-02	Indirect greenhouse gas emissions from energy consumption (Scope 2)	3.1

305-04	Greenhouse gas emissions intensity (GHG)	3.1
306	Waste	
306-03	Waste generated	3.2
GRI 400	SOCIAL DIMENSION	
401	Employment	
401-01	New employee hires and employee turnover	2.1,
403	Occupational Health and Safety	
403-01	Occupational health and safety management system	2.1.3
403-05	Worker training on occupational health and safety	2.1.3
403-09	Workplace accidents	2.1.3
404	Training and Education	
404-01	Average number of training hours per employee per year	2.1.2
405	Diversity and Equal Opportunity	
405-01	Diversity in governance bodies and among employees	1.3, 2.1