



Sustainability Report 2024 of the Movimoda Group

The Consolidated Sustainability Report 2024 of Movimoda One S.r.l. and Movimoda S.p.A. was prepared by:
A&F/HR Department

The Consolidated Sustainability Report is available on the website of Movimoda S.p.A. at the following address:
www.movimoda.it

For further information:
Movimoda S.p.A.
info@movimoda.com

Approved by the Board of Directors at the meeting held on September 30, 2025.

Indice

LETTER FROM THE CHAIRMAN TO STAKEHOLDERS	4
LETTER FROM THE CHIEF EXECUTIVE OFFICER TO STAKEHOLDERS	5
HIGHLIGHTS 2024	6
METHODOLOGICAL NOTE	7
1. CORPORATE IDENTITY AND GOVERNANCE.....	8
1.1 WHO WE ARE	8
1.2 OUR HISTORY	9
1.3 INSTITUTIONAL STRUCTURE AND GOVERNANCE.....	9
<i>Below is a detailed overview of the two companies.</i>	<i>10</i>
1.3.1 Movimoda One S.r.l.....	10
<i>Movimoda One S.r.l. entrusted the statutory audit to the sole auditor, Mr. Stefano Mendogni.</i>	<i>10</i>
1.3.2 Movimoda S.p.A.....	10
1.4 ORGANIZATIONAL STRUCTURE OF THE MOVIMODA GROUP.....	12
<i>As mentioned in the previous section, Movimoda One S.r.l. owns 100% of the shares of Movimoda S.p.A.</i>	
<i>Below is a detailed overview of the organizational structure for the two companies.</i>	<i>12</i>
1.4.1 Movimoda One S.r.l.....	12
1.4.2 Movimoda S.p.A.....	13
1.5 PRESENCE ON THE TERRITORY	13
1.6 IL MODELLO DI BUSINESS: COME CREIAMO VALORE.....	14
1.7 STAKEHOLDER MAPPING AND ENGAGEMENT	16
1.8 MATERIALITY ANALYSIS	16
1.9 ETHICS, COMPLIANCE, AND ANTI-CORRUPTION.....	18
2. SOCIAL DIMENSION	18
2.1. EMPLOYEE PROTECTION AND WELL-BEING	18
2.1.1. Diversity, Inclusion, and Equal Opportunities.....	20
2.1.2. Talent Development and Knowledge Sharing	21
2.1.3. Health and Safety in the Workplace.....	21
2.2. QUALITY AND TECHNOLOGICAL INNOVATION FOR OUR CLIENTS	22
2.3. SUPPLY CHAIN MANAGEMENT	24
3. ENVIRONMENTAL DIMENSION	26
3.1 ENERGY AND EMISSIONS MANAGEMENT.....	26
3.2 PROMOTION OF A CIRCULAR ECONOMY	28
4. ECONOMIC DIMENSION	30
4.1 SUMMARY OF FINANCIAL AND EQUITY INFORMATION	30
4.1.1 Movimoda One S.r.l.....	30
4.1.2 Movimoda S.p.A.	32
4.1.3 Consolidated Result.....	33
4.2 CREATED AND DISTRIBUTED VALUE.....	36
<i>In order to determine the value added generated by the company, the income statement has been reclassified according to the value-added criterion provided by the Italian GBS – Principles for the Preparation of the Social Report.</i>	<i>36</i>
4.2.1 Movimoda One S.r.l.....	36
4.2.2 Movimoda S.p.A.	37
4.2.3 Consolidated value	38
5. FUTURE SUSTAINABILITY OUTLOOK	39

6. ANNEXES	40
6.1. TABLE OF GENERATED IMPACTS (MATERIALITY ANALYSIS).....	40
6.2. SUMMARY TABLES OF ESG DATA.....	43
7. GRI CONTENT INDEX	48

LETTER FROM THE CHAIRMAN TO STAKEHOLDERS

In an increasingly interconnected global context, marked by technological, social, and environmental transformations, the Movimoda Group has continued its path of growth and responsibility with determination. In 2024, our ability to adapt to change, leverage the talent of new generations, and strengthen relationships with all stakeholders proved to be a key element of our strategy.

The past year marked an important evolution in our commitment to a sustainable future. Following the publication of our first Sustainability Report in 2023, we have consolidated the process of integrating ESG (environmental, social, and governance) criteria into our daily management. Our goal remains clear: to generate shared value by combining economic competitiveness, innovation, and a positive impact on the community and the environment.

We are convinced that sustainability is not a destination but a continuous process that requires vision, listening, and collaboration. For this reason, we have intensified dialogue with customers, employees, suppliers, and partners, creating concrete opportunities for discussion and building strategic alliances to address the systemic challenges of our time: climate change, responsible digitalization, and social equity.

We want to thank all those who continue to walk alongside us. The trust, passion, and curiosity you share with us every day are our most precious energy. It is thanks to you that we can aspire to growth that is not only numerical but also qualitative and sustainable.

We look to the future with courage and responsibility. For us, 2024 represents a new milestone in a journey we wish to share, convinced that change is possible only if built together.

Join us, once again.

*The Chairman,
Tiziano Beretti*

LETTER FROM THE CHIEF EXECUTIVE OFFICER TO STAKEHOLDERS

The year 2024 marks a crucial moment not only to reflect on the results achieved but, above all, to consolidate the foundations of the future goals we are committed to reaching. In a context where environmental responsibility is no longer an option but a necessity, we believe it is our duty—both as individuals and as a company—to act consciously, safeguarding the planet’s resources through forward-looking and responsible choices. From this perspective, sustainability is not just a commitment; it is our identity and strategic direction.

Chief Executive Officer

Corrado Beretti

HIGHLIGHTS 2024



**Over
€34 million**
in assets at the
Group level



**Over €
8.7 million**
of gross value
added generated at
the Group level



41%
women



907,58 tCO₂-eq emitted in
2024 (location-based)



**Over €44
million** in revenues
from sales and services
at the Group level



59
direct
employees



6
new hires



142 hours
of training and **36 hours**
of OHS (Occupational Health
and Safety)

METHODOLOGICAL NOTE

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

This document represents the second edition of the Consolidated Sustainability Report of Movimoda One S.r.l. and Movimoda S.p.A. (hereinafter also “Movimoda Group” or, for brevity, “the Group”) and refers to information for the period 01/01/2024 – 12/31/2024, presenting, where possible, data for the three-year period 2022–2023–2024.¹

The reporting scope includes the Parent Company Movimoda One S.r.l. and its subsidiary Movimoda S.p.A. (hereinafter also “Company” or “Business”). The foreign company Movimoda France SA, controlled by Movimoda S.p.A. and acting solely as a holding, is excluded from the reporting scope.

The document has been prepared with reference to the GRI Standards, issued in 2016 by the international organization Global Reporting Initiative and most recently updated in 2024. Moreover, although the Company is not subject to mandatory requirements for fiscal year 2024, the Sustainability Report has been prepared taking into account the provisions of European Directive 2022/2464 (Corporate Sustainability Reporting Directive – CSRD), regarding the disclosure of non-financial information.

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

The reporting of economic, social, and environmental performance is structured consistently with the material topics identified through the materiality analysis, in accordance with the principles of GRI 3 (v.2021). However, this Report also addresses broader social and environmental topics, even if they are not considered particularly material.

This report – which is voluntary and not subject to any regulatory obligation – has not been subjected to external assurance.

¹ Please note that the fiscal year-end of Movimoda S.p.A. (coinciding with 31/10/2024) differs from the year-end of the holding company Movimoda One S.r.l. (set at 31/12/2024).

1. CORPORATE IDENTITY AND 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 work closely together with the primary goal of generating value for clients by leveraging the skills and experiences the companies have developed over years of activity. Their mission is to develop sound business projects that promote the well-being and health of their employees.

The values guiding the Group's operations are primarily linked to the desire to enhance and always respect work, aiming to create a healthy environment that maintains high levels of productivity. The Movimoda Group positions itself in the market as a provider of logistics services, operating according to principles of cost-effectiveness, efficiency, and ethics.

Movimoda One S.r.l. offers administrative, IT, and technological consultancy services, with key departments including Commercial, Human Resources, Accounting & Finance (AFC), Engineering, and IT. The company has always sought support through technology, considering it 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 carriers worldwide. The system ensures process simplification, increased productivity, and enhanced safety in managing strategic and operational flows.

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

Movimoda S.p.A. is one of the few Italian companies specialized in integrated logistics within the fashion sector, with verticalization across all processes, such as quality control, refurbishment, ironing, and warehouse and logistics management. Through collaboration with the company, clients can focus on production while entrusting 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 support requests and provides significant IT and technological assistance.

For success, Movimoda S.p.A. always starts with a detailed project analysis, allowing it to design, develop, and implement custom solutions tailored to specific client needs. The company is also highly extensive, reaching clients wherever necessary. A key strength is the strong collaboration with Movimoda One S.r.l.; the two companies create dedicated working groups for each project and multidisciplinary teams, where each member contributes expertise to achieve tangible,

measurable performance. This collaboration also enables Movimoda S.p.A. to use the WMS developed by its parent company for warehouse management.

Another competitive advantage lies in security. Movimoda S.p.A. has a Security Department that designs control systems to safeguard informational and operational processes. All stages and data, from goods entry to exit, are monitored 24/7.

The company operates in the market with the goal of being an excellent provider of logistics services, always guided by principles of cost-effectiveness, efficiency, and ethics.

1.2 Our History

The Movimoda Group laid the foundations of its creation as early as the 1970s, when an entrepreneur foresaw that the fashion world would soon undergo a transformation. This vision proved accurate, and from that period, a process of change began that would span several decades. The main drivers of this change were linked to the tendency of fashion companies to focus increasingly on product and style, without considering logistics and warehouse management as part of their core business. Over the following decades, the ideas on which Movimoda had built its business model began to take shape.

During the 1980s, fashion companies initiated a development and transformation process: they started to focus their workforce solely on product, design, and style, outsourcing both production and logistics, including warehouse management. In the following decade, with globalization, production relocation began, and company operations moved beyond national borders. This shift created the need to handle increasingly larger volumes of goods.

At the beginning of the new millennium, Movimoda could already boast significant know-how and leverage the many skills developed over the previous thirty years. Throughout this journey, the company understood that the true value of a business lies in its human capital, and that employee training is a central element for success.

Today, Movimoda supports fashion industry companies in a range of extra-production activities, managing the supply chain globally and positioning itself at the center between the manufacturer and the consumer. The company is capable of designing tailored solutions for each client, always starting with an “as-is” analysis of the starting situation and identifying the best solution to meet customer needs.

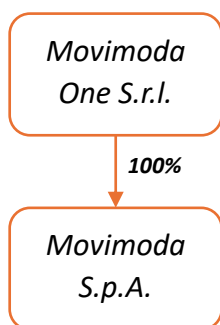
Movimoda handles logistics across the entire fashion supply chain, from raw materials—such as yarns and fabrics—to finished products, including clothing, bags, footwear, accessories, or cosmetics. In addition, the company performs quality control operations on raw materials and finished goods, including refurbishment, repair, and ironing.

The company’s goal is to continue listening to the fashion market, expanding the range of services offered year by year, in order to promptly meet the specific needs of each client while maintaining a 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 (S.r.l.) with its registered office in Parma and owns 100% of the shares of Movimoda S.p.A., an Italian joint-stock company (S.p.A.) also headquartered in Parma.



Below is a detailed overview of the two companies.

1.3.1 Movimoda One S.r.l.

In 2024, the shareholding of Movimoda One S.r.l. was as follows: Tiziano Beretti (78.48% of capital), Vito Alfonso Viscido (14.35% of capital), Corrado Beretti (3.59% of capital), and Matteo Fauri (3.59% of capital). Below is a representative diagram of the different stakeholders:

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

Strategic and governance decisions are made by the Board of Directors, which sets the policies subsequently implemented by the relevant departments.

The Board members are responsible for maximizing the effectiveness and efficiency of the entire corporate structure. Its leadership focuses on the continuous improvement of internal operational processes and the enhancement of all personnel within the company. The Board coordinates and supervises all corporate functions, ensuring the achievement of objectives and strict compliance with quality standards, supported by a strong customer-oriented strategic approach and a pronounced entrepreneurial mindset.

During 2024, the Company reported:

- Number of shareholders' meetings and minutes: 3
- Number of Board of Directors meetings and minutes: 6

Auditing Firm

Movimoda One S.r.l. entrusted the statutory audit to the sole auditor, Mr. Stefano Mendogni.

1.3.2 Movimoda S.p.A.

During 2024, the Company was managed by the Board of Directors (BoD), composed of the following members:

Name and Surname	Role
<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>

A dicembre 2024 l'assemblea dei soci, a seguito dell'approvazione del bilancio d'esercizio al 31 ottobre 2023, ha nominato il nuovo organo amministrativo, le cui deleghe e poteri sono stati assegnati nel mese di aprile 2025 composto dalle seguenti figure:

Name and Surname	Role
<i>Gianluca Beretti</i>	<i>Chairman of the Board of Directors</i>
<i>Tiziano Beretti</i>	<i>Chief Executive Officer</i>
<i>Corrado Beretti</i>	<i>Executive Board Member</i>
<i>Matteo Fauri</i>	<i>Executive Board Member</i>

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

The Board members are responsible for maximizing the effectiveness and efficiency of the entire corporate structure. Its leadership focuses on the continuous improvement of internal operational processes and the enhancement of all personnel within the company. The Board coordinates and supervises all corporate functions, ensuring the achievement of objectives and strict compliance with quality standards, supported by a strong customer-oriented strategy and a pronounced entrepreneurial mindset.

During 2024, the Company reported:

- Number of shareholders' meetings and minutes: 2
- Number of Board of Directors meetings and minutes: 9

Auditing Firm

Movimoda S.p.A. entrusted statutory auditing to the company Uniaudit S.r.l.

Board of Statutory Auditors

The Board of Statutory Auditors is composed as follows:

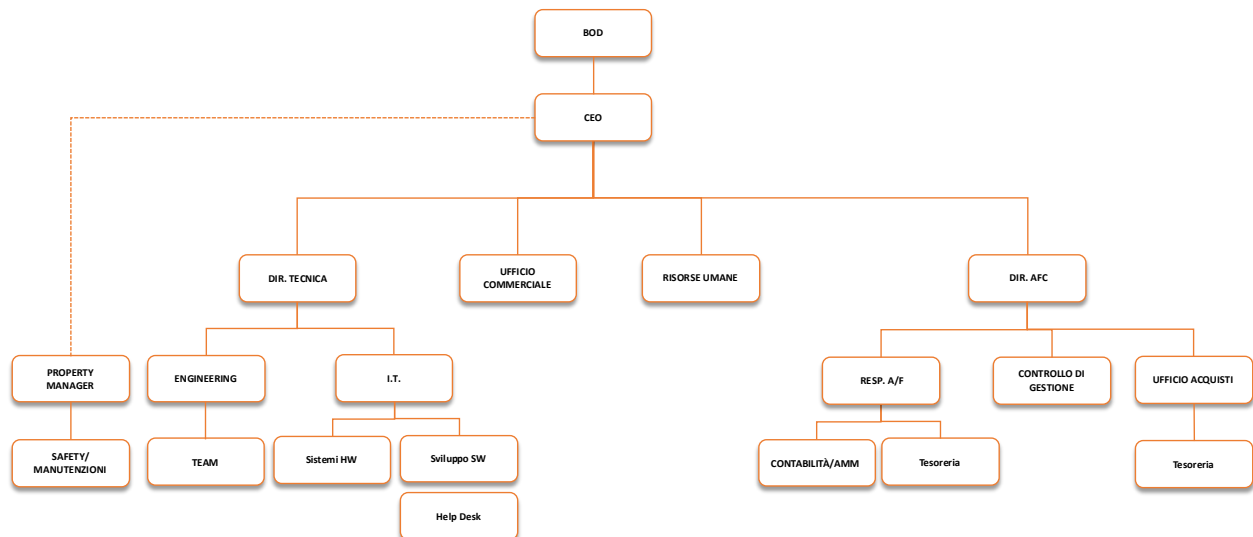
- Chairperson: Andrea Gemmi
- Statutory Auditors: Alberto Visioli and Donatella De Dominicis
- Alternate Auditors: Maria Teresa Sarcone and Alessandro Baga

1.4 Organizational Structure of the Movimoda Group

As mentioned in the previous section, Movimoda One S.r.l. owns 100% of the shares of Movimoda S.p.A. Below is a detailed overview of the organizational structure for the two companies.

1.4.1 Movimoda One S.r.l.

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



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

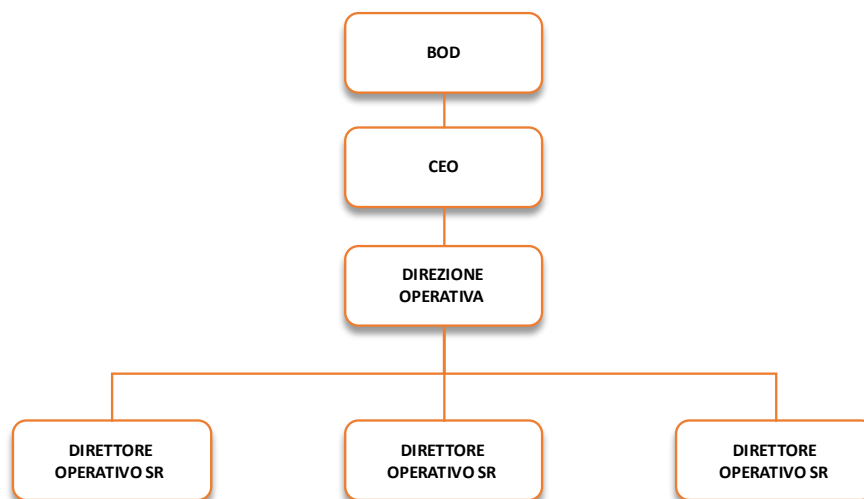
- **Property Manager:** Responsible for managing and maintaining company properties, ensuring operational efficiency while respecting safety and environmental considerations. This role also oversees energy resources and manages the spaces of the company and its subsidiary.
- **Engineering Department:** Acts as the company's project office, where logistics, support, and technological innovation projects are developed and implemented. It also provides support to other departments in managing various activities.
- **IT Department:** Divided into two areas: hardware & systems and software. The hardware team focuses on network infrastructure and manages all hardware components used in the warehouse. The software developers work on designing and implementing new developments for the company's WMS, mainly based on internal needs or client requests.
- **Commercial Department:** Handles the management and maintenance of relationships with both new and existing clients. Its activities include identifying potential clients, developing projects, and providing post-acquisition customer care.
- **Human Resources Department:** Manages and administers personnel, from recruitment and selection to the provision of benefits.
- **Administration and Finance Department:** Oversees administrative, financial, and procurement activities for the company and its subsidiary. This includes preparing and monitoring budgets, allocating financial resources, and managing corporate accounting.

- **Management Control Department:** Responsible for drafting company budgets, monitoring business activities, and tracking financial and economic results to provide a clear representation of company data, supporting the Group's strategic decision-making.

The heads of each business unit report directly to the CEO, coordinating with them to define and align on the strategic direction, keeping them updated on developments in their area, and involving them in all 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 above, two main functions can be identified:

- **Operations Management:** Responsible for overseeing the top-level operational activities. Its role is to manage and coordinate the work of the Senior Operations Directors while maintaining a broad and global view of the Company.
- **Senior Operations Director:** Responsible for the operational management of specific geographic areas. Each of these directors oversees a limited geographic area, supervising sites and managing customer care activities closely tied to warehouse operations.

Each function has a specialized team, often organized by geographic area. Each Senior Operations Director reports to Operations Management to keep it informed about developments in their area and to support the creation of a clear and comprehensive view of the Company.

1.5 Presence on the Territory

[GRI 2-1]

Movimoda One S.r.l. has a single headquarters where all the offices described above are located. This is situated in San Polo d'Enza (RE), Italy.

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



1.6 Il modello di business: come creiamo valore

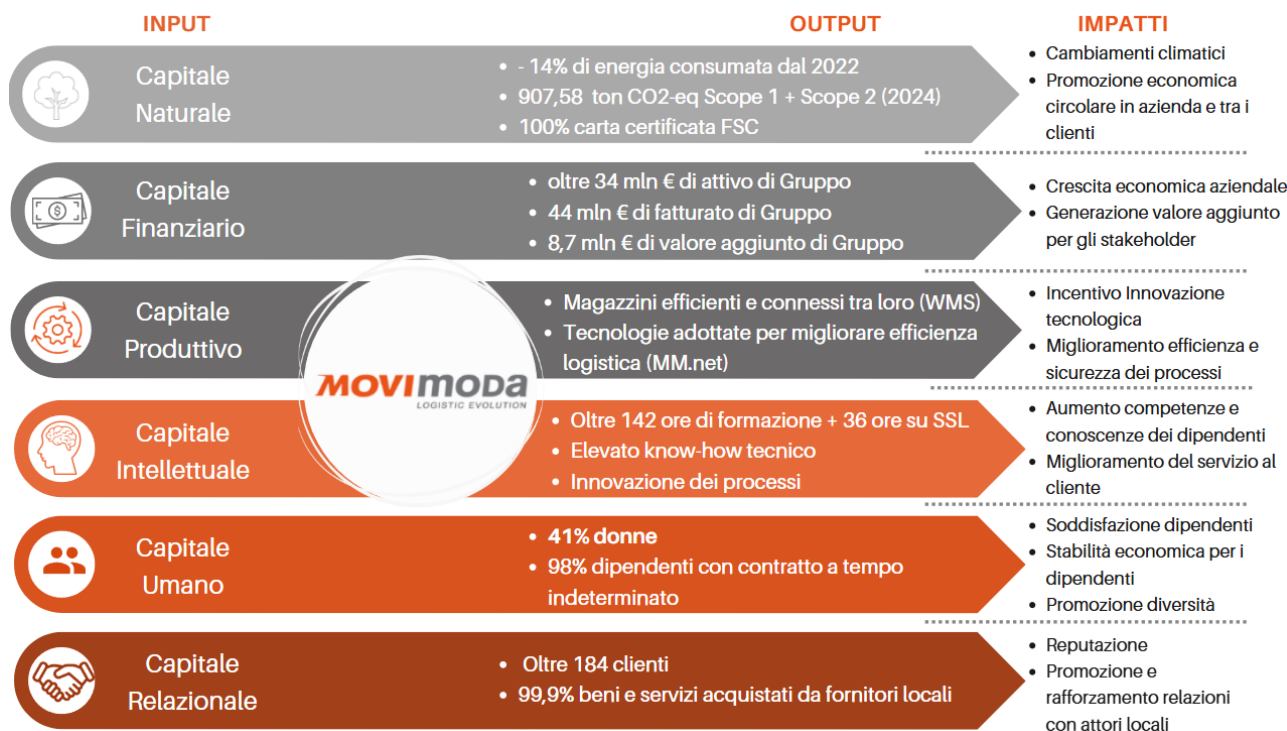
[GRI 2-6]

The value of a company is not measured solely by financial results but also by a range of tangible and intangible factors that contribute to its long-term success. According to the <IR> Framework² guidelines, these factors can be grouped into six capitals, some material and others intangible:

- **Financial Capital:** The economic resources available to an organization, generated through financing, operations, and investments. This 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 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 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. This includes renewable and non-renewable resources (water, air, biodiversity, minerals, energy) and the ecosystem services upon which the company depends.
- **Productive Capital:** The physical and infrastructural assets that an organization uses to produce goods and services. This includes plants, machinery, buildings, technologies, and production processes that contribute to the company's efficiency and production capacity.
- **Social (Relational) Capital:** The relationships, networks, trust, and reputation that the organization maintains with clients, suppliers, communities, governments, and other stakeholders. This capital represents the ability to create value through strong, collaborative relationships with the external environment.

² Integrated Reporting Framework - IFRS Foundation

The following image provides an example of Movimoda's business model, illustrating the system used to transform inputs into outputs and results through company activities, with the aim 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 the Movimoda Group, its success is closely linked to the value of human and intellectual capital.

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

Human capital, with the skills, experience, and dedication of its people, forms the foundation for tackling complex challenges and creating customized solutions. Movimoda recognizes the importance of continuous training and employee well-being, aware that a healthy and productive work environment stimulates innovation and contributes to business growth. The creation of multidisciplinary teams, capable of collaborating across different functions and companies, enables the development of custom-made solutions and allows flexible responses to client needs.

At the same time, intellectual capital—understood as the capacity for innovation—serves as a 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 clients, 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 with performance while keeping people central in 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 swiftly to market dynamics. This balance between human and intellectual capital not only strengthens corporate

competitiveness but also creates an ethical, efficient, and economically sustainable work environment, where innovation translates into tangible value for the Group and its clients.

1.7 Stakeholder Mapping and Engagement

[GRI 2-29]

Stakeholders are individuals or groups whose interests are influenced, or may be influenced, by the organization's activities. Effectively managing relationships with stakeholders and involving them in strategic planning allows the company to understand their needs and meet their expectations, while anticipating potential issues.

This approach helps build lasting and trust-based relationships, thereby ensuring the long-term success of Movimoda.

Below is an illustrative table representing the stakeholder mapping:

Stakeholder	Engagement Objective	Engagement Methods	Timing
Employees	Monitor the workplace climate and intervene where necessary	The HR Department maintains ongoing relations with employees	Continuous
Clients	Understand clients' needs and expectations, and assess satisfaction	The Sales Department maintains ongoing relations with clients	Continuous
Suppliers	Evaluate suppliers' sustainable practices and identify new collaboration opportunities	Monitoring and performance evaluation meetings	At the time of a new contract
Financial Institutions	Communicate the commitment to sustainability and provide financial data	Sustainability reports Management reports	Annually and whenever data/information is requested
Regulatory Authorities	Currently, there is no specific engagement with Public Administration. Interactions are limited to communications related to standard administrative procedures (e.g., INAIL, INPS).		

1.8 Materiality Analysis

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

For the 2024 fiscal year, the Movimoda Group did not update the Materiality Analysis, as no significant changes occurred in the scope of its activities or organizational structure. Therefore, management deemed a revision unnecessary, confirming the results obtained in the previous year.

Below is the process for identifying and evaluating material topics conducted in 2023.

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

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

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

In carrying out the materiality analysis, Movimoda followed these steps:

1. Identification of Potentially Material Topics and Associated Impacts:

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

2. Assessment of Generated Impacts:

The main internal functions evaluated the impacts identified in the previous step, following the parameters defined by **GRI 3 (2021)**. Specifically, the following elements were considered during this exercise:

- **Type of impact:** whether current or potential
- **Probability of occurrence:** in the case of potential impacts
- **Location of the impact in the value chain:** direct if occurring within the organization, indirect if occurring upstream or downstream
- **Indicative duration of the impact:** short, medium, or long term
- **Sensitivity of the environmental, social, and regulatory context** in which the impact occurs
- **Spread of effects:** the distribution of positive and negative impacts among the affected stakeholder categories
- **Remediability of the damage:** in the case of negative impacts

3. Determination of Impact Scores for Topics:

For each qualitative variable mentioned above, a numerical parameter was assigned. These parameters were summed to obtain a final score for each impact, normalized on a scale of 1–5. For each topic, the average of the scores of the associated impacts was calculated to quantify the overall positive and negative impact of a specific topic (hereinafter referred to as the **“score”**).

4. Definition of Materiality Threshold: The materiality threshold was set at **3.5**. Topics with scores above this threshold were defined as material, and are:

1. **Supply Chain Management**
2. **Energy and Emissions**
3. **Service Quality and Technological Innovation**
4. **Waste and Packaging Management**
5. **Ethics, Compliance, and Anti-Corruption**

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

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

In the next fiscal year, the Movimoda Group commits to conducting the so-called “**Double Materiality**” analysis, further aligning the process of identifying and analyzing impacts with the requirements of the new sustainability standards set forth by the **CSRD**.

1.9 Ethics, Compliance, and Anti-Corruption

For the Movimoda Group, ensuring maximum transparency in matters of legality and anti-corruption is essential to demonstrate integrity and maintain the trust of clients, partners, and employees. To this end, the Group has adopted a **Code of Ethics** and the **Organizational, Management, and Control Model 231**. These tools are implemented not only to protect the company from legal risks but also to improve operational efficiency and long-term sustainability, creating a healthy and safe work environment.

The Group strongly supports legality, establishing integrity, transparency, and honesty as core values of its activities. These principles are viewed not only as an obligation but also as a significant opportunity to operate safely, strengthen stakeholder trust, and conduct responsible business.

Movimoda also actively engages in **Corporate Social Responsibility**, integrating ethical considerations into the company’s overall strategic vision.

Furthermore, through the adoption of standards and procedures mandated by regulations or voluntarily implemented by the Group, Movimoda is able to codify and disseminate internally a culture of consistent and daily commitment to the foundational pillars and core values of the Company.

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 is convinced that the true capital of a company is its **human capital**. It therefore places strong value on talent, teamwork, and meritocracy. Professionalism and individual contribution are considered key drivers for the company’s growth and success. In line with these values, the Group promotes the enhancement of skills, open dialogue, and information sharing at all levels of the organization.

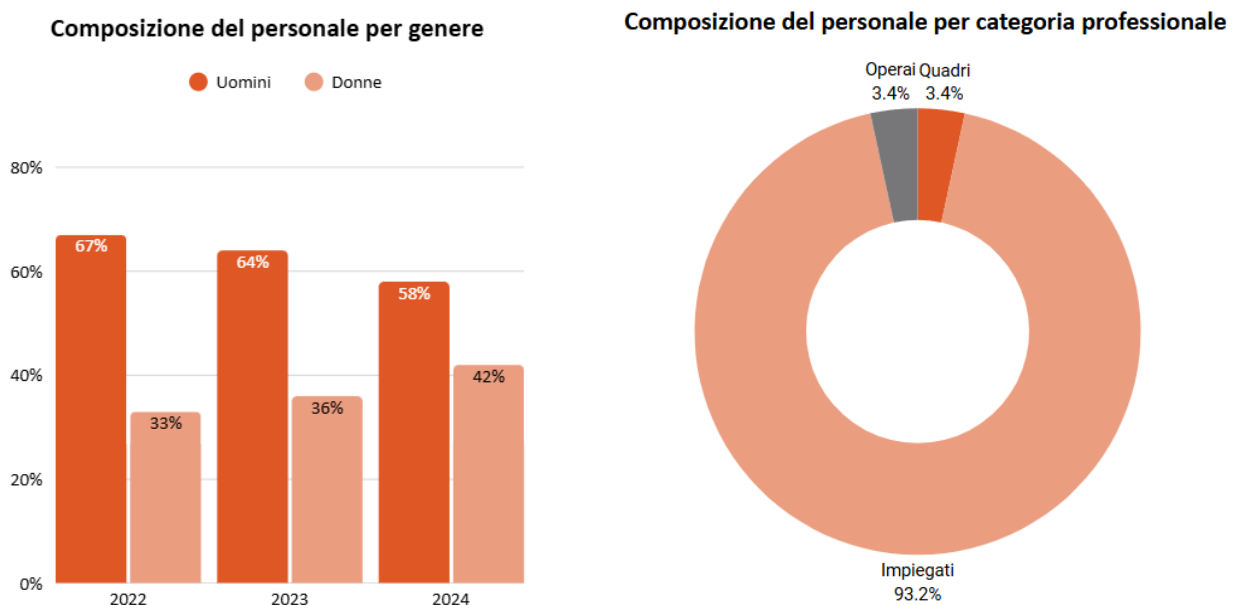
Movimoda focuses both on **individual aspects**—such as skill development, self-esteem, and a sense of self-efficacy—and on **collective aspects**, including socialization and collaboration.

A fundamental focus is on young talent, the onboarding of new employees, and continuous investment in their training. Movimoda ensures the preservation and transfer of its know-how by training new staff directly in the field, pairing them with and learning from senior employees.

The Group also demonstrates strong **ethical responsibility** regarding labor, aiming to create clear and lasting professional relationships while providing employees with direct employment contracts compliant with current regulations. Movimoda fully respects labor laws and applies the **National Collective Labor Agreement (CCNL) for transport, goods, and logistics**.

All of these initiatives have allowed the Movimoda Group to build a strong corporate identity and develop a sense of belonging among employees. These values are reflected in a **stimulating work environment** that recognizes individual capabilities and contributions while promoting gradual empowerment. The Group supports a system of relationships that prioritizes teamwork, where everyone participates with commitment, sharing knowledge and expertise.

Below are some charts regarding the composition of staff, hires, and departures for the 2022–2023–2024 period within the Movimoda Group.

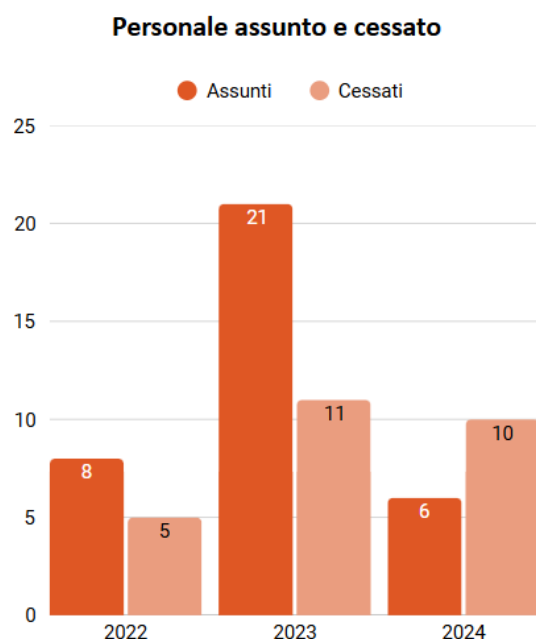


In 2024, compared to 2023, there was a slight decrease in the workforce, which dropped from **69 to 59 employees**, of whom **24 are women**.

The staff composition by professional role has remained consistent over the last three years, with **employees accounting for over 90% of the workforce**.

Additionally:

- **44%** of employees are aged **40–50 years**,
- **41%** are over **50 years**, and
- **15%** are under **30 years**.



Compared to previous years, and particularly 2023, hiring has significantly decreased. In contrast, employee departures in 2023–2024 remained almost constant, although they doubled compared to 2022.

For more details on staff composition and hiring–departure trends, please refer to the “Annexes” chapter.

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**, engaged across a variety of roles and functions. There are **no glass ceilings** limiting career progression: the company goes beyond simply maintaining gender balance, believing that every individual’s potential should be valued.

For the Group, it is essential 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, just treatment for each person.

Movimoda requires that all administrators, employees, and collaborators adopt behaviors that **fully protect and respect human dignity**. In this regard, the organization ensures strict compliance with laws protecting against child labor, safeguarding freedom and workers’ rights, and respecting the right to freely join trade unions. The Group **does not tolerate any human rights violations** and actively promotes integration as a form of enrichment.

Below is a table for the **2022–2023–2024 period** of the Group, regarding employees with disabilities and protected categories.

Disabilities and Protected Categories ³	U.M.	2022	2023	2024
<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>2.3</i>	<i>2.2</i>	<i>3.3</i>

³ With reference to Movimoda S.p.A., there are no employees with disabilities or belonging to protected categories.

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 the growth of human capital. The company invests in the professional development of its employees to **enhance individual skills, improve efficiency, and foster innovation** within the organization. This investment ensures that employees not only gain greater expertise but also become more motivated, productive, and adaptable to market changes.

The **Movimoda Group** provides both theoretical and hands-on training, always supporting and encouraging the **mentoring of new employees by experienced senior staff**. This approach is one of the main tools the company uses to **preserve and transmit corporate know-how, enhance human resources, foster a strong sense of belonging, increase retention, and reduce turnover**.

Mentoring is part of a broader vision of continuous practical training, aimed at ensuring that all employees can perform their duties **to the best of their abilities**. Continuous training is seen by the company as a process of ongoing learning, **updating employee skills, broadening knowledge, and enabling access to new roles**. It is an essential tool for building a **cutting-edge company** that respects ESG standards and leverages the opportunities they provide.

In 2023, in addition to legally mandated courses, the Group provided a **specific Digital Area course totaling approximately 160 hours**, aimed at enhancing employees' proficiency with spreadsheets. Recognizing the importance of training at the corporate level, the company also delivered targeted courses on **data analysis tools, software, and corporate financial management**.

Specifically, in 2024:

- **22 hours** were delivered for an **Intermediate Excel course**.
- **120 hours** were provided for **Model 231/01 training**, of which **20 hours were attended by female employees**.

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, 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 Group organizes mandatory training courses and updates, ensuring that all employees are always aware of existing risks and the safety procedures to follow.

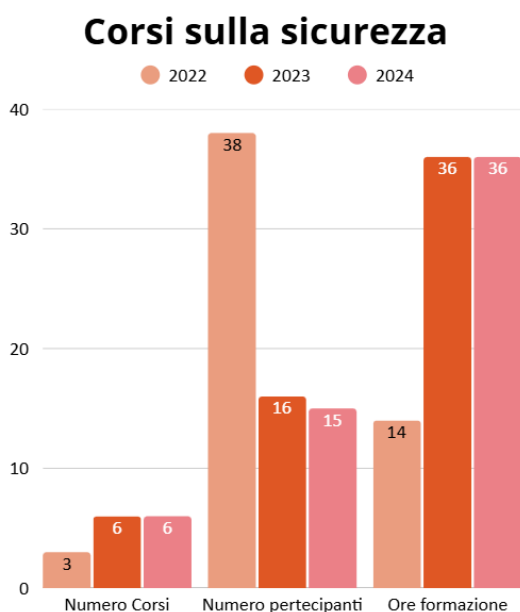
The scope and significance of health and safety differ between the two companies. Movimoda One S.r.l., given its organizational structure, focuses primarily on the analysis, management, and prevention of risks related to administrative and office activities.

In contrast, for Movimoda S.p.A., health and safety have a much broader scope, as it covers activities carried out within its warehouses, where third-party contractors may also operate. Warehouse safety is a critical concern; the Company continuously works to adopt all necessary measures to prevent risks and ensure that the work environment is suitable. A safe environment allows operators to work calmly, stay focused and motivated, and perform at their best without concerns. The Company ensures that all managed facilities are properly maintained and provides a healthy workplace that minimizes exposure to risks.

Facilities are periodically monitored through inspections to ensure structures are safe and suitable for personnel. Additionally, warehouse operators are equipped with tools to report problems or malfunctions on-site, allowing for faster intervention and better site control.

Movimoda S.p.A. implements policies to safely manage the equipment purchased and used. When acquiring new machinery, the Company ensures CE certification and provides user and maintenance manuals. These documents are archived and shared with on-site partners. Machine-related documents are also provided to the Group's Health and Safety Officer (RSPP), who prepares specific procedures for users if needed.

During the three-year reference period, only 4 workplace accidents occurred in 2023, resulting in a total of 388 days of absence.



Over the three-year period, the hours of health and safety training increased from 14 to 36. Conversely, the number of participants in these courses decreased, from 38 in 2022 to 16 and 15 in 2023 and 2024, respectively.

2.2. QUALITY AND TECHNOLOGICAL INNOVATION FOR OUR CLIENTS

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

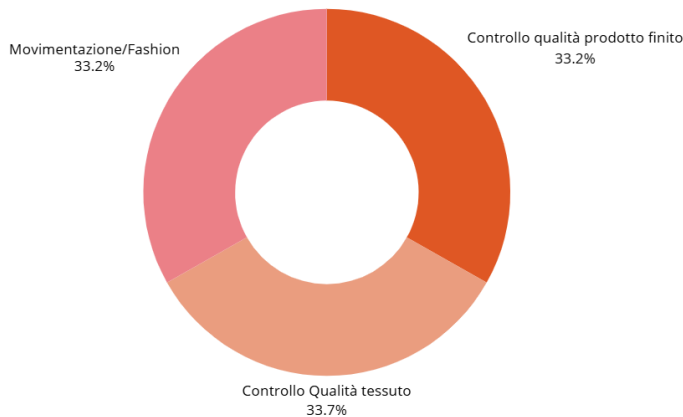
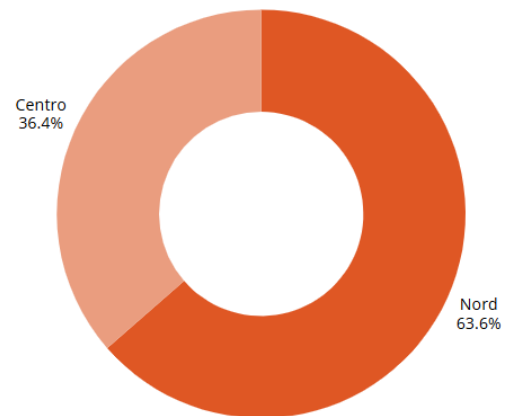
This commitment ensures timeliness and reliability, with the goal of building and consolidating long-term relationships with clients, as well as representing a fundamental strategy for the company's sustainability and growth over time.

The Movimoda Group collaborates closely to consistently develop custom solutions designed to meet clients' specific needs. The Group is able to create 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 operates in the market offering three main 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 inspection activities.
- **Integrated logistics services:** In this area, the companies mainly manage storage, planning, picking, and packing services. Movimoda S.p.A. has consistently demonstrated readiness to face new challenges and implement innovative systems to optimize processes and ensure client satisfaction, such as the introduction of automated warehouse management systems (sorting systems, automated handling and packing of fabric pieces). In addition, PTO and PTL systems have been implemented. In recent years, the company has also been adopting systems and technologies for the application of RFID technology, designing software and hardware solutions tailored to specific client requirements.
- **Finished product 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 to achieve better performance and quality while reducing consumption and improving operators' working conditions (safety, ergonomics, etc.).

The Movimoda Group guarantees its clients the maintenance of quality standards through the definition and contractualization of KPIs, which are used to monitor and control performance. These KPIs may refer to the number of meters of fabric inspected over a period, the number of garments handled in incoming/outgoing operations, etc. KPIs not only serve as a guarantee for the client but also act as an important internal monitoring tool: they are constantly tracked by the company and by site operational managers, as they provide a clear and accurate representation of warehouse conditions. KPIs are used to identify problems or critical situations and represent the starting point for subsequent root cause analyses and solution development for any issues encountered.

Composizione clientela

Distribuzione geografica clientela


2.3.SUPPLY CHAIN MANAGEMENT

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

Movimoda firmly believes in the importance of developing close and mutually beneficial 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 taking steps 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 Group is aware of the importance of designing a sustainable and responsible supply chain to carry out its business activities. Supplier selection is a critical process that evaluates and considers objective parameters such as quality, convenience, price, capacity, efficiency, ethics, and legal compliance. Attention to these aspects translates into efficiency and quality in day-to-day operations. Indeed, by relying on timely deliveries, high-quality materials, and prompt support, Movimoda is able to guarantee and maintain a smooth and uninterrupted supply chain, preventing negative impacts on clients while ensuring continuity and reliability of service.

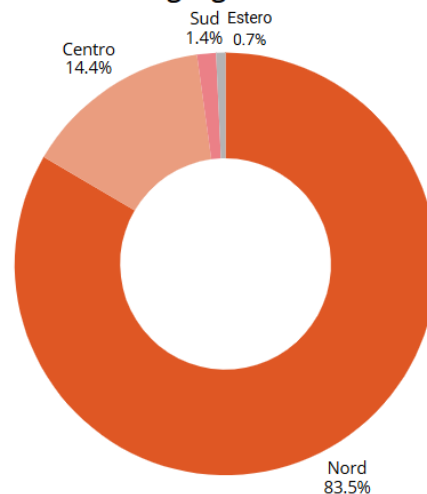
The goal is to establish and maintain stable relationships with suppliers through continuous evaluation of purchased goods and services. When new proposals are received from companies outside the usual suppliers, the procurement office analyzes and verifies them, collecting quotes, comparing them, and researching the companies via websites and direct contacts.

Whenever possible, the evaluation and selection of suppliers prioritizes companies located in areas close to the sites where services are needed. This approach not only supports local businesses and their development but also leverages a shorter supply chain. A shorter supply chain allows the company to respond quickly and efficiently to its needs (suppliers must guarantee service times within 48 hours to avoid compromising service quality) while minimizing

environmental impact, significantly reducing delivery times and, consequently, CO₂ emissions from transportation. For vehicle lease contracts, electric power is preferred whenever possible.

Nearly all goods and services purchased come from Italian suppliers, accounting for 99.9% of total expenditure (for details, see the table in the “Annexes” chapter).

Distribuzione geografica Fornitori



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 improving the well-being of future generations.

The Movimoda Group, still in the early stages of its journey towards 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 own environmental impact but also to build solid relationships with its stakeholders and improve its operational processes.

Currently, the Group recognizes that its ESG data collection system is not yet fully mature and capable of providing detailed information on environmental sustainability issues, such as energy consumption. Movimoda aims to enhance this data collection system and, in the meantime, as a starting point, reports some estimates of environmental data that will be refined in the coming years.

3.1 Energy and Emissions Management

Energy Consumption

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

Despite the high fuel consumption due to the transportation of products from warehouses to customers, the Movimoda Group has implemented several internal practices to reduce consumption and, consequently, emissions. The Group has carried out interventions to improve the energy efficiency of its sites, replacing previous lighting sources with LED lighting. In addition, policies have been adopted to reduce natural gas consumption, equipping warehouse areas with alternative heating systems that have a lower environmental impact.

Furthermore, Movimoda is in the process of 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 committing to the research of sustainable energy sources and implementing all possible tools and initiatives to reduce energy consumption. In the analysis of energy use, multiple tables have been used to provide a more detailed breakdown of data between the two companies within the Group.

The first table shows the data related to the energy consumption of the Movimoda Group's owned sites, which undoubtedly represent the most impactful part. The consumption refers to all the sites that the Company manages and controls. ⁴

⁴ The decision was made to exclude the electricity and gas consumption of Movimoda One S.r.l., as it is negligible compared to the rest.

ON-SITE ENERGY CONSUMPTION	U.M.	2022	2023	2024
Natural gas	smc	326.736	182.503	265.134
Electricity purchased from the grid	kWh	2.547.267	2.185.481	2.157.314

The table below, instead, shows the details of the aggregated fuel consumption of the Group's employee vehicles.

COMPANY FLEET CONSUMPTION	U.M.	2022	2023	2024
Diesel for vehicles	l	11.602	37.415	30.897
Petrol (Gasoline) for vehicles	l	1143	4236	10.846
LPG for vehicles	l	208.785	156.553	166.335

Below is the estimated total energy consumption for the Group, expressed in GJ⁵:

ENERGY CONSUMPTION (GJ)	2022	2023	2024
Methane gas	12.961,61	7.238,58	10.518,05
Diesel for vehicles	443,01	1.415,06	1.169,17
Gasoline for vehicles	39,15	144,29	369,69
LPG for vehicles	5.455,96	4.102,87	4.347,02
Electricity purchased from the grid	9.170,16	7.867,73	7.766,33
of which from non-renewable sources	9.170,16	7.867,73	7.766,33
TOTAL ENERGY CONSUMPTION (GJ)	28.069,89	20.768,53	24.170,26
Energy intensity per employee	519,81	300,99	409,67

Direct and Indirect Emissions

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

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

For a logistics company like Movimoda, Scope 3 emissions, i.e., indirect emissions along the value chain, are particularly significant. These include emissions from suppliers and product distribution, representing a substantial portion of the company's total emissions. Managing and reducing Scope 3 emissions is therefore essential to minimize the overall environmental impact.

Below are the estimates of CO₂-equivalent emissions:

- **Direct (Scope 1)**, i.e., those generated from sources owned or directly controlled by the Organization.⁶;
- **Indirect (Scope 2)**, i.e., those resulting from energy consumption associated with the generation of electricity purchased and used by the Organization (calculated using both the location-based and market-based methods⁷).

⁵ Source of the conversion factors: Department for Environment, Food & Rural Affairs (DEFRA). 2022, 2023, 2024. *UK Government GHG Conversion Factors*. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>.

⁶ Source of the conversion factors: Department for Environment, Food & Rural Affairs (DEFRA). 2022, 2023, 2024. *UK Government GHG Conversion Factors*. <https://www.gov.uk/government/collections/government-conversion-factors-for-company-reporting>.

⁷ Per il calcolo Scope 2 market-based, sono stati impiegati i fattori di emissione forniti dall'Association of Issuing Bodies (AIB) 2022, 2023 e 2024.

Scope 1 Emissions (tCO ₂ e)	2022	2023	2024
Methane gas	145,19	81,84	119,16
Diesel for vehicles	29,68	93,99	77,64
Gasoline for vehicles	2,47	8,88	22,61
LPG for vehicles	325,10	243,77	259,01
TOTAL SCOPE 1	502,43	428,49	478,41

Scope 2 Location-based Emissions (tCO ₂ e)	2022	2023	2024
From purchased electricity (renewable and non-renewable)	746,36	512,98	429,17

According to the location-based method, emissions are calculated based on the average emission intensity of the local electricity grid where the energy is consumed. It does not take into account the organization's specific energy procurement choices, such as purchasing renewable energy through contracts or certificates. Therefore, for the calculation of Scope 2 location-based emissions, emission factors for electricity consumption in Italy are used.

Scope 2 Market-based emissions (tCO ₂ e)	2022	2023	2024
from purchased electricity (only non-renewable sources)	1.164,48	1.093,99	951,81

Using the market-based method, emissions are calculated based on the specific energy procurement choices made by the organization. This approach takes into account the market instruments used to purchase electricity, such as supply contracts and Guarantees of Origin certificates.

Below is the aggregate of Scope 1 and Scope 2 emissions, according to the two methodologies:

Scope 1 + Scope 2 Location-Based Emissions (tCO ₂ e)	2022	2023	2024
Total emissions	1.248,79	941,47	907,58
Emissions intensity	23,13	13,64	15,38

Scope 1 + Scope 2 Market-Based Emissions (tCO ₂ e)	2022	2023	2024
Total emissions	1.666,92	1.522,48	1.430,21
Emissions intensity	30,87	22,06	24,24

The Company is committed to monitoring its Scope 3 emissions in the coming 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. Specifically, for businesses in the logistics sector like Movimoda, sustainable management of merchandise packaging and the implementation of circular practices—such as refurbishing defective products—represent effective strategies to reduce overall warehouse waste. This approach not only decreases dependency on finite resources but also lowers production costs and creates new market opportunities. Moreover, 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 primarily derives from the choices and policies of its clients. Often, the goods that Movimoda S.p.A. handles consist mainly of packaging materials for garments provided directly by the customer, such as paper, plastic, and pallets. Nevertheless, the Company seeks to promote among its stakeholders a policy that prioritizes and encourages the use 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 products—both wood-based and non-wood-based—derived from forests.

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

Main materials purchased (t)	2022	2023	2024
Paper and cardboard	850,84	700,93	584.55
<i>of which FSC certified</i>	100%	100%	100%
Wood	100,81	112,385	108,496
Plastic	123,426	93,013	86,452

Waste management is another cornerstone of the commitment to reducing the environmental footprint; therefore, the Group, wherever possible, ensures recycling and sorting processes and strives to identify new circular improvement opportunities. Below are the quantitative data regarding the waste generated during the year under review at the warehouses managed and coordinated by Movimoda S.p.A.

Waste generated (tons)	2022	2023	2024
Total non-hazardous waste generated and sent for disposal	1.556,556	1.128,196	1.536,000

4. ECONOMIC DIMENSION

The Movimoda Group operates in full compliance with applicable tax regulations, adopting principles of transparency and fairness in tax management. The objective is to contribute to the creation of sustainable economic value over time, for the benefit of stakeholders and the local communities in which it operates.

This chapter aims to report and analyze the economic value generated by the Group over the two-year period 2023–2024, providing a clear and well-founded interpretation of the results achieved.

4.1 Summary of Financial and Equity Information

Please note that the administrative year-end of Movimoda S.p.A., as of October 31, 2024, differs from that of the holding company Movimoda One S.r.l., whose financial year closes on December 31, 2024.

Below are the statement of financial position and the income statement presented both at the level of the individual legal entities and on a consolidated basis (Movimoda Group).

4.1.1 Movimoda One S.r.l.

STATEMENT OF FINANCIAL POSITION – ASSETS (€)	31.12.2024	31.12.2023
B) Non-Current Assets		
I. Intangible assets	1.182.733	1.267.903
II. Tangible assets	36.520	44.478
III. Financial assets	2.599.000	1.399.000
Total non-current assets (B)	3.818.253	2.711.381
C) Current Assets		
I. Inventories	0	0
II. Receivables	4.895.197	3.299.482
IV. Cash and cash equivalents	320	1.248
Total current assets (C)	4.895.517	3.300.730
D) Accruals and deferrals	65.097	45.911
TOTAL ASSETS	8.778.867	6.058.022

STATEMENT OF FINANCIAL POSITION – EQUITY AND LIABILITIES (€)	31.12.2024	31.12.2023
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	197.944	198.778
IX. Profit (loss) for the year	41.645	51.341
Total equity (A)	1.710.247	1.720.777
B) Provisions for risks and charges	37.495	25.831
C) Employee severance indemnity (TFR)	583.430	557.080
D) Payables	6.257.846	3.493.300
E) Accruals and deferrals	189.849	261.034

TOTAL EQUITY AND LIABILITIES		8.778.867	6.058.022
INCOME STATEMENT (€)		31.12.2024	31.12.2023
A) Value of Production			
1)	Revenues from sales and services	4.361.800	4.310.255
2)	Changes in inventories of work in progress, semi-finished and finished goods		
3)	Changes in contract work in progress		
4)	Capitalized internal construction costs		
5)	Other revenues and income	53.408	21.702
Total value of production		4.415.208	4.331.957
B) Production Costs			
6)	Raw materials, ancillary materials, consumables and goods	93.857	104.569
7)	Services	1.149.368	934.501
8)	Use of third-party assets	313.734	327.438
9)	Personnel	2.494.764	2.502.912
10)	Depreciation and impairment	117.011	117.507
11)	Changes in inventories of raw materials, ancillary materials, consumables and goods		0
12)	Provisions for risks		0
14)	Other operating expenses	29.967	89.410
Total production costs		4.198.701	4.076.337
Difference between value and production costs (A-B)		216.507	255.620
C) Financial income and expenses			
15)	Income from equity investments in associated companies		0
16)	Other financial income	3	181
17)	Interest and other financial expenses	33.433	51.932
17-bis)	Foreign exchange gains and losses		0
Total financial income and expenses (15 + 16 – 17 +/- 17-bis)		-33.430	-51.751
Profit (Loss) before taxes (A-B +/- C +/- D)		183.077	203.869
20)	Income taxes for the year, current, deferred and prepaid	141.432	152.528
21)	Profit (Loss) for the year	41.645	51.341

4.1.2 Movimoda S.p.A.

STATEMENT OF FINANCIAL POSITION – ASSETS (€)	31.10.2024	31.10.2023
B) Non-Current Assets		
I. Intangible assets	1.196.526	1.316.363
II. Tangible assets	7.509.594	7.683.085
III. Financial assets	130.000	130.000
Total non-current assets (B)	8.836.120	9.129.448
C) Current Assets		
I. Inventories	307.500	477.396
II. Receivables	20.640.051	18.370.327
IV. Cash and cash equivalents	253.984	87.520
Total current assets (C)	21.201.535	18.935.243
D) Accruals and deferrals	835.324	782.401
TOTAL ASSETS	30.872.979	28.847.092

STATEMENT OF FINANCIAL POSITION – EQUITY AND LIABILITIES (€)	31.10.2024	31.10.2023
A) Equity		
I. Share capital	1.000.000	1.000.000
III. Revaluation reserves	0	0
IV. Legal reserve	96.778	96.778
VI. Other reserves, separately indicated	1.574.747	1.574.743
VII. Cash flow hedge reserve (for expected cash flow hedging transactions)	28.371	76.399
VIII. Retained earnings (losses) carried forward	-2.897.262	-898.220
IX. Profit (loss) for the year	1.488.294	-1.999.041
Total equity (A)	1.290.928	-149.341
B) Provisions for risks and charges	1.543.798	2.124.768
C) Employee severance indemnity (TFR)	27.658	7.492
D) Payables	27.143.143	25.561.408
E) Accruals and deferrals	867.452	1.302.765
TOTAL EQUITY AND LIABILITIES	30.872.979	28.847.092

INCOME STATEMENT (€)	31.10.2024	31.10.2023
A) Value of Production		
1) Revenues from sales and services	43.484.235	49.460.665
2) Changes in inventories of work in progress, semi-finished and finished goods		
3) Changes in contract work in progress		
4) Capitalized internal construction costs		
5) Other revenues and income	875.546	1.854.110
Total value of production	44.359.781	51.314.775
B) Production Costs		

6)	Raw materials, ancillary materials, consumables and goods	1.186.083	1.643.787
7)	Services	31.317.613	35.648.428
8)	Use of third-party assets	6.008.396	6.879.173
9)	Personnel	1.296.459	1.690.610
10)	Depreciation and impairment	1.017.155	1.197.422
11)	Changes in inventories of raw materials, ancillary materials, consumables and goods	169.896	60.459
12)	Provisions for risks	0	65.000
13)	Other provisions	25.445	1.889.345
14)	Other operating expenses	441.146	1.965.703
Total production costs		41.462.193	51.039.927
Difference between value and production costs (A–B)		2.897.588	274.848
C) Financial income and expenses			
15)	Income from equity investments in associated companies		0
16)	Other financial income	67.658	58.128
17)	Interest and other financial expenses	698.257	655.442
17-bis)	Foreign exchange gains and losses	-425	-65
Total financial income and expenses (15 + 16 – 17 +/- 17-bis)		-631.024	-597.379
D) Adjustments to the value of financial assets and liabilities			
19)	Impairment of equity investments	100.000	1.445.500
Total adjustments to financial assets and liabilities (18 and 19)		-100.000	-1.445.500
Profit (Loss) before taxes (A–B +/- C +/- D)		2.166.564	-1.768.031
20)	Income taxes for the year, current, deferred and prepaid	678.270	231.010
21)	Profit (Loss) for the year	1.488.294	-1.999.041

4.1.3 Consolidated Result

CONSOLIDATED STATEMENT OF FINANCIAL POSITION – ASSETS (€)		31/10/2024
B) Non-Current Assets		
I.	Intangible assets	2.476.038
II.	Tangible assets	8.903.477
III.	Financial assets	
Total non-current assets (B)		11.379.515
C) Current Assets		
I.	Inventories	307.500
II.	Receivables	21.318.500
III.	Financial assets not classified as non-current	32.598
IV.	Cash and cash equivalents	254.434
Total current assets (C)		21.913.032
D) Accruals and deferrals		882.277
TOTAL ASSETS		34.174.824

STATEMENT OF FINANCIAL POSITION – EQUITY AND LIABILITIES (€)		31/10/2024
A) Equity		
I. Share capital		10.000
III. Revaluation reserves		1.455.000
IV. Legal reserve		5.658
VI. Other reserves, separately indicated		113.738
VIII. Retained earnings (losses) carried forward		-914.972
IX. Profit (loss) for the year		1.642.836
Total Group equity (A)		2.312.260
B) Provisions for risks and charges		1.813.161
C) Employee severance indemnity (TFR)		630.756
D) Payables		28.337.204
E) Accruals and deferrals		1.081.443
TOTAL EQUITY AND LIABILITIES		34.174.824

CONSOLIDATED INCOME STATEMENT (€)		31/10/2024
A) Value of Production		
1) Revenues from sales and services		44.972.875
2) Changes in inventories of work in progress, semi-finished and finished goods		0
3) Changes in contract work in progress		0
4) Capitalized internal construction costs		0
5) Other revenues and income		922.407
Total value of production		45.895.282
B) Production Costs		
6) Raw materials, ancillary materials, consumables and goods		1.280.720
7) Services		29.436.164
8) Use of third-party assets		5.945.346
9) Personnel		3.822.316
10) Depreciation and impairment		1.360.420
11) Changes in inventories of raw materials, ancillary materials, consumables and goods		169.896
12) Provisions for risks		0
13) Other provisions		25.445
14) Other operating expenses		542.856
Total production costs		42.583.163
Difference between value and production costs (A–B)		3.312.119
C) Financial Income and Expenses		
15) Income from equity investments in associated companies		0
16) Other financial income		57.628
17) Interest and other financial expenses		744.027
17-bis) Foreign exchange gains and losses		-425
Total financial income and expenses (15 + 16 – 17 +/- 17-bis)		-686.824

D) Adjustments to the Value of Financial Assets and Liabilities		
19)	Impairment of equity investments	100.000
Total adjustments to financial assets and liabilities (18 and 19)		-100.000
Profit (Loss) before Taxes (A–B +/- C +/- D)		2.525.295
20)	Income taxes for the year, current, deferred and prepaid	882.459
21)	Consolidated profit (loss) for the year	1.642.836

Revenues from core operations show a contraction of 12.08% compared to the previous financial year (also influenced by the customer selection activities and the optimization of spaces mentioned earlier). However, this is positively offset by a more than proportional reduction in external operating costs, which show an overall decrease of 13.7% compared to the previous year.

During the period under review, the positive results of core operations were consolidated in terms of revenue growth and operating margins – achieved thanks to:

- a) the careful selection of Customers, favoring those that ensure higher profitability and reliability;
- b) the reorganization of spaces with further operational efficiency improvements.

From a business development perspective, it is noted that in the second half of 2024, several important contracts were finalized with both new Customers and existing Customers of Movimoda, obtaining the assignment of new activities and/or new product lines.

Among these, the following stand out:

1. The signing, in April 2024, of a new multi-year contract with a major Brand already served by Movimoda, initially generating annual revenues of approximately €4 million, later increased with an additional addendum signed in August, which also entrusted Movimoda with the management of new samples for an additional annual revenue of €400,000;
2. The acquisition, in July 2024, of two new major brands: the first for the women's/men's swimwear line with an initially projected annual revenue of around €1 million, potentially increasing to €3 million per year, and the second with an initially projected annual revenue of €700,000, expected to increase by approximately 20% due to additional activities already valued;
3. The signing, in December 2024, of a new contract with a major Customer already served by Movimoda, entrusting the company with the HOME line as well, with an estimated annual revenue of €4 million;
4. The signing of a new contract with another well-known Brand – already served by Movimoda – for new quality control activities, generating annual revenues of around €400,000, which are expected to reach €5 million per year once fully operational.

The Customer selection strategies and the aforementioned new developments result in greater efficiency for Movimoda's core operations for the current 2024–2025 financial year.

As mentioned, the above also derives from Movimoda's careful Customer selection policy, which has allowed the company to free up space from less performing Customers with modest margins, dedicating those spaces to Customers that enable better service efficiency and higher margins. This process is ongoing and will bring further efficiencies during the 2024–2025 and 2025–2026 financial years.

Moreover, the business generated by these Customers often provides very positive feedback on Movimoda Group's international strategies and activities, particularly regarding the Company's Italian Customers, who also have significant business abroad.

One example – among many – is the master contract signed with a major Italian brand, under which Movimoda invoices services related to business in Turkey, China, and prospectively in other developing countries.

From a strategic perspective, the implementation of e-commerce projects for various clients continues, increasingly driven by their specific requests, representing today an important differentiating factor for success in the Fashion sector.

4.2 Created and Distributed Value

[GRI 201-1]

In order to determine the value added generated by the company, the income statement has been reclassified according to the value-added criterion provided by the Italian GBS – Principles for the Preparation of the Social Report.

4.2.1 Movimoda One S.r.l.

RECLASSIFIED INCOME STATEMENT – VALUE ADDED FORMAT (€)	31.12.2024	31.12.2023
Value of production	4.415.208	4.331.957
Operating grants	0	0
Total revenues	4.415.208	4.331.957
Costs for raw materials	93.857	104.569
Costs for services	1.149.368	934.501
Costs for use of third-party assets	313.734	327.438
Other operating expenses, net of representation expenses, gifts, and charitable donations	23.453	85.347
Total costs	1.580.412	1.451.855
Income from equity investments	-	0
Financial income	3	181
GROSS GLOBAL VALUE ADDED	2.834.799	2.880.283
Depreciation and amortization	108.651	111.776
NET GLOBAL VALUE ADDED	2.726.148	2.768.507

The gross global value added generated by Movimoda One in 2024 is slightly lower than in 2023 due to higher service costs, particularly related to certain extraordinary consulting services.

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

DISTRIBUTION OF VALUE ADDED (€)	31.12.2024	31.12.2023
Company	158.656	168.848
Lenders	33.433	51.932
Employees	2.494.764	2.502.912
Public Administration	141.432	152.528

Shareholders	0	0
Community	6.514	4.063

The value added generated in 2024 by Movimoda One was distributed as follows: 88% to employees (in line with 2023 figures), as human capital plays a fundamental role for the company.

Approximately 6% is retained each year by the company to ensure business continuity.

A smaller share is allocated to the Public Administration, due to taxes and contributions paid (5%), and finally to lenders, due to financial charges, and to the community, through charitable donations and gifts.

4.2.2 Movimoda S.p.A.

RECLASSIFIED INCOME STATEMENT – VALUE ADDED FORMAT (€)	31.10.2024	31.10.2023
Value of production	44.359.781	51.314.775
– Operating grants	-20.529	-108.487
Total revenues	44.339.252	51.206.288
Costs for raw materials	1.186.083	1.643.787
Costs for services	31.317.613	35.648.428
Costs for use of third-party assets	6.008.396	6.879.173
Other operating expenses, net of representation expenses, gifts, and charitable donations	435.511	1.963.703
Total costs	38.947.603	46.135.091
Income from equity investments	10.032	0
Financial income	57.626	58.128
GROSS GLOBAL VALUE ADDED (revenues – costs + income)	5.459.307	5.129.325
Depreciation and amortization	954.616	1.134.022
NET GLOBAL VALUE ADDED	4.504.691	3.995.303

Overall, consolidated net global value added increased by +13% from 2023 to 2024, thanks to the overall optimization of operating costs.

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

DISTRIBUTION OF VALUE ADDED (€)	31.12.2024	31.12.2023
Company	2.800.790	2.658.685
Lenders	698.682	655.507
Employees	1.296.459	1.690.610
Public Administration	657.741	122.523
Shareholders	0	0
Community	5.635	2.000

The value added generated in 2024 by Movimoda S.p.A. was retained by the company for 51% to cover prior losses and therefore ensure business continuity.

Approximately 24% was distributed to employees, as human capital plays a fundamental role for the company.

In addition, around 13% was allocated to lenders due to financial expenses, and a further 12% was paid to the Public Administration as a result of taxes paid, net of grants received.

4.2.3 Consolidated value

RECLASSIFIED INCOME STATEMENT – VALUE ADDED FORMAT (€)	31/10/2024
Value of production	45.895.282
– Operating grants	20.529
Total revenues	45.874.753
Costs for raw materials	1.280.720
Costs for services	29.436.164
Costs for use of third-party assets	5.945.346
Other operating expenses, net of representation expenses, gifts, and charitable donations	542.856
Total costs	37.205.086
Income from equity investments	0
Financial income	57.628
GROSS GLOBAL VALUE ADDED (revenues – costs + income)	8.727.295
Depreciation and amortization	1.360.420
NET GLOBAL VALUE ADDED	7.366.875

The gross global value added generated for the fiscal year ending on 31/10/2024 is distributed among the different stakeholder categories as shown below:

DISTRIBUTION OF VALUE ADDED (€)	31/10/2024
Group	3.298.597
Lenders	744.452
Employees	3.822.316
Public Administration	861.930
GROSS GLOBAL VALUE ADDED	8.727.295

44% of the gross global value added generated was distributed to employees, highlighting the fundamental importance of human capital within the individual companies of the Group.

Next, 38% was retained by the Group's companies to ensure their respective business continuity.

A smaller portion was distributed to lenders through financial charges and to the Public Administration through taxes paid.

5. FUTURE SUSTAINABILITY OUTLOOK

The Movimoda Group is attentive to sustainability issues and is committed to contributing, through its activities and initiatives, to the country's sustainable development. To achieve this, in the coming years, the Company plans to implement a program to improve business processes in order to reduce external impacts.

The Company has recently embarked on its sustainability journey, fully aware that it is a long and gradual process requiring time and commitment. The Movimoda Group recognizes that there are still several areas that need improvement, but this report serves as a starting point—a conscious acknowledgment of our current status and the areas requiring enhancement. Sustainability is an ambitious goal but achievable through a gradual approach that allows solid foundations to be built over time for the future.

The Movimoda Group is committed to improving and making its information collection system more efficient, aiming to achieve more accurate data monitoring. This improvement will enable more informed decision-making and the development of strategies targeted at reducing environmental impacts.

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

6. ANNEXES

6.1. Table of Generated Impacts (Materiality Analysis)

Themes 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 preferring suppliers with social and environmental certifications and/or who have set future targets to improve their environmental performance.	+	Current Direct		Yes
Negative 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				
Positive contribution to climate change mitigation and air quality improvement through the conversion of company vehicles (replacing Euro 0-1-2-3-4-5 diesel cars with Euro 6 models and using hybrid vehicles), reducing 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), which reduce energy consumption and consequently GHG emissions.	+	Current Direct		Yes
Negative impacts from direct GHG emissions (scope 1) due to the consumption of fossil fuels (methane gas and LPG) for generating thermal energy at company offices and/or warehouses.	-	Current Direct		Yes
Negative impacts from direct GHG emissions (scope 1) generated by the company fleet.	-	Current Direct		Yes
Negative impacts from indirect GHG emissions (scope 2) due to purchased electricity from suppliers relying on fossil sources.	-	Current Indirect		Yes
Positive contribution to climate change mitigation through the purchase of electricity from renewable sources, avoiding GHG emissions into the atmosphere.	+	Current Direct		No
Quality and Technological Innovation of Services				
Positive impact: Improvement of customer outcomes and performance through the introduction of innovative IT and management systems (e.g., MM.net) that streamline logistics flows.	+	Current Direct		Yes
Positive impact: Customer satisfaction ensured by a service that provides an optimal, flexible, and personalized operational flow.	+	Current Direct		Yes

Negative impact: Potential economic losses for customers due to inefficient service delivery or failure to meet required standards.



Potential

Direct



No

Waste and Packaging Management

Negative impact: Excessive generation of waste destined for disposal.



Potential

Direct



No

Positive impact: Contribution to the circular economy through the reuse of certain packaging within the company.



Current

Direct



Yes

Positive impact: Contribution to the circular economy by sourcing packaging made from recycled materials (paper).



Current

Direct



Yes

Positive impact: Contribution to the circular economy through the recycling of some packaging via specialized suppliers.



Current

Direct



Yes

Positive impact: Reduction of textile waste and losses through the refurbishment of defective garments that would otherwise be unsellable.



Current

Direct



Yes

Ethics, Compliance, and Anti-Corruption

Positive impact: Promotion of ethical behavior within the company, also supported by the implementation of the 231/01 Model.



Potential

Direct



Yes

Negative impact: Potential harm to suppliers due to non-compliance with payment terms and/or agreed contractual conditions.



Current

Direct



Yes

Negative impact: Possible occurrence of illegal acts, cases of corruption, and/or non-compliance with laws and regulations.



Potential

Direct



No

Negative impact: Potential harm to the market and local economies due to anti-competitive behavior and unfair commercial practices.



Potential

Direct



No

Talent Development and Knowledge Sharing

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



Current

Direct



Yes

Positive impact: Enhancement of young employees' knowledge and transfer of corporate know-how through mentorship by senior staff.



Current

Direct



Yes

Positive impact: Increase in employee skills through training and professional development plans aligned with their roles and needs.



Current

Direct



No

Positive impact: Higher employee satisfaction through bonuses and other incentive programs that encourage professional growth.



Current

Direct



No

Employee Protection

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



Current

Direct



Yes

Positive impact: Support for employee well-being through private healthcare programs, regular medical check-ups, and specialist visits within the company.



Current

Direct



No

Negative impact: Potential harm to employees due to exposure to airborne solvents in the laundry and airborne textile fibers in the fabric department.



Potential Direct



No

Negative impact: Occurrence of workplace accidents.



Potential Direct



No

Security e privacy

Negative impact: Possible cybersecurity incidents or data loss.



Potential Direct



No

Diversity & Inclusion and Equal Opportunities

Negative impact: Potential cases of inequality within the company, both in terms of career progression and compensation (e.g., gender pay gaps).



Potential Direct



No

Negative impact: Possible instances of discrimination within the company.



Potential Direct



No

Water Resource Management

Negative impact: Excessive water consumption due to usage in restrooms and laundry operations.



Potential Direct



No

Interpretation of the Impacts Table

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

For positive impact level, this refers to the ability to positively influence the environment and people through actions, initiatives, or practices, in order to generate benefits for stakeholders and/or minimize the Company’s negative impacts on them. For example, due to the type of business and the activities carried out, the Company has a strong capacity to positively affect the services provided to customers in terms of quality and technological innovation.

6.2. Summary Tables of ESG Data

Composition of Employees – Movimoda One S.r.l.

Employee Composition by Gender and Category		2022	2023	2024
Fixed-term employees:	M	1	0	0
	F	1	1	1
Permanent employees:	M	28	31	18
	F	13	13	11
TOTAL		43	45	30

Employee Composition by Gender and Category		2022	2023	2024	
Middle Managers	M	1	1	1	
	F	1	1	1	
	% F	50	50	50	
Clerical Staff	M	28	30	16	
	F	13	13	12	
	% F	31.7	30.2	42.9	
Workers	M				
	F	0	0	0	
	%F				
TOTAL		43	45	30	
Of which women		%F	32.6	31.8	43.3

Breakdown by Age and Gender		2022	2023	2024
Under 30	M	5	4	2
	F	4	7	3
	% F	44.4	63.6	60.0
30 to 50	M	16	15	3
	F	3	4	10
	% F	18.7	21	76,92
Over 50	M	8	9	6
	F	7	6	6
	% F	46.6	40	50.0
TOTAL		43	45	30

Hires and Terminations by Gender		2022	2023	2024
Hires	M	3	4	0
	F	4	1	0
	% F	57.1	20	0
TOTAL HIRES		7	5	0
Terminations	M	2	6	7
	F	1	1	1
	% F	33.3	14.2	12.5
TOTAL TERMINATIONS		3	7	8

Hires by Gender and Age Group	2022	2023	2024
-------------------------------	------	------	------

Under 30	M	1	3	0
	F	4	0	0
	% F	80	0	0
30 to 50	M	2	1	0
	F	0	1	0
	% F	0	50	0
Over 50	M	0	0	0
	F	0	0	0
	% F	0	0	0
TOTAL		7	5	0

Terminations by Gender and Age Group		2022	2023	2024
Under 30	M	1	2	3
	F	0	0	1
	% F	0	0	25
30 to 50	M	1	4	2
	F	1	1	0
	% F	50	20	0
Over 50	M	0	0	2
	F	0	0	0
	% F	0	0	0
TOTAL		3	7	8

Employee Composition – Movimoda S.p.A.

Employee Composition by Gender and Category		2022	2023	2024
Fixed-term employees	M	0	1	0
	F	0	1	0
Permanent employees	M	7	12	17
	F	4	10	12
TOTAL		11	24	29

Staff composition by gender and category		2022	2023	2024
Managers	M	1	1	0
	F	5	11	17
Employees	F	4	10	10
	% F	44.4	45	37.0
Workers	M	1	1	0
	F	0	1	2
	%F	0	50	100
TOTAL		11	24	29
Of which women	%F	36.4	45.8	41.4

Breakdown by age and gender		2022	2023	2024
Under 30	M	2	2	3

	F	0	0	1
	% F	0	0	25.0
30 to 50	M	2	7	9
	F	2	7	4
	% F	50	50	30.8
Over 50	M	3	4	5
	F	2	4	7
	% F	50	44	58.3
TOTAL		11	24	29

Hires and Terminations by Gender		2022	2023	2024
Hires	M	1	8	5
	F	0	8	1
	% F	0	50	16.7
TOTAL HIRES		1	16	6
Terminations	M	1	3	2
	F	1	1	0
	% F	50	25	0
TOTAL TERMINATED		2	4	2

Hires by Gender and Age Group		2022	2023	2024
Under 30	M	1	0	2
	F	0	0	1
	% F	0	0	33.3
30 to 50	M	0	7	2
	F	0	4	0
	% F	0	36.3	0
Over 50	M	0	1	1
	F	0	4	0
	% F	0	80	0
TOTAL		1	16	6

Terminations by Gender and Age Group		2022	2023	2024
30 to 50	M	0	1	1
	F	0	1	0
	% F	0	50	0
Over 50	M	1	2	1
	F	1	0	0
	% F	33.3	0	0
TOTAL		2	4	2

Training – Movimoda One S.r.l.

Training Hours by Job Category and Gender		2022	2023	2024
Managers	M	48	18	0
	F	24	43	0
Employees	M	24	15	0
	F	0	144	0
TOTAL		96	220	0

Training Hours by Type		2022	2023	2024
Innovation, Quality Systems, Territory	M	0	0	0
	F	0	0	0
Intermediate Excel Course	M	0	18	22
	F	0	144	0
Language Skills Enhancement	M	72	15	0
	F	24	43	0
231/01	M	0	0	100
	F	0	0	20

Safety Movimoda One S.r.l.

TREND OF ACCIDENTS (employees)	2022	2023	2024
Number of accidents	0	3	0
Hours worked	66.200	62.235	56.326
Workplace accident rate (frequency index) ⁸	-	48,2	0
Total Days of Absence Due to Accidents	0	364	0
Average duration of absence due to accidents ⁹	0	33,60	0

Safety Courses	U.O.M.	2022	2023	2024
Number of courses	n.	2	2	3
Number of participants	n.	37	4	6
Training hours	n. hours	10	12	18

Safety Movimoda S.p.A.

TREND OF ACCIDENTS (employees)	2022	2023	2024
Number of accidents	0	1	0
Hours worked	14.715	33.429	40.102
Workplace accident rate (frequency index) ¹⁰	-	29.91	0
Total Days of Absence Due to Accidents	0	24	0
Average duration of absence due to accidents ¹¹	0	24	0

⁸ Calculated as: (number of recordable workplace accidents / hours worked) × 1,000,000

⁹ Calculated as: days of absence due to accidents / number of accidents

¹⁰ Calculated as: (number of recordable workplace accidents / hours worked) × 1,000,000

¹¹ Calculated as: days of absence due to accidents / number of accidents

Safety Courses	U.O.M.	2022	2023	2024
Number of courses	n.	1	4	3
Number of participants	n.	1	12	9
Training hours	n. hours	4	24	18

Clients

Client Composition by Sector (number)	2022	2023	2024
Fashion	53	52	66
Quality Control and Repairs	89	150	118
TOTAL	142	202	184

Client Composition by Service (number)	2022	2023	2024
Finished Product Quality Control	61	131	51
In-line Monitoring	0	0	0
Fabric Quality Control	28	19	67
Handling / Fashion	53	52	66
TOTAL	142	202	184

Client Distribution by Geographic Area (number)	2022	2023	2024
Northern Italy	58	67	117
Central Italy	84	135	67
Total	142	202	184

Suppliers

Purchases from Suppliers	U.O.M.	2022	2023	2024
Total goods and services purchased	€	4.207.638	3.477.797	3.346.282
Goods and services purchased from local suppliers	€	4.207.638	3.470.124	3.343.508
Goods and services purchased from local suppliers	%	100%	99,8%	99,9%

Active Suppliers by Geographic Area	U.O.M.	2022	2023	2024
North	nr	212	251	232
Central	nr	44	36	40
South	nr	6	2	4
Total Italy	nr	262	289	276
	%	100%	99,3%	99,3%
Abroad	nr	0	2	2
Total Suppliers	nr	262	291	278

7. GRI CONTENT INDEX

GRI INDICATORS INDEX (with reference approach) (approccio "with reference")		
UNIVERSAL STANDARDS		PAR.
GRI 2	GENERAL INFORMATION	
A	Organization 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 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, cap.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 with local suppliers	2.3
GRI 300	ENVIRONMENTAL DIMENSION	
302	Energy	
302-01	Internal energy consumption	3.1
302-02	External energy consumption	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 (GHG) emission intensity	3.1
306	Waste	
306-03	Waste generated	3.2
GRI 400	SOCIAL DIMENSION	
401	Employment	
401-01	Hiring of new employees 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
---------------	--	----------