

**SUSTAINABILITY
REPORT 2022**



We are pleased to present you with our second edition of the Sustainability Report.

In honour of the craftsmanship of Made in Italy, we have again opted for tailoring this document. We decided to package it entirely within the Holding, relying on our collaborators, who support us every day in this extraordinary project, for both content and graphics.

In doing so, we built on the solid foundation of the previous reporting year, which was invaluable in providing a more precise and timely insight into our social and environmental impacts. We were able to report on our early progress, challenges and opportunities in 2022.

The creation of this report was possible thanks to our President Claudio Rovere, to whom special thanks are due. With his forward-looking vision, he guides the entire holding company and its people in the realisation of projects that go beyond the ordinary.

We would like to take this opportunity to thank the people who collaborated on the Sustainability Report for reporting, graphics, special contributions and proofreading.

We hope you enjoy this reading as we review our 2022 progress together.

Contents

1. Introduction

1.1	Reporting Perimeter	8
1.2	Methodological Note	9

2. Letter to Stakeholders

2.1	Letter to Stakeholders from the President	14
2.2	Letter to Stakeholders from the CEO	16
2.3	Letter to Stakeholders from the CSO	18

3. H-Identity

3.1	HIND: Be in the Hive	22
3.2	HModa: Holding Heritage, Making Moda	26
3.3	HData: You Know, You Manage	30
3.4	HPlanet: Change makers for a better future	34
3.5	Our Sustainability Strategy	36
3.6	Our Commitment to the 2030 Agenda	42
3.7	Our Sustainability Progress Together	48
3.8	Our Companies, Our Value	52

4. Sustainable and Responsible Growth

4.1	Generating and Sharing Value: Economic Performance	76
4.2	Stakeholder Engagement	79
4.3	Materiality Analysis	82
4.4	Sustainability Risk Management	88

5. Governance and Ethics

5.1	The Corporate Structure	92
5.2	Organisational and Management Model	95
5.3	Composition of HModa Supervisory Bodies	98
5.4	Code of Ethics	100

6. Our Made in Italy

6.1	Our Products	108
6.2	Our Supply Chain	118
6.3	The Link with the Territory	120
6.4	HModa Best Practices	122

7. Environmental Report

7.1	Responsible Consumption Management	130
7.2	Environmental Footprint	134
7.3	The Positive Environmental Impact	142
7.4	Raw materials	144
7.5	Packaging	146
7.6	Conscious Waste Management	148
7.7	Circular thinking	152

8. Social Report

8.1	Our Human Capital	160
8.2	The Growth of Our People	165
8.3	Diversity in HModa	167
8.4	Training at Heart	171

9. H-Innovation

9.1	Digital Innovation	179
9.2	Environmental Innovation	183
9.3	Social Innovation	188
9.4	Our Growth Together with You	192

10. Appendix

10.1	GRI Content Index	212
10.2	Independent Auditors' Report on the Sustainability Report	238
10.3	Glossary	242
10.4	Acknowledgements	244



Introduction

1.1 Reporting Perimeter

The reporting perimeter of the Sustainability Report includes all fully consolidated companies of the HModa Group, with the exception of Holding Immobiliare S.r.l., which only deals with the management of the Group's real estate assets and does not have its own physical headquarters or employees. Below are the changes in the reporting scope compared to the Sustainability Report 2021:

● **Famar:** company specialising in lightweight clothing, which joined the Group in May 2022

● **Seriscreen:** a special processing company specialising in digital printing, which joined the Group in July 2022

● **Rilievi:** a company operating in the special processing sector specialising in hand embroidery, which joined the Group in September 2022

● **Rilievi India:** Indian branch of the company Rilievi, which joined the Group in September 2022

Reporting deals with the results achieved and the impact generated by the company to the extent necessary to ensure understanding of our activities.

The contents within the documentation were defined on the basis of the findings of the materiality analysis, described in the sections: '*Stakeholder Mapping*' and '*Identification of Material Issues*'. The report in its entirety is divided into three macro areas of reporting: Governance, Environmental and Social. In these, our impact related to business activities and along the entire value chain is presented and adapted.

For further information on the information provided in this sustainability report, please contact us at the following e-mail address: hplanet@hind.it

1.2 Methodological Note

This document is the second public edition of the HModa Sustainability Report, containing a description of the most significant impacts generated by the organisation, not only as a Group, but considering the entire value chain and its contribution to sustainable development.

One of the main objectives of the report is to meet the demand for sustainability information from the *mainstakeholders* in a fully transparent and truthful manner. To this end, a process of data collection, study and consolidation was carried out in order to meet the needs of stakeholders and achieve maximum transparency in external communications. To achieve this, HModa used the GRI standards and opted, in keeping with the second year of reporting, for an '*In accordance*' approach in full compliance with the principle of transparency. In addition, the GRI Standards reported were associated with the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda that the Group will pursue in the development of its products, services and business model for the benefit of societies and communities.

In 2022, the materiality analysis was updated and the procedures necessary for the involvement of internal stakeholders were conducted according to the requirements dictated by the GRI Universal Standards 2021, favouring the representativeness of each category of key people for HModa as described in the section '*Stakeholder Engagement and Materiality Analysis*'. The guidelines of the European Commission¹ (with respect to risk analysis of material issues) were also taken into account. The topics were defined through a structured and standardised materiality analysis process. The main sector-related aspects were first identified, from which the actual and potential impacts relevant for HModa were defined. These impacts have

been assessed in terms of likelihood of occurrence and severity, in accordance with GRI Standard 3: Material Topics, in order to understand their significance both at the level of the sector and the Holding Moda.

The scope of the economic, social and environmental data and information reported in this documentation concerns the HModa Group's fully consolidated companies, with the exception of Holding Immobiliare S.r.l. For further details, please refer to section "1.1.Reporting Perimeter".

Significant locations are defined as the following company names:

- **Uno Maglia Spa**
- **Alex&Co Srl**
- **Albachiara Srl**
- **RBS Srl**
- **GAB Group Srl**
- **Project Srl**
- **Valmor Srl**
- **Famar Srl**
- **Seriscreen Srl**
- **Rilievi Group Srl** (Rilievi Bologna and Rilievi India)

Holding Moda embarks on a path of continuous improvement and implementation of best practices related to sustainability aspects in order to ensure maximum environmental and social responsibility not only in the short term but also in the medium to long term. This path in 2022 led us to delve into the issues of

¹ The Corporate Sustainability Reporting Directive

generated and immediate risk management with a focus on climate change and responsible supply chain.

The time period taken into consideration runs from 1 January 2022 to 31 December 2022, showing data such as energy consumption and emissions, but also projects started in the present year but which will see the light of day during 2023-24 and will thus be included in the next HModa Sustainability Report. The frequency with which the reporting process takes place is annual. The Sustainability Report was subjected to a limited review in accordance

with the 'International Standard on Assurance Engagements ISAE 3000 (Revised) - Assurance Engagements Other than Audits or Reviews of Historical Financial Information', issued by the International Auditing and Assurance Standards Board (IAASB), by EY S.p.A. Quantitative indicators that do not relate to any general or topic-specific disclosures of the GRI Standards, which are reported on the pages indicated in the Content Index, are not subject to limited review by EY S.p.A. No data or information from the previous reporting year 2021 has been revised or restated in this report.

Highlights 2022

**165
mln**
Consolidated
production value

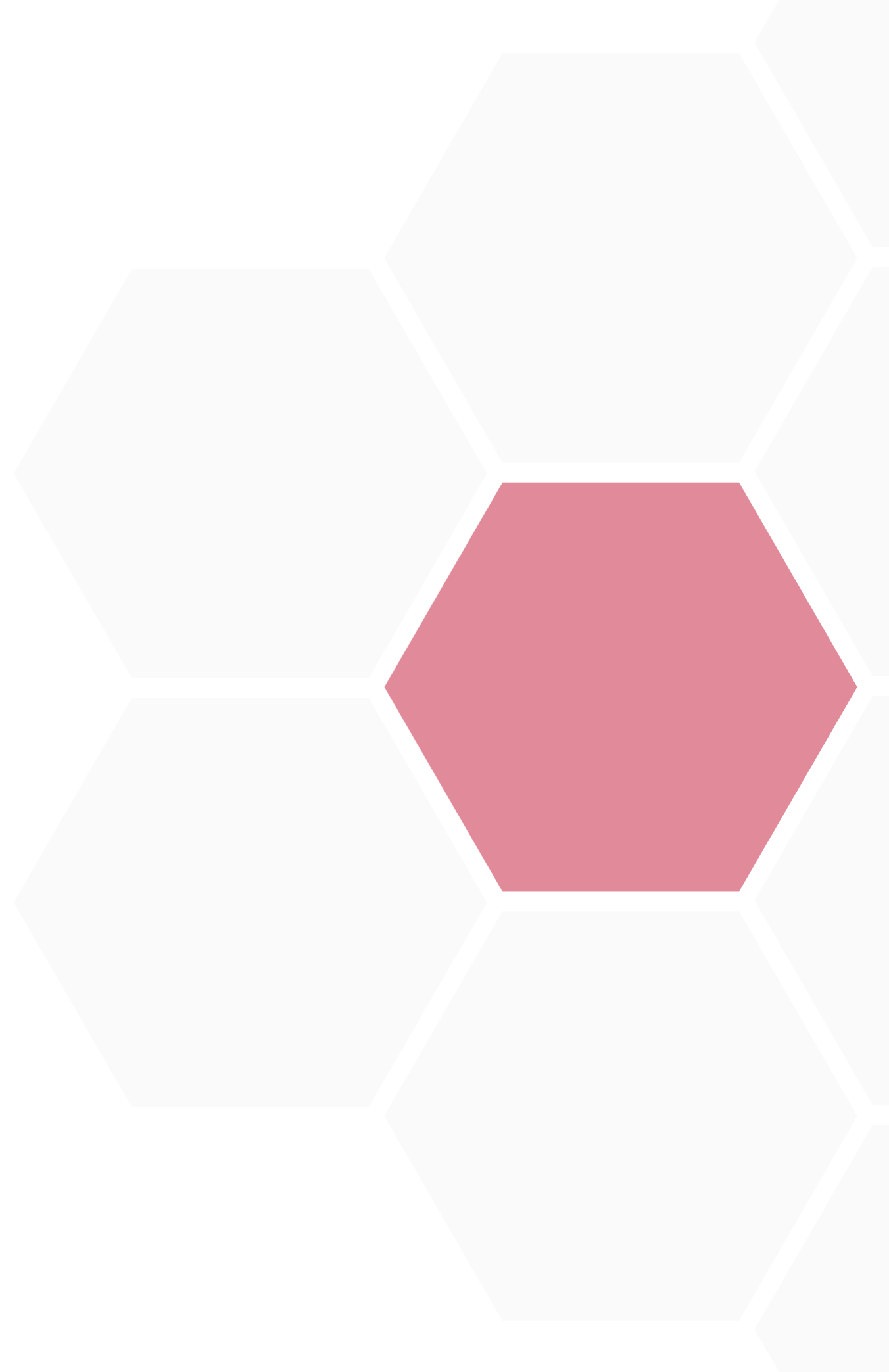
830
People
employed

59 %
Female
presence

11
Industrial
production sites



Presence on the Italian
territory (4 regions
plus head office)



Letter to Stakeholders

2



Letter to Stakeholders from the President

Dear Stakeholder,
We have published our second Sustainability Report because we wish to share and convey the principles and values in which we believe with a view to transparency and the sharing of results.

Sustainability in Holding Moda is an integral part of governance, as it is in the Holding Industriale Group (HIND) to which it belongs, and sees all its resources involved. Courageous and determined people who work ethically to create projects that go beyond the ordinary and are agents of positive change in the region, the environment and society.

The last few years have seen an epochal and radical evolution, not only related to the speed of the global market but also to human relations. For us at HIND, this is the perfect time to be the 'Innovators of Change' and to approach any situation with a positive attitude, capable of attracting more positivity.

Companies that want to compete in today's market need to develop a working environment and corporate culture that encourages innovation, to achieve excellence and motivation in people.

I know I can count on a fast-growing team, on people inspired and guided by the founding values of HIND, and, at the same time, motivated and enthusiastic in bringing their contribution to our aggregation project with energy and boldness.

We believe in the uniqueness of people, who are the true value of the companies with which we establish synergies and collaborations. For us at HIND, diversity is important and becomes an opportunity for growth and enrichment.

My sincerest thanks go to our workers for what they have done so far and for all that they are creating for the future of Holding Industriale and Holding Moda.

Be in the HIVE!

Claudio Rovere
President, Holding Industriale

"Supporting virtuous people and companies that realise out-of-the-ordinary projects with ethics, determination and innovation."



"HIND is the coming together of people, ideas and resources that want to be a positive change in the industrial system and the surrounding area."



Letter to Stakeholders from the CEO

Dear Stakeholders,
Sustainability has always been at the core of Holding Moda's values and principles, to ensure that our companies are able to do in the future what they do today.

Being sustainable has therefore become a true growth and development strategy, created to meet the demands for excellence required by our customers and pursued concretely, with projects and objectives capable of generating a positive social, ethical and ecological impact.

We also believe in a transparent, certified and traceable supply chain that meets our customers' increasingly high production standards.

Transparency and traceability were the two big stars of 2022, as we were able to meet new challenges and anticipate regulations, studying not only our own impacts but also those of the supply chain to which we belong.

Our companies have been able to take advantage of new opportunities while maintaining the focus on our People and protecting the environment in which we operate.

We try to use natural resources as consciously and responsibly as possible, using energy from renewable sources, reducing waste, favouring environmentally friendly materials and using chemicals that meet the strictest production standards.

We do this because we believe that it is only through such planning that the companies of the Holding Moda group will be able to overcome extraordinary challenges and realise long-lasting goals.

Giulio Guasco
CEO, Holding Moda

Letter to Stakeholders from the CSO

To our stakeholders,
I am proud to present our Sustainability Report 2022, a document with which Holding Moda reports on its objectives, activities and targets in the ESG (Environmental, Social and Governance) areas, under the banner of transparency and sharing with all stakeholders such as our People, shareholders, customers, suppliers and the local communities that host our sites.

Sustainability for Holding Moda is the coming together of different realities that share the same sustainable growth objectives and are committed to creating a strong synergy to achieve them. It is the place where people and innovation meet to inspire great results, always striving for excellence. Our task is to make the culture of sustainability accessible at all levels, affirming and demonstrating every day that economic growth and sustainable development are not opposing terms, but the right combination for doing business right, for innovating and including talents and ideas in projects that go beyond the ordinary.

We are facing a rather ambitious challenge that we take as a great opportunity for change and reflection in order to deploy our skills to have a business consciousness that allows us to be responsible, strong and enthusiastic about the tomorrow we are creating together. The market is evolving and regulations are changing faster and faster, which is why it is important for companies to be ready, prepared for change and to be able to face these new opportunities and achieve outstanding results.

2022 was a challenging year that allowed us to grow and pursue the goals we set for ourselves in 2021. We have built a solid foundation for the realisation of our strategic sustainability plan, which we pursue day after day with concrete and targeted actions always aiming at continuous improvement.

The culture of sustainability, which began last year, has been consolidated by creating a beautiful collaboration and deep understanding between all our people and Companies. Together we have been able to realise projects ranging from renewable energy, training, compliance, innovation to the outlining of a decarbonisation policy.

With this energy, and aware of the road that still lies ahead, we are grateful to be able to share this report with you to tell you about all the promises we have managed to keep and the goals we have yet to achieve.

Veronica Bovo
CSO, Holding Industriale



“Be bold, be curious and hungry for knowledge. Think big with respect for the past but with a high and fixed eye on the future.”



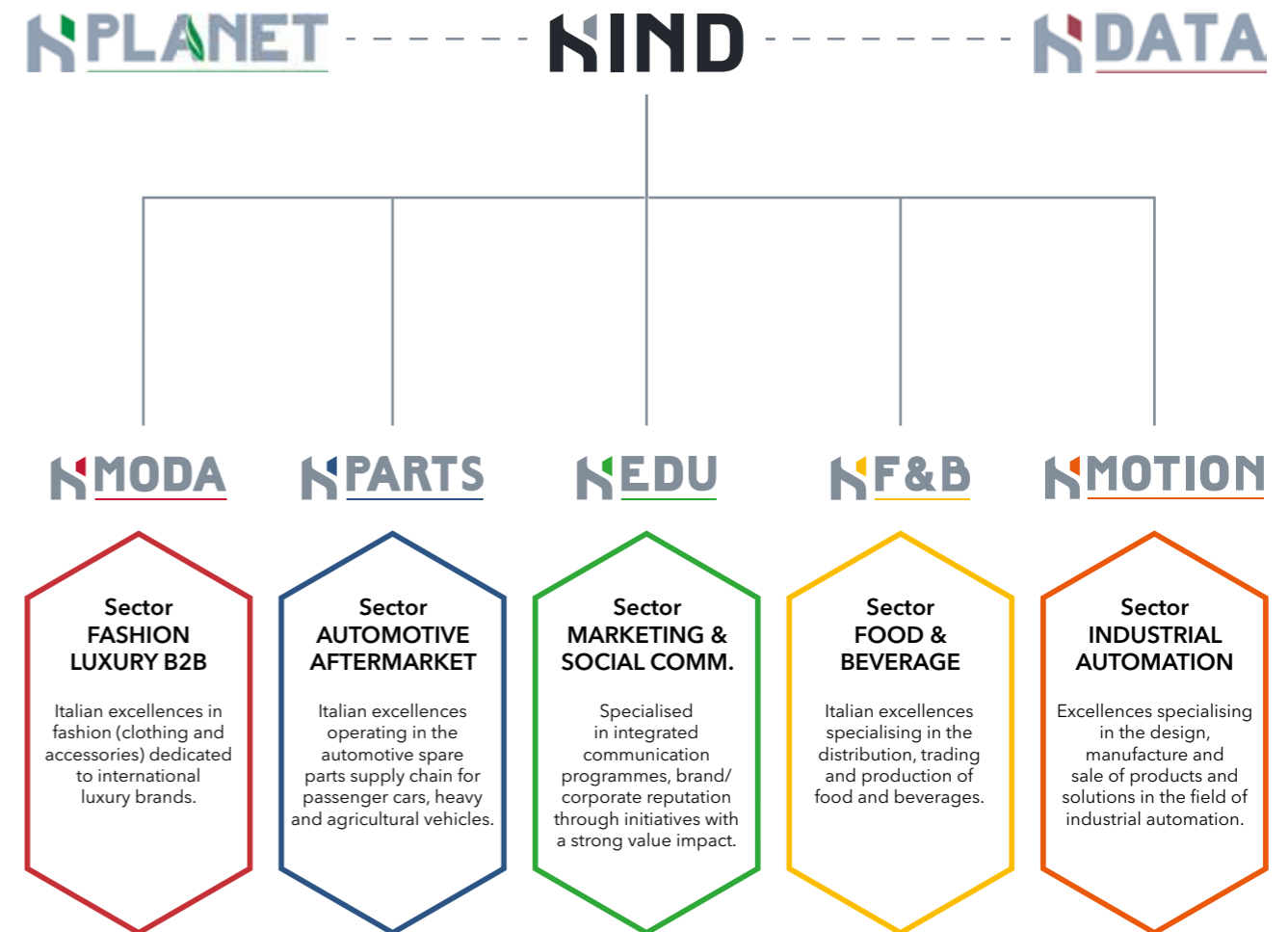
H-Identity

Holding Industriale SpA (or HIND for short) is a holding company that invests in the capital of small and medium-sized enterprises in Italy. It was founded in 2011 in Turin with the mission to be the meeting place between private capital and business strategy, in order to foster growth processes, aggregation projects and long-term vision for excellent Italian companies.

We want to represent a positive, long-term change in the industrial system and territory. We support the creation of visionary projects that go beyond the ordinary, we want to take

on challenges and inspire talent through innovation, continuous training and without forgetting our ethical principles.

We operate according to a club deal investment logic, involving private investors interested in actively participating with us in the initiatives we support. We focus our investments on a few industries that are representative of Made in Italy and for which Italy is strongly known and appreciated worldwide, which is why we have created vertical sub-holdings dedicated to five unique sectors:



3.1 HIND

Be In The Hive

Our orientation towards excellence leads us to be curious and understand what the development opportunities of established sub-holdings may be, as well as having the vision to expand our scope of operations in the creation of new verticals.

HIND's verticals are supported by two functional departments working across all sub-holdings:

◆ **HData**, active in big data aggregation and market data reporting through research and analysis of market information and data

◆ **HPlanet**, specialising in sustainability consulting and creating ESG pathways specifically for companies.

In the way we operate, we are always guided by the 3 Industrial Pillars on which HIND's business model is based:

◆ **MADE IN ITALY & INNOVATION:** as a guarantee of quality and a strong connection to one's roots and as a look to the future using a creative approach. The combination of these aspects encapsulates our way of doing business by valuing our origins but looking to the future

◆ **CULTURE & TRAINING:** as preparation of the workforce to understand what the current and future challenges are and as an opportunity for growth and talent development.

◆ **ETHICS & SUSTAINABILITY:** as indispensable principles for the creation of positive value in business, society and the environment.

2022 was a year full of changes politically, economically and socially. Although it was not easy, in this context HIND laid the foundations for new connections and moments of aggregation, making People feel part of a Group. We consolidated our motto '*Be in the HIVE*' and shared it with all employees, so that they could really feel part of a Group. The metaphor of the beehive is particularly representative of the way we operate and the connections we make; our aim is to create

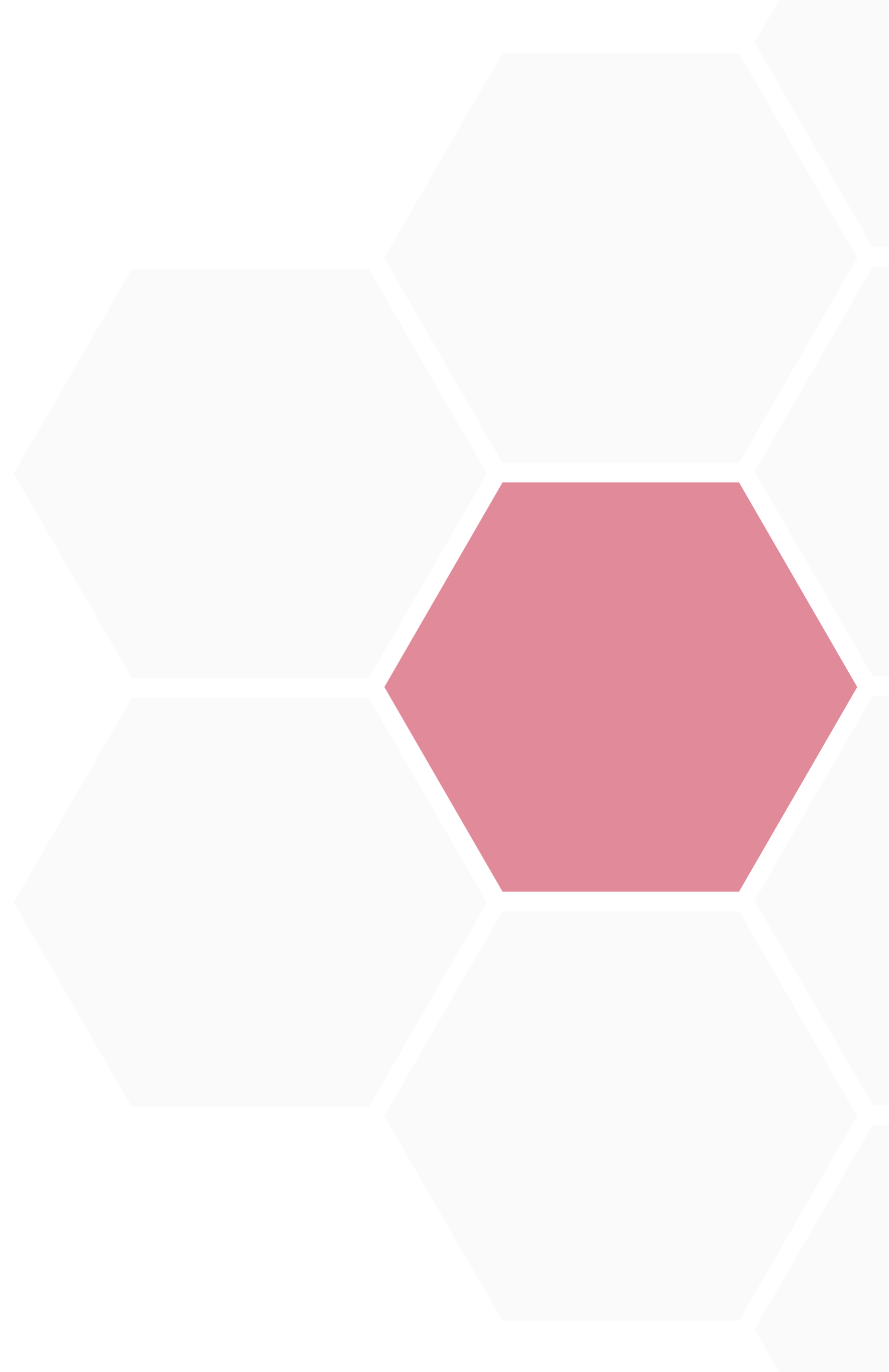
a sustainable community in which each person, while retaining his or her individuality and distinctiveness, feels at the same time part of a system. All the while, each company is strongly specialised in a particular sector but, thanks to the value synergies presented and proposed by the Group, it can grow and benefit from sharing with other adjacent and complementary companies.

We showed all our People that our values represent solidity, stability and common purpose in a somewhat uncertain global context, and tried to create light-heartedness through corporate sharing moments such as the HIVE Festival and HIVE Days.

The HIVE Festival is an initiative we are very proud of because it gave around 800 people the opportunity to get to know each other, share company values and carry out team building activities aimed at fostering collaboration and internal cohesion.

The HIVE Days were a natural evolution of the values and energy conveyed during the festival, and were able to bring the same enthusiasm and atmosphere into the everyday working environment.

The year that has ended allows us to start 2023 with particular enthusiasm and positivity, ready to take up new challenges and continue to transmit our values to the new companies that will become part of the HModa Group and people.



3.2 HModa

Holding Heritage, Making Moda

Holding Moda S.r.l. is the sub-holding of Holding Industriale that deals with the aggregation of excellent small and medium-sized companies operating in the luxury fashion for brands. It was established in 2017 at the behest of Claudio Rovere and Luca Ferraris with the aim of creating a pole that would encapsulate the savoir faire typical of Made in Italy fashion. In 2022, it has two locations: the registered office in Via San Francesco da Paola 15 in Turin (from 2023 Via Giolitti 55) and the office in Largo Augusto 8 in Milan.

The Holding Moda S.r.l. project (hereinafter referred to as 'Holding Moda', 'HModa' or 'Group') envisages the aggregation of the best Italian production realities active in the B2B luxury fashion sector with the aim of enhancing their value through development strategies that favour commercial and financial growth. At the end of 2022, Holding Moda will have 10 companies in the Group, active in 9 different sectors, so we are proud to be able to point out that we are a truly diversified Italian industrial platform that aims at enhancing the manufacturing heritage.

Companies and our people are encouraged to share and engage with each other; during 2022, we adopted tools that allow all companies to be in touch, promoting a culture of participation in knowledge. Through customer networking projects and investments in joint projects, the companies became more competitive in the market. At the same time, the sharing of know-how and innovation led People to become more involved and motivated.

The Group proposes paths of innovation to safeguard the knowledge of the past while benefiting from innovative technologies, thus handing down savoir faire to future generations, making the skills of our craftsmen available to them.

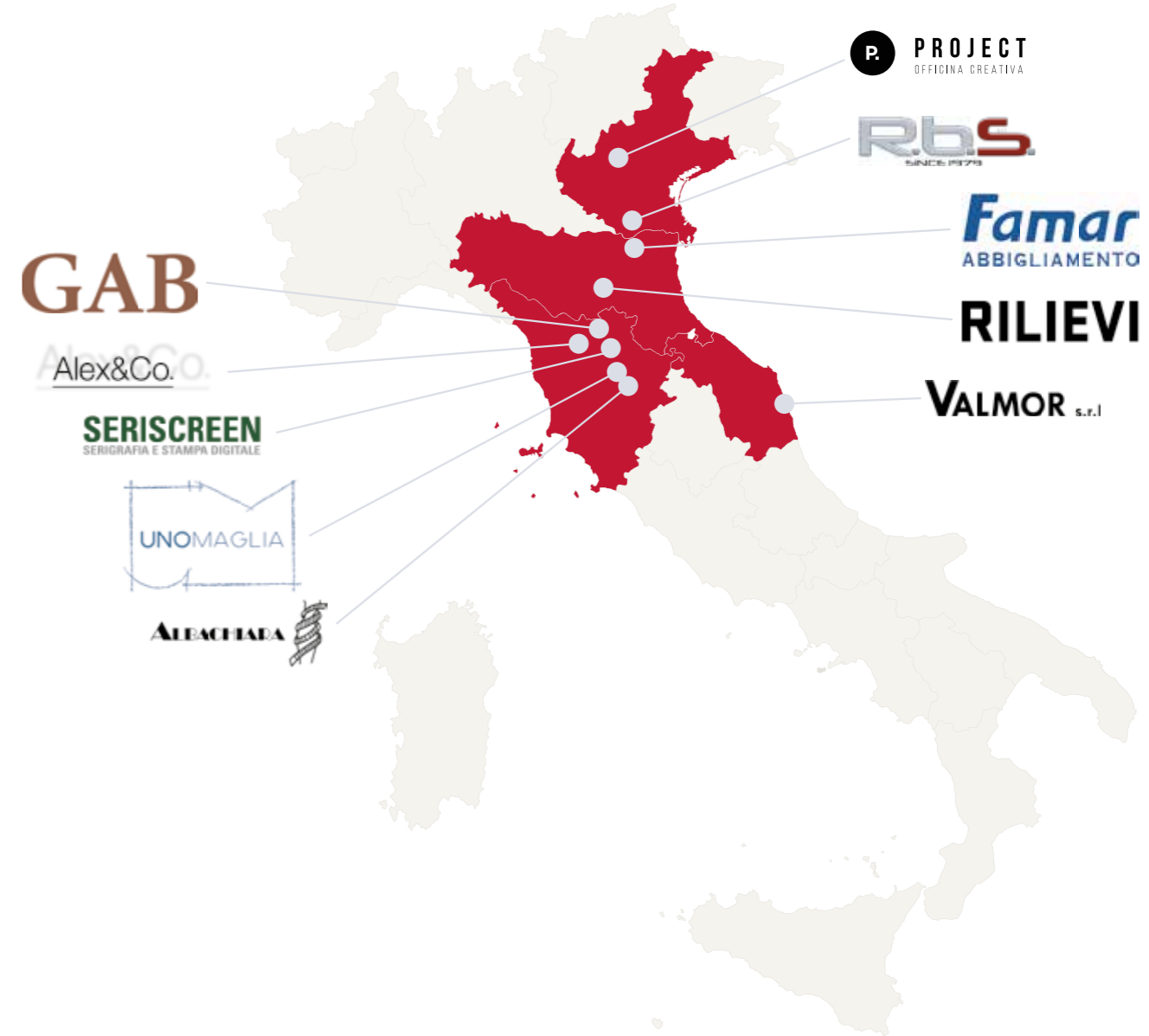
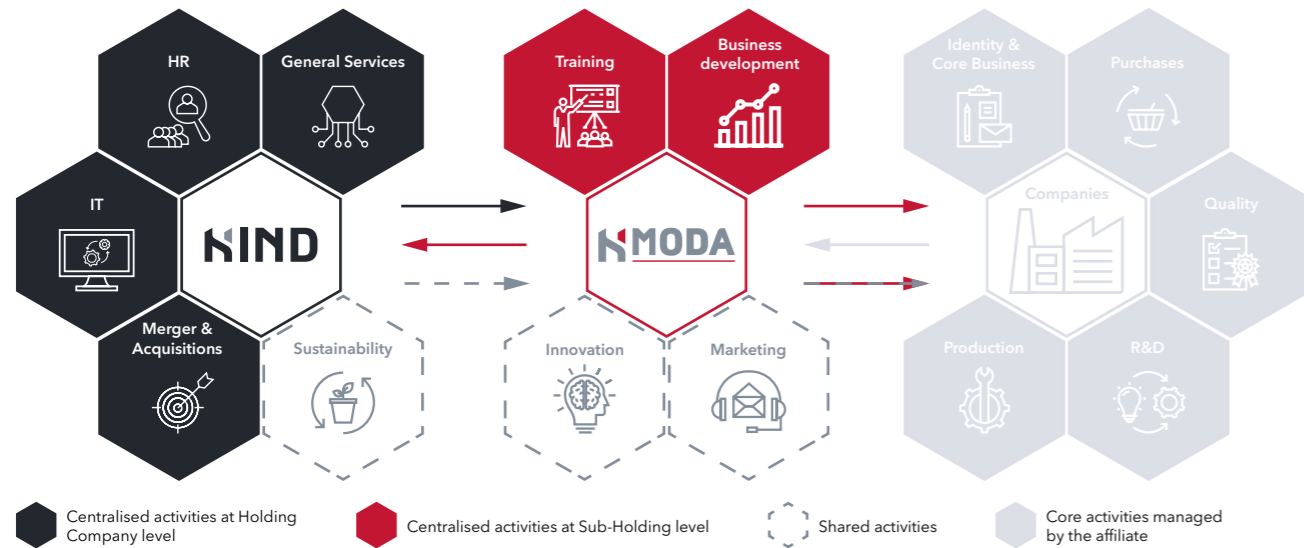
We are proud to be able to count on the contribution of more than 800 employees and about 400 external laboratories that support the work of the companies in 9 specialised fields. The results achieved are the result of the collaboration between all the Group's people,

i.e. individuals who cooperate to create projects aimed at continuous improvement and the elevation of companies of excellence on the Italian scene. We strongly thank the people who accompany us on this difficult but rewarding journey; all individuals are guided by a shared value system both within and outside the organisation; this system, promoted by the Chairman, is strongly rooted within HIND and all sub-holdings and is what guides us in our way of doing business. They take the form of:

- Integrity, loyalty, honesty, fairness and transparency
- Proactivity, positivity and determination
- Continuous improvement
- Autonomy, responsibility and awareness
- Diversity and inclusion
- Listening, respect and cooperation
- Openness to change and innovation
- Organisation, effectiveness, efficiency and objectivity
- Passion, ambition and uniqueness
- Gratitude and humility

HIND focuses on supporting Holding Moda through the streamlining of non-core activities while the sub-holding company provides specific support to the individual investee

companies, aiming at a homogeneous project development. As a result, companies are able to focus their attention on the cornerstones of their business and industrial operations.



At the end of the year, the Group had a direct participation of 10 companies and a presence in 4 different Italian regions. With the acquisition of Rilievi Group, Holding Moda expands its territorial horizon by

reaching India. The Indian headquarters of Rilievi, which specialises in embroidery design and production, is located in Mumbai.



2022 was a year of milestones for us, as we welcomed three new companies within the Group and focused even more on the Italian supply chain. The path we are taking of integration and aggregation of excellent realities has allowed us to add two areas of specialisation, thanks to the inclusion of Tier 2 companies operating in the printing

and embroidery sector for the luxury world. In the future, we foresee the entry of other companies upstream in the chain and the integration into new lines of business, as well as the development of special and exclusive projects that will help us elevate Holding Moda's industrial project on the Italian scene.

HData is HIND's cross-department specialising in market, competitor, brand and product category research and analysis. It was established in 2021 out of the fashion industry's particular need to map, analyse and share information about the Fashion Luxury sector, but its functionality is useful and strategic to all HIND verticals.

Our motto '*You Know, You Manage*' anticipates the department's mission, which is to document and disseminate knowledge within the organisation about salient market news that may be strategic for our business. HData aims to become a reference point inside and outside HModa for research, collection and dissemination of knowledge through a qualitative and quantitative approach.

The drivers that prompted the creation of this department stem from the observation that the fashion sector is rich in research and initiatives, of absolute importance, but often with uncertain sources or that do not provide comprehensive information to understand the current and prospective situation. HData aims to bring order within the multitude of news we receive every day from external or internal sources, systematising the inputs concerning the market, customers and competitors.

Our approach involves an analysis phase in which the information gathered is filtered and aggregated, extrapolating what might be useful to the Group and sharing the result during regular meetings and outputs.



**SPREADING
KNOWLEDGE**



**SUPPORT
STRATEGIES**



**PROMOTING
COMPETITIVENESS**

3.3 HData

You Know, You Manage

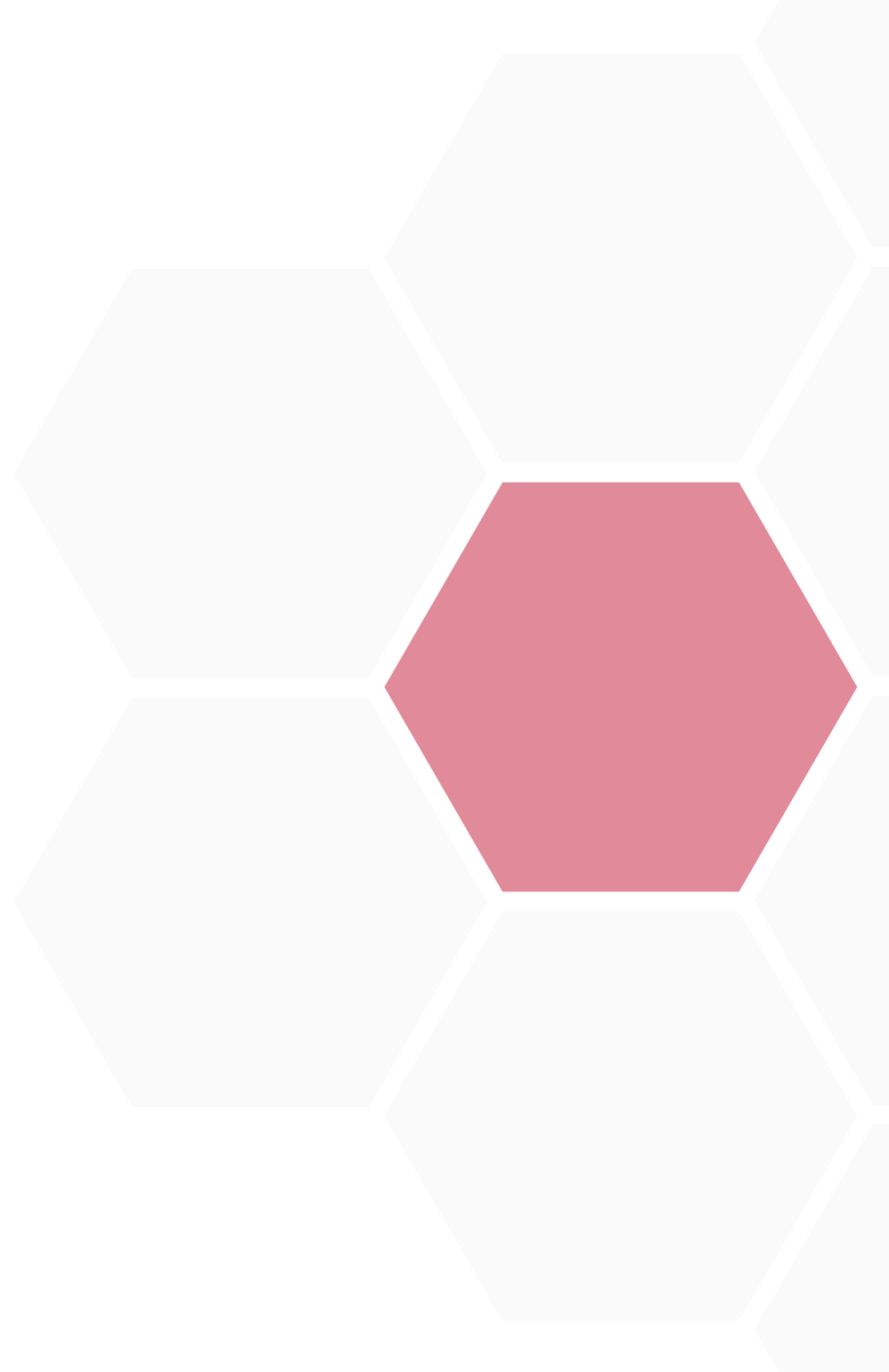
In 2022, the HData department was particularly busy sharing information with top management for the development of business strategies and studying the distribution of B2B companies by product categories in Italy.

On a semi-annual basis, we have published a report, *'Lighthouse: shaping the fashion market'*, which acts as a collector of the fashion industry's key initiatives in terms of market, brand financial performance, sustainability, innovation, education, collections, past and future events and M&A transactions. The reports are prepared in-house by a specialised team of business analysts and graphic designers, who collaborate on all HData's publications - at the end of 2022, the team will comprise eight people.

In order to provide timely information, it was necessary to adopt a tool for communicating content to key figures. This is why we have adopted an internal newsletter that avoids the dispersion of information as the recipients are multiple and the news shared is carefully chosen every week by a team of people; they devote a part of their work to figuring out which information can be most useful to the Group with a view to sharing knowledge and creating strategies for growth.

For 2023 and the years to come, we aim to welcome new members to the team and refine the tools we use, as we are aware that technological innovations on the market can help us raise the quality of our products and processes.

Information analysed in the year 2022	956
Average of information analysed weekly	18
Published newsletters	40
Published reports	31



3.4 HPlanet

Change makers for a better future

HPlanet is the transversal and integrated sustainable development department of HIND and its sub-holdings that deals with sustainability across the board, with specific strategies, projects and processes, providing effective support to the subsidiaries in managing sustainability in the company.

The reference areas cut across the three ESG dimensions and are key to verifying, measuring, controlling and sustaining the commitment of the Group and the entire supply chain.

HPlanet is Holding Industriale's natural response to a period of great change, market mutations and economic, political and climate crises, which it has decided to tackle by embarking on a path of sustainability to look to the future with optimism and determination, developing the awareness that the only way to do business is to pursue the principles of sustainable development, revolutionising the approach and vision of activities so as to allow the present generation to satisfy its needs without compromising the ability of future generations to satisfy their own. Progress as a company has as its cornerstones economic, social and environmental development with the aim of guaranteeing the integrity of the ecosystem in which we operate, limiting the excessive use of raw materials and the emission of polluting gases, and in the meantime guaranteeing satisfactory living conditions by aiming for continuous improvement. HIND actively promotes sustainability within its industrial pillars. The topic plays a relevant role globally and is particularly popular with stakeholders, which is why we are committed in the long term to helping group companies in a gradual transition and incorporation of sustainability into their business levers.

To do this we are not alone, each and every person must share and embrace this change, helping us to contribute to the sustainable development of the Group. Only together can we face and overcome the challenge of creating positive impact.

We believe in the value of sharing and we are firmly convinced that in sustainability there are no competitors but only possible partners; that is why we work with specialists from

virtuous companies to achieve the common goal of making the planet a better place for its inhabitants and future generations. We actively promote multi-stakeholder dialogue tables in the knowledge that sharing best practices can lead to ideas that benefit the global ecosystem.

HIND's special attention is reflected in all sub-holdings and in particular HModa, considering the sector itself as particularly in need of attention and initiatives aimed at improving the knowledge of sustainability on the part of all employees and stakeholders.

All of Holding Moda's sustainability efforts have been identified and aligned as of 2022 through a strategic and holistic approach that sees maturation through collective actions and individual efforts. Every person can make a difference, we encourage every individual to propose and share ideas that can be a sign of change and growth

Holding Moda's supply chain is quite extensive and sees the involvement of and dialogue with numerous actors upstream and downstream of our reality; therefore, we feel it is our duty to ensure maximum transparency towards them and all stakeholders. This conviction led us to draw up the first Sustainability Report covering the year 2021 and this one covering the year 2022, and to certify the veracity of the information by a third party (although not mandatory), so that we can provide transparent, correct and accessible information to all stakeholders.

3.5. Our Sustainability Strategy

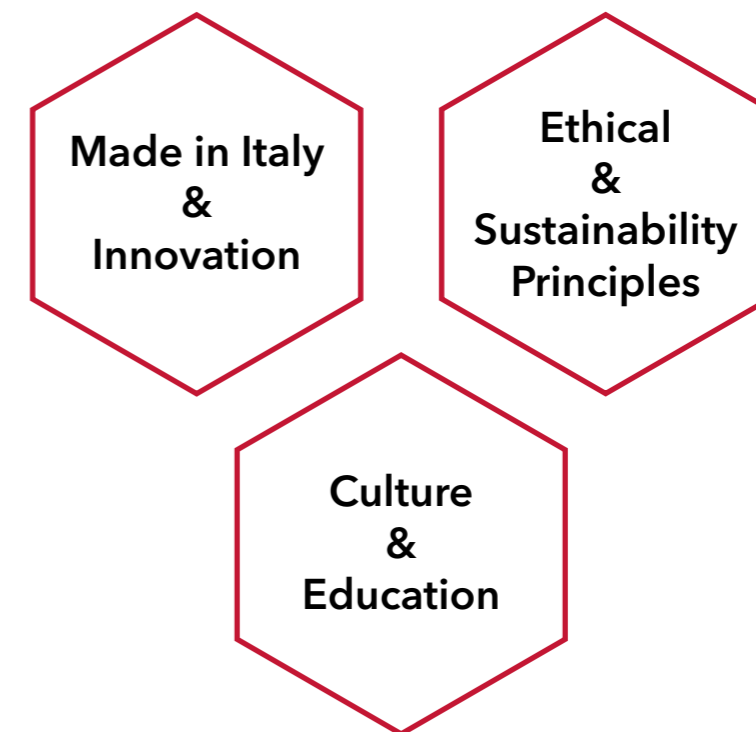
In keeping with the previous report, in creating the sustainability strategy we started from an awareness of the need for a cultural transformation and a paradigm shift capable of improving people's wellbeing and ensuring corporate growth, as well as reducing the impact of companies on the ecosystem in which they operate.

Our approach to sustainability started in 2021 by trying to promote the introduction of a new corporate mentality that, during these two years of work, has enabled us to spread the principles of sustainable development across the board, and to integrate them into the sustainability project, culture and operations throughout the supply chain. We believe that the resulting sustainability strategy must be

structured and complementary to the business strategy. For this reason, a framework has been created that sets out the current and future projects that the Group intends to implement to meet the objectives of environmental protection, people's wellbeing and economic development.

Our focus, also in 2022, remained on creating added value and great growth opportunities for the subsidiaries by sharing values, know-how and best practices.

With the creation of HPlanet, we identified the areas of greatest relevance to the sustainable development goals of HIND and HModa, starting with an understanding of the industrial pillars on which the Holding is based, namely:



Made in Italy & Innovation: HIND's verticals are developed in sectors closely linked to the territory that represent Italy as an excellence worldwide. Made in Italy is the first pillar as a guarantee of quality, excellence and recognisability, as well as being a significant competitive advantage in the market. The category encapsulates a set of values and the typical Italian lifestyle that never forgets its origins but tends towards innovation; in this sense, all HIND investments must combine these elements: tradition and innovation. The latter is seen as an instrument of progress, embracing evolution in a cultural system based on its own traditions.

Culture & Training: continuous growth and knowledge possibilities ennoble people through sharing experiences between individuals from different backgrounds. From this, comes a valuable opportunity for personal and professional growth that combines learning with practice. Awareness of who we are and who we would like to be in the future, makes us aware of our limitations and strengths and helps us understand what the areas for growth might be.

Ethical and sustainability principles: in order to ensure sustainable growth and the same amount of natural capital for future generations, we must also act consciously as a company. Ethics and sustainability are indispensable principles to which the Group is very sensitive. The sense of responsibility towards the future and people is a very important issue and one to which particular attention is paid. The present pillar is a glimpse into the future with the hope that the people who will come after us will continue on the path started with the same fervour and with the same opportunities.

To these cornerstones in HPlanet we have added five, which are complementary and integrated with the business ones, and which

make it possible to guide the Group's strategic choices on sustainability, acting as drivers for all the activities set out in HPlanet's strategic plan:



Developing a sustainable culture: as a Group, we believe that the implementation of a cross-cutting culture is an indispensable factor in pursuing sustainable development and concretely achieving the goals of the 2030 Agenda. It is important to convey a culture of sustainability that is inclusive and integrated with the objectives and that makes it possible to implement projects in a defined and measurable manner.

Putting people at the centre: the sustainability of human capital, and thus of our people, is one of the Group's first objectives and is preparatory to recognising the potential they bring. We put the human being at the centre, growing together with our workers while respecting the local communities that host us. We are committed to listening, valuing and rewarding each one so that they can contribute to the realisation of the Purpose.

Creating value for the territory: by interfacing with the excellences of Made in Italy we are aware of the close link between territory, companies and local communities. This is

a priority for us, as we aim to grow high-quality and representative companies in the country, in harmony with sustainable development goals.

Creating value for stakeholders: this is certainly a goal to be pursued by doing business well, respecting people, the environment and our values, creating and distributing value to all stakeholders.

Responsibility and innovation: these are fundamental to the growth of our Group. The former is a precious value that we apply daily in all our decisions; responsibility at the heart of actions for us means guiding our strategy by ensuring conscious, sustainable and long-term development. Innovation is the inspiration of the Group, it means stimulating creative capacity, supporting evolution and growth and contributing to generating value over time. It is the prerequisite for pursuing excellence in an innovative way.

The integration between HPlanet's 5 sustainability principles and HIND's 3 business principles is completed and connected through governance, risk management, benchmarking, stakeholder engagement and corporate social responsibility. The intersection of industrial pillars and sustainability pillars represents our response and contribution to achieving the goals of the 2030 Agenda, which we realise through our projects.

Our strategy also integrates into the above pillars, the SDGs (the Sustainable Development Goals of the 2030 Agenda, on which we will elaborate later), which are the benchmark of business innovation and sustainability. They are a valuable tool for anticipating the needs and changes of various sectors and stakeholders. These allow us to valorise and communicate the activities already carried out with a view to sustainable innovation.

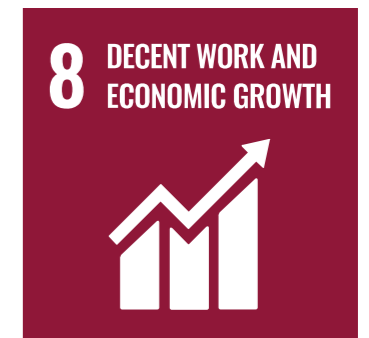


3.6 Our Commitment to the 2030 Agenda

As can be seen from the previous framework, we have placed a strong correlation between the industrial pillars and the sustainability pillars precisely to be able to embed sustainability and all the projects of our strategic plan within the way we do business and in our daily operations.

Both the industrial pillars and the sustainability pillars were related to the SDGs and a few were chosen that were the most connected to the way we operate, to our projects and our values, and that best expressed our concrete response to the commitments of the 2030 Agenda. We have therefore chosen 5 SDGs at the HIND level (SDGs 4, 5, 8, 9, 12, 13) on which all

sub-holdings work jointly so that group actions and synergies between the sub-holdings are also favoured. Subsequently, an additional one was identified for each sub-holding in order to better express its identity and that of the sector in which it operates. Our commitment to the SDGs and our reference model at the HIND and sub-holdings level can be found below. Specifically, HModa is committed, through specially designed projects, to the pursuit of SDGs **4, 5, 8, 9, 12, 13**. At present, the following commitments do not require due diligence but have been undertaken within the Strategic Sustainability Plan and have been reviewed and validated by the President.





Objective 4: *Providing quality, equitable and inclusive education and learning opportunities for all*

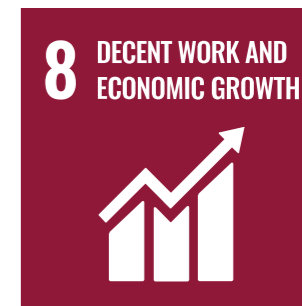
Holding Moda has always believed that quality education is the basis of doing exceptional business. It is involved in projects relating to training, passing on the 'savoir faire' of great craftsmen and the undisputed quality that distinguishes Made in Italy around the world. We know that we have a key role in training, and that is why we are becoming increasingly involved in promoting training projects. We are actively contributing to the achievement of this goal because we care about the 'future stories' of our young talents and at the same time we believe that we can increase their employment and entrepreneurial opportunities, fostering higher qualification and creating jobs. We believe that our commitment can benefit not only the young people within our projects but also the well-being of the local community in which they are placed.

Objective 8: *Promoting lasting, inclusive and sustainable economic growth, full and productive employment and decent work for all*

HModa pursues the goal of sustainable and inclusive economic growth for the benefit of the whole community and the environment. Our focus is particularly on young people, which is why we invest heavily in training and talent development in all forms. We repudiate any practice of forced and child labour by promoting life-work balance and the development of a strong technology and innovation component as a driving force for all our companies. As a company, we have a responsibility to create employment and ensure decent working conditions for our people and all those employed within our supply chain.

We believe that, in order to support economic growth, it is necessary to integrate sustainability at all levels, with particular reference to governance decisions. This allows us to look to the future with confidence, boldness and respect, enabling our workers to work in a healthy and safe environment.

As a group, we are actively working to reduce the share of unemployed young people by training and hiring young and very young people in our sub-holdings. 2022 was an important year for development as we grew in size, turnover, people and sustainable development goals.



Objective 5: *Achieving gender equality and empowering all women and girls*

At HModa we are clear about the importance of gender equality within companies, its value and the benefits it brings. For these reasons, we strongly believe in the added value generated by diversity, and we encourage and favour the presence of both sexes in the various sub-holdings, in all jobs and at all levels. As a group, we ban all forms of discrimination in aspects of recruitment, remuneration, training and promotion. We contribute to this fundamental goal by adopting internal policies and procedures that guarantee both genders the same rights and employment opportunities. In 2021, gender equality became a new goal that made us look forward to the Women's Empowerment Principles of the United Nations Global Compact. Starting in 2022, we have implemented projects dedicated to gender equality that will see us play an even more important role between 2023 and 2024.

9 INDUSTRY, INNOVATION AND INFRASTRUCTURE



Objective 9: *Building resilient infrastructure and promoting innovation and fair, responsible and sustainable industrialisation*

We believe that innovation and sustainability are essential to do business well, and we aim for a new business model in harmony with the principles of sustainable development and open to the adoption of the best available technologies.

HModa promotes and encourages responsible consumption models. We invest in innovation including digital archive projects, immersive physical and virtual showrooms, innovative user experiences and supply chain traceability. Companies use the best available technology in their production facilities in order to reduce waste and energy consumption and to be able to anticipate and cope with technological changes in the sector.

In order to study the changes in the sector, HModa collaborates with the HData department, specialised in market data research, aggregation, analysis and reporting, to enjoy an overall view of the sector in terms of innovations, projects and practices adopted by the supply chain and competitors, as well as brands. HData, using tools that take qualitative and quantitative factors into account, monitors and analyses the fashion industry's innovations in a given period in order to identify market trends; this allows HModa to be constantly updated on brand and luxury fashion innovations.

Objective 12: *Ensuring sustainable patterns of production and consumption*

Holding Moda has taken up the call of the United Nations to change the current production model to achieve efficient resource management. We apply an efficient, responsible, informed and sustainable approach to natural resources. We are at the forefront of choosing new materials and reducing waste and inefficiency within our processes, through circular economy projects, energy efficiency and phasing out potentially harmful chemicals from production. We are committed to demonstrating the utmost respect for our raw materials by using them wisely to waste as little as possible and reuse waste either directly in production or by redeploying it in circular economy and positive social impact initiatives.

During the financial year 2021, we monitored all material, energy, water and waste consumption generated so as to have a clear picture of the status quo of our companies, and in 2022 we worked on the improvement plan. This last financial year saw us involved in several initiatives to promote sustainable production and consumption: participation in the Monitor for Circular Fashion and SlowFiber. Specifically, we have joined, along with other companies, an initiative developed by SDA Bocconi in collaboration with Enel X, the Monitor for Circular Fashion, which welcomes companies and disseminates good practices in circular fashion, enhancing technical, managerial and scientific skills, with the aim of contributing to the transition towards circular business models.

In 2022, we joined an initiative that saw the light in 2023, SlowFiber. It is the result of a meeting between Slow Food Italy and 16 Italian realities of the textile and furnishing industry that, through their production processes, want to represent a positive change through the creation of beautiful, healthy, clean, fair and durable products.

Objective 13: *Promoting actions, at all levels, to combat climate change*

At HModa we feel that climate change is of primary importance in the strategies and projects we carry out through our Governance. In doing so, we have monitored and studied the climate-changing gas emissions generated directly and indirectly, estimated our carbon footprint, and prepared a plan for continuous improvement starting in the next financial year. Our focus and investments are on the transition to a fully renewable energy supply, the gradual transition to e-mobility for subsidiaries, the management of chemicals along the supply chain, the reduction of emissions, especially Scope 3 emissions, and the subsequent offsetting of GHG emissions.

12 RESPONSIBLE CONSUMPTION AND PRODUCTION



13 CLIMATE ACTION



3.7 Our Sustainability Commitments Together

In taking our first steps towards the goals of the Strategic Sustainability Plan, it was necessary to involve all functions and combine cross-functional competences in our companies and bring them together to outline the time line of priority actions to be implemented. Our major interventions in 2022 mainly concern:

- Energy
- Emissions
- Circular economy

In 2022, we partially changed the energy supply of our companies to energy from certified renewable sources. This step was made possible by a careful assessment of the energy market and a willingness to improve, despite market fluctuations in 2022/23. Some companies switched to certified green energy already during the year while others, depending on the previous contract, will switch soon. This action has been pursued as a priority because of its twofold value: on the one hand, we have taken the opportunity to convert our activities to a more responsible consumption model; on the other hand, we have been able to reduce our Scope 2 emissions.

Other energy-related measures were aimed at reducing waste through plant renewal and efficiency improvements. Specifically, 2022 saw the completion of the new Albachiera production plant, which was conceived and desired not only with a view to expanding space but was also designed in accordance with best efficiency practices. This installation boasts both energy class A+ and 100% LED lighting and is equipped with a photovoltaic system that can be used from 2023. In 2022, work continued on the new GAB headquarters, which was mentioned in the previous report. The facility, which will be inaugurated in 2023, will be a virtuous example of urban redevelopment, energy efficiency best practices and will boast a photovoltaic system capable of supporting more than 80% of the company's energy needs.

Under the banner of these extraordinary projects, further energy management and energy efficiency measures have been designed and planned for all Holding Moda companies from 2023 onwards, which will allow us to seize opportunities to save both money and wasting of natural resources.

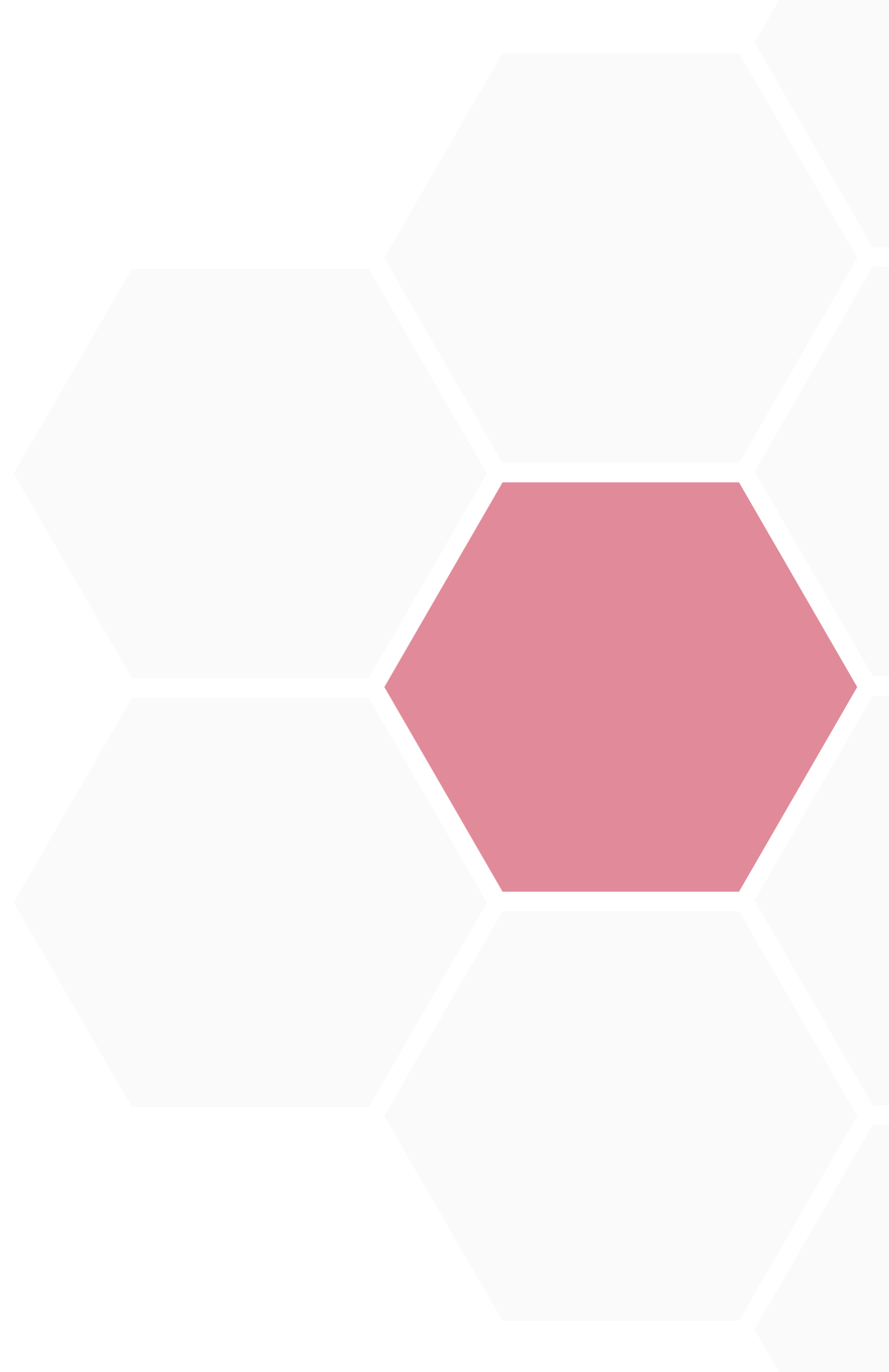
In carrying out these projects, we refined our consumption monitoring procedure, which took place on a quarterly basis in order to ascertain the real needs of our companies involved and to identify the most appropriate solutions for our needs.

Another strand of objectives pursued in 2022 concerns ESG ratings. During the reporting year, we took the CDP (Carbon Disclosure Project) Climate Change Questionnaire, a voluntary disclosure used by companies to disclose environmental information to their stakeholders. The questionnaire consists of a combination of qualitative and quantitative questions to assess the volume and intensity of their Scope 1 emissions, Scope 2 location-based (considers emissions based on the emission intensity of the local grid area where electricity consumption occurs), Scope 2 market-based (considers emissions based on the electricity organisations have chosen to purchase) and Scope 3. This experience allowed us to identify some areas for improvement in the calculation of emissions and to work on quantifying a part of Scope 3 already in 2022, aiming for a further deepening in 2023. The score we got from the rating is C (result in line with the sector, global average score: C) in 2023 we aim to maintain or if possible improve it.

With regard to the circular economy, our progress has taken the form of measures to reduce waste in the first place and participation in initiatives with virtuous companies in the sector to develop innovative projects. An in-depth description of the participation in the 'Monitor for Circular Fashion' initiative promoted by SDA Bocconi can be found in the dedicated section of this report.

Towards the end of the financial year, we wanted to expand our networking and exchange best practices to achieve a common goal: a more sustainable production model, which is why Holding Moda was one of the founding companies of SlowFiber.

It is a network of Italian textile companies that, through their work, demonstrate how it is possible to create textile products, for dressing and furnishing, that are not only beautiful, but also safe for those who use them, clean because the environmental impact of the production processes is reduced, fair because they respect the rights and dignity of the workers involved in their creation and enhance traditional skills and knowledge, and durable because they are able to last over time, as opposed to the concept of fast-use and fast-fashion. In 2022, work started on setting up the network, defining benchmark KPIs and setting targets to achieve together.



3.8 Our Companies, Our Value

Uno Maglia

Uno Maglia represents a cornerstone of the city of Montevarchi thanks to its history and mastery in the creation of jersey garments. The company was founded from the foresight of two partners, Simonetta Guelfi and Laura Mugnaini, who in 1987 founded Uno Maglia S.n.c. near Terranuova Bracciolini (AR), a company specialising in the production of jersey garments for men and women. The burgeoning fashion industry of the late 1980s recognised Uno Maglia's savoir faire to such an extent that, within three years of its founding, the company has been working for a rather diverse clientele. In the 1990s, collaborations were started with several Italian and emerging fashion designers; thus Uno Maglia became more and more relevant on the Italian and international scene, continuing to convey the values of Made in Italy in its work. In 1994, the company changed its corporate form to Uno Maglia S.r.l.

The company's growth created the need for adaptation in larger spaces; hence the move to a plant of about 3,000 square metres in the same municipality of Terranuova Bracciolini. In this new location, Uno Maglia meets the company's design and production needs in the best possible way, continuing on its path to excellence thanks to the modelling and CAD systems incorporated.

Uno Maglia's popularity increased, attracting the interest of major French brands with whom a long-standing partnership was established and who chose the company to supply garments in fine or innovative fabrics.

In 2012, the second change of company name took place, Uno Maglia obtained the corporate form of a joint-stock company and part of the shares were sold to Holding Industriale; with the birth of Holding Moda in 2017, the company became the parent company of the Group.

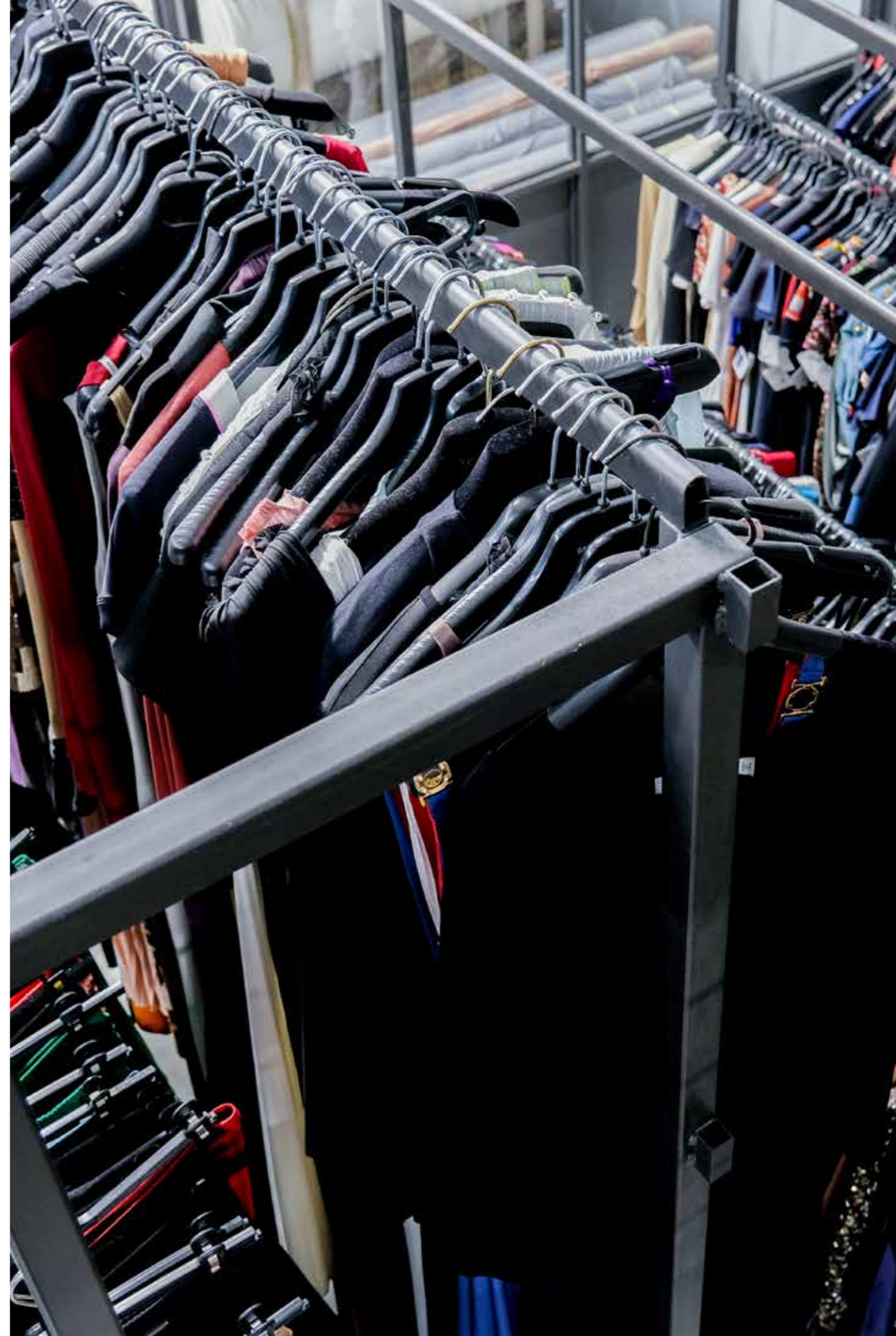


The focus on sustainability and innovation leads the company to adopt the latest technologies on the market that enable it to reduce its environmental impact. This desire is further realised in the expansion of space in the new Montevarchi headquarters, specifically designed with bright spaces, to which an adjacent building with photovoltaic panels will be added in 2019. Also in the same year, Uno Maglia became ISO 9001 certified. The great experience and 'savoir faire' inherent in the company's craftsmen need to be preserved and cherished in order to train new generations. Therefore, Uno Maglia starts a first project to create a digital archive, with this step, design is made more efficient thanks to access to the company's vast stock of garments. This innovation facilitates the

training of new resources and increases the competitive advantage by reducing the time spent searching for past workings. Its strong social vocation and sense of responsibility towards its employees led the company to be the first in the Valdarno to sign a welfare plan, from which it derives benefits to the extent of creating a positive working climate and resulting improvements in business results.

Active in a virtuous path of sustainability, Uno Maglia nurtures the desire to offer its customers garments that comply with strict environmental and social criteria, so in 2022 it is pursuing GOTS certification - the world's highest standard for organic fibres along the entire production chain.

"Identity, tradition, research and innovation give life to each of our creations"





Alex&Co

Founded in 2007 in the small town of Vinci by Carlo Manciola and Antonio Tesi, Alex&Co specialises in leather garments for leading luxury brands. The city of Vinci is rich in history and prestige thanks to the famous presence of Leonardo, but over the years it has also become the hub of the leather clothing manufacturing district, relying on highly skilled workers. The company's commitment has always been the creation of quality products, relying on the experience of dedicated people who cherish a wealth of knowledge.

The high quality of the product is possible thanks to the high degree of craftsmanship that can be perceived through the many manual processes, to which the company decides to add state-of-the-art technologies, such as CAD, in order to further elevate the modelling phase.

In 2019, the company became part of the Holding Moda Group, and the two founders remained in the company, holding positions of responsibility such as collection design and production, raw material selection, quality control and cutting. The experience gained in the sector has allowed the company to be recognised as an excellent reality in the area and in the reference sector, thus initiating numerous collaborations with major French and Italian luxury brands. Thanks to these results in 2020, the company decided to concentrate all its efforts and resources on the production of garments for the most prestigious brands, thus abandoning the production of its own in-house leather clothing line.

Highly believing in the transmission of savoir faire and coping with generational change, Alex&Co has been hosting students from the Holding Moda Academy in its factory since 2020 to provide them with the technical and professional skills to train specialists in the manufacture of leather outerwear.

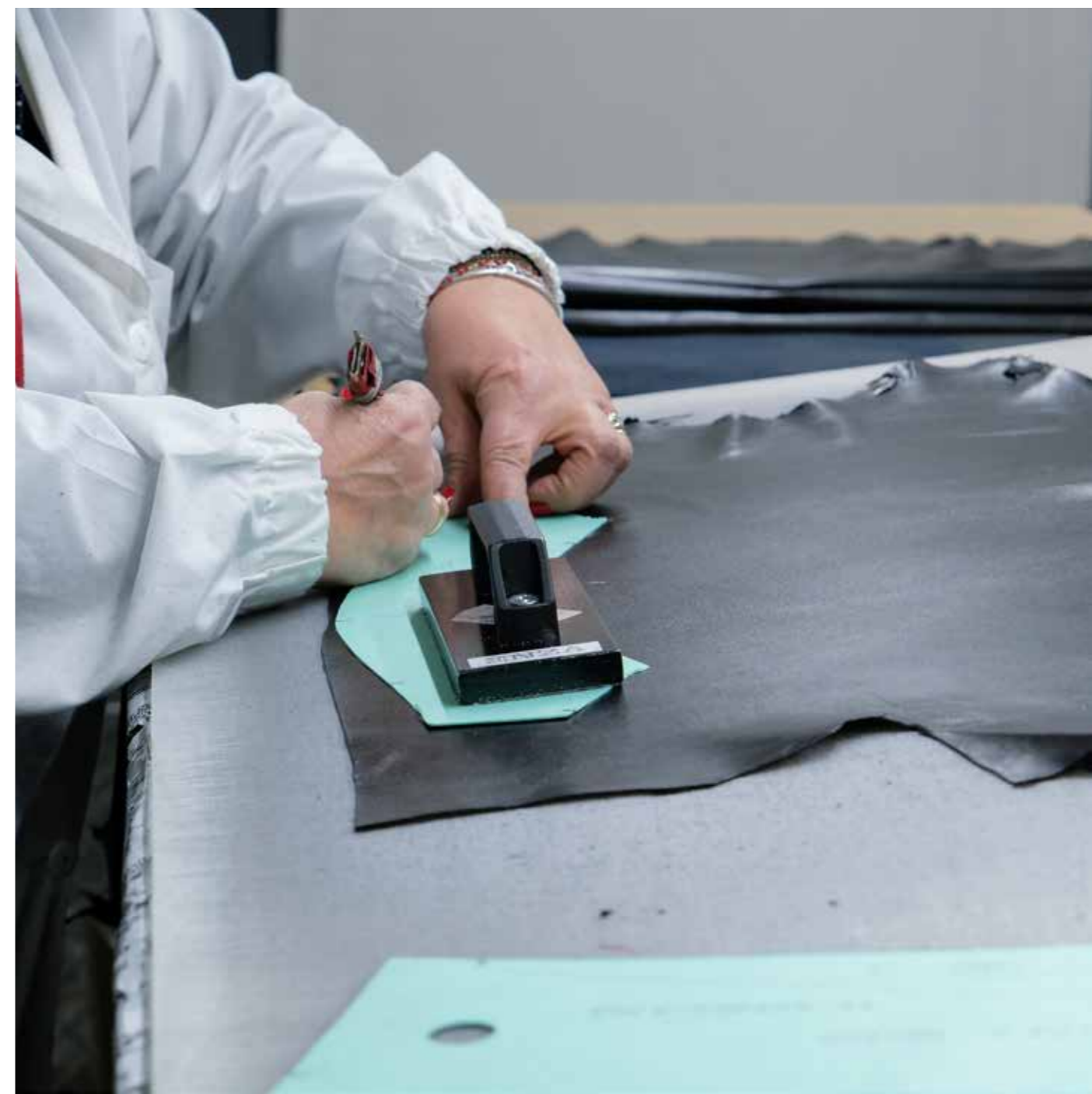
In the first 14 years of its existence, the company has collected more than 700 garments in its historical archive, exemplifying the high quality that distinguishes Alex&Co.

In order to make the knowledge of the past accessible also to future generations, in 2021

the project to create a Digital Archive will be launched, to project the company into the future and preserve the craftsmanship that distinguishes it.

"There is a need for a new blood and new generations to appreciate this work"

Carlo Manciola





R.B.S.

Romeo wanted to found his own company to serve luxury brands, after several years as product director of a renowned brand. From 1979, the year the company was founded, to 2005, R.B.S. was skilfully guided by Romeo Sambinello in the creation of sporty outerwear of the highest quality. The location chosen for the start-up of the business is Lendinara, in the province of Rovigo, with around 40 trusted employees specialising in the production of technical sportswear. The great interest from brands for R.B.S.'s product soon led the company to expand and move to a larger factory, also in the town of Lendinara. At the beginning of the 1980s, the company established solid relations with external suppliers for the production of sports jackets and tracksuits, but about ten years later, demand grew further and R.B.S. soon faced a move to a larger production site. Here the company began its rise by anticipating the changes in the industry and diversifying its product from sportswear to city fashion outerwear.

With the beginning of the new century, the computerisation of R.B.S. began, which involved the pattern-making department with the installation of new software and automatic cutting systems that improved the quality of work and also helped reduce consumption, thanks to the CAD system for size development.

In 2006, the reins of the company passed to the new generation, Romeo leaving the management in favour of his son Federico, who still heads the company today. The new management brings R.B.S. into contact with leading international luxury brands, following the designers in raising product quality.

Particular attention is paid to the luxury sector and the excellence of savoir faire rooted in the Veneto region, so in 2014 R.B.S. took over a workshop at risk of closure, integrating

the 15 specialised resources within its own structure so as to guarantee stability and be able to count on qualified workers.

In 2020, R.B.S. became part of the Holding Moda Group and Federico Sambinello remained with the company to ensure continuity and collaboration for lasting growth.

As of 2021, the company is committed to a project to digitise its historical archive and to a virtuous path of sustainability along its supply chain, enhancing the laboratories it collaborates with. In 2022, R.B.S. lays the foundations for further expansion and dimensional growth under the banner of development and sustainability.

"We invest in the supply chain to meet the challenges of the global market"



Albachiara

Albachiara was founded in Bucine (AR) as a clothing manufacturing company for third parties in 2003, relying on the skill of 20 people who produce for an important brand. In 2010, the company was taken over by Fabio Maggini and Barbara Burzi, former owners of the Magif company with extensive experience in women's wear manufacturing for luxury brands.

Thanks to the entry of the new owners, Albachiara sees a growth in turnover and people, thus initiating relationships with various luxury brands. In 2017, the Magif company merged with Albachiara, incorporating all the people in the Bucine plant.

With the will to support the company's long-term growth by leveraging its people and their savoir faire, the company became part of the Holding Moda Group in 2020. The operational management of the company remains in the hands of Fabio Maggini and Barbara Burzi, who are supported by Giulio Guasco in the management.

The company's positive results and growth have created the need to relocate to a new, larger facility that can meet customer demand. This desire is realised in 2022 when Albachiara moves to its new factory in Montevarchi, next to the Uno Maglia headquarters, purpose-built with a focus on sustainability and with machinery equipped with Industry 4.0 technologies.

"Each of our garments is made by expert hands that devote care and attention to every detail"





GAB

The company was founded in 2009 by Simone Lenzi and Claudia Guidarelli, experts in the leather goods sector, with the desire to create a new reality that could enhance the territory and teach savoir faire to the new generations. GAB then set up in the city of Calenzano and started the production of bags and small leather goods on a contract basis for a single customer; in a very short time, the customer portfolio expanded, and consequently so did the network of suppliers with whom it collaborated on an ongoing basis. Only three years after its founding, GAB integrates a number of strategic suppliers into its Calenzano plant in order to optimise its logistics strategy, reduce delivery times and impact on the local area.

In 2016, the industrialisation department was set up in order to ensure that the product is manufactured to high quality standards.

GAB became a benchmark on the Italian and international market for handbags and small leather goods, beginning to attract the biggest international luxury brands.

In 2021, GAB came into contact with the Holding Moda Group, immediately embracing its principles and seeing in the project a possible support for the company's growth. So in 2021, GAB becomes the fifth reality of the Holding Moda Group, Simone Lenzi and Claudia Guidarelli remain in the company to support the general management and operations.

In 2022, a new chapter in GAB's history begins: their plant in the town of Calenzano is now too small for the people and products that come and go, so the idea of building a new plant specifically to accommodate the company and its subcontracting chain arises. The search began for the land on which to build the new headquarters, identified in the former Tintoria del Sole in the municipality

of Campi Bisenzio, a structure that had been disused for decades. GAB decided to invest its forces in the renovation of 11,000 square metres of the existing structure and redevelop the area as an area of excellence, attracting young people to start on the path of master leatherworkers. The total surface area of the new GAB will be 19,000 square metres divided into three blocks: the first dedicated to GAB itself, which will also be the first to be built, the second dedicated to subcontracting, and the third dedicated to offices and common areas, a canteen for all employees and spaces for leisure time.

In 2022, work will then begin on the completion of the first of the three blocks, built with a special focus on sustainability; in fact, the structure will be largely exposed to

natural light, with a photovoltaic system and the parquet flooring will involve the recovery of wood from industrial waste. The company is proud to have participated in the reclamation and redevelopment of the Tintoria del Sole area, an intervention that is certainly important and of great benefit to the entire local community, and to be able to provide its employees with a new, larger and more welcoming work space. The company's strong degree of innovation attracts talent eager to learn about the world of leather goods and the technologies that can be applied to it; the average age of the staff is in fact around 30.

At the end of 2022, the new GAB will be ready to house the workers, now more than 100, but destined to become many more in the years to come.

"We want to focus on young people who can learn a trade here, even if they have no training in leather goods."

Simone Lenzi





Project

Matteo Lavezzo founded Project in 1999 in Veneto to provide a full service to brands in the production of denim garments. Initially, Project's activities were mainly focused on the style and product office, while also offering consultancy services externally. Five years after its inception, the company's focus changed, with trouser production becoming the central focus of the company's operations.

In 2007, Project started a project to produce the garments abroad, in Tunisia, a country where 50 per cent of the production was carried out. Customer demands to have production mainly in Italy, combined with the desire to expand the company's Venetian site, led to the closure of the Tunisian site in 2015 in order to concentrate on Made in Italy alone.

Project is characterised by being a creative environment that inspires people, the company motto is '*Supporting daring people*' to put the emphasis on people and the ability to dare and create projects that are out of the ordinary.

In March 2021, Project will move to new premises in the municipality of Malo, in the province of Vicenza, spread over 7,000 square metres with the aim of expanding the number of internal departments and employing workers who can raise the quality of Project's offerings.

In 2021, Project joined the Holding Moda Group, espousing its principles; Matteo Lavezzo remained with the company and also took on a strategic role for the Group: Chief Change Officer. Matteo's role will be crucial in the coming years as he will aim for a real cultural change that will involve all the Group's people.

In the same year, the two new cutting and appliqué departments were inaugurated in the new Malo factory; continuing in this positive

wake, the following year also saw the opening of the clothing production and ironing departments.

The company's focus on its supply chain led to the creation of 'The Ghost Makers' project, comprising the small craft enterprises that make up the Made in Italy supply chain. The project started in Project but was taken as best practice and then extended to all the

companies of the Holding Moda group, which share the desire to have a certified supply chain in terms of corporate sustainability and compliance.

Project is a volcano of new, creative and ambitious ideas aimed at continuous improvement and aiming to be a benchmark for the market.

"Our strength is people. People who can imagine, reinvent and shape the future of fashion."





VALMOR

Valmor was established in a land highly renowned for shoe production: Le Marche. The company was founded in the 1960s by Tersilio Torresi and initially dedicated to the production of slippers.

In 1994, Mauro Finocchi and Fiorella Torresi, Tersilio's son-in-law and daughter, respectively, joined the company and began a process of industrial renewal by placing their own brand on the retail market in Italy and Europe. Observing the dynamics of the market and with extreme foresight, the company decided to convert its production from a slipper factory to the production of leisure footwear and in particular trainers.

At the beginning of the 2000s, Valmor became a focus of interest for the biggest international luxury brands, setting up solid partnerships with customers and relying entirely on Made in Italy as a synonym for quality and a guarantee of excellence.

The company's strong expansion saw the move to a new building in 2017, in the Civitanova Marche area, capable of meeting production and administrative needs, which has made Valmor a point of reference for the most important luxury fashion houses.

The company becomes part of the Holding Moda Group at the end of 2021, Mauro Finocchi and Fiorella Torresi remain in the company to pursue the company's development and management objectives.

With the training of people at heart and in order to ensure generational change, in 2022 Valmor and Holding Moda will start planning a training course dedicated to the figure of the hemming and docking workers, difficult to find on the market, who will ensure the Company a skilled workforce capable of maintaining

the high quality of the product, as well as an active contribution to the wellbeing of the

local community that has always been home to Valmor.

"We want to pass on skills and passion to the new generations and give them a real opportunity to grow"

Mauro Finocchi





Famar

The company was founded in 1966 by a seamstress who was already thinking 'big'. In the name is destiny: Maris (from the sea and infinite spaces) Villani. Originally, the company exclusively produced women's clothing for small local or regional customers, within the classic 'sewing-stitching' cycle. Soon, however, the clientele grew, with the FAMAR name becoming increasingly well-known during the 1970s.

In the 1980s, the artisan approach became industrial. This is done by introducing a complete range of products: evening dresses, men's technical sportswear, swimwear, underwear of the highest quality. Production becomes more varied while maintaining a very high focus on quality and detail.

With the introduction of the CAD system for modelling in the 1990s, a dedicated department was created. A sewing department for the construction of prototypes is also opened. Production departments are revolutionised with the introduction of an American-designed goods handling system called Mover. In the second half of the 1990s, the company moved to its current premises, doubling the company space and expanding its customer base.

In the 2000s, the industrial automation of both the cutting department, with the purchase of two automatic spreaders, and the integration of CAD processes in the modelling department were completed. IT flows are integrated from the arrival of goods to the product's bill of materials. The customer base expanded internationally to haute couture products.

The second generation of FAMAR has made an innovative contribution to the company and kicked it into high gear. The gear that has transformed FAMAR into a high-profile service provider. Today, the company can in fact

count on a plant with a total of 6,000 square metres, complete automation of the cutting department, and state-of-the-art technology, both specific to the fashion industry and IT.

FAMAR's customers can count on a company structure that can give them:

- 1) Industrialisation of the product through the complete management of a collection: from sketching to the development of the basic size, from the development of sizes to the preparation of the measurement sheet, from the bill of materials to the industrialisation of the product. All in a dynamic partnership approach in the technical resolution of any problems with designers;
- 2) Complete management of a collection from raw material purchases to ancillary processing suppliers: FAMAR can sew and prepare garments ready to be shipped to the point of sale complete with boxing and bagging.

In March 2019, the company Academy will start: a training project to give corporate manufacturing a future. The Academy is a real tailoring school, with the creation of a small production line complete with machinery, cutting tables and irons. Within this framework, a group of specialised operators is created to be included in the working world and in the actual FAMAR production. From a simple idea modelled on the company's needs, a high-level training school was born, which is one of FAMAR's greatest strengths.

In May 2022, FAMAR becomes part of the Holding Moda group. The entry into Holding Moda is part of a wide-ranging project in which global competition can no longer be faced with small companies, the integrated chain of products and processes represented by the 10 companies in the group and the added value to which synergies of supplies and services can be added.

"Made in Italy quality has never been a fad for us"

Monica Talmelli





SERISCREEN

Seriscreen began in 1982 with the Piandiscò site, becoming over the years a national point of reference for the largest luxury brands; in continuous growth, it invests in increasingly cutting-edge technology, specialising in complex processes such as Digital Printing on Leather, Digital Printing on Coatings, Screen Printing, Digital Printing on Finished Product (footwear).

The new premises were created as a creative and contemporary space, intended to communicate an innovative way of doing printing and screen printing, affirming the success achieved over the years.

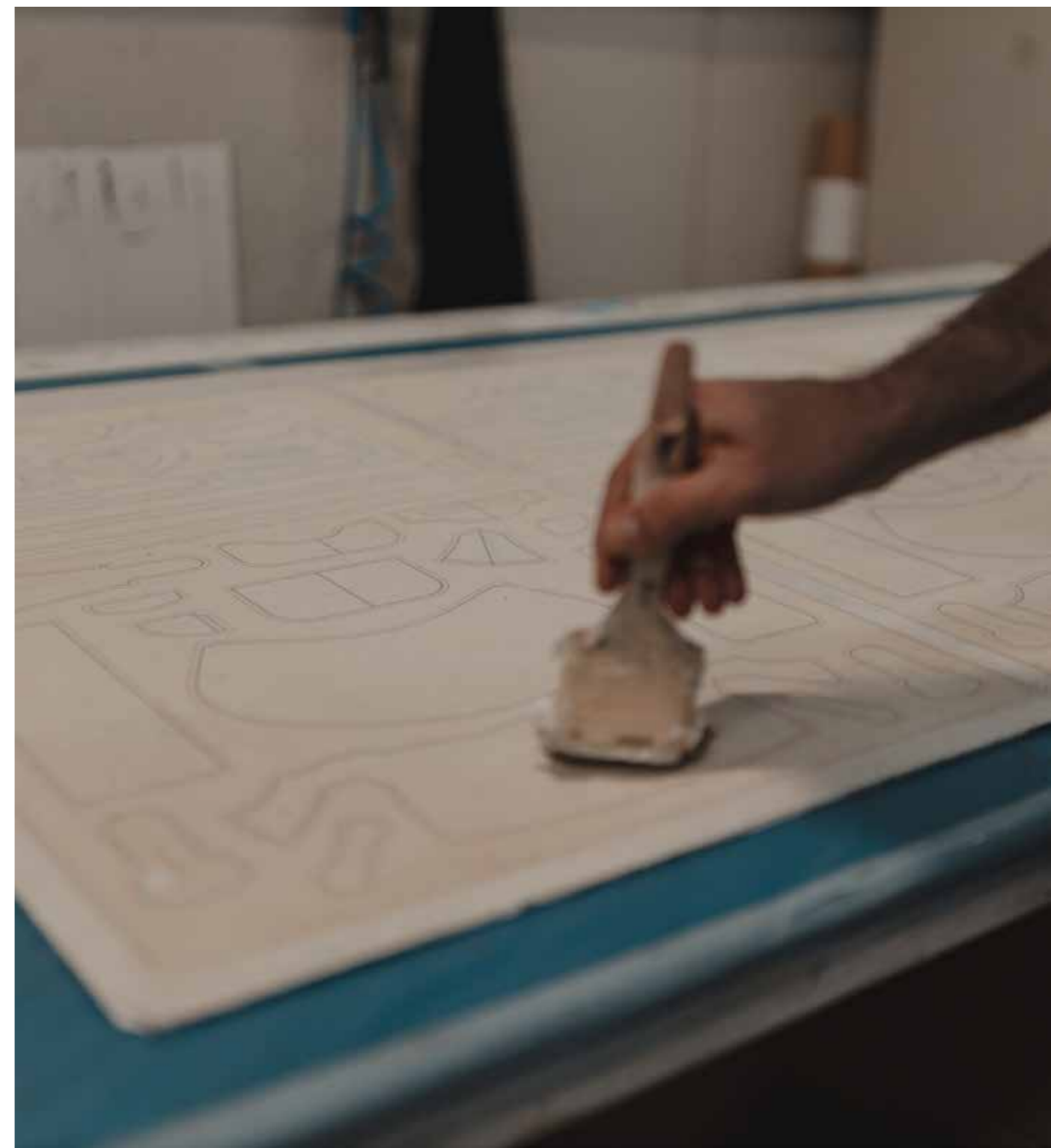
The company believes in the importance of eliminating hazardous chemicals for both the environment and the health of its employees. Since 2019, the company has been committed to searching for inks that have consistently better quality and hold up to the limits required by the MRSL and PRSL of ZDHC, replacing inks that are not suitable. The company has put in place practical measures to reduce environmental impact and protect workers, such as the use of fume hoods for each printer, to improve the working environment and ensure a healthier workplace and better ambient air quality. In addition, a system for the recycling of screen printing frame washing water was specially designed to allow the water from the frame washing tanks to be purified and recirculated in a closed circuit without connection to the water mains. The company has increased its fleet of machines with the recent addition of printers that use even more environmentally friendly inks and is constantly researching innovative printing techniques with the aim of ensuring a development with a strong focus on the health and social and economic well-being of people and the environment.

In 2022, GAB came into contact with the Holding Moda Group, immediately embracing its principles and seeing in the project

a possible support for the company's growth. So in 2022 the company becomes part of the

Holding Moda Group, Gianluca Matassini and Matteo Mori remain with Seriscreen.

"We invest in the future to continue to be the best choice"





RILIEVI

Rilievi was founded in Bologna in 1991, when seven embroiderers decided to set up a small workshop to produce handmade embroideries. The workshop, initially called 'Rilievi Ricami e Accessori per l'Alta Moda' (Embroidery and Accessories for High Fashion), was founded following a master's degree course held by Giovanna Barattozzi, an expert embroiderer of the third generation, who passed on her knowledge thanks to a training programme to support entrepreneurship promoted by the city of Bologna and the CNA. The master course, totalling 2,800 hours, enabled the embroiderers to acquire not only technical skills on embroidery and its specialised design, but also notions of marketing and business management.

The workshop was immediately appreciated by the most important fashion houses of the time. Over the next decade, Rilievi established a solid corporate structure, systematising management processes and hiring and training new embroiderers to cope with increased demand.

Simultaneously with the opening of the headquarters in Bologna, in the 1990s, the first collaborations were undertaken with a number of manufacturing companies in India, the world home of high-quality hand embroidery, which later developed into an ongoing partnership and finally into the direct management of a factory in Mumbai.

With the certainty that craftsmanship and an international dimension can coexist, Rilievi has turned into a global creative workshop, projected towards the future.

Rilievi works with excellent makers: designers, embroiderers who exchange ideas, techniques and knowledge from one continent to another.

Since 2017, Rilievi India has achieved certification under the SA8000:2014 Corporate Social Responsibility standard with the aim of certifying that the company's system complies with the principles of social responsibility

(freedom of association and bargaining, rejection of child labour and discrimination, prevention for workers' health and safety, disciplinary procedures, working hours, greater attention to the needs of all stakeholders, etc.). This represents a very significant achievement in terms of social responsibility, considering that SA8000 certification is the first international reference standard for the management of social responsibility and labour rights, based on the ILO (International Labour Organisation) conventions, the Universal Declaration of Human Rights and the UN Convention on the Rights of the Child. SA8000 certification is therefore a guarantee of the commitment Rilievi has always shown towards its people and suppliers.

Rilievi realised the importance of designing the Corporate Academy as early as 2018, focusing on the company's know-how as a strategic asset, also taking on levels of high complexity and acting as an ideal tool for sharing the corporate identity and fostering the growth and training of employees and collaborators.

The Corporate Academy has precisely the objective of presiding over key knowledge, enhancing the professional development paths of employees and reducing the risks arising from generational staff changes or sudden changes in the workforce, guaranteeing levels of usability and accessibility.

The primary function of implementing tools to deliver training, is complemented by other fundamental tools in the HR world, such as Tools for Competence Surveys and Mapping up to Performance Management.

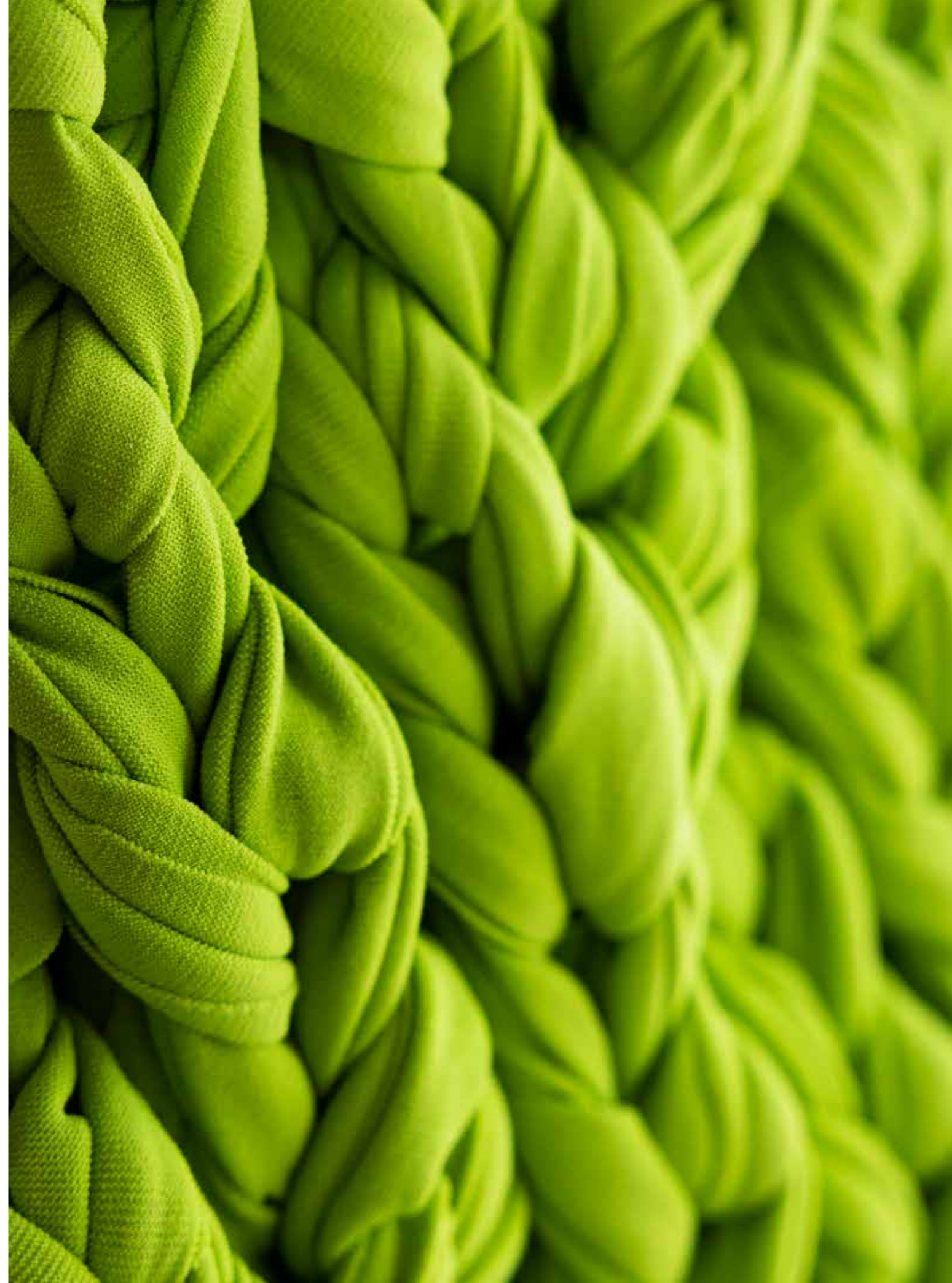
In 2019, Rilievi embarked on a journey to formalise its commitment to the environment through ISO 14001 environmental certification at its Bologna headquarters.

So in 2022 the company becomes part of the Holding Moda Group and the entrepreneurs and businessmen and women Stefania Marocchi, Simona Finelli and Michele Galliano remain with the company.

"Sustainability and people-centricity must be fundamental elements of companies"
Michele Galliano



Sustainable and
Responsible Growth



4.1 Generating and Sharing Value: Economic Performance

The generation and sharing of value are essential aspects and foundations for the implementation of an effective sustainability strategy. The year 2022 was characterised by challenging economic conditions due to the outbreak of the conflict in Ukraine and volatile energy and commodity prices. Despite this,

Holding Moda experienced strong growth in terms of turnover, size and people. The consolidated value of production as at 31 December 2022 is approximately EUR 165 million, the breakdown of which between distributed and retained is in the table below:

	Consolidated
Economic value generated	€ 165,431,127
A. Value of production	€ 165,255,069
C.16 Other financial income	€ 176,058
Distributed economic value	€ 151,912,397
Operating Costs	€ 116,070,112
B.6 Raw Material Costs	€ 51,168,510
B.7 Costs for Services	€ 64,749,250
B.8 Lease and rental costs	€ 959,075
B.11 Changes in inventories of raw materials	€ -1,573,258
B.14 Other operating expenses (net of tax)	€ 815,566
Value distributed to employees	€ 24,038,862
B.9 Personnel Costs	€ 24,038,862
Value distributed to capital providers	€ 1,554,674
(C.17 + C.17-bis) Interest and other financial charges	€ 1,554,674
Value distributed to P.A.	€ 6,427,718
20. Taxes (current and deferred) on income	€ 6,427,718
Value distributed to shareholders	€ 3,772,000
Dividends distributed	€ 3,772,000
Value distributed to the community	€ 49,032
Donations	€ 8,793
Sponsorships	- €
Membership contributions	€ 40,239
Economic value retained	€ 13,522,594
Profit (or loss) for the year (net of dividends)	€ 5,842,494
(B.10 + B.12 + B.13 + D.19 + D.18) Depreciation / Provisions / Write-downs / Revaluations	€ 7,680,101
22. Deferred taxes	- €

During 2022, Holding Moda generated an economic value of EUR 165.4 million. The consolidated income statement for 2022, presented according to the GRI-201 Economic Performance Standards, shows a retained economic value of EUR 13.5 million. The Group has adopted a reclassification approach for items in the profit and loss account that has allowed us to identify the percentage of value distributed to the main stakeholders that

internally or externally contributed to the value generated. These values make it possible to share how HModa was able to create value for its stakeholders and identify the economic benefits generated. Here we have identified the following stakeholders from the financial statements: Suppliers (reclassified operating costs), People (personnel costs), Lenders (financial charges) and Government (taxes).

4.2 Stakeholder Engagement

The sustainability path of Holding Moda since 2022 has evolved further and is based on full compliance with the principle of transparency and integrity, which is why we feel it is our duty to directly involve our stakeholders in the knowledge not only of material issues but also of the risks associated with them.

Stakeholder involvement took place through the administration of a questionnaire, aimed at identifying HModa's stakeholders, their expectations and the appropriateness of the methods of involvement. The discussion was

valuable for the understanding of expectations and their prioritisation in order to integrate it into the Strategic Sustainability Plan.

In the present year, with a view to gradual implementation, internal stakeholders were approached directly and the foundations were laid for identifying the best methods of engagement for external ones. The results led to the mapping of stakeholders in which those considered most relevant in their interactions with the Group appear and marginal ones have been excluded.

The following **internal stakeholders** have been identified:

- ◆ Top Management
- ◆ Shareholders
- ◆ Employees
- ◆ Subsidiaries

The following **external stakeholders** have been identified:

- ◆ Suppliers
- ◆ Customers
- ◆ Investors
- ◆ Business Partners
- ◆ Banks
- ◆ Training organisations

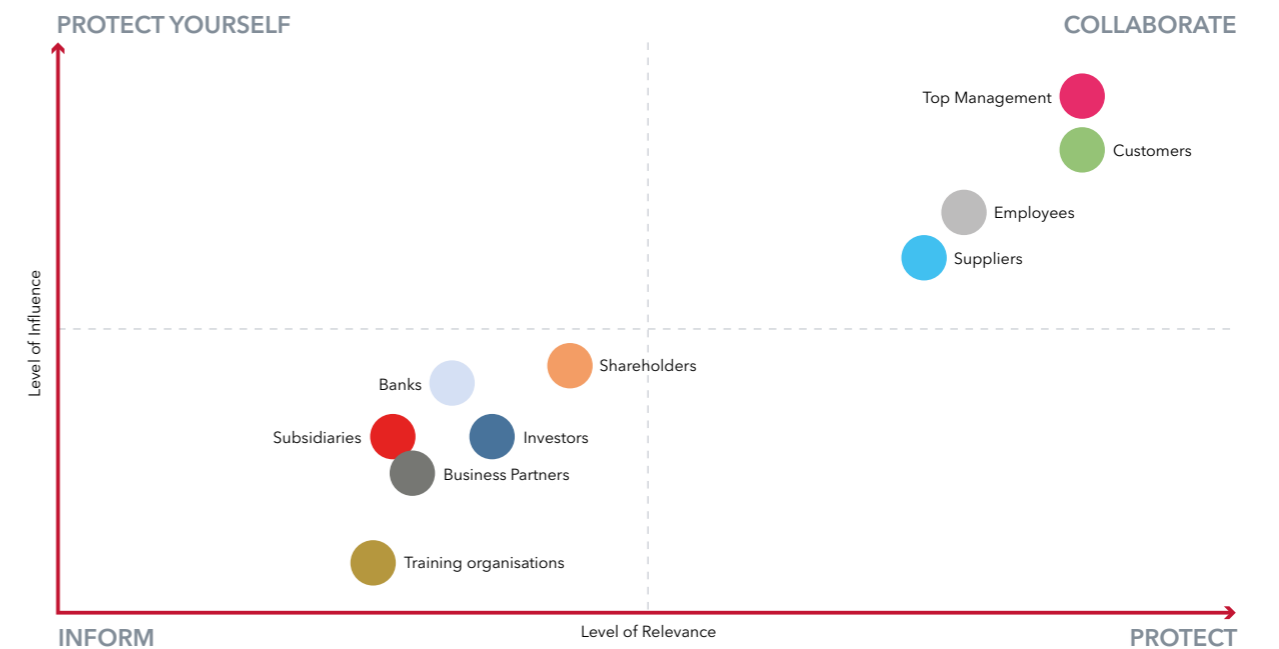


At Holding Moda, we believe that stakeholder involvement is fundamental to moving forward together on our virtuous path of sustainability.

In 2022, the analysis was further expanded by directly involving not only top management in the stakeholder engagement and materiality processes, but also internal stakeholders, who

were carefully selected to ensure maximum representativeness of the sample. We strongly believe that the involvement of key figures within companies is a real added value as it allows us to better identify who our real interlocutors are, what their expectations are, how often interactions take place and how their expectations of HModa are met.

Stakeholder mapping



The Holding Moda Group operates in a changing and evolving market environment, dealing with an ever-increasing variety of stakeholders. These in turn influence and can be influenced, more or less directly, by the achievement of corporate targets in the entire ESG areas. Relationships and mutual exchange

with people, partners and institutions are vital to create lasting value.

It is very important to us that the people within our companies feel involved and reflected in the vision and actions of the Strategic Sustainability Plan.

4.3 Materiality Analysis

The materiality analysis conducted in 2022 aims to identify the significant impacts generated for the organisation on the environment, economy and people, including human rights, considering Holding Moda's operations and the entire value chain.

This year's reporting year has been a cause for deep internal reflection and has led us to wish to involve an increasing circle of stakeholders in identifying relevant issues for the Group, in order to analyse sector-specific relevant topics and their potential and actual business-related impacts.

A review and refocusing of the 2021 materiality analysis was conducted by directly involving internal stakeholders, by completing

a questionnaire, to help us focus on the most pressing aspects of business life.

The materiality analysis was updated to comply with the new methodology required by the GRI Standard 2021.

Starting with a study conducted on the textile/fashion sector, the positive and negative, actual and potential impacts of Holding Moda were identified and their significance in terms of probability and severity was assessed. Priority for action was given to each in accordance with the Strategic Sustainability Plan. The following considerations have always taken into account not only the Group's direct operations, but also the entire value chain, considering upstream and downstream activities.



The 2022 materiality matrix is the graphic representation of the materiality analysis conducted.

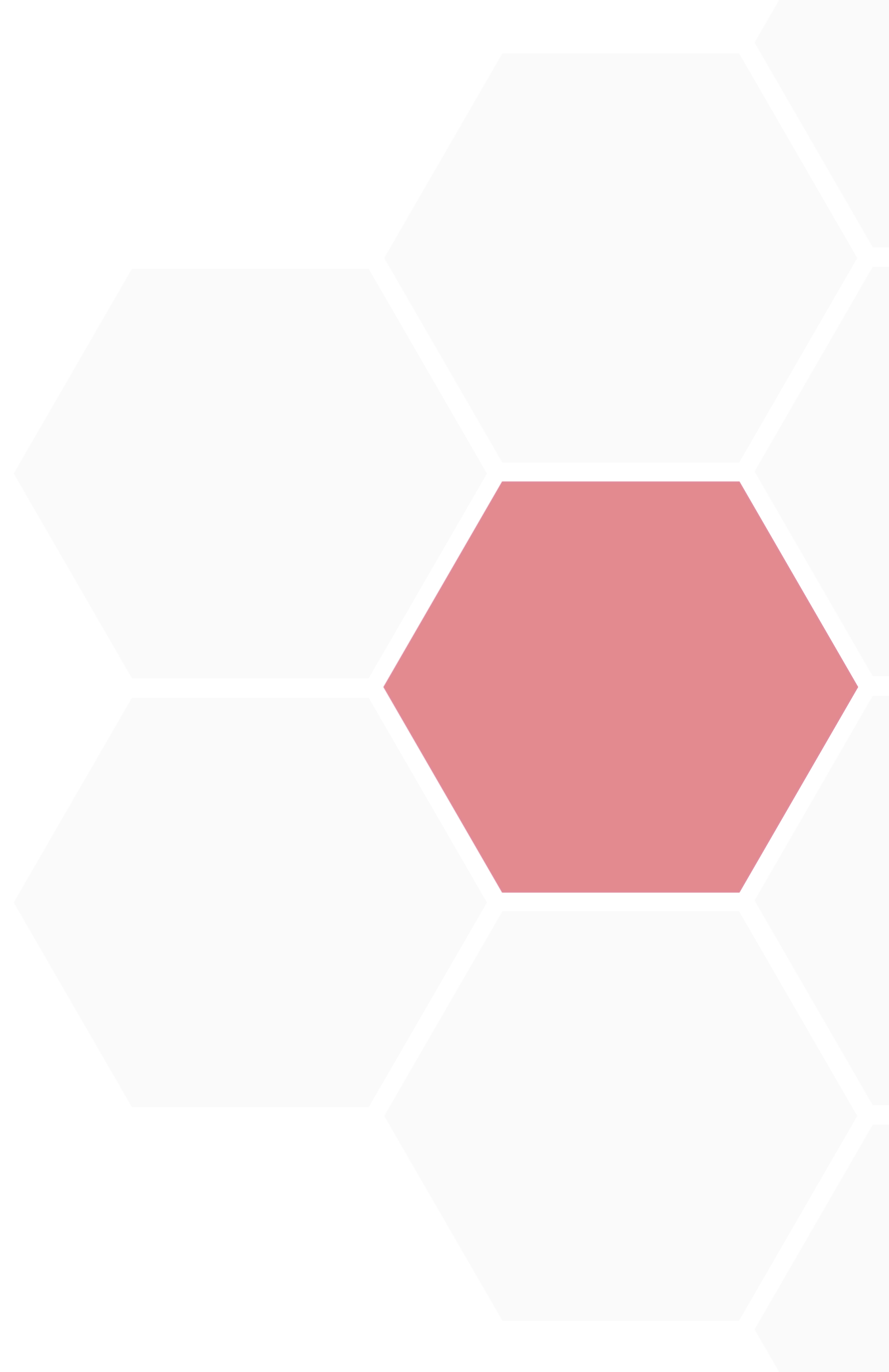
With a view to double materiality, we carried out a preliminary assessment and started a risk identification process.

For each topic, financial materiality was assessed by size (high, medium, low) to cover both perspectives.

Thematic material	ESG Area	Impacts	Actual/Potential	Significance	Priorities for action
Responsible supply chain	Environmental Social Governance	Employment and decent working conditions (good supplier practices). Maintaining the Made in Italy workforce with indirect risks/benefits to the positioning of the Italian industry in the fashion sector. Promotion of values along the entire value chain. Protection of people and the environment.	Actual	High	1
Climate Change	Environmental	Emissions of climate-altering gases and their contribution to the global variation in average temperatures. Contribution to the 2 °C Paris Agreement overshoot and non-mitigation to the 1.5 °C limit. Contribution to sea-level rise and subsequent ocean acidification. Lower air quality and healthiness.	Actual	High	3
Energy from renewable sources	Environmental	Contribution to local pollution due to stationary emissions. Scarcity of non-renewable resources and consequent supply and cost problems.	Actual	Medium	2
Waste Management	Environmental	Soil depletion. Contamination of groundwater in the event of a spill or mismanagement of waste. Possible lawsuits and/or sanctions.	Actual	Medium	1
Circular Economy	Environmental	Increased pollution due to the waste of certain materials. Storage of waste in poor countries resulting in increased land and groundwater pollution. Use of aggressive chemicals in waste/scrap recovery processes, resulting in water pollution.	Actual	Medium	1

Thematic material	ESG Area	Impacts	Actual/Potential	Significance	Priorities for action
Diversity and Inclusion	Social	Risk of discrimination based on gender, age, origin and possible related legal disputes. Failure to respect the principles subscribed to at the UNGC. Penalties and legal action commensurate with regulatory non-compliance. Failure to comply with UNI PdR125. Suspension of business activity and consequent economic hardship for internal stakeholders.	Potential	High	1
Employee Health & Safety	Social	Increase in accidents and occupational illness with consequent health hazards for employees. Incidents of non-compliance and consequent sanctions and/or production stoppages can lead to negative effects on stakeholders involved in production processes, such as employees, suppliers, customers and top management.	Actual	High	2
Community development	Social	Sharing value with all our stakeholders. Promoting the socio-economic development of the communities hosting the Group's companies. Development of training and induction projects for young people in the area. Passing on the craftsmanship and savoir faire of Made in Italy.	Actual	Medium	3
Talent retention	Social	Decent employment (remuneration, rewards, welfare, inclusion). Training and personal-professional growth. Recognition of talents at all levels in all occupations.	Actual	Medium	3
People care	Social	Sharing value with all our stakeholders. Promoting the socio-economic development of the communities hosting the Group's companies. Development of training and induction projects for young people in the area. Passing on the craftsmanship and savoir faire of Made in Italy.	Actual	Medium	1
Welfare of workers	Social	Engagement of employees. Increased productivity. Loyalty to the company. Improving the business climate. Increased well-being (economic and/or physical) of internal stakeholders.	Potential	Medium	1

Thematic material	ESG Area	Impacts	Actual/ Potential	Significance	Priorities for action
Product quality and safety	Social	Development of pathologies related to the lack of chemical and physical standards of products. National and European sanctions. Lack of the necessary criteria for recyclability/reuse of the product.	Potential	Medium	1
Customer Satisfaction	Governance	A lack of customer satisfaction can lead to a reduction in orders and negatively affect HModa's ability to generate value along the supply chain. Reduced ability to generate value could lead to economic loss and undermine internal stakeholders.	Actual/Potential	Medium	1
Ethics & Integrity	Governance	Incidents of non-compliance and consequent sanctions and/or production stoppages can lead to negative effects on stakeholders involved in production processes, such as employees, suppliers, customers and top management.	Potential	Medium	1
Digital Innovation	Governance	Promoting innovation, research and development in the fashion sector in the field of sustainability. Correct material management, waste reduction and sharing of business transformation.	Actual	High	2



4.4 Sustainability Risk Management

In conjunction with the materiality analysis conducted for 2022, the Group initiated a risk analysis of sustainability issues.

The process involved the HPlanet sustainability team, top management and a circle of internal stakeholders who were called upon to participate in both stakeholder engagement and materiality analysis.

Firstly, it was necessary to study and understand the context in which HModa operates, both as a Group and as a sector.

Subsequently, the possible impacts generated by Holding Moda were considered. These were prioritised, sorted by significance and merged with the material topics.

The sustainability team worked to understand and associate each impact with the type of risks associated with it, including:

- Operational risk
- Strategic risk
- Compliance risk
- Reputational risk

Once prioritised, each significant impact was given a priority level for action, consistent with the Strategic Sustainability Plan. Finally, for each impact, an attempt was made to attribute the amount of economic resources allocated to risk mitigation invested in projects in 2022. Reputational, operational and financial risks related to the occurrence of corruption episodes were also considered in this analysis. The aspects that emerged as significant from the materiality analysis and are reported in this document will be the subject of major investments as early as 2023 with a view not only to mitigating the impacts and risks associated with them, but also to prevention.

In particular, the following medium- to long-term implications emerged when analysing climate change risks:

- change in investment choices
- regulatory compliance
- reduction of emissions
- scarcity of raw materials
- quality of raw materials
- frequency of extreme/acute events

In response to these risks, classified as financial, operational and strategic in nature, possible ways to manage them have been envisaged, including switching to energy from renewable sources and quantifying impacts through monitoring and plant renewal. At this stage, no estimate has yet been made of the costs to be incurred to implement the measures necessary to manage the identified risks.



Governance and Ethics

5.1 The Corporate Structure

The share capital of Holding Moda S.r.l. is broken down as follows:

66% is held by Holding Industriale SpA, in which Claudio Rovere and Luca Ferraris hold the majority of the share capital

34% is held by Club Deal Holding Moda Srl with the involvement of several investors and representing an example of alternative finance

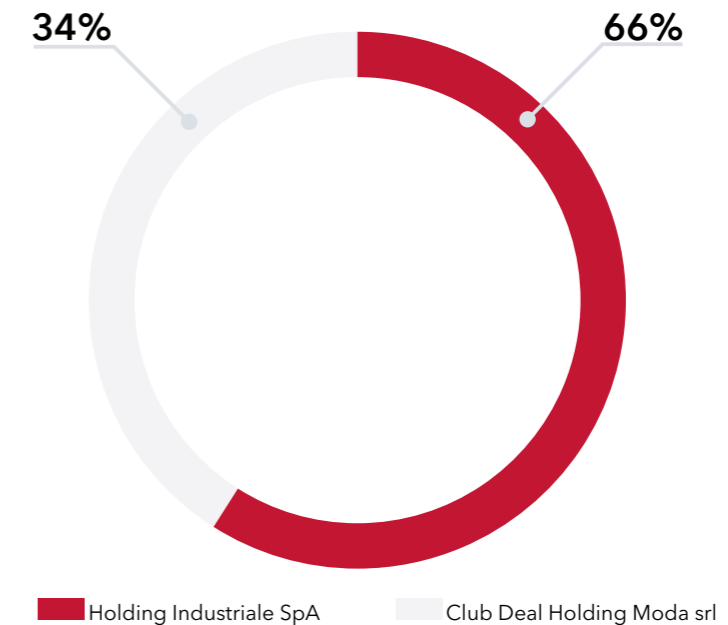
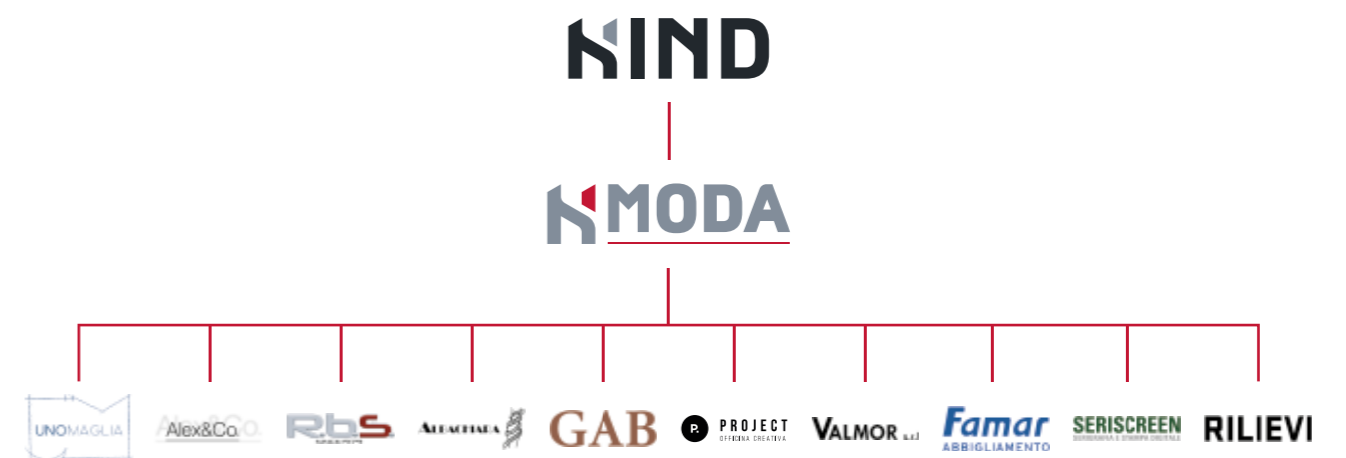


Figure 1: Capital allocation Holding Moda

The structure of the HModa Group for 2022 is as follows:



Compared to previous reporting, Famar srl, Seriscreen srl, Rilievi srl (including Rilievi India Private Ltd) joined the group.

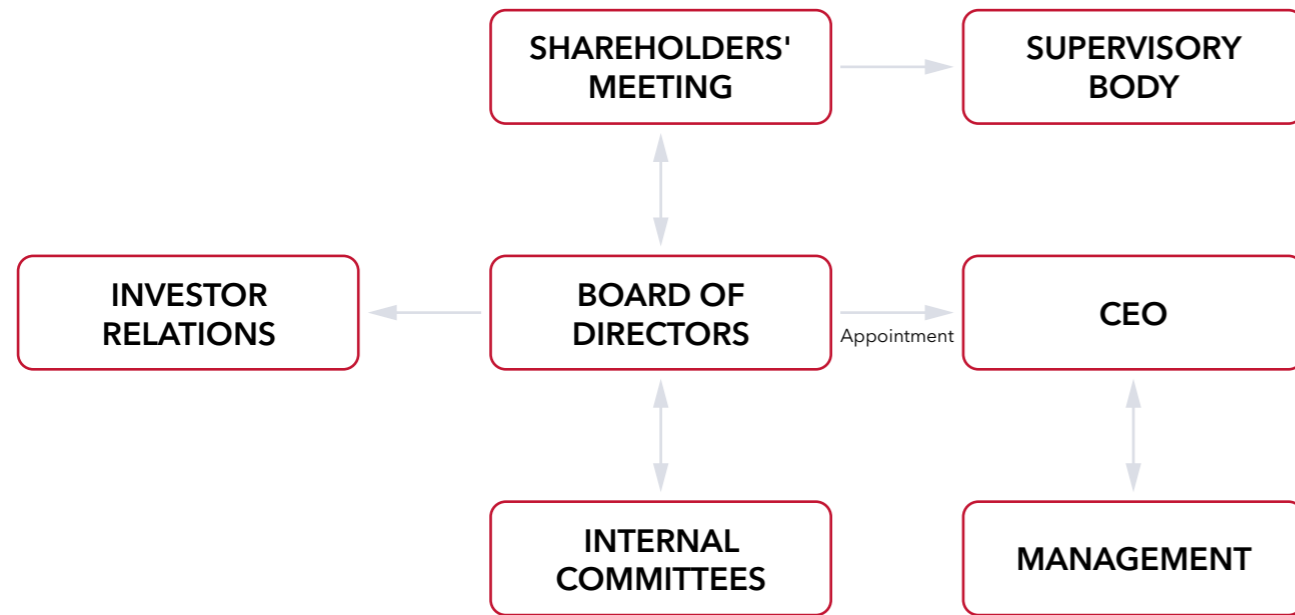
Corporate holdings are broken down as follows:

Company	Shareholding	Shareholding	Year of acquisition	Operational Headquarters
Una Maglia spa	Holding Moda srl	100%	2008	Via Isidoro Bazzanti, 15, 52025 Montevarchi AR
Alex & Co srl	Holding Moda srl	80%	2019	Via Ponte di Bagnolo, 2/4/6, 50059 Vinci FI
	TEMA srl	20%		
Albachiara srl	Holding Moda srl	100%	2020	Via Isidoro Bazzanti, 9, 52025 Montevarchi AR
RBS Srl	Holding Moda srl	100%	2020	Via P. Nenni, 17, 45026 Lendinara RO
GAB GROUP srl	Holding Moda srl	70%	2021	Via Vittorio Alfieri, 21/23, 50013 Campi Bisenzio FI
	L.G. Holding srl	30%		
PROJECT srl	Holding Moda srl	60%	2021	Via Ponte, 19, 36034 Malo VI
	Matteo Lavezzo	40%		
VALMOR srl	Holding Moda srl	50%	2021	Via Achille Corona, 1, 62012 Zona Industriale MC
	Morval Holding srl	50%		
FAMAR srl	Holding Moda srl	51%	2022	Via Bologna, 627, 44124 Ferrara FE
	SEBA srl	49%		
Seriscreen Srl	Holding Seriscreen srl	100%	2022	Località Pian Dell'Isola, 70, 50067 Rignano Sull'Arno FI
RILIEVI GROUP srl	Holding Moda srl	30%	2022	Via del Triumvirato, 22/3, 40132 Bologna BO Lower Parel, Mumbai, Maharashtra 400013, India
	Simona Finelli	23%		
	Stefania Marocchi	23%		
	Michele Galliano	23%		

5.2 Organisational and Management Model

The organisational and management model is based on structured procedures in compliance with the principle of transparency. The Group has adopted a system of governance, as set out in the Italian Civil Code, which consists of a management body, the Board of Directors, and an auditing and control body,

the independent auditors. The process of appointing the Board of Directors takes place by selecting members on the basis of their competence, background, knowledge of the dynamics of the sector and the sharing of HModa's mission and vision.



Currently, the Board of Directors has not delegated responsibility for managing sustainability impacts, but a committee is being considered in the coming years. The sustainability strategy is drafted by the highest sustainability position, the Chief Sustainability Officer (CSO), and is reviewed and validated by the President. Collective knowledge on sustainable development is disseminated by the sustainability team at quarterly meetings and is an opportunity for sharing and discussion with the Board of Directors and Principals of HModa companies.

For 2022, the Sustainability Report is not subject to approval by the Board of Directors, but is submitted in summary to the President to allow the strategy to be aligned with the results achieved. Finally, the Board's performance is

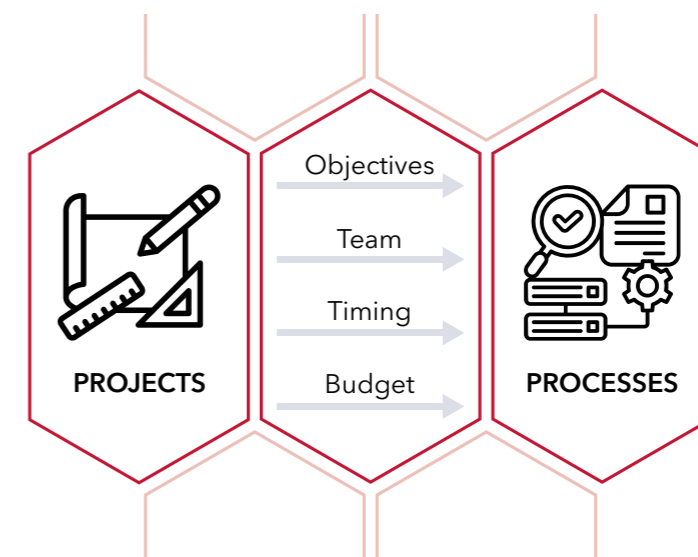
not currently evaluated in the management of ESG impacts, but we are committed to embarking on a suitable path to achieve this in the coming years.

Holding Moda cares about the valorisation of transversal skills and the protection of 'savoir faire', which is why entrepreneurs with a management role remain in each of the subsidiaries. The companies are supported on a day-to-day basis by the Holding Industriale and Holding Moda teams in the functions of finance/management control, sustainability, academia and training, human resources, communication and IT. This structure allows companies to preserve their identity, focus on their creativity, share good practices with the Group and at the same time adopt a unique and innovative working model.

At HModa, internal meeting days called 'General Meetings' are organised on a quarterly basis. On these occasions the principals of the companies get together and together with key figures update each other on progress and share ideas on projects and initiatives. The meetings are structured in such a way as to allow each company to meet with the President, the CEO and all the cross-functional Holding Moda roles.

Sharing at these events allows us to consolidate the model by which we aim to grow and organise our team, fulfilling the promise we made at the beginning: "Grouping together excellent companies that together will be able to go even further, while maintaining their origins."

We support the team idea by promoting a working model based on widespread delegation/autonomy in project implementation. With this system, core Group functions are assigned to each person (or each team) to which common, cross-cutting projects are added, to be tackled independently and/or in concert with a designated team. This allows people to work in their own area, but also to have the opportunity to collaborate with professionals from other departments and increase their skills. In this way we foster communication and teamwork, creating value from the combination of varied backgrounds and know-how.



Our projects and processes are broken down into several units, limiting their complexity and creating many individual projects entrusted to a manager on three levels:

- ◆ **Sponsor:** the promoter of the project/process
- ◆ **Project Manager:** is the contact person identified and responsible for the progress of activities. He is in charge of managing objectives, teams, timing and budgets

◆ **Team:** is the set of designated resources at the disposal of the project manager who actively contribute to the achievement of the objective by using their specific skills.

We have organised the management of discontinuity and, in the case of unforeseen events, we are able to change the elements under the responsibility of the project manager, a meeting between the team and the sponsor is provided for to create a new project layout. This is to encourage confrontation within teams and proactivity in terms of problem solving.

Board of Directors

Directors	Role	Age	Gender	Type	Permanence in office
Claudio Rovere ²	President	<50	M	Executive	1 year
Giulio Guasco	CEO	>50	M	Executive	1 year
Luca Ferraris	Managing Director	>50	M	Executive	1 year
Silvia Maria Rovere	Director	>50	F	Non-executive	1 year

Table 1: Composition of the Board of Directors Holding Moda

Auditing Company

Component	Appointment
E.Y. Spa	Statutory audit assignment

Table 2: Statutory Audit Body

5.3 Composition of the HModa Supervisory Bodies

² The President of Holding Moda is the Chairman of the Group but is not an executive

5.4 Code of Ethics

Transparency, fairness and ethicality in business, as in everyday life, are indispensable values for Holding Moda.

The Group is dedicated not only to meticulous compliance with applicable regulations, but also to understanding and addressing the expectations of its stakeholders. The code of ethics perfectly embodies our founding values and is an essential document for the development of our companies, our people and our stakeholders. Its adoption and application are considered indispensable in the pursuit of the objectives, as it consists of creating value for all stakeholders, which is why it is not only shared with all employees but published online on the Holding Moda website. The code of ethics is uniformly adopted and signed by all companies belonging to the Group and is a prerequisite for the establishment of any business relationship with HModa. The document is available to all third parties who have relations with the Group. Conflicts of interest are prevented and mitigated in accordance with the Code of Ethics.

The core principles outlined in the codes of ethics of HIND, HModa and its subsidiaries concern:

- Constant compliance with the laws and regulations of the territory in which it operates, maintaining relations with public, governmental and administrative institutions, citizens and third-party companies
- The valorisation and respect of human resources, implemented through the creation of a working environment inspired by fairness that condemns any kind of discrimination
- The protection of competition and the repudiation of unfair commercial practices
- The principles of conduct to which staff must adhere include professionalism in their work, loyalty to the company, respect for the Code of Ethics, correctness and confidentiality in the use of the company's sensitive information

- The criteria of conduct adopted in the selection and management of personnel, in addition to the establishment of the employment relationship

- Integrity and protection of the person by defending against discriminatory acts, which should be reported to the company supervisor of the principles of the Code

- Safeguarding the value of people in case of job reorganisation through training and internal mobility actions

- Protection of the environment, safety and health at work through risk awareness training, promotion of responsible behaviour and collection of non-application of regulations

- Permitted use of company assets in line with operational procedures

- The selection of suppliers through procedures necessary to ensure maximum efficiency and timeliness of work

- Accounting transparency with clear, complete and properly filed records

- Relations with the community through possible sponsorships and no contributions to parties that could give rise to conflicts of interest.

Our realities enjoy recognition in the fashion supply chain and this makes them a constant point of reference for the national and international territory, which is why it is important that they consolidate their ethical standards. We approached the Code of Ethics as the basis for the development of Model 231³ by identifying possible areas of risk and laying the foundations for a preventive control system, implemented through the construction of an appropriate organisational model. In 2022, Model 231 was at the drafting stage and was expected to be adopted between 2023 and 2024. For the communication of any critical issues, there is the possibility to communicate via e-mail: info@holdingmoda. it and for the coming years we are working on finding a suitable tool for this purpose.

³ The Legislative Decree 231/2001 identifies the 231 Organisational and Management Model, correctly drawn up, adopted and updated, as the privileged instrument to exonerate a company of its administrative liability for offences. An Organisational and Management Model pursuant to Legislative Decree 231/2001 is a set of protocols, which regulate and define the company structure and the management of its sensitive processes. The 231 Organisational Model, if correctly applied, reduces the risk of criminal offences being committed.

Governance

At HModa, we aspire to promote transparency, accountability and continuous improvement of corporate governance policies and actions. To this end, we intend to structure the highest level of governance that is able to guarantee control of impacts on the economy, environment and people. In fact, by 2024, the group will have procedures in place to define KPIs to assess governance performance with clear, measurable, relevant and aligned objectives. Targets and related KPIs should be based on an accurate analysis of the status quo, based on data collected through reliable sources, such as financial reports, economic statistics, environmental data and social indicators, and figures will be designated for collecting, analysing and storing data in a secure and privacy-compliant manner.

Improvement targets will also be set for each KPI in order to stimulate continuous progress and constant monitoring procedures will be adopted to assess corporate governance performance. Improvements may lead to subsequent revisions of procedures and policies, which will be communicated in a timely manner to management, employees and all stakeholders involved.

In addition to this, regular internal audits will be conducted to analyse data and KPIs, verify compliance with established policies and identify possible areas for improvement; regular impact assessments will also be carried out, including an analysis of the direct and indirect effects of established procedures and policies on the economy, the environment and people. This is complemented by the involvement of relevant stakeholders, customers, employees, local communities, suppliers, partners, social partners in the assessment of impacts: mechanisms will be provided for the collection of stakeholders' feedback and reports in order to understand their perceptions and expectations, and they will be regularly informed about the results of performance evaluations and corrective actions taken.

The results achieved will be published in periodic reports so that data, KPIs, impact assessments and actions taken are clear and transparent.

The remuneration of the highest levels of government will also be guided by policies that establish transparent guidelines and principles for remuneration, aiming to ensure pay equity, economic sustainability of remuneration, fiscal responsibility and consistency of remuneration with respect to skills, market standards, responsibilities and actual performance of individuals. The group is committed to adopting a transparent approach to the remuneration of top management and, therefore, information on the remuneration of these figures will be public and accessible to interested stakeholders. Remuneration at the highest levels of government will be set fairly and no discrimination will be tolerated on the basis of gender, religion, sexual orientation, disability, ethnicity, language, cultural background, political opinion, trade union membership, age, physical appearance, socio-economic status.

The remuneration of the highest levels of government will be based on their actual performance, assessed objectively and consistently. Clear and transparent objectives and performance evaluation criteria will be established and periodically evaluated to ensure the accuracy of remuneration. The Total Reward package from which top management may benefit may include, in addition to base remuneration, forms of variable remuneration linked to short term objectives (MBO Bonus), forms of variable remuneration linked to medium and long term objectives (LTI programmes), one-off bonuses for achieving specific objectives, health insurance and supplementary pension plans, personal fringe benefits (e.g. company car in mixed use and appurtenances such as fuel cards and toll cards), expense allowances, equity-based remuneration programmes (e.g.: stock options, RSUs, phantom equity, etc.) and other forms of non-wage compensation. These benefits will be determined in accordance with applicable laws and regulations and will be subject to appropriate evaluation and approval.

The company will involve internal or external control bodies, such as independent commissions or specialised consultancy organisations, in determining the remuneration of the highest levels of government. This will help to ensure greater impartiality and adequate control over the appropriateness of remuneration.

The remuneration policy for top management will be subject to periodic review in order to adapt to regulatory, social and economic changes and to ensure alignment with industry best practices.

At HModa, we take care to establish a correlation between the remuneration standards of the highest levels of government and the results achieved in terms of managing impacts on people, the environment and the economy. The policy we are going to prepare aims to promote a culture of responsibility and sustainability in the company, rewarding performance and objectives aligned with these aspects. For this reason, the remuneration of top management and senior executives will be related to the results achieved in terms of managing impacts on people, the environment and the economy. Specific and measurable objectives relating to these aspects will be defined and periodically evaluated to determine remuneration. Remuneration will also be influenced by the results achieved, as well as by the efforts made in terms of managing positive impacts on people, such as employee well-being and engagement, substantial respect for diversity, equity and inclusion, safety at work, social responsibility and protection of individual and trade union rights. Remuneration will also be linked to achievements in managing impacts on the environment, such as the reduction of greenhouse gas emissions, energy efficiency, sustainable resource management, waste reduction and the promotion of environmentally sustainable practices. The highest levels of government that excel in promoting such initiatives will benefit from an adjustment of remuneration. Not least, remuneration will also be linked to achievements in managing impacts on the economy, such as the generation

of shareholder value, financial efficiency, risk management, the creation of job opportunities and the promotion of ethical business practices. Top levels of government that distinguish themselves in promoting sustainable economic management may be rewarded with an adjustment of remuneration.

HModa is committed to ensuring transparency and disclosure of information on the correlation between the remuneration of top management and the results achieved in terms of managing impacts on people, the environment and the economy. The correlation between top management remuneration and performance in terms of managing impacts on people, the environment and the economy will be reviewed periodically, best practices, industry trends and business needs will be considered to ensure alignment with strategic goals and long-term sustainability.




Rules concerning remuneration will also be defined, which will follow the following steps:

1. Analysis of regulations

Initially, HModa will have to carry out an in-depth analysis of the current regulations concerning remuneration, and an analysis of how the National Collective Labour Agreement (CCNL) should be applied with regard to remuneration aspects. It is also necessary to understand and comply with the legal and contractual provisions governing remuneration and wage determination.

2. Defining the remuneration strategy

The group must define a remuneration policy strategy that is fair, transparent and in line with the organisation's objectives, and adopt compensation, benefits and welfare models based on:

-  recognition of merit;
-  adjustment to the positioning values of the various roles in the market;
-  fairness and non-discrimination (equal role, merit, potential, local labour market positioning);

◆ sound compatibility with budgetary constraints;

◆ focus on retention of key resources.

The Company needs to have a comprehensive and balanced compensation architecture that can capture short-term and medium to long-term objectives.

Subject to budgetary constraints, the company may consider adopting a system of benefits (individual fringe benefits and collective benefits) and welfare that meets staff needs. This policy should cover elements such as base salary levels, salary increase mechanisms, incentives and other remuneration components such as awards, bonuses or benefits.

3. Job Architecture

HModa will conduct an analysis of the roles and tasks currently existing in the company and potentially existing in the short to medium term, to define their mission, the responsibilities assigned to them, the activities into which these responsibilities are declined (job analysis); but also to define the competences required, i.e. functional technical know-how, skills, and the necessary experiential contexts (job profiles). Subsequently, a weighing/assessment of roles (job evaluation) can be carried out to determine the relative importance and hierarchical positioning of different positions within the organisation.

4. Determination of wage levels

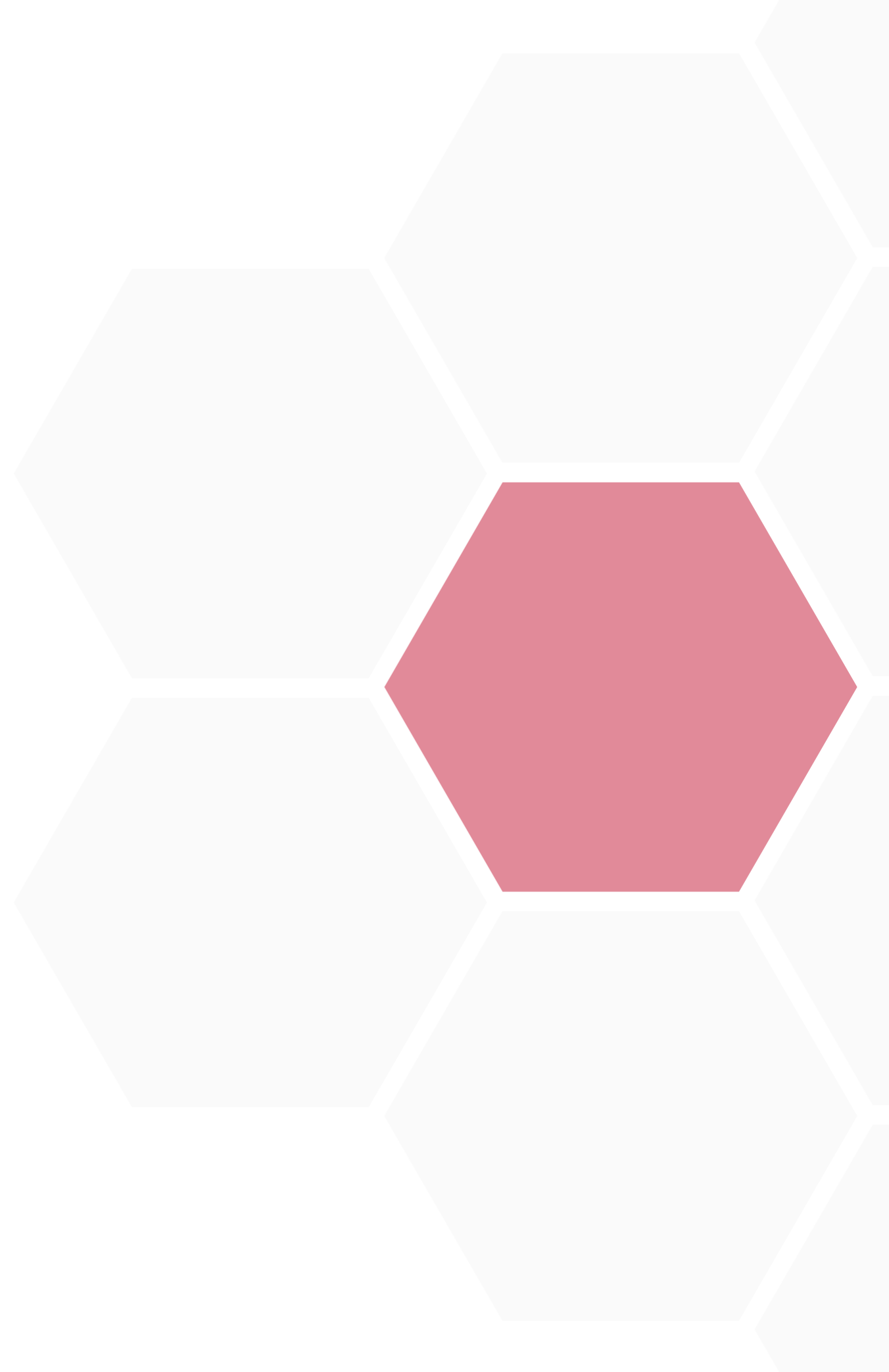
Using the results of the job evaluation, the salary market analysis, and affordability considerations, the company can develop a salary structure that defines different salary levels based on the hierarchy of positions, their market value, affordability, and the different levels of valuation associated with the interpretation of a given position. This can be achieved through the creation of salary bands or pay scales that reflect the above.

5. Determination of individual salaries

In order to concretely determine the individual salaries of employees, several factors need to be taken into account, such as individual performance, potential, experience and the greater or lesser rarity of skills, market values,

individual performance and placement in the salary structure. This cannot be separated from the analysis of collective performance factors and the analysis of the company's affordability.

In determining all of the above, it is important to maintain a transparent approach in communicating remuneration policies to employees, which is why HModa is committed to clearly communicating and making the criteria for determining remuneration accessible to all employees, as well as providing detailed explanations on how remuneration is calculated and on any pay increase policies. Furthermore, once the remuneration system has been implemented, it is crucial to regularly monitor its effectiveness. The group is therefore committed to conducting regular market analyses/salary surveys to make sure that salaries are in line with the company's compensation strategy, and to make revisions if periodic adjustments to remuneration policies are necessary to ensure that they are still appropriate to the company's needs and comply with current regulations. Of course, these are the general policies and indications of the Group and represent a general framework that may need to be further customised and adapted according to the specific needs of the company.



Our Made in Italy



6.1 Our Products

Our products cover almost all areas of the fashion-luxury sector, boasting no fewer than 9 areas of manufacturing excellence in 2022: jersey, light clothing, leatherwear, denim, outerwear, footwear, screen/digital printing and embroidery. Our creations are the result

of the excellent know-how of our craftsmen and are the products that are made for luxury brands and paraded on the most prestigious red carpets.

Below is a focus on each company:

Jersey

Uno Maglia makes beautiful jersey creations ranging from sporty garments to the most intricate and tailored workmanship to meet the desires and requirements of international luxury brands. The company boasts an archive of more than 40,000 patterns and relies on skilled, specialised workers who are passionate about their work. The quality of the products and processes is central, which is why fabric stability checks and tests, measurements and tests of sample garments after tailoring, washing and ironing, analysis and verification

of stitching, labelling, sewing thread and measurements of serial and production garments are carried out. Uno Maglia invests in training and innovation, has a CAD design system, automatic cutting, fabric management and tracking systems, and a digital archive with state-of-the-art technology. Each customer has a dedicated team of professionals, with expertise from style/modelling/product to production, responsive to requests and proactive in proposing solutions.



Light clothing

Albachiara produces lightweight fabric garments as a contract clothing manufacturing company. The company is structured to follow the entire production process, from fabric cutting to clothing production and ironing, using automatic cutting and other state-of-the-art machinery. Each garment is made by expert hands that devote care and attention to each stage of production, allowing the creation of impeccably finished clothes. Albachiara collaborates with some of the biggest international fashion houses, following each garment from prototype to finished product. The quality of the Made in Italy product is guaranteed by the total control of the production chain.

Famar creates clothing for the most renowned luxury brands, adhering to strict quality criteria for garment production, guaranteeing reliable delivery times and high quality. The company boasts a wide range of services: creation of the first prototype and stylistic fitting, sample and fashion show garments, fine-tuning of basic size and product fit, size and costume development, technical data sheet and bill of materials, and production placement.

Famar is able to provide an all-round service, from the purchase of raw materials to fabric quality control, from modelling to cutting and complete garment assembly. It carries out a meticulous selection and careful control of outward processing, from dyeworks to embroidery mills to pleating mills. Famar takes care of prototype modelling from the stylistic study, produces and industrialises the prototype. The modelling department works with GERBER and LECTRA industry computer systems and their CADs to interact with all external customer flows. In order to obtain garments proportionally and aesthetically equal to the prototype, Famar performs the pattern size development by creating reference rules. It is capable of importing and exporting models so it can communicate with most CAD applications on the market. The company's pattern makers implement their skills through continuous and constant training to learn the best techniques. Famar covers every stage of processing: fabric inspection, cutting, sewing, ironing, quality control and dispatch to the customer. The products are made by expert seamstresses skilled in sewing from evening gowns to cashmere sweaters, from swimwear to underwear, through highly digitised in-house production lines in line with Industry 4.0.

Leather clothing

Alex&Co makes leather clothing that is always up-to-date, transforming the customer's idea into a finished garment of the highest quality. Skilfully working the raw material, following the development of the garment from design to final production. The company supports customers and their style offices, taking care of the entire design and production cycle from pattern development to the purchase of raw materials and the finished product. Alex&Co covers the processes of product development, choice of materials and special treatments. There are in-house pattern-making, prototyping, sample cutting, purchasing and logistics, and production control departments. The company strives every day to improve its production and organisational processes, seeking to expand its modelling and stylistic skills for the production of leather garments for men and women. It produces all its garments in Italy, with full respect for its workers. This process makes it possible to maintain a very high quality standard and to guarantee 100% Made in Italy production.





Leather goods

GAB specialises in the production of leather goods, mainly hand bags and other small leather goods. The creative ideas of the designers of the big fashion brands are presented to the GAB pattern-making department, a team of young enthusiasts who take care of the R&D section, offering the customer a unique and effective service. Development is also supported by a system of advanced technologies and monitoring. The company offers customers an 'Engineering' service, which consists of digitising the entire product production process, from leather processing to final product assembly. Thus, production is automated, reducing defects to a minimum, but at the same time retaining the quality and know-how of hand processing. GAB produces the sample for its customers through a trusted supply chain of external laboratories with which it maintains long-term, trusted relationships. At the heart of production are craftsmen with decades of experience, whose technical skills enable the company to manufacture the most complex products from customer drawings. Furthermore, GAB, in its commitment to sustainability, has removed all chemicals previously used in the production process and replaced them with water-based products, and much of the leather production waste is recycled for use as reinforcement inside the bags.

Denim

Project produces denim and sportswear garments for luxury brands, offering a unique, efficient and precise service. It is a visionary, creative and sharing environment that merges offices, modelling, prototyping, production departments, showroom and historical archive in one space. It creates top quality Made in Italy products and every single garment is handmade. The company is able to carry out the following in-house: product research, fabric and accessory selection, season colour charts, dye and wash research, research into printing and embroidery techniques, pattern bases and pattern management, prototyping, sample series, production of the marketed items. In Project there is a research and development area where cutting-edge designs, materials and technologies are experimented. In the company's in-house pattern-making and prototyping workshops, where the garments are unfinished and displayed to the customer for initial fitting and approval, the prototypes are created. Subsequently, the realisation of the sample book takes place and production orders are carried out.





Outerwear

RBS produces top-quality outerwear with passion and extreme attention to detail. It develops the ideas of luxury brand designers from the sketch, supporting the customer's creative team with company know-how. Plans and manages all stages of the development process, with organisation and problem-solving attitude. The company offers the customer a complete service thanks to the collaboration of internal departments, including the Modelling and CAD Studio, Product Office, Production Office, Pricing & Industrialisation Office and Quality Control. RBS is committed to the highest quality standards, while maintaining its competitive price-performance ratio. The staff defines all stages of production to ensure on-time delivery and is characterised by the high level of specialisation of the seamstresses, pattern makers and external collaborators. Tradition combined with the use of innovative technology and machinery allows customers' ideas to be transformed into products that can be manufactured on an industrial scale, defining a tailor-made production process. In this phase, creativity and creation stimulate continuous research and innovation.

Footwear

Valmor expertly produces sports shoes for the biggest luxury houses. Alex&Co covers the processes of product development, choice of materials and special treatments. There are leather preparation, hemming, fleshing, assembly, finishing, purchasing, quality control and packaging departments. The special feature of the shoes made by Valmor is that they can stay in shape for 24 hours, guaranteeing a very high quality of the finished product. The company uses a single assembly line in its production facility for both strobel and assembled work, which allows for greater production flexibility and the fulfilment of customer requirements.



Digital printing/ screen printing

Seriscreen specialises in screen printing, digital printing, UV printing and large-format printing for well-known fashion-luxury brands. The company prints on both leather and fabric. It invests in state-of-the-art technology and constant upgrading of machinery to ensure high quality standards and specialisation in complex machining. At the headquarters, there are departments from design to production, which are designed to be a creative and idea-sharing environment.





Hand embroidery

Rilievi specialises in the design and production of high-end embroidery. The company carries out continuous research into original and innovative solutions applied to hand embroidery, as well as the development of state-of-the-art logistics systems, working methods and communication processes. Rilievi serves the global market as a partner of excellence for major international fashion and haute couture brands. All collection design activities, from the purchase of raw materials to production and quality control, are carried out between the Bologna and Mumbai sites. The company is committed to searching the world over for the best skills in handcrafted embroidery, passing on know-how in high quality manufacturing to makers. Customers receive a unique and customised service, tailored to their needs.

Business Model of Holding Moda Companies

The great expansion and success of the Group's companies is due, among other factors, to the solid business model that has been outlined and illustrated in the figure below. Each process has been designed to streamline and reduce production times in order to ensure better customer service and fast turnaround of orders.

This structure incorporates some of the innovations of the fashion supply chain, such as digital garment design, control of its own supply chain and the use of cutting-edge technology in machinery.

Following the customer's order, intensive communication begins between our companies and the designers of the brands served for the realisation of prototypes; in many cases, this can take place digitally in order to substantially reduce the use of raw materials and avoid unnecessary travel. Subsequently, with the help of downstream suppliers and in-house workers, the physical products for sampling and production are manufactured. At the same time, strict quality controls are carried out several times, both at the entrance of the raw materials as well as during processing. Finally, we proceed with the final quality control and delivery of the product to the customer.

Each process has been designed with the utmost respect for workers, their health and safety, and their psychological and physical well-being.

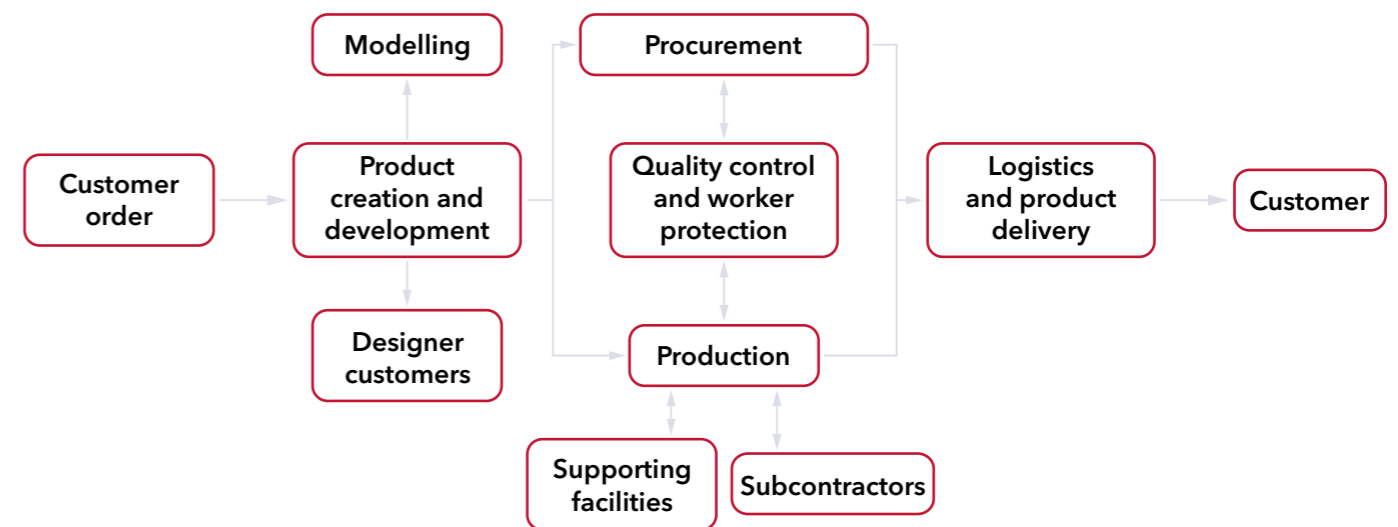


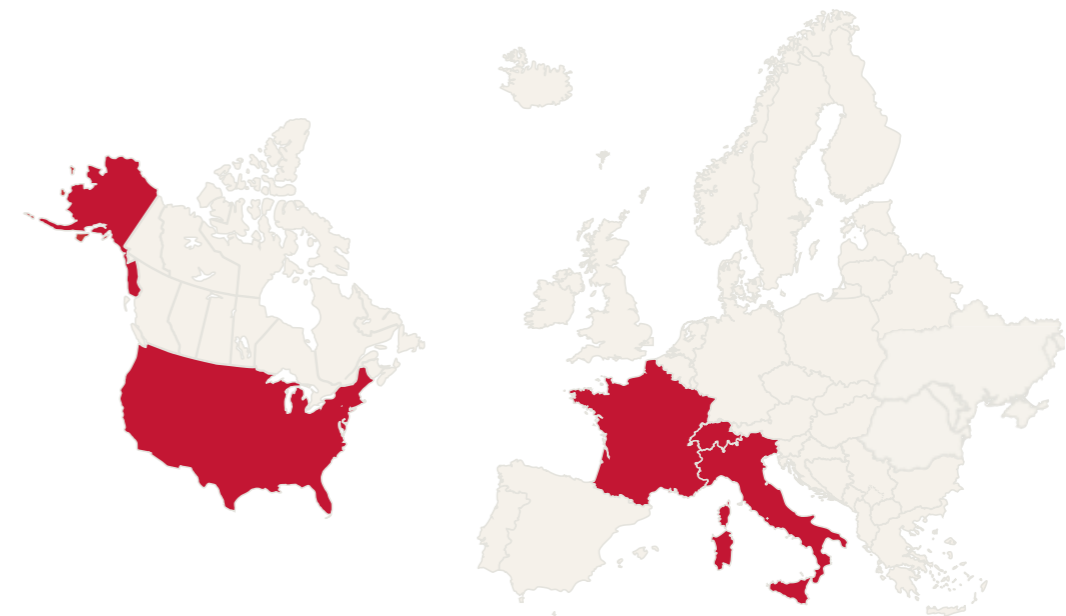
Figure 2: Business Model of HModa Companies

6.2 Our Supply Chain

The supply chain is acquiring an increasingly relevant and sensitive role in environmental and social sustainability. New regulations require an increasing commitment to transparency and traceability in the supply chain. Holding Moda's supply chain starts with a discussion with the customer's style office in order to decide on the design and concept of the product through to the finished garment. Our companies are involved in the production of products commissioned by the most prestigious luxury fashion houses. Under brand specifications, we carry out the processes of purchasing raw materials and semi-finished products 'upstream' and production and special processing 'downstream' on the basis of relationships aimed at meeting high quality

standards in accordance with principles of fairness, transparency, cooperation and sharing our values. Our supply chain is developed through the careful selection of suppliers capable of guaranteeing both high quality standards and the use of best practices and best available technologies. Suppliers, in order to continue doing business with HModa Companies, must demonstrate compliance in terms of respect for human rights, working conditions, health and safety and environmental responsibility. As a Group, we encourage compliance with and increase transparency policies that allow us to correctly quantify the impacts generated during the internal production cycle.

Markets served



Markets served

Geographical areas where products are sold	Italy, France, Switzerland, USA
Sectors served	Fashion and textiles
Customers and Beneficiaries	Business to Business (B2B)

Holding Moda operates in the fashion industry and interfaces with a B2B clientele, which is why the methodology applied in the geographical

considerations for the markets served refers to the legal headquarters of the customers.

Companies are closely linked to the territory in terms of both upstream and downstream suppliers. This is essential as the geographical location has an impact on the timing, quality and sustainability of production. This means that most suppliers, both for raw materials and processing, are located in Italy and only a small percentage are outside Europe. This factor is important for us and our customers as it contributes to the enhancement of the territory, the preservation of the craftsmanship and traditions that distinguish us in the world.

We make our products unique and of high quality, taking advantage of the technological innovations adopted by the Group's companies.

The bond created with suppliers and their proximity means that our companies are able to maintain constant control while guaranteeing the level of quality required by international luxury houses.

Country	Procurement percentage
Extra EU	4%
Italy	90%
EU	6%
Total	100%

Table 3: Holding Moda geographical distribution of total suppliers by economic value

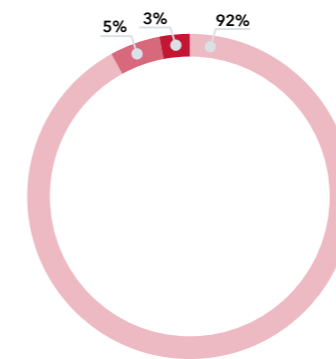


Figure 3

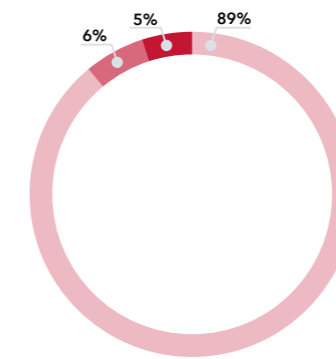


Figure 4

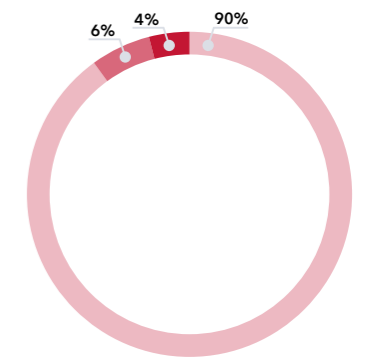


Figure 5

Italy UE Extra EU

Figure 3: Graph - Holding Moda geographical distribution of upstream suppliers by economic value

Figure 4: Graph - Holding Moda geographical distribution of downstream suppliers by economic value

Figure 5: Graph - Holding Moda geographical distribution of total suppliers by economic value

6.3 The Link with the Territory

6.4 HModa Best Practices

As a Group, we are aware that, in order to achieve excellent performance, it is necessary to adopt best practices and to extend them to everyone. For this reason, on the occasion of our sustainability report, we present the best practices that have been consolidated over time within HModa companies and that have inspired the behaviour of others. We have called them '*good practices*' because we are ready to embrace continuous improvement in order to grow together.

By good practice we mean the most significant procedures, actions and interventions that lead to better results in different contexts. In this paragraph, we have encapsulated all the virtuous procedures of our sub-holdings in environmental and social matters.

Sustainable Materials

As many certified paper and packaging materials as possible are used, including: printer paper, microperforated paper for automatic cutting, cardboard packaging, wooden pallets, waste bags, resealable bags for accessories. In 2022, we adopted group policies that will allow us to further increase the purchase volume of certified materials while reducing others. In 2023, a purchasing platform for fashion holding companies dedicated to paper and packaging products will be launched with a priority selection of products with preferable sustainability characteristics identified ad hoc.





Employee Care

In many of HModa's companies, employees are the driving force behind our activities, which is why welfare actions are provided for them. A reward is offered, depending on the goals achieved, spendable in activities related to the well-being of the person. In some companies there is a canteen service or the distribution of meal vouchers. In 2022, we worked on extending the canteen project to other HModa companies and continued the study on the Group Welfare Plan to be implemented in 2024-25.



Circular economy

The circular economy is a priority at HModa, which means that companies pay great respect to the raw material, trying as much as possible to reduce waste during the preparation stage for cutting. With a view to the upcycling of materials, the collaboration with schools, the IED, Istituto Marangoni and the Accademia to which fine fabrics have been donated, is continuing. These were valorised, fostering circular economy aspects and creating a link between young people and companies. On the occasion of the Hive Festival, an upcycling workshop was organised with waste materials generously donated by HModa companies (details in chapter 9 Innovation). Finally, the best practice in the field of circular economy is definitely the Pilot project carried out in cooperation with the Monitor for Circular Fashion (details in chapter 7 Environmental Report).

Young employees for innovation

Holding Moda strongly believes in the value of young and very young talents, in fact, in many companies the staff is mostly under 35. The choice is not only dictated by the continuing desire to offer job and growth opportunities to young people, but also by their ability to bring innovation to companies, particularly in the field of technology.



Reducing waste

In consultation with the young talents who joined the companies, an innovative way of approaching the design phase was studied. In some companies, the use of 3D software has been introduced to design leather goods three-dimensionally and offer them to customers without having to use raw materials. In this way, product specifications can be agreed with the customer's design office. Only after the design is finalised is the sample produced. This means that no materials are wasted and the product can be modified as often as necessary before it is manufactured, ensuring a reduced ecological footprint.



Zero-impact logistics

Sustainable mobility is taken very seriously by HModa and is an area of improvement that will accompany us in the coming years with increasing progress.

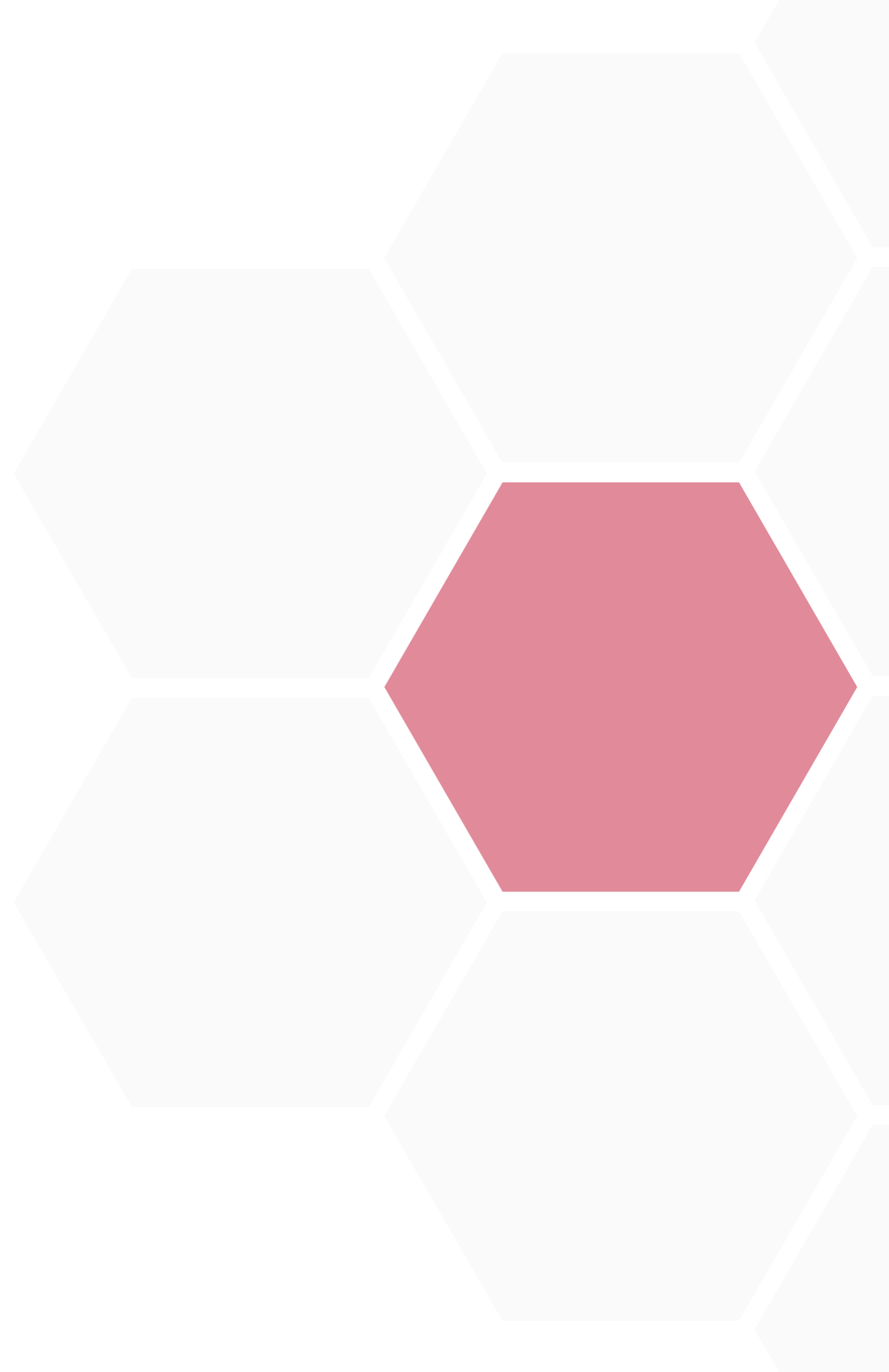
In addition, an ambitious project is currently underway at one of the companies: a single large factory including own production and subcontractors, which took shape in 2022 and was opened in early 2023. In this way, it will be possible to reduce the movement of goods and the resulting impact on the environment as much as possible, while ensuring significantly shorter lead times for customers. In addition, we will be able to guarantee 0 km production, capillary controls, greater flexibility and speed of response.



Community and Nature

HModa companies actively participate in the territory in which they are located. On one of the farms, in addition to the green space, there is a vegetable garden, which is maintained, managed and at the complete disposal of the employees who can enjoy its fruits in all seasons. The aim of this project is to stimulate cooperation and promote outdoor activities. The companies have the psychophysical well-being of our people at heart, which is why they are equipped with large terraces for common use for recreation, and indoor spaces dedicated to recreation and relaxation. Canteens and/or café areas have been set up to further foster communication and sharing between employees.

In respect of the local host community and the environment, two production sites were inaugurated in 2022, whose buildings were designed with energy-efficient and energy-saving features and equipped with photovoltaic systems to reduce local pollution.





Environmental Report

7.1 Responsible Consumption Management

Water and energy consumption

The Holding Moda Group considers environmental protection to be of central importance, which is why it is committed to promoting awareness, change and a culture of sustainability in companies. HModa is aware of the impact that the textile-fashion industry has on climate change and the environment; therefore, it has embarked on a path of reporting, measuring, understanding and subsequent future decarbonisation that can lead to a reduction of the environmental footprint. In 2022, the Group focused on reducing its environmental impacts, specifically projects and investments were carried out in:

- Energy from certified renewable sources

- Construction of new energy-efficient production facilities

- Implementation of photovoltaic systems

Our 2022 environmental performance was calculated by considering consumption in all HModa companies throughout the calendar year. Data were collected on a quarterly basis and were constantly monitored to check consumption trends and possible areas for improvement.

Energy needs are supported by energy produced by photovoltaic systems and energy efficiency measures that have helped reduce inefficiency and waste.

The main consumption attributable to the activities of HModa companies takes the form of electricity, natural gas (only in some locations to support production sites) and water consumption.

In addition to this, fuel consumption from the company fleet accounts for part of our directly generated environmental impact⁴.

Company	Electricity (kWh)	Gas (smc)	Water (m³)
Albachiara	166,725	4,893	412
Alex&Co	74,174	0	1,019
Famar	330,487	18,184	591
GAB	348,399	5,312	1,622
Project	199,253	0	627
RBS	115,903	33,898	403
Rilievi	75,550	12,455	1,627
Rilievi India	127,754	0	74
Seriscreen	296,532	16,295	1,213
Uno Maglia	709,053	6,625	811
Valmor	577,126	17,086	966
Total	3,020,956	114,748	9,365

Table 4: Annual consumption by company

⁴ DEFRA 2022 conversion factors were used to calculate the energy consumption of electricity, natural gas, diesel and petrol in GJ.

Fleet

We considered all trips, the mileage travelled by each vehicle in the Group and their footprint through the type of vehicle power supply.

The collection of data on the impacts of the company fleet was carried out similarly to that of consumption.

Company	Petrol (l)	Diesel fuel (l)	Fleet emissions (tonCO2e)
Albachiara	3,609	470	9
Alex&Co	0	7,938	20
Famar	1,486	13,248	37
GAB	2,093	14,100	41
Project	0	27,517	70
RBS	2,359	21,233	59
Rilievi	20	5,763	15
Rilievi India	0	0	0
Seriscreen	0	8,271	21
Uno Maglia	265	29,274	75
Valmor	0	10,190	26
Total	9,832	138,002	374

Table 5: Corporate Fleet Emissions

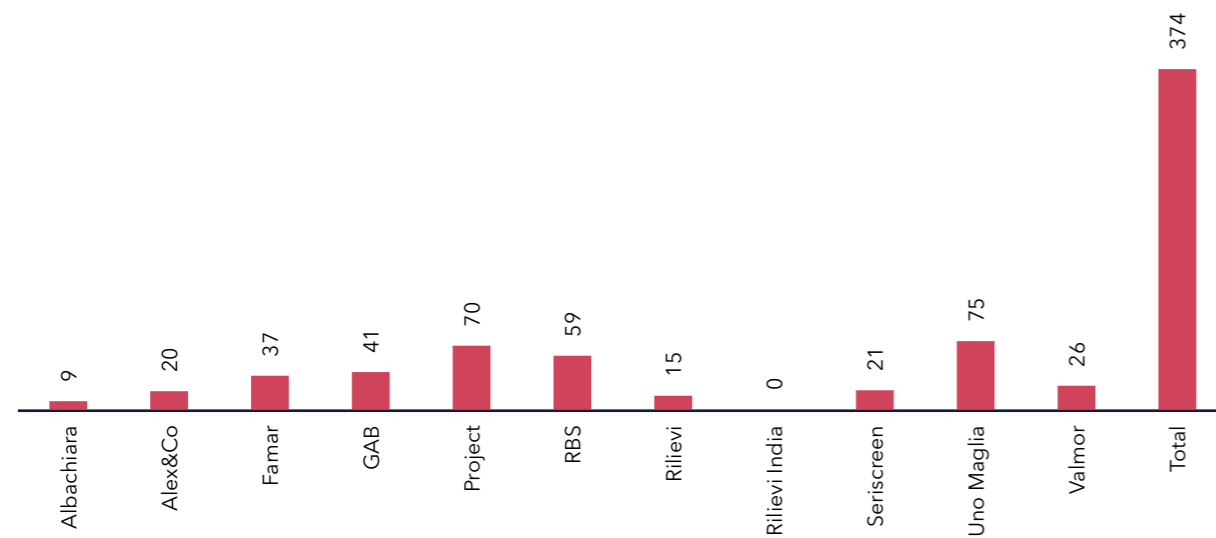


Figure 6: Corporate Fleet Emissions

In the course of 2022, the first studies were conducted for a gradual replacement of petrol and diesel vehicles with hybrid and electric vehicles. We analysed our consumption, maintenance costs, user needs and routes in

order to identify the most electrified solutions that best meet our needs. We expect to start the project between 2023 and 2024, gradually replacing vehicles and significantly reducing our Scope 1 from mobile sources.

7.2 Environmental Footprint

GHG Emissions

The Holding Moda Group has committed to tracking and reporting its inventory of greenhouse gas emissions in 2022, measuring those directly related to its business activities (Scope 1⁵), those from electricity (Scope 2) and indirect ones (Scope 3⁶). The inventories refer to the base year 2022, with the aim of updating the quantification of our climate impact

and ensuring greater transparency towards our stakeholders. Scope 1 was calculated from stationary sources (natural gas) and mobile sources (company fleet). Scope 2 was calculated both location-based⁷ for Italy and India and market-based⁸ in order to make the result more comparable. As a second year of reporting, we were also able to measure two Scope 3 categories: employee home-work travel and business travel. The methodology used to inventory emissions complies with the GHG Protocol and the GRI 305 indicator.

Company	Scope 1 emissions (tonCO2e)	Scope 2 location-based emissions (tonCO2e)	Scope 2 market-based emissions (tonCO2e)	Scope 3 emissions (tonCO2e)	Total location-based emissions (tonCO2e)	Total market-based emissions (tonCO2e)
Albachiara	19	16	23	90	125	133
Alex&Co	20	7	10	37	65	68
Famar	74	30	43	105	208	222
GAB	51	24	35	139	214	225
Project	70	19	27	61	151	159
RBS	128	7	11	38	173	176
Rilievi	40	24	35	51	115	126
Rilievi India	0	87	58	138	225	196
Seriscreen	54	93	136	64	211	253
Uno Maglia	89	167	242	129	385	460
Valmor	61	182	264	135	377	459
Total	606	656	884	987	2,249	2,477

Table 6: Total Group emissions, Scope 1, Scope 2 location-based, Scope 2 market-based, Scope 3

⁵ Scope 1 refers to direct emissions, in Holding Moda these are emissions from the use of natural gas and the company fleet.

⁶ Scope 3 refers to indirect emissions, in Holding Moda for 2022 these are from business travel and home-work travel of employees present at 31.12.22

⁷ location-based: considers emissions based on the emission intensity of the local grid area where electricity consumption occurs

⁸ market-based: considers emissions based on the electricity that organisations have chosen to purchase

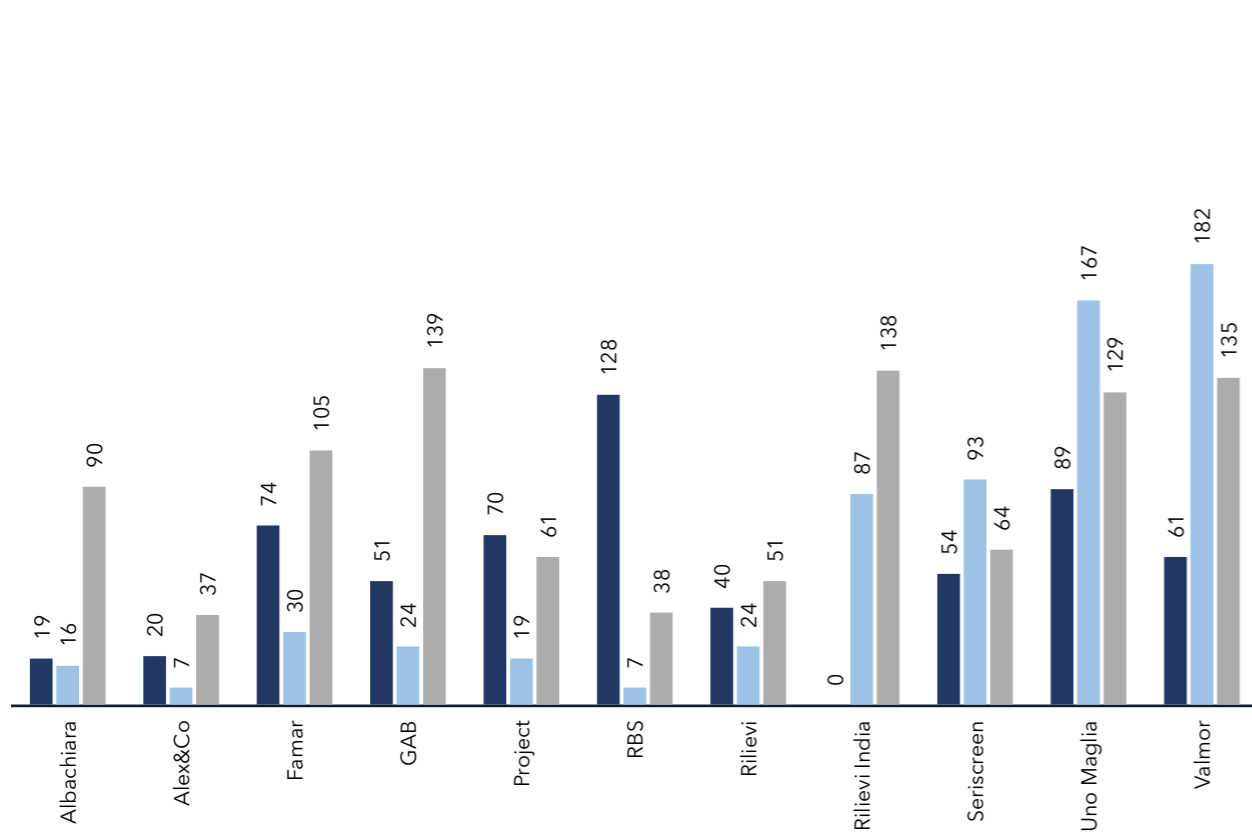


Figure 7: Total HModa location-based emissions Scope 1, Scope 2, Scope 3

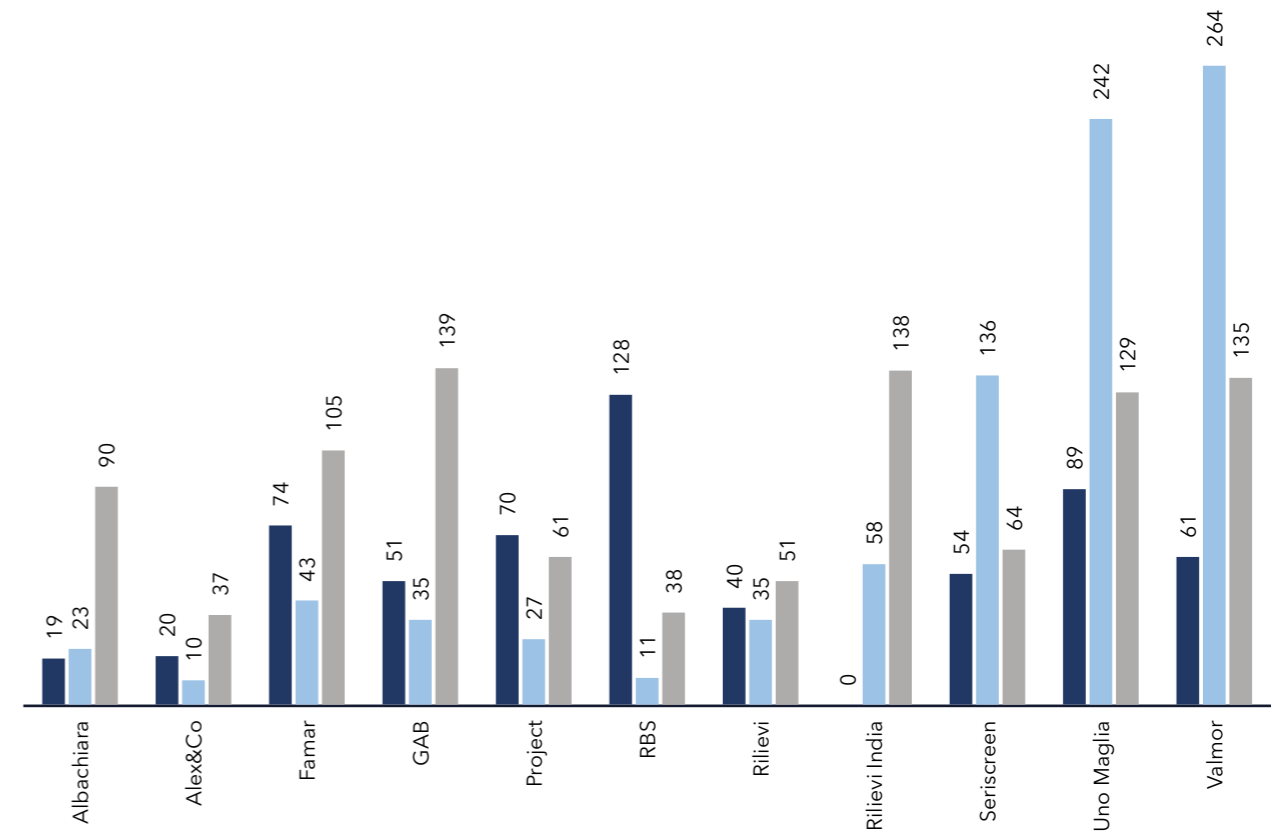


Figure 9: Total HModa market-based emissions Scope 1, Scope 2, Scope 3

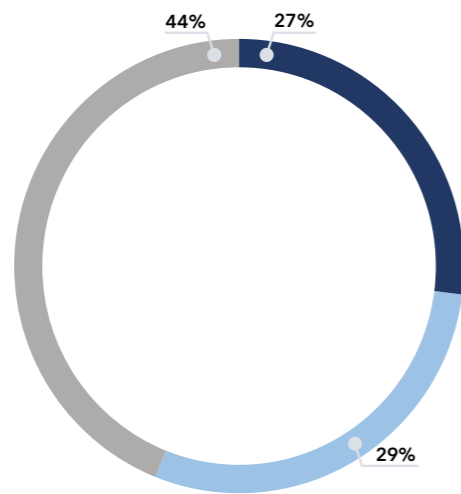


Figure 8: Composition of total HModa location-based emissions Scope 1, Scope 2, Scope 3

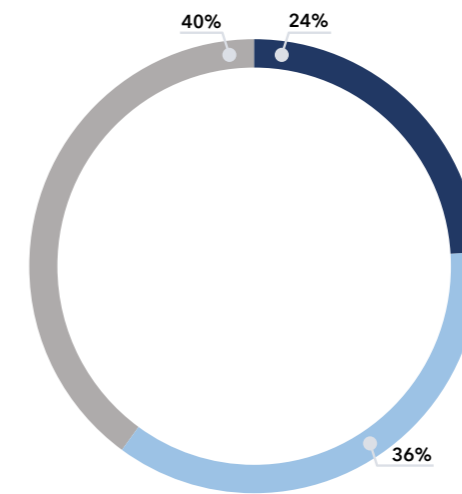


Figure 10: Composition of total HModa market-based emissions Scope 1, Scope 2, Scope 3

■ Scope 1 emissions (tonCO2e) ■ Scope 2 location-based emissions (tonCO2e) ■ Scope 3 emissions (tonCO2e)

■ Scope 1 emissions (tonCO2e) ■ Scope 2 market-based emissions (tonCO2e) ■ Scope 3 emissions (tonCO2e)

Composition Scope 1

Company	Gas emissions (tonCO2e)	Fleet emissions (tonCO2e)	Scope 1 (tonCO2e)
Albachiara	10	9	19
Alex&Co	0	20	20
Famar	37	37	74
GAB	11	41	51
Project	0	70	70
RBS	68	59	128
Rilievi	25	15	40
Rilievi India	0	0	0
Seriscreen	33	21	54
Uno Maglia	13	75	89
Valmor	34	26	61
Total	231	374	606

Table 7: Scope 1 Emissions Group companies

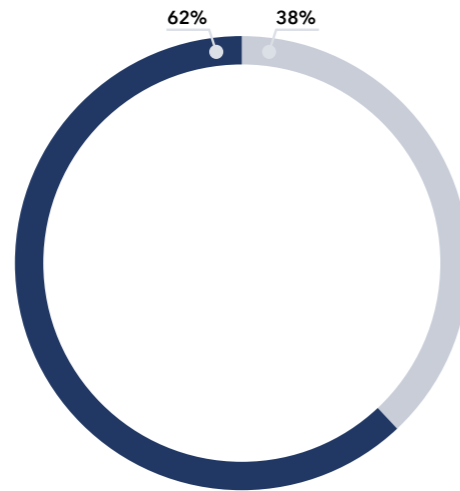


Figure 11: Composition of Scope 1

■ Gas emissions (tonCO2e) ■ Fleet emissions (tonCO2e)

Composition Scope 2

Company	Electricity from non-renewable/non-certified sources (kWh)	Scope 2 location-based (tonCO2e)	Scope 2 market-based (tonCO2e)
Albachiara	51,387	16	23
Alex&Co	22,957	7	10
Famar	94,239	30	43
GAB	75,754	24	35
Project	59,616	19	27
RBS	23,442	7	11
Rilievi	75,550	24	35
Rilievi India	127,754	87	58
Seriscreen	296,532	93	136
Uno Maglia	529,444	167	242
Valmor	577,126	182	264
Total	1,933,801	656	884

Table 8: Scope 2 Emissions Group companies

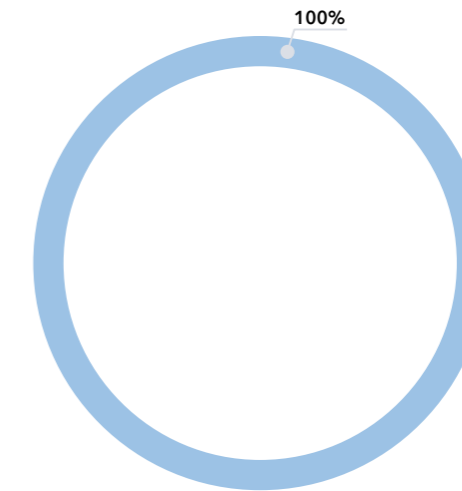


Figure 12: Composition of Scope 2

■ Electricity Emissions

Scope 2 was quantified by calculating kWh of electricity purchased from the grid from non-renewable sources or from renewable sources

without Guarantee of Origin certificates. This figure is net of electricity from certified renewable sources and photovoltaic plants.

Composition Scope 3

Company	Business travel emissions (tonCO2e)	Home-work travel emissions (tonCO2e)	Scope 3 (tonCO2e)
Albachiara	0	90	90
Alex&Co	0	37	37
Famar	0	105	105
GAB	0	139	139
Project	3	58	61
RBS	2	36	38
Rilievi	2	50	52
Rilievi India	10	128	138
Seriscreen	0	64	64
Uno Maglia	1	128	129
Valmor	1	134	135
Total	19	968	987

Table 9: Scope 3 Emissions Group companies

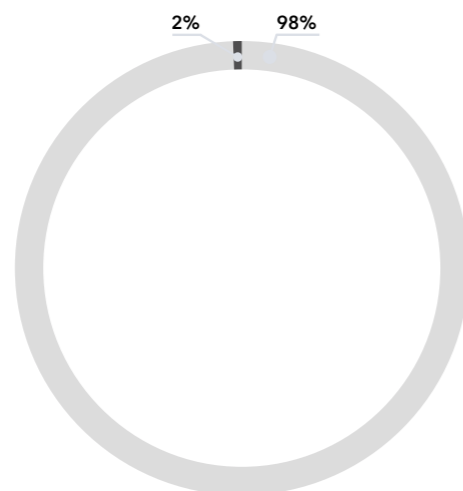


Figure 13: Composition of Scope 3

■ Business travel emissions (tonCO2e) ■ Home-work travel emissions (tonCO2e)

Scope 3 emissions cover the categories of business travel and home-work travel of HModa employees. The first category was calculated from the travel documents of all business trips that took place in 2022 by quantifying the emissions from planes, cars not belonging to the company fleet, buses and trains. The second category was calculated by tracing the mileage between the domicile (if it is different from the residence) and the companies in which all employees present at

31.12.2022 work, assuming that the journeys took place on all working days of the year with an average diesel car. The conversion factors used are DEFRA 2022.

We are aware that Scope 3 represents the largest amount of emissions generated by production activity, so for 2023 we are working on mitigating the classes already calculated and trying to measure the others.

7.3 The Positive Environmental Impact

Energy from certified renewable sources

In the course of 2022 and in the first half of 2023, the companies present at 31.12.21 gradually adhered to the transition to energy from certified renewable sources, through a single provider. This project allowed us to reduce our carbon footprint and consequently, through GSE cancellation certificates, also reduce our Scope 2.

In 2022, 559,644 kWh of energy was purchased from certified renewable sources, which avoided Scope 2 emissions of 176 tonCO₂e, the equivalent of about 1,053 trees/year⁹.

Photovoltaics

Our companies, where the site permits, have engaged in the installation of photovoltaic systems to meet the energy needs of the plants. Two production sites currently boast this system and two others purchase energy from photovoltaics. By the end of 2023, we expect the addition of a further photovoltaic system and the commissioning of GAB's photovoltaic system, which will be able to support almost all of its energy needs. In 2022, HModa companies consumed 527,511 kWh of energy from photovoltaic systems, which avoided 166 tCO₂e, the equivalent of about 994 trees/year.

⁹ In the calculation it was assumed that an average tree absorbs 167 kg of CO₂ each year. Fonte: <https://climate.selectra.com/it/attualita/albero-assorbe-co2>



Holding Moda approaches production processes with skill, expertise, craftsmanship and uniqueness for each brand. Care and respect for raw materials are of primary interest to all Group companies. Holding Moda adopts stringent protocols in terms of chemical compliance in accordance with the limits set by the main regulatory bodies on the presence of

chemicals in products. In consultation with our customers, we inform our supply chain about the measures taken, ensuring that suppliers sign up to their commitment to environmental protection and the progressive reduction of chemicals, even to a lesser extent than the legal limits, in order to guarantee safe, healthy and durable products.

Materials	KG	MT	MQ	Pairs	Pieces
Accessories	184	20,721,207	10,201	1,472,169	24,982,009
Soles and Insoles	0	144	0	448,824	0
Consumables	4,712	24	9,115	0	1,183
Packaging	46,834	29,992	11,216	0	3,564,110
Leather	0	6,964	318,301	0	3,056
Feathers and padding	9,629	3,843	3,562	0	26,090
Fabrics/Yarns	7,665	27,123,312	7,036	0	637,031
Total	69,024	47,885,486	359,431	1,920,993	29,213,479

Table 10: HModa raw materials and quantities

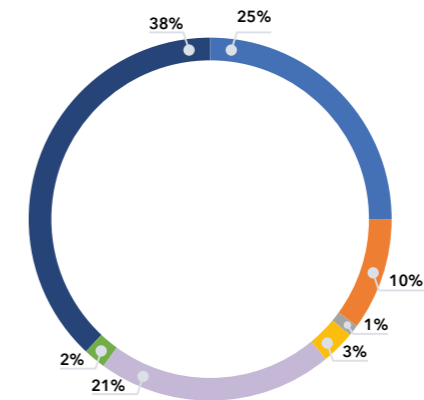


Figure 14: Raw materials by type calculated on total value

Accessories Packaging Fabrics/Yarns Soles and Insoles
Leather Consumables Feathers and padding

7.4 Raw Materials

When selecting our outsourcing partners, we primarily consider the quality of the service provided and prefer those with greater geographical proximity. In fact, at HModa, we are conscious and attentive to our environmental impacts and we use Italian suppliers of excellence.

We believe in long-term partnerships, in human relationships along with business relationships, and in the know-how that only

great craftsmen can possess and pass on. For us, the selection of downstream suppliers is not limited to a mere economic choice, but we consciously choose those that offer the best health and safety conditions in the workplace and the environment. This careful choice enables us to meet customer requirements, reduce occupational health risks, build lasting relationships and generate shared value.

7.5 Packaging

During 2022, the Group consumed the following materials in the quantities indicated:

Material Type	KG	MT	Reams	Pieces
Paper and Cardboard	57,036	0	468	2,391,321
Packaging	10,184	840	0	340,099
Wooden pallets	420	0	0	2,047
Plastic	26	0	0	35,819
Cut	7,950	0	0	30
Total	75,615	840	468	2,769,316

Table 11: HModa paper and packaging

By 2022, the percentage of certified packaging value will be 15% of the total, which is why the **Plastic Free** project was decided. A unified platform for all companies, dedicated to the purchase of packaging and office materials, was worked on during 2022. From 2023 onwards, a dedicated area will be available that, for each product, will indicate the alternatives with desirable sustainability characteristics, with the same product specifications, in order to guide the choices of our companies wherever possible.

At HModa we are very careful to intercept all new regulations and legislation to enable our companies to adapt within the prescribed timeframe, which must necessarily go through an appropriate transition period of skills and management. The HPlanet team is responsible for being the go-between for all environmental, social and sustainability legislation, informing the companies in the Group in a timely manner, collecting questions, doubts and requests and resolving them via the Confindustria federation or the relevant body.

This is where the new legislation on the labelling of packaging comes in. As of 1 January 2023, pursuant to Art. 219(5) of Legislative Decree 152/2206, the obligation of environmental labelling for all packaging can into force, whether it is used in the professional supply chain (B2B) or for the final consumer (B2C).

The legislation announces the need for all packaging to be appropriately labelled to recognise its origin, the family of materials it

is made of and the correct disposal practices for it. In particular, new packaging purchased from 01.01.2023 will have to be provided with an alphanumeric code, when sold, that shows environmental data. This code could be a QR code, a label on the packaging, but it could also be on the invoice via a QR code or encoding. There is also co-responsibility for compliance for all agents along the supply chain, from the packaging suppliers to those who use the packaging to those who ship the complete, packaged product.

This regulation has created quite a few doubts and perplexities at our companies, all of which are involved in this process, and which have many different types of packaging, with as many different cases both within the company itself and in the involvement of its suppliers and customers. HPlanet's department was therefore tasked with gathering all these different issues and discussing them with Conai and the local Confindustria federations in order to find answers and appropriate solutions for our companies. It is in this context, and with the intention of trying to standardise the various companies to a single operating standard, while maintaining their own peculiarities and differences, that the idea was born to develop a section, on the Companies website, exclusively dedicated to environmental labelling. Here, all QR codes can be scanned to access the environmental information of our packaging, in order to ensure maximum transparency for all stakeholders, a feature that is now indispensable to foster Holding Industriale S.p.A.'s growth process.

7.6 Conscious Waste Management

With a view to reducing the environmental impact of our companies, waste plays a major role in our sustainability strategy. Finding solutions to minimise our waste in the various categories as much as possible, reusing our waste as much as possible, and devising innovative solutions to give certain categories of waste a second life is one of our main projects within the strategic sustainability plan. In addition to this, there is the constant thought of reducing plastic in our companies and the use, where possible, of organic and bio-based products with less environmental impact. This is the background to our Plastic Free project aimed at eliminating plastic from our companies and using it only when requested by brands. With a view to reducing the latter, we also actively offer our customers innovative solutions for reducing plastic in their product packaging.

The Plastic Free project is a project that starts in 2022 and will accompany us into 2023. It will include water dispensers, personalised bottles for employees, organic bottles in vending machines, and the replacement of all non-logo plastic packaging with biobased or recycled alternatives.

We also recycle all our textile waste, be it cutting waste or whole pieces, but we are looking for alternative and innovative solutions to reuse this waste in a more circular way, giving a new life to our textile waste. This project will start in 2023 and will also be developed in 2024 so as to be able to build a real industry capable of dealing with the waste of all our companies and, possibly, create a best practice also for other companies in the area and find solutions to one of the biggest problems in the fashion world.

Type of waste	Recovery (ton)	Disposal (ton)
Hazardous	3	1
Non-hazardous	182	54
Total	185	55

Table 12: Destination of hazardous and non-hazardous waste

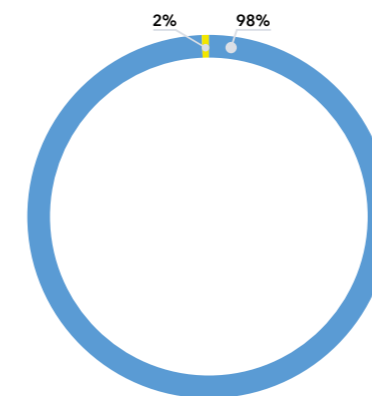


Figure 15: Hazardousness of waste

■ Hazardous
 ■ Non-hazardous

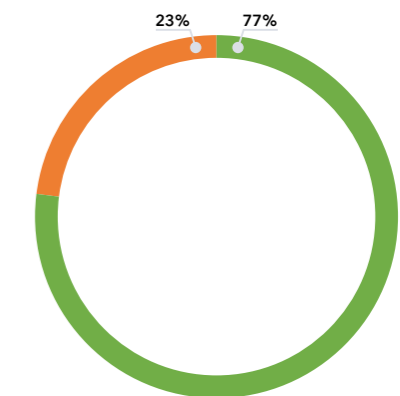


Figure 16: Destination of waste

■ Recovery
 ■ Disposal



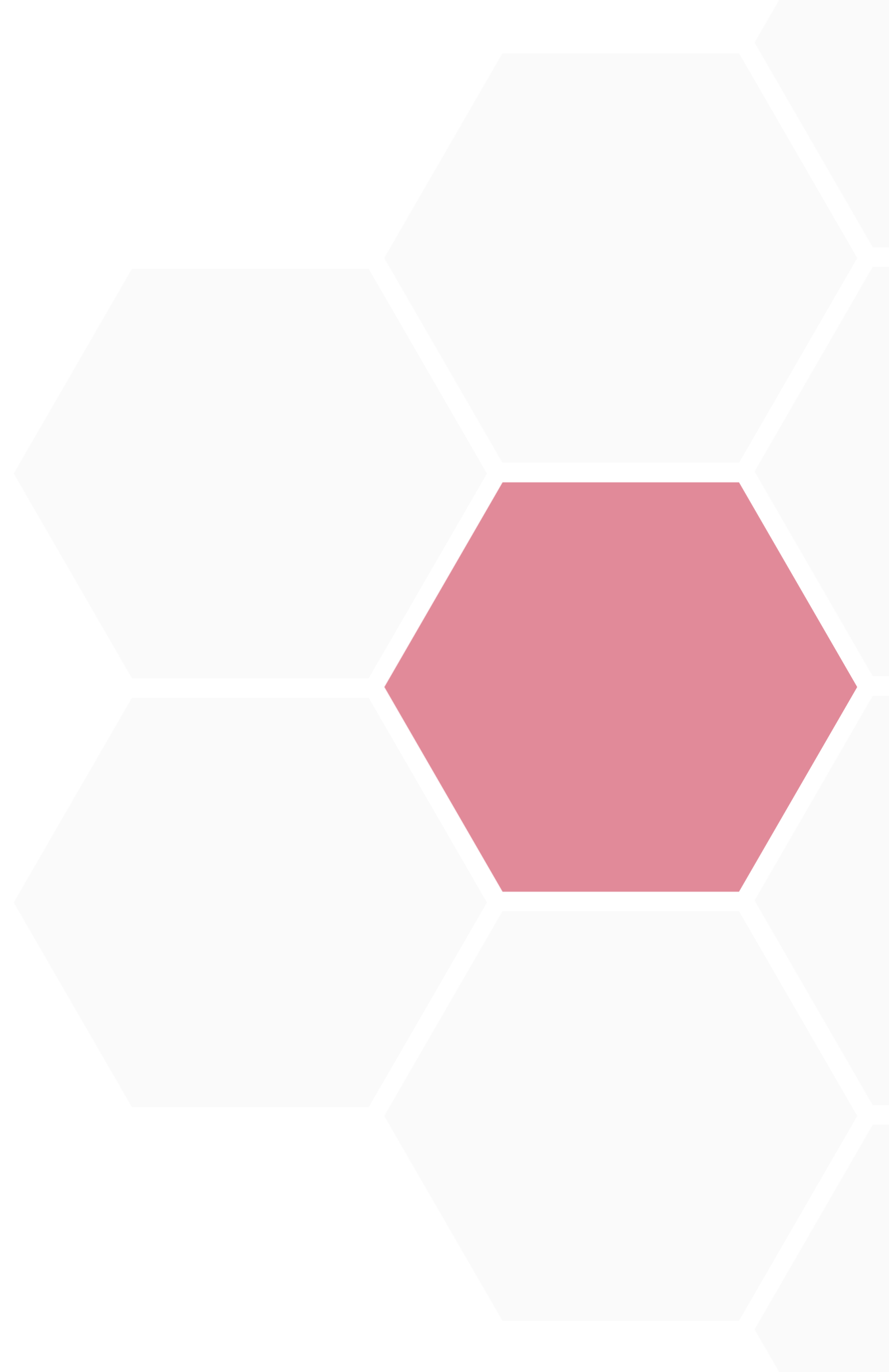
Figure 17: Waste generation diagram

In order to understand and mitigate the impacts of its activities, Holding Moda decided to undertake a certification process for all its companies, implementing the 14001 environmental management system. This will enable us to monitor incoming and outgoing waste streams at all our Italian sites, with specific procedures for effective and efficient waste management, as well as proper monitoring and separation of hazardous and non-hazardous waste, the amount of waste produced in relation to turnover, and the related emissions. For the reporting year, only Rilievi is ISO 14001 certified, but we plan to have half of the companies in HModa by 31.12.22 certified by the end of 2023 and the remaining half by 2024.

The project requires the companies to implement an ISO 14001 and 45001 integrated management system as well as social certifications such as SA8000 and gender equality, which can be found in the chapter 'Social Report'.

Waste production in 2022 for the Group amounts to 240 tonnes, of which 98.3% is non-hazardous waste and 1.7% hazardous waste. Furthermore, of the total amount of waste, as much as 77.5% was recovered. The waste generated by our activities is mainly identifiable in fabric and leather scraps, packaging and office materials.

The data reported refers to what is documented within the companies by means of invoices, fourth copies and waste register.



7.7 Circular thinking

Circular thinking has always been in our Group's DNA, in fact, since its inception in 2021, the HPlanet team considered it strategic to join the Monitor for Circular Fashion (M4CF), conceived by SDA Bocconi. The Monitor for Circular Fashion is a multi-stakeholder project involving leading fashion companies and supply chain actors with the scientific contribution of the SDA Bocconi Sustainability Lab and the cross-industry vision of Enel X for the identification of circularity KPIs. The Monitor for Circular Fashion welcomes virtuous companies and disseminates good practices in circular fashion, enhancing technical, managerial and scientific expertise, with the aim of contributing to the transition towards circular business models.

The number of companies participating in the Monitor increased from 16 in 2021, the first year of operation of the Monitor, to 18 in 2022 and 25 in 2023. In 2022, they count:

- 6 vendors, brands, retailers
- 6 ingredients
- 4 Service providers
- 2 KPI Committees

In 2022, the Monitor promoted the design of multi-stakeholder projects aimed at creating products that meet the circular economy KPIs that were defined during the year and approved by the UNECE (United Nations Economic Commission of Europe).

The project involves a representative cross-section of the Italian fashion industry along the entire value chain, reporting best practices and gaps and proposing models and methods to integrate circular practices into the operations of companies and brands. Its first report in 2021 provided a 'snapshot' overview of circularity in the fashion industry in Italy. The Monitor's second report, published in autumn 2022, focused on eco-design and sustainability claims to prevent greenwashing. The long-term goal is to strengthen Italy's role in the world in terms of best practices in circular fashion and export the project to other countries.

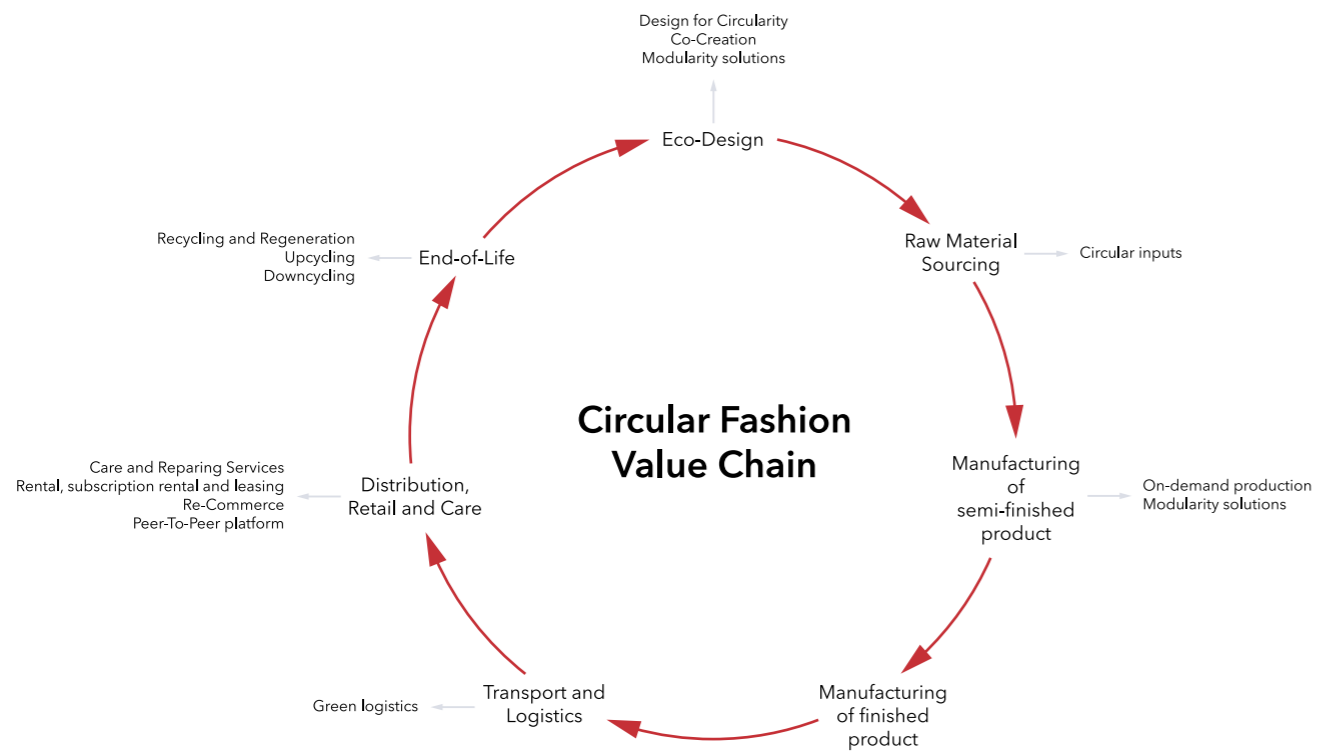
During its first year, the M4CF held brainstorming and methodological sessions on circular fashion business models at SDA Bocconi in Milan, which carried out a survey to identify sector-specific KPIs and in-depth individual interviews. Enel X compiled a 'Circular Economy Report' with company and site-specific circular energy assessments and conducted one-to-one sessions to identify key gaps. A tailor-made roadmap containing multiple solutions to increase levels of circularity was also created.

The second year of activity builds on the previous year's assumptions by working with 18 companies including brands, retailers and service providers throughout the upstream and downstream supply chain, as well as a KPI Committee consisting of consultants experienced in measuring circularity, of which HModa is a part. During 2022, the performance indicators identified in last year's research were implemented through a series of continuous meetings and pilot projects. At these meetings, companies from the Monitor community presented their ongoing or start-up projects on traceability, transparency, sustainability and circularity. The pilot projects focused on supply chain partnerships in which Monitor companies network with each other, guide and support young designers and innovative Italian start-ups operating in the fields of circularity, social impact and climate change. The pilot projects also test in a practical way the principles of the UNECE sustainability declarations and the circularity KPIs identified by the Commission.

The Monitor for Circular Fashion uses a solid methodology developed by the project partners: Cross-sector KPIs provided by Enel X and fashion sector-specific KPIs compiled by SDA Bocconi. The performance indicators measure how the company applies circular economy principles along its value chain in terms of specific circular business models and how the company applies circular economy principles in energy management and consumption at a specific site. Companies provide information and data by filling in ad hoc questionnaires and in-depth interviews. The data collected is then aggregated in the final report, which identifies macro-trends in

the sector, and also analysed to identify any gaps in circularity and areas for improvement. Based on the results and gaps that emerged, suggestions for actions and ideas to improve

the circularity performance of the sector are provided, identifying innovative solutions applicable along the value chain.



HModa Pilot Project

HModa's **Think Leather** pilot project was born out of a collaboration with one of our companies, Gab, in an attempt to give a second life to luxury leathers left in stock. Leftover leather, which would otherwise have ended up in a landfill, is transformed into a beautiful upcycling project, giving new life to the scraps and shaping them into everyday small leather goods. Different types of pen holders for various uses and of various shapes, cases for PCs, tablets, document holders in different sizes, have been studied, designed and manufactured with few components (leather, zips, thread, snap fasteners) precisely to meet eco-design KPIs and, consequently, to be easily disassembled.

To give further substance to the project, all designed objects were produced by

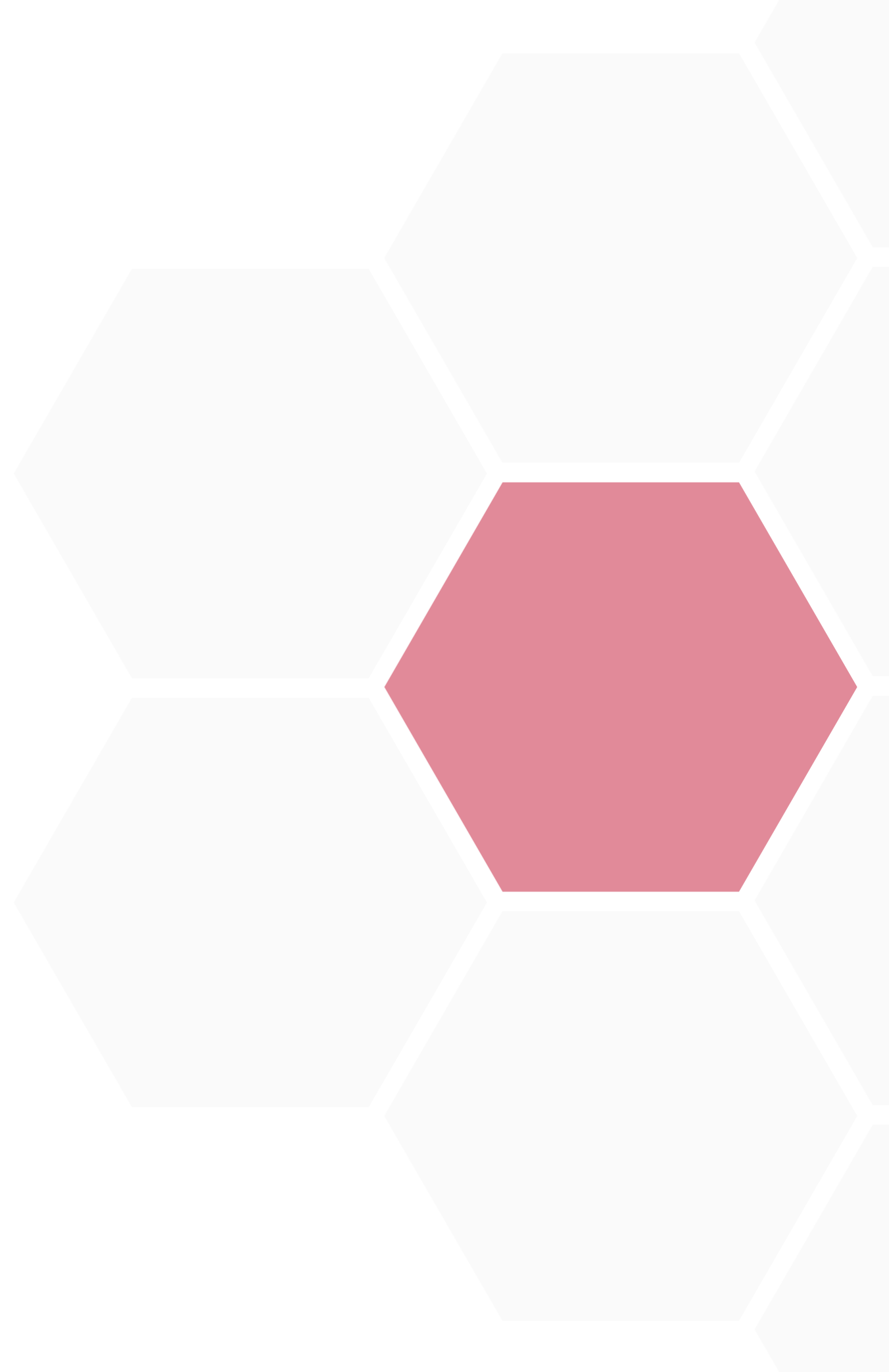
a social enterprise, Progetto Quid, which promotes inclusive employment and creates empowerment opportunities for vulnerable people and women who are victims of violence. Temera was also involved in the project to add the value of transparency and traceability to the project; the consumer, therefore, can have access to all the information on both the type of leather, its origin, the toxicological and physical tests carried out on the raw material to ensure the safety and quality of the product, and the companies that supplied the material and the product and thus made up the supply-chain.

The project was considered, among all those presented by the Monitor companies, to be among the most easily realisable, with the highest added value and the most scalable and industrialisable. In fact, a small production of 300 pieces was made for Bocconi merchandising and the project was mentioned in 'La Conceria'.



To give further value and purpose to the Observatory, site visits to Monitor companies have been planned for the second year of operation in 2022 to highlight the sustainable business models and best practices adopted in each of the participating companies, in order to gain in-depth knowledge of the plants, the type of product handled, with its characteristics and criticalities, the processes and innovative actions of each, and to develop further knowledge and interconnections.

On 23 June 2022, HModa hosted the Monitor companies at Uno Maglia and Albachiara where CEO Giulio Guasco explained the Group's vision and mission and the history of the two companies visited. Participants were able to see the new Albachiara office, which would be inaugurated the following day, and the two Uno Maglia offices, understand our way of operating and our business model. The visits will continue in 2023 where HModa will host the Monitor companies in its Valmor shoe factory, located in Civitanova Marche.



Social Report



8.1 Our Human Capital

Holding Moda promotes respect for human rights, workers, the local community, equity and inclusion. By 2022, our workforce had grown to more than 800, and thanks to it we realise extraordinary projects every day.

Our resources are hired through a National Collective Labour Agreement, specifically

with CCNL Textile Clothing, CCNL Footwear or CCNL Publishing and Graphics. Holding Moda guarantees its people the right to freely join trade union organisations and encourages meetings with representatives at the Group's premises.

Type of contract	Females	Males	Total
Apprenticeship	56	14	70
Permanent contract	25	85	110
Fixed contract	408	242	650
Total	489	341	830

Table 13: HModa employee contract type

The people of Holding Moda are a source of pride and help us to grow, develop our business and meet the demands and projects of an elite clientele. In 2022, more than 78% of our employees are employed on permanent contracts. Several young talents have been recruited who, with the right training, will lead us to pass on the excellence of our companies

and look at the market with an innovative eye for change. Below is a representation of our corporate population broken down by seniority, understood as years of service in the companies of the Holding Moda Group.

Company	0 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 30 years	31 to 41 years	Total
Albachiara	35	17	5	13	1	0	71
Alex&Co	11	11	1	5	0	0	28
Famar	17	17	13	9	16	7	79
GAB	75	7	4	0	0	0	86
Project	48	6	3	0	1	0	58
RBS	26	7	1	4	2	0	40
Rilievi	24	13	5	1	4	0	47
Rilievi India	105	20	15	0	0	0	140
Seriscreen	28	8	1	0	1	3	41
Uno Maglia	54	23	11	5	12	2	107
Valmor	102	14	3	2	9	3	133
Total	525	143	62	39	46	15	830

Table 14: Seniority in HModa companies

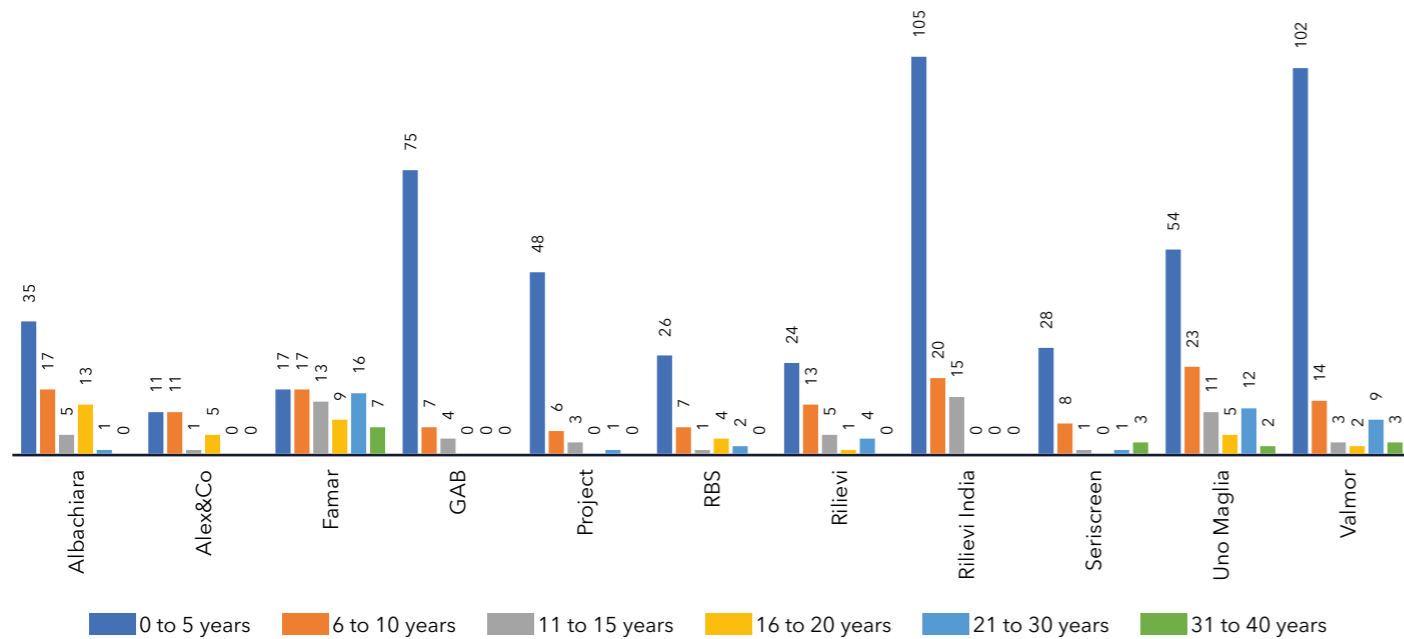


Figure 18: Seniority in HModa companies

The HModa universe is expanding and along with it the number of our people. We are always on the lookout for highly qualified personnel who can permanently fit into our organisation, grow and learn the savoir faire of our companies. Over the past few years, we have successfully employed many people, enhancing the entire

workforce, supporting their preferences and predispositions, and enriching work teams with new skills. We strongly believe in the value of employee engagement and are committed to offering a proactive and peaceful working environment to grow together.

Company	19 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 to 72 years old	Total
Albachiara	8	7	23	32	1	71
Alex&Co	5	3	2	14	4	28
Famar	8	4	24	38	5	79
GAB	35	20	17	12	2	86
Project	12	6	17	21	2	58
RBS	11	2	10	16	1	40
Rilievi	4	12	17	14	0	47
Rilievi India	28	68	33	11	0	140
Seriscreen	8	15	9	7	2	41
Uno Maglia	24	19	29	30	5	107
Valmor	20	23	36	42	12	133
Total	163	179	217	237	34	830

Table 15: Age group of HModa employees

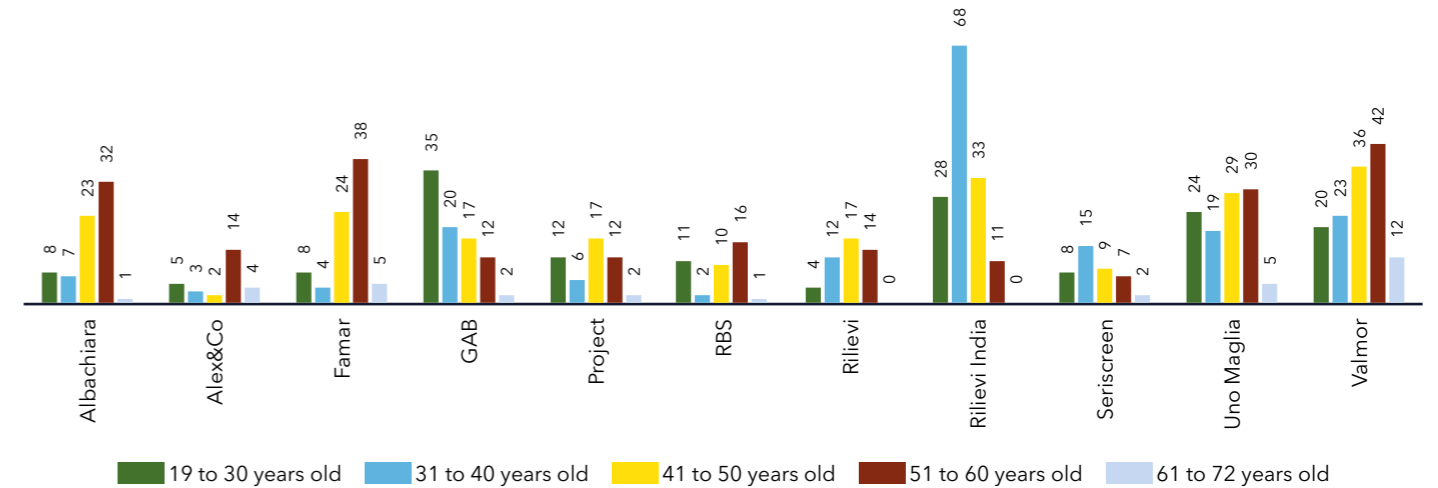


Figure 19: Age group of HModa employees

We are proud to announce not only that we ended the year with 830 people in the Group with an overall growth of more than 46%, but also that we have 'planned' further recruitment of key figures and talent to invest in. We are

equally proud to boast 19% of under-30s in our total workforce, which gives us a fresh vision, new ideas, adoption of cutting-edge technology and an easier approach to digitisation, as well as reverse mentoring.

Health and Safety

The subject of health and safety for us at Holding Moda is inseparable from the way we operate. In fact, we strive to ensure healthy workplaces that allow us to carry out our activities in the best possible way while respecting regulations, but above all our people. We are committed to promoting correct and responsible behaviour by implementing preventive measures to make the corporate environment safe. We also monitor regulations, disseminate them internally and keep abreast of new industry regulations. In order to confirm and formalise HModa's commitment to health and safety, it was decided to implement the ISO 45001 integrated management system between 2023 and 2024, which, together with the other process certifications scheduled to be implemented, will enable us to further improve, give us a single working method and meet the

needs of each of our companies. At present, all companies have a risk assessment document (DVR), which is prepared either by the Prevention and Protection Service Manager for Safety (RSPP) or by external health and safety consultants. In each of HModa's companies, supervisors are appointed for each risk area (fire prevention, first aid, etc.) who undergo mandatory periodic training. Every employee has the possibility to address any need or report to an internal contact person. Employees also have the possibility to refer to the Unitary Trade Union Representative (RSU) where present or directly to the employer. The risks associated with the company's processes are studied and reported within the DVR by breaking them down and linking them to each production phase. In the event of an occupational accident, the RSPP is responsible

for assessing what happened, identifying any corrective actions and making the necessary improvements by updating the risk analysis. Our people undergo periodic medical examinations in cases of new employment, change of job and return from sick leave. Employees who perform tasks deemed to be at risk are provided with personal protective equipment (PPE), which is replaced cyclically

to ensure its best condition. In addition, the appropriate training is provided to supervisors.

Accidents

Accidents at work	Number	Rate
Work-related fatalities reported in 2022	0	0
Occupational accidents with serious consequences recorded in 2022	0	0
Registered accidents at work during 2022	3	0.36
Registered commuting accidents during 2022	3	0.36
Number of hours worked	1,647,023	

Table 16: Registered accidents among HModa employees in 2022

Occupational disease

In 2022, no cases of work-related illnesses were recorded in Group companies. Hazards and risks at work are identified by an operating procedure that provides for:

- thorough inspections of workplaces and verification of what can cause harm on the basis of information provided by the employer on the work cycle, nature of the risks, work methods and organisation, consultation and involvement of workers and/or their representatives to find out about the problems encountered

- identification of long-term health hazards, such as high noise levels or exposure to harmful substances, as well as more complex or less obvious risks such as psychosocial risks or organisational factors

- requirements of supervisory bodies
- viewing the company register of occupational accidents and illnesses

For each identified risk factor, the group of exposed workers was identified in order to better manage the probability of its occurrence. In conclusion, more attention was paid to workers with special requirements such as: differently abled, young and elderly, pregnant women, immunocompromised, and workers undergoing medical treatment that may increase their vulnerability.

The risk assessment is revised in accordance with Article 29 (3) of Legislative Decree 81/2008.

8.2 The Growth of Our People



Communication, dialogue and the continuous involvement of people are cornerstones for Holding Moda, and in 2022 the Group is committed to the conception and development of projects that put the growth of human resources at the centre. For HModa, it is essential that the dimensional expansion of the companies also corresponds to the growth of our human capital through the attraction of new talents, the enhancement of those already present and a pursuit of excellence. We particularly value the development of the individual and, for this reason, we guarantee a model based on meritocracy and equal opportunities for growth, professional development and career development for all human resources.

Our people's growing interest in sustainability issues has led to the identification of people within the companies who have been assigned the task of collaborating with HPlanet's central team in the implementation of projects. Sustainability figures as a pillar of the Holding together with ethics, therefore it was proposed to start a training course for our people that would enable them to achieve the Group goals set by the Strategic Sustainability Plan.

The most suitable people were selected by giving priority to resources already present in the companies who had expressed a willingness to specialise, and only after external recruitment. Appointment and definition of the designated persons is scheduled for 2023, when they will undergo training and involvement aimed at learning new skills that can be used in the company's day-to-day operations. In doing so, the new resources will support the core team in the operational development of projects and spreading the culture of sustainability within companies.

8.3 Diversity in HModa

Diversity and inclusion are two of the founding values of Holding Industriale, promoted first and foremost by our President Claudio Rovere.

"Diversity as an opportunity for growth, enrichment and a drive towards out-of-the-ordinary actions. Inclusion as an element of growth and impetus for collaboration between people with extraordinary characteristics"

Every person is different and each one is a source of enrichment for all the others, so Holding Moda repudiates any kind of discrimination and harassment, welcoming every difference as a true wealth.

We believe that creating an environment permeated by these values facilitates cooperation and the establishment of a healthy working climate.

Company	Females	Males	Total
Albachiara	57	14	71
Alex&Co	22	6	28
Famar	73	6	79
GAB	42	44	86
Project	44	14	58
RBS	32	8	40
Rilievi	40	7	47
Rilievi India	12	128	140
Seriscreen	9	32	41
Uno Maglia	86	21	107
Valmor	72	61	133
Total	489	341	830

Table 17: Female presence in HModa companies

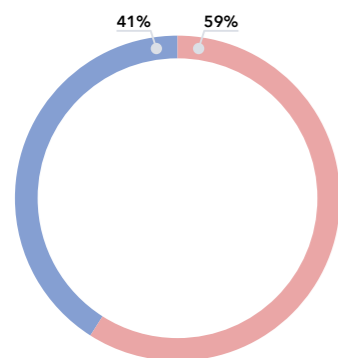


Figure 20: Female presence in HModa companies

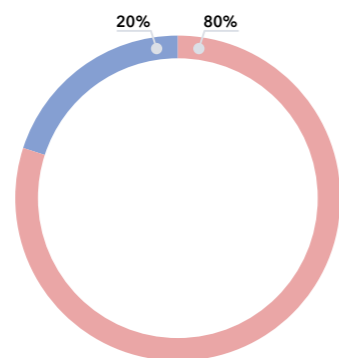


Figure 21: Female presence in Albachiara

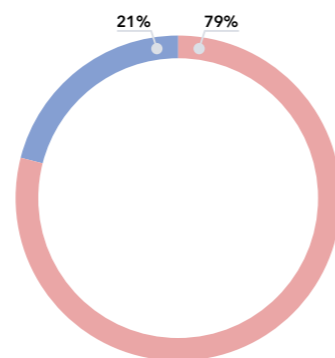


Figure 22: Female presence in Alex&Co

Females Males

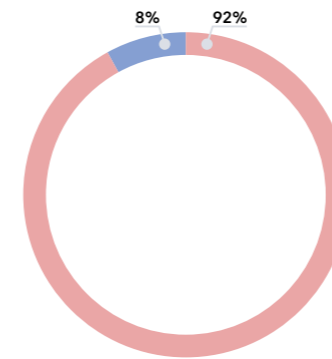


Figure 23: Female presence in Famar

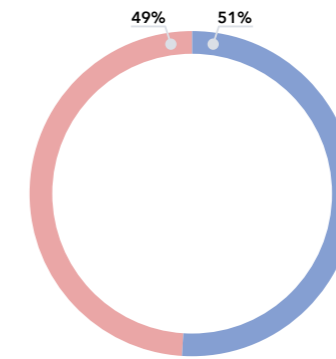


Figure 24: Female presence in GAB

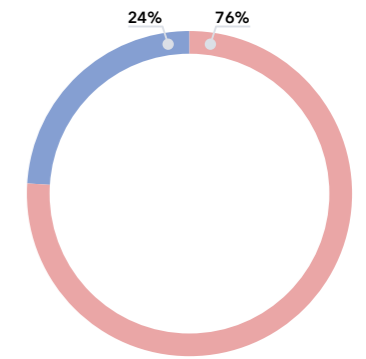


Figure 25: Female presence in Project

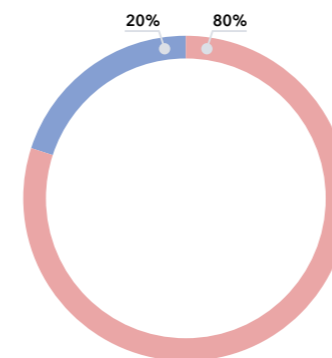


Figure 26: Female presence in RBS

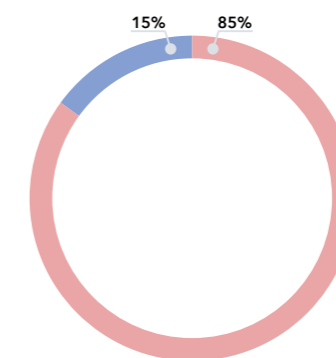


Figure 27: Female presence in Rilievi

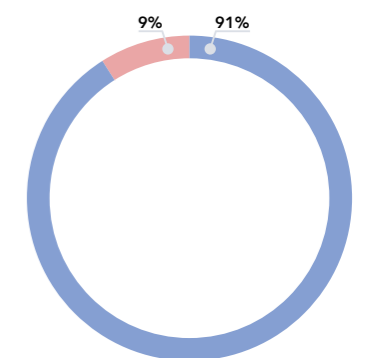


Figure 28: Female presence in Rilievi India

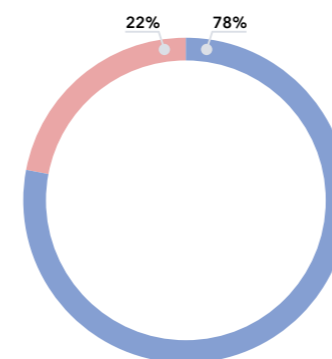


Figure 29: Female presence in Seriscreen

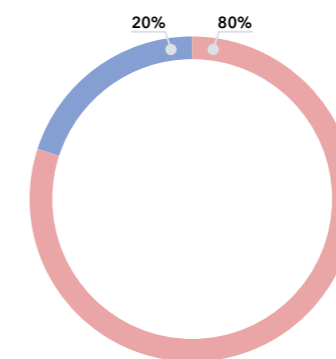


Figure 30: Female presence in UnoMaglia

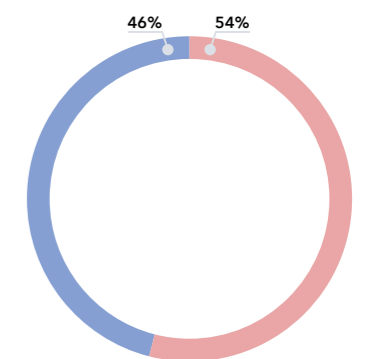


Figure 31: Female presence in Valmor






Females Males

People's well-being is at the heart of our business model, which is why in 2022 special attention was paid to gender issues and women's empowerment through a series of initiatives and collaborations that allowed us to understand our starting point and define areas for improvement.

Through its membership of the **United Nations Global Compact (UNGC)**, Holding Moda was selected along with 30 other companies to participate in the first edition of the 'Target Gender Equality', i.e. a programme aimed at learning and dialogue with facilitators who are experts in the subject.

Target Gender Equality is a gender equality accelerator programme for companies participating in the UN Global Compact. Through performance analysis, capacity building workshops, peer learning and multi-stakeholder dialogue at the national level, Target Gender Equality will support companies committed to the UN Global Compact in setting and achieving ambitious corporate targets for women's representation and ensuring equal pay for work of equal value. Companies participating in Target Gender Equality have the opportunity to deepen the implementation of women's empowerment principles. They will also strengthen their contribution to Sustainable Development Goal 5, which calls for equal representation, participation and leadership of women in business globally, as well as Sustainable Development Goal 8, which aims to achieve equal pay by 2030.

The analysis was an opportunity to identify areas in need of improvement for the creation of a comprehensive gender equality strategy; afterwards, we took part in training sessions aimed at dialogue and sharing of best practices between companies. The Group aims to achieve gender equality as outlined in SDG 5 through:

-  the adoption of internal measures to ensure equal opportunities for both genders
-  measuring progress on an annual basis
-  incentives to support parenting
-  the repudiation of all forms of violence, the implementation of training initiatives aimed at women,
-  collaboration with bodies committed to gender equality.

The decision to focus on activities concerning gender equality and empowerment of the female gender is dictated by the fact that the corporate population is 59% female. The greater representation of women in companies does not imply gender equality; therefore, the Holding is committed to a series of activities aimed at supporting and promoting female participation in companies. We made our commitment public by subscribing to the Women Empowerment Principles, i.e. 7 principles aimed at promoting the equal status of women in the world of work.

Holding Moda has always been committed to respecting different cultures and origins by repudiating any kind of discrimination. Multiculturality is an added value for the Group, which every day relies on the savoir faire of people with heterogeneous origins, creating professional relationships based on mutual respect and learning. In December 2022, we welcomed the embroidery and embellishment division of Rilievi in India. Rilievi India is the first division located outside Italy, but it shares with us the passion for its work, the appreciation of craftsmanship and the sense of social responsibility for which it has obtained SA8000 certification. For the coming year, the Group has set ambitious goals regarding social responsibility and gender equality.

8.4 Training at Heart

Incidents of discrimination	2022
Number of incidents of discrimination	0
Incident status	/

Table 18: Incidents of discrimination recorded in HModa

The training and professional development of people are issues of absolute importance for Holding Moda, not only because the fashion industry requires continuous updates and specific preparation, but also because the enhancement of each individual passes through the development of technical and transversal skills.

Training for us takes the form of programmes aimed at increasing health and safety awareness for all people, regardless of their job title or level, and in activities aimed at keeping abreast of new technologies available.

We believe in passing on skills to the young people who will represent the workers of the future; therefore, the Holding Moda Academy is a source of pride for us and an opportunity for continuous improvement in order to train resources for the benefit of the entire fashion supply chain. The Academy project stems from the need to ensure a generational change in the Group's companies and, more generally, the entire sector, by bringing back some roles that are gradually disappearing.

The Holding Moda Academy is a learning path that aims to provide the right skills to young talents for entry into the fashion industry and subsequent growth, making the most of their different inclinations and desires. The path facilitates the school-to-work transition and the placement in the workforce of people trained specifically for the needs of companies, providing the appropriate skills and tools. The young trainees are placed on a dual apprenticeship contract that involves alternating between classroom lessons,

teaching workshops, training by qualified workers and ordinary work; at the end of the path, the apprentices take an examination for the recognition of the '*Diploma di Istruzione e Formazione Tecnica Superiore (IFTS)*' qualification, corresponding to the 4th level of the European Qualification Framework.

Until 2021, the Academy was only active in the Tuscany region, where a large part of the Group's companies are located, but in 2022 we reached a great milestone: the interregionality of the call for applications, which allows for the placement of trainees within all HModa companies. During the year in question, 2,000 hours of dual apprenticeship training took place in companies: Uno Maglia, Albachiara, Alex&Co, GAB, RBS and Valmor; at the same time, a new course was started that will end in 2023 with 15 new apprentices (99% women and 1% men). Trainees who pass the final exam will then be awarded the Diploma of Made in Italy Product Realisation Technician. Parallel to the Academy learning path, Holding Moda has launched technical courses aimed at providing specific skills to perform certain tasks within the Group's companies. All the courses offered were free of charge for the students and in collaboration with renowned national and international organisations, such as Polimoda, Umana and Randstad. Holding Moda started these new training courses for Bag Assembly, Clothing Production, Garment Operator and Hemming. The overall performance of the courses was positive and allowed us to place more than 20 resources within the companies.

InstitutFrançais de la Mode (IFM) and Fashion Institute of Technology (FIT)

In order to create synergy between the world of work and the world of education, we have opened communication channels with Italian and European institutes to make our contribution to the training of tomorrow's talents. Since 2022, we have formed partnerships with prestigious institutions such as the Institut Français de la Mode in Paris (IFM) and the Fashion Institute of Technology in New York (FIT), considering their role as fundamental in the creation and discovery of young talent. Holding Moda supports the students by helping them develop their creativity through mentoring, visits to the company archives and through the creation of prototypes.

Thanks to Holding Moda's presence in Paris with its showroom, it was possible to host some students at our premises, show them the creations of the Group's companies and organise workshops dedicated to topics of interest to them. We believe that this opportunity is of particular importance for the future of young talents who wish to pursue a path in the fashion industry. The workshops were a time of strong sharing and learning, resulting in a series of activities coordinated by Holding Moda with both theoretical and practical focus. The duration of these meetings is approximately one full day and they are designed in such a way as to be able to provide a thorough education that leaves room for interaction and curiosity on the part of the students.

With IFM's BSc Management for Fashion and Creative Industries we gave 40 students the opportunity to visit the showroom and discover the world of Holding Moda. The students worked on some project proposals and presented them to the President and CEO of Holding Moda to evaluate their possible realisation.



Company	Course Name	Hours carried out
Famar	Clothing Operator	248
GAB	Bag Assembly	250
Uno Maglia	Clothing Production	250
Valmor	Hemming	230
Total		748

At the same time, we organise visits of foreign students to Italy, welcoming them on a tour that sponsors the mission and values of the Holding, explaining to them the peculiarities of the Italian industrial districts where the companies are located. This is the background to the collaboration between IFM and GAB from which all of Holding Moda has benefited. The initiative stemmed from IFM's desire to collaborate with the leather goods sector for the production of bags, but came up against the lack of active companies and workers in the neighbouring area. For this reason, IFM's management initiated contacts with the top management of the Holding, which immediately proposed GAB as a possible partner for the prototyping of bags and backpacks. Thanks to this project, 6 IFM students were hosted at GAB to follow the development of their sketches up to the realisation of a finished product strictly Made in Italy; here they met 6 model makers who supported them and showed them how to make prototypes.

Both GAB and IFM benefited from each other: GAB was confronted with an international context and with young talents from the French scene, the IFM realised the students'

prototypes at a company that guaranteed the same quality as luxury brands. The success of the first edition of this project resulting from the partnership between Holding Moda and the IFM led to the proposal to extend the collaboration to other companies of the Group dealing with different product categories, such as light clothing and leather clothing.

In 2022, we conducted two workshops for IFM Master of Arts students in which 20 participants presented designs for jersey and leather garments at Uno Maglia and Alex&Co. Subsequently, Holding Moda's experts selected the two most deserving projects and turned them into garments for the final IFM fashion show. Five people between Uno Maglia and Alex&Co worked remotely with the modelling teams for the actual production of the fashion show garments.

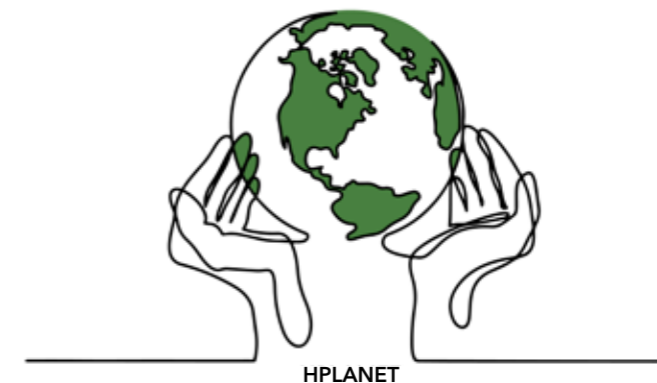
At the same time, 40 students from IFM's Master's programme in International Fashion & Luxury Management and 50 students from FIT visited the companies Uno Maglia, Albachiara and GAB and their subcontractors to gain an insight into the internal and external phases of the companies.



Training for Sustainability

Holding Moda and the HPlanet division intensified their sustainability and training efforts by organising classes open to all people who would like to participate. We understand training as a fundamental lever in the growth of each individual and of the company itself and an important cultural lever to ensure that sustainability is understood and assimilated in everyday operations. Therefore, we want to deliver targeted content that helps people become aware of the role and positive impact everyone can make in achieving sustainability goals. The HPlanet department has created 'Sustainability Pills', i.e. a series of short training pills delivered online lasting 30 minutes each and covering specific sustainability topics aimed at providing basic knowledge to all

employees. The topics covered are: The 2030 Agenda and the SDGs, Product and Process Certifications, The ZDHC Protocol, Circular Economy and other content were prepared and customised by the HPlanet team based on the level of knowledge of the auditors and taking into account topics relevant to the target market. At the same time, the teaching was carried out by the CSO of HIND focusing on aspects that could be more relevant to the daily operations of companies, dedicating a space at the end of each meeting for questions and insights. Participants became aware of the initiative thanks to e-mail communications and posters posted in all the companies, from which, by means of a QR code, they were able to consult the lecture programme and express their preferences for participation in one or more sessions.



HPlanet is Hind's transversal and integrated competence centre for sustainability development. It is a factory of ideas, projects and knowledge.

SUSTAINABILITY PILLS

Training Pills are sustainability training pills designed for all people in the Holding Moda Group.

The trainer for these online meetings will be sustainability manager Veronica Bovo, who will talk about the different aspects that could be useful in your daily life, ranging from sustainability principles to environmental, social and certification issues.

The training pills last 30 minutes and are dedicated to specific topics in which there are Q&A sessions where any doubts will be clarified and space left for questions.

Membership is free, we are waiting for you with your curiosity and desire to learn by getting in the game!



Discover the programme and book your spot!





H-Innovation

Technological innovations are crucial for companies in the fashion industry that wish to be a benchmark for the future. The creativity typical of the sector leaves fertile ground for the possibilities of encountering new technologies and innovation that do not only concern the production sphere.

Technology does not make fashion lose its sense of materiality; on the contrary, it complements the tradition of many companies in the industry and allows their great know-how to be passed on and enjoyed by future generations.

In 2022, HModa invested heavily in innovation and digital, embracing new technologies to overcome the limitations of physicality and product location.

9.1 Digital Innovation

Virtual Showroom

It is a platform dedicated to all Holding Moda Companies that intends to promote the all-round use of historical archives and corporate know-how, regardless of the location of the audience to which this is presented.

The project is particularly ambitious as it represents the fundamental building block for an immersive experience within the historical heritage of the companies. In the realisation of the Virtual Showroom, we relied on advanced technologies that allowed us to enjoy competitive advantages, retaining current customers and attracting new ones. The platform lends itself to the creation of fascinating storytelling content that appeals to a wide audience. Specifically, it collects photos of the garments and some pictures of processing details, all visible from an 85-inch screen. In order to facilitate navigation within the software, filters such as category, colour and fabric have been added to allow the required garment to be found more quickly. It is also possible to create a 'collector' within the platform: a stand with a selection of items in which the customer is particularly interested and from which the collection can be downloaded. The technology used makes it possible to digitise garments, making them aesthetically appealing; thus, it eliminates the environmental impact of unnecessary travel by:

- ◆ **People**, who do not necessarily have to physically move
- ◆ **Garments**, which are sent to the customer after some processing steps to obtain approval and confirmation of conformity to requirements.

For the development of the project, a system was designed that allows an immersive user experience and through an intuitive and

innovative software, designed to engage the user within the garment selection. Numerous investments have been made in technology for the usability of the showroom, e.g. the booth for garment positioning capable of creating 360° images, the rotating trolley, the display screen and the electronic devices from which the showroom is operated.

Digital Archive

From the considerable heritage of garments made, the companies realised the need to have the creations made over the years in a systematised and digitised format. For this purpose, the Digital Archive platform was created to visualise the history of the workings carried out by the companies with internal utility to support the operational functions in replicating particular workings of garments made in the past and to preserve this valuable content as a company asset. The garments in the Digital Archive can be viewed from three different angles and are accompanied by their technical data sheet and a detailed description. There are nine active portals as of 2022, with the intention of having one for each company in the future. The Digital Archive has been linked to the Virtual Showroom support by acting as a collection base for the garments that fit into the platform.



Metaverse

Holding Moda invests in new technologies with **Metaverse Experience**. The project was realised together with the Florentine interactive digital experience partner Monogrid, with the aim of making the group's collections accessible at a distance through the use of innovative augmented reality tools. This project is to be seen as a complement to two others: Digital Archive and Virtual Showroom. It represents a further step in our plan to implement innovative technologies that will help us support our customers and bring the quality of Italian manufacturing that has always distinguished us into the future. Our Metaverse uses various technologies such as virtual fashion, VR and haptic sensors that

not only facilitate the creative and production process but also make the development and prototyping processes more sustainable. The experience it offers allows customers and users to perceive the value and quality of the garments produced by the companies, making it possible to experience the 'feel' of the finished product while not using physical materials. Media such as the visor and special 'gloves' (haptic glove) allow the user to see and touch the product as if they had it in front of them, analysing it in every detail and perceiving its characteristics.



9.2 Environmental Innovation

Ghost Makers

With this project of ours, we tried to answer the questions: "Who is behind a brand? Who is hiding behind a garment at shown at Fashion Week?" We want to try to tell the story of the universe of workshops that collaborate with us to provide sustainable Italian products of the highest standard, with expertise, know-how and shared values. The workshops are knotted in a network of companies and families who have been carrying on the know-how, the quality of Made in Italy and their passion for years. HModa wants to give due space and credit to these Italian realities by making them visible within the fashion supply chain. **The Ghost Makers** project started in one of the group companies before the acquisition, Project Srl, and was later extended as a best practice to all other group companies (as a self-assessment method and improvement plan) and to all their main sub-suppliers in order to certify and track their supply chain. Ghost Makers is a database of all the subcontractors of our companies, who are subjected to a SAQ (Self Assessment Questionnaire) developed in collaboration with Intertek, in order to certify their suitability

for collaboration with the companies of the Group. All laboratories can be monitored on a regular basis, even receiving audits in the field if requested by the company, and each certificate of conformity is uploaded to Blockchain to ensure transparency and anti-counterfeiting. Because of these peculiarities, it represents a strategic asset for our business, bringing advantages in terms of sustainability compared to our competitors and fostering business relations with the Group's customers. Another benefit lies in improving engagement with suppliers, through training activities and bringing innovation and change.

As far as operation is concerned, the questionnaire can be accessed in two versions: the 'full' version intended for the more structured and more impactful workshops such as laundries, dye-shops and print shops, and the 'light' version intended for all other businesses. The versions differ only in the number of questions they contain. The questionnaire consists of five macro-areas: general information, sustainability governance, social, environmental and health and safety compliance. These make it possible to monitor the entire conduct of companies in detail, drawing up a complete and informed profile. The questions belonging to the above

categories are both closed and open-ended, so as to allow for precise answers and the possibility of attaching documentation to back up the statements made.

The result appears as a dashboard and is broken down in an intuitive way, giving a partial score for each of the macro-areas and a total score. In this way, the platform offers the possibility to identify the areas where one can take action by improving and a general overview of one's situation.

These requirements also help to understand which laboratories operate according to the ethical principles that the Group itself pursues

and to select their suppliers in the best possible way.

Mapping the laboratory chain provides us with significant competitive advantages and allows us to be timely in responding to customer requests, thus facilitating openness to new business strategies and improving supply chain engagement through innovation-related activities. On 28 September 2022 during the event organised by 'The British Chamber of Commerce', Holding Moda won the 'Sustainable Assurance' award for its supply chain project 'The Ghost Makers', with Intertek as technical partner.

the GHOST MAKERS



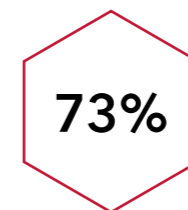
Participating HModa companies



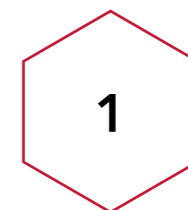
Certified subcontractors



Average score obtained by HModa Companies



Average score obtained by laboratories



'BCCI Business Excellence Award 2022' achieved

Lean Production

Starting in 2022, a number of companies including GAB and Uno Maglia have embarked on an innovative and structured path, aimed at achieving excellence in both quality and quantity. This ambition led HModa to select a partner to define a lean process strategy in order to structure continuous improvement processes, identify waste and implement targeted actions.

The methodology used and adopted by companies is known as Lean processes. The lean model is identified as a set of tools and techniques aimed at creating incremental value for both internal resources such as employees and external resources such as customers. The reasons that led the Group to request the support of this partner are based on the strong expansion of the companies, which are constantly focused on innovation and progress. The first macro-objective consisted, as mentioned above, in identifying an ad hoc organisational model, capable of enhancing the skills and abilities of individual employees and at the same time clearly articulating roles, tasks and centres of responsibility. The result of this approach was an increase in the engagement of internal resources, who felt themselves to be an integral part of a valorising process. In addition, there was a marked improvement in information flows that facilitated top management in the rapid resolution of business-related issues.

The identification and subsequent adoption of an appropriate organisational model, based on the lean concept, allowed for a focus on further internal objectives such as:

- Improved output flow;
- Increased productivity.
- Efficiency and valorisation of human resources;
- Making the most of resources by balancing assigned activities.

Specifically, the strategy identifies five stages:

- Scan** - through which an analysis of the current state is carried out;
- Plan** - consisting of the design and planning of the future state and the activities to achieve it, as well as the setting of clear and measurable objectives;
- Do** - during which what was theoretically defined in the preceding phase is implemented;
- Check** - in which the results achieved are verified or any deviations from the target are recorded;
- Act** - final stabilisation and standardisation phase of the implemented project.

These steps are designed sequentially in order to facilitate the control and measurability of the most complex issues and, at the same time, to respond to inefficiencies in a timely manner through corrective actions.

The lean approach, in line with the principles of sustainability, also lies in the creation of standards and guidelines to ensure cleanliness and orderliness within individual departments, leading to improved employee well-being.

At the moment, there are still challenging aspects that require the continuation of the project, such as the streamlining of the entire supply chain. This objective, currently in the design phase, aims to share externally the planning model implemented in Gab, with the intention of generating the same results and benefiting indirectly. The involvement of one's own supply chain is justified by the established logic of Open Innovation. The know-how acquired, as a result of the collaboration, will be shared not only with the subcontracting chain but also internally within the group, favouring the establishment of new synergies, in the full spirit of Holding Moda.

ZDHC

As part of the Strategic Sustainability Plan, in 2022 Holding Moda lays the foundations for a pathway to the elimination of chemicals that are potentially harmful to people and the environment, committing to their removal from in-house production and at operations along the supply chain.

As a supplier for leading luxury brands, the Group complies with the ZDHC protocol in order to best meet the demands included in customer specifications and to qualify its commitment to globally recognised standards. This commitment will entail careful prior selection of chemicals in the production cycle and constant monitoring of performance geared towards continuous improvement.

Although some good practices were already adopted by the companies, a common course of action and pathway for all companies was needed, concretising their commitment to the founding objectives of the ZDHC foundation:

- Eliminating or replacing hazardous chemicals from the production processes of our companies and their upstream and downstream subcontractors
- Developing transparent processes to promote safer chemistry
- Developing effective tools, good practices and training to improve chemical management
- Develop collaboration with stakeholders to promote transparency about the chemicals used/discharged and the application of good practices

In January 2023, Holding Moda will adhere to the Chemical Management 4Sustainability Protocol for the implementation of the MRSL

ZDHC, starting a path that will involve many of the Group's companies for the first year. It will be structured to involve, over time, the entire supply chain and require their cooperation in ensuring compliance with environmental and safety requirements regarding the purchase, use and monitoring of chemicals.



9.3 Social Innovation

HIVE Festival

In 2022, a path was started to put people at the centre and create a sense of belonging to our organisation. The most prominent event was the Hive Festival, the first festival dedicated to all employees of the HIND Group who were able to meet in one place to get to know each other, carry out team building activities and spend time together through fun activities.

The location selected for the event was Dumbo in Bologna, chosen for its logistical aspects and its ample space able to accommodate the more than 800 people attending.

For us, it is crucial that those who are part of Holding Moda feel part of the industrial project, the 'experience' and a close-knit team. To involve our people, various activities were organised for the psychophysical well-being of the participants. The Hive Festival was an opportunity to reaffirm and disseminate the founding values of HIND and the sub-holdings.

To celebrate the products of excellence made in Holding Moda, a special area ('Fuori Festival') was created in which the products that best represent the savoir faire and Made In Italy of each company were displayed. The dedicated space fostered dialogue between people who, intrigued by the products on display, engaged in dialogues and proudly shared each other's contributions with the other participants.

Teamwork played a significant role in the event, both in its organisation and in the activities that took place during the day (roundtables, workshops, sports activities). Leisure and fun moments dedicated to people's well-being such as team sports, yoga and artistic disciplines as well as experiences such as wine tasting and team cooking were planned. An upcycling workshop run by HPlanet was also organised on this occasion, where new creations were created from waste generously donated by companies. It was designed to make our people aware of the issues of circular economy and waste reduction. Waste materials were collected from each of HIND's



sub-holdings, so that heterogeneous materials were available and all companies could be represented in this activity. Participants led by HPlanet made wonderful creations such as tote bags, puppets and Christmas decorations for use in offices. Each donated material was enhanced and embellished to create something new, fostering the exchange of ideas and skills. At the end, the objects made were presented to the participants as souvenirs of the workshop.

We believe that this event has brought us closer together, allowed cross-functional teams like HPlanet to be known by all employees and to give further substance to our founding values, and provided people with the opportunity to develop a sense of community.



Paris Experience

In 2022, Holding Moda initiated the first edition of the 'Paris Experience', so called because it sees the participation of deserving and creative people in a Paris experience. The participants were selected from within the Holding Moda companies, through a competition. Everyone had the opportunity to participate without distinction of function or seniority, providing the same tools to all participants. The competition required the drafting of a creative project to be proposed to a commission that assessed its feasibility and originality for Holding Moda. The best 15 selected gave their creators the opportunity to take part in the Paris Experience and see its realisation within the Group. Among the projects that have been promoted and brought more visibility to the holding company are the entry into the Metaverse and the digitisation of the archive.

The committee to select the deserving projects was itself selected according to the criterion of impartiality, not including possible contest participants and presenting the evaluation report to top management.

The Paris Experience gave the selected people the chance to experience the French capital for a week, meet leading figures in world luxury, visit the Holding Moda showroom, tour the main luxury fashion houses and enter archives and venues that preserve the historical heritage of fashion. At the end of the Experience all participants were invited to share what they had learnt with their colleagues in the company, encouraging the exchange of ideas.

The first edition ended with a high approval rating, giving many young talents the opportunity to realise their project, which is why it was decided to repeat the Paris Experience in the years to come.

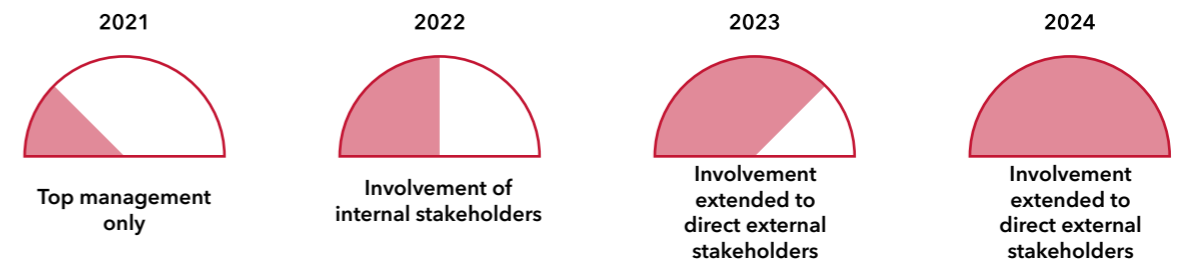


9.4 Our Growth Together with You

We have decided to dedicate this section of our Sustainability Report to the progress that has been made during the year and the progress expected in 2023 and 2024. We offer 'dashboards' to help us measure and map our efforts in different areas, including:

- ◆ Stakeholder Engagement
- ◆ Materiality Analysis
- ◆ Ethics and Integrity
- ◆ Product Certifications
- ◆ Process Certifications
- ◆ Energy (renewables, photovoltaics)
- ◆ GHG Emissions
- ◆ Sustainability Award
- ◆ ESG rating

Stakeholder Engagement



In 2021, stakeholder engagement was conducted by involving only top management, bringing them together and submitting material issues from the Strategic Sustainability Plan for their attention. As this was the first year of reporting, the number of people involved was limited, the aim was to survey the level of sustainability culture in the companies and to illustrate the projects contained in the Strategic Sustainability Plan. In 2022, it was decided to structure the activity through the creation of a special questionnaire and the provision of guidelines and subsequent training to enable a better understanding of the issues.

The questionnaire was administered to all key figures within the companies from top management, purchasing, product, production, human resources, logistics and warehousing to ensure the greatest possible representativeness of the sample. About 90 people completed the questionnaire. For the next few years, we would like to extend the stakeholder engagement procedure to external stakeholders, both direct and indirect, so that we can gather valuable feedback on how our business activity is perceived externally and to refine the ways in which we engage with more distant stakeholders.

Materiality Analysis

Thematic material	2021	2022
Climate change	4	3
Diversity and Inclusion	4	3
Responsible supply chain	4	3
Customer satisfaction	2	2
Ethics & Integrity	3	2
Digital Innovation	4	3
Energy from renewable sources	4	3
Employee Health & Safety	4	3
Community development	4	4
Talent retention	4	3
Waste Management	4	3
People care	4	4
Circular economy	4	3
Welfare of workers	4	4
Product quality and safety	3	3

Legend: 1 = Completely satisfied, 2 = nearing completion, 3 = Started supporting project, 4 = To be started

Table 18: Development of material topics from 2021 to 2022

The 2022 materiality analysis was conducted in accordance with GRI Standard 3. The material issues were analysed and reconciled with

those of the previous year to ensure continuity and comparability, the details of which are given below:

2021	2022
Impact reduction and decarbonisation	Climate change
Diversity and equal opportunities Gender equality at the top	Diversity and Inclusion
Sustainable supply chain development Responsible supply chain Enhancing the supply chain Transparency and traceability	Responsible supply chain
Customer care	Customer satisfaction
Fighting corruption Sustainability integrated with governance	Ethics & Integrity
<i>Added in 2022</i>	Digital Innovation
Renewable energy use	Energy from renewable sources
<i>Added in 2022</i>	Employee Health & Safety
People Engagement	Community development
Know-how and talent development	Talent retention
Waste Management	Waste Management
Work-life balance Climate of respect	People care
Circular economy	Circular economy
Welfare of workers	Welfare of workers
Operational Excellence	Product quality and safety
Financial solidity Sustainable finance	<i>Related to Presumed Group Operations</i>

Table 19: Reconciliation of material topics 2021 and 2022

All the topics that emerged in 2021 have been absorbed by the ones for 2022 except 'Financial Strength' and 'Sustainable Finance', which since 2022 are conceived by Holding Moda as a prerequisite for moving the business forward. The topics of 'Digital Innovation' and 'Employee Health and Safety' were also material in the year covered by this report. As previously reported in the relevant section "Materiality Analysis" For each impact, the likelihood of occurrence, severity, significance

and priority for action were analysed. The impacts that emerged as most significant were then traced back to the material topics.

The analysis conducted in the previous report took a one-sided view of the impacts and presented them with respect to relevance to stakeholders and relevance to HModa. The one conducted in 2022 takes care to understand the impacts related to the sector and the Group's activities.

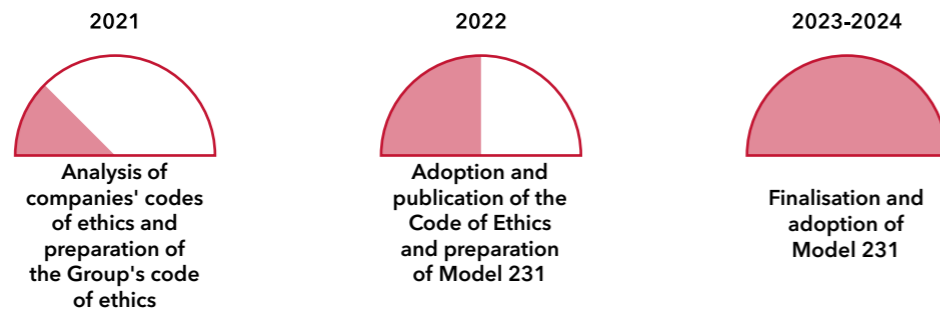
For 2023/2024, we expect our materiality analysis to evolve further in anticipation of the release of the new GRI industry standards and the EFRAG European Sustainability

Reporting Standards (ESRS), as well as the TCFD (Task Force on Climate-Related Financial Disclosures) recommendations.

document that the certifying body will evaluate in order to issue a 'Transaction Certificate' identifying the production batch to be certified.

By 2023, one of the HModa companies, Seriscreen, is expected to implement LWG product certification against a brand request.

Ethics and Integrity



The subject of ethics and integrity is of central importance to Holding Moda and one of the core values we believe in: 'integrity, loyalty, honesty, fairness, transparency'. In 2021, we analysed the codes of ethics already held by the companies in the Group and then started to prepare a new code of ethics, unique for all of them, reflecting our value scale and

our way of doing business at Group level. In 2022, the Holding Moda Code of Ethics was adopted by the companies and published on our website. At the same time, preparation began for the adoption of Model 231, which is estimated to be finalised in 2023 and adopted by 2024.

Product Certifications

In 2021, none of the group's companies had product certification, but during 2022, one of the Holding Moda companies, Uno Maglia, implemented GOTS product certification as a result of growing market and brand demands. In order to obtain this certification, it is necessary to identify the production chain to be certified and, subsequently, to carry out assessments, improvement activities, monitoring and subsequent pre-audits to verify that the identified companies comply with the standards required by GOTS. It is essential to train and sensitise employees in

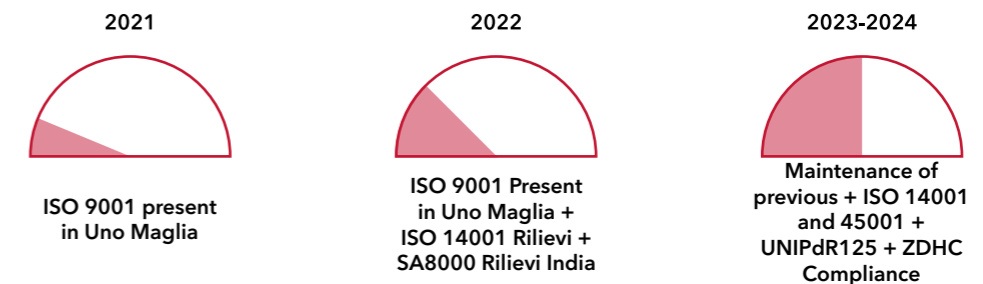
the supply chain on certification issues and the procedures involved in order for the project to be successful. Uno Maglia, in order to fulfil its certification obligations, has implemented some spaces reserved for the processing and storage of certified materials.

GOTS management requires that for each certified pattern, a stock of the fabric used for production is kept and a mass balance where shipments and the weight of the finished product are recorded. These two tools are used to compile a 'TC Application': the final

The Global Organic Textile Standard (GOTS) is the world's leading textile processing standard for organic fibres, including ecological and social criteria, supported by an independent third-party certification of the entire textile chain. GOTS certification is based on four distinctive and unique characteristics: Organic fibres, environmental and social criteria, processing control and third-party certification.

The LWG protocol assesses the environmental compliance and performance capabilities of tanners and leather manufacturers, and promotes sustainable and appropriate environmental business practices within the leather industry.

Process Certifications



The Compliance project stems from the need to provide Holding Moda Companies with a common approach methodology in operations management with a particular focus on environmental, health and safety, social and chemical issues. For this reason, the process certifications mentioned below have been selected to build a unique management model that is at the same time tailor-made to the peculiarities of each company. The project is divided into the following areas of action:

- ENVIRONMENT:** ISO 14001 (environmental) and ISO 45001 (health and safety) integrated management system
- SOCIAL:** SA8000 Certification for Corporate Social Responsibility, UNI PdR125 for Gender Equality

CHEMISTRY: Compliance ZDHC

We decided to embark on this path to give our companies solidity and credibility in the market and to be able to measure ourselves against globally recognised standards such as UNI EN ISO and Social Accountability. Another consideration that was crucial relates to our growth in size, which increasingly requires widespread control in order to mitigate and/or avoid business risks. From an environmental point of view, although we do not have a particularly polluting business model related to our activities, we believe that certification can be strategic in view of the new European Union regulations on the environment and waste, and preparatory to the adoption of a common and efficient working method.

From a social point of view, the identified certifications are fundamental for risk mitigation as they will allow us to homogenise realities that have been managed heterogeneously up to now and to confirm the commitments made in our Strategic Sustainability Plan on corporate social responsibility and gender equality. In the

course of 2022, HModa companies gradually adopted a single labour consultant to manage data as uniformly as possible. The area of chemical compliance is strategic for us as it allows us to meet our customers' requirements and monitor our environmental impact. Below is an overview of these certifications:

The ISO 9001 standard defines the minimum requirements that an organisation's Quality Management System must prove to meet in order to guarantee the level of product and service quality it claims to have with itself and with the market.

ISO 14001 safeguards confidence in an organisation's ability to fulfil its environmental policy and comply with applicable laws to limit pollution and continuously improve its performance.

ISO 45001 enables organisations to implement an occupational health and safety management system that helps organisations better manage risks and improve their performance through the creation and implementation of effective policies and objectives

The international standard SA 8000 is a globally recognised management model that aims to value and protect all personnel within the sphere of control and influence of organisations that adopt it.

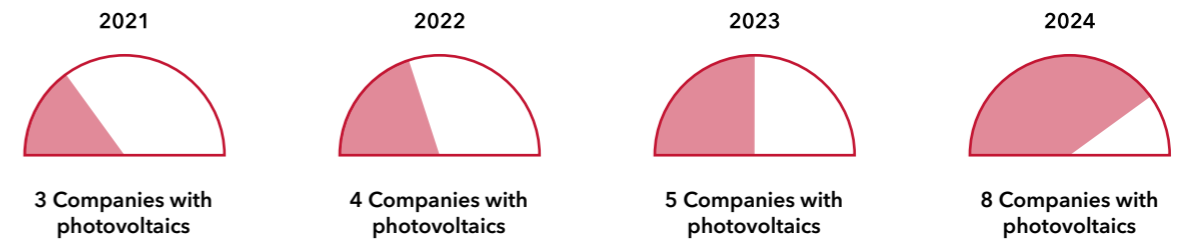
The UNI/PdR 125:2022 Standard - Gender Equality Certification to provide companies with a useful tool to adhere to the UN 2030 Agenda and comply with the requirements of the National Recovery and Resilience Plan (NRRP, Mission No. 5) on equal opportunities and gender gap reduction.

Zero Discharge of Hazardous Chemicals and consists of a programme initially initiated by some of the world's top brands, which created it by focusing on the principles of transparency and management of chemicals according to an integrated approach of prevention and precaution.

In conclusion, we believe that process certifications are essential to standardise the way we work and enable us to position ourselves well in the market. In addition,

there are organisational, reputational, People Engagement and, in the case of environmental ones, waste reduction benefits.

Energy (renewables, photovoltaics)



In 2021, three Group companies supported their energy needs with energy from photovoltaic plants. In 2022, a company already equipped with a system was added and the new Albachiara plant was inaugurated, which, in addition to being designed with energy saving and efficiency in mind, is equipped with a photovoltaic system that will start to benefit from 2023. At the end of the year, work was

completed on GAB's new plant (see section on 'GAB'), with which the company will cover about 80 per cent of its energy needs from mid-2023. The energy project will take shape for the other Group companies between 2023 and 2024 by bringing in energy efficiency, energy management and the implementation of photovoltaic systems.

GHG Emissions

In 2021, there were seven companies in Holding Moda and, as the first year of reporting and data collection, we were able to measure our Scope 1 (direct emissions) and our Scope 2 (location-based and market-based indirect emissions). In 2022, three more companies, one of which has two production sites (Relievi India), were added. In this reporting year, we were able to maintain Scope 1 and 2 measurement (both location-based Italy/India

and market-based) and track two categories of indirect Scope 3 emissions: business travel and home-to-work travel.

Below is an overview of our emissions trends broken down by company. Please note that the total emissions are higher due to both the increase in the number of companies considered and the conversion factor used updated to 2022.

Location-based emissions 2021 and 2022

2021

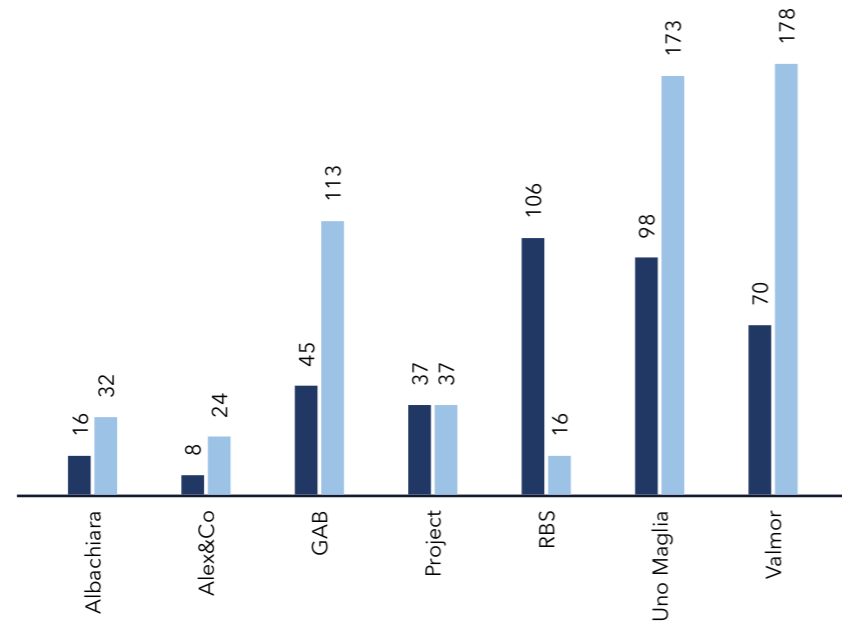


Figure 32: Total HModa location-based emissions Scope 1, Scope 2

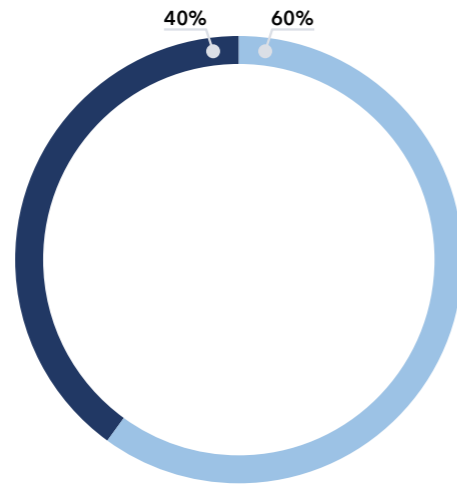


Figure 33: Composition of total HModa location-based emissions Scope 1, Scope 2

■ Scope 1 emissions (tonCO2e) ■ Scope 2 location-based emissions (tonCO2e)

2022

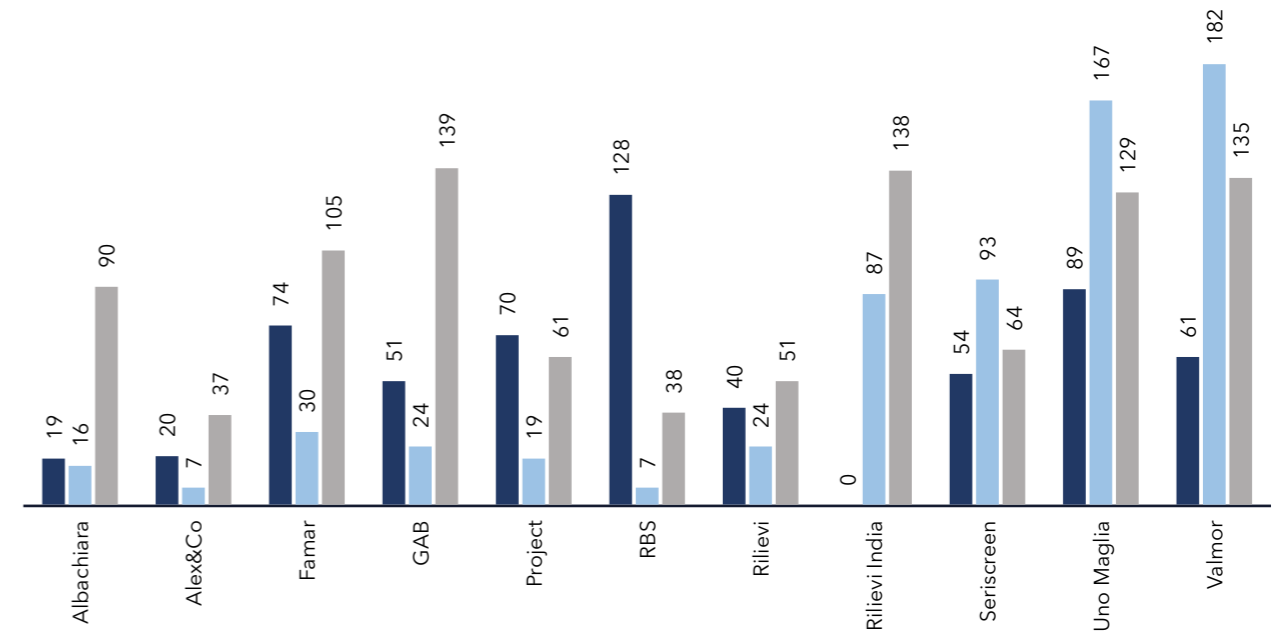


Figure 34: Total HModa location-based emissions Scope 1, Scope 2, Scope 3

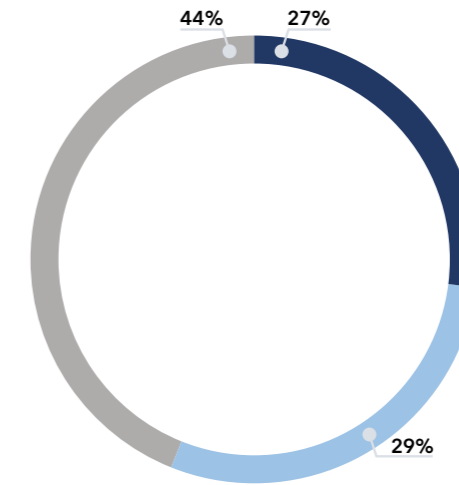


Figure 35: Composition of total HModa location-based emissions Scope 1, Scope 2, Scope 3

■ Scope 1 emissions (tonCO2e) ■ Scope 2 location-based emissions (tonCO2e) ■ Scope 3 emissions (tonCO2e)

Market-Based Emissions 2021 and 2022

2021

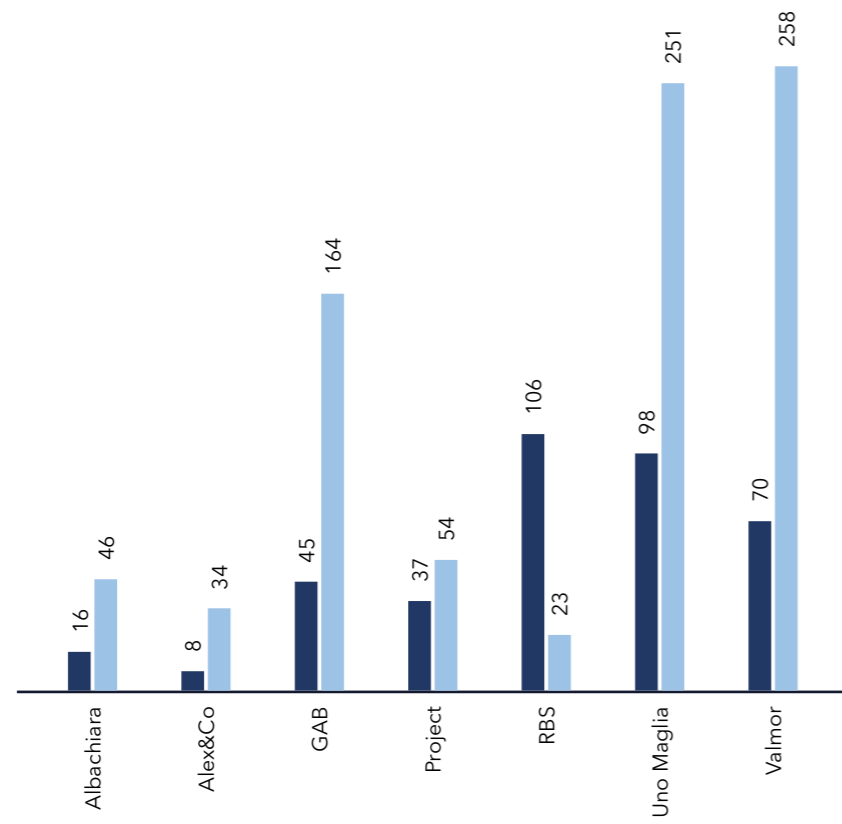


Figure 36: Total HModa market-based emissions Scope 1, Scope 2

2022

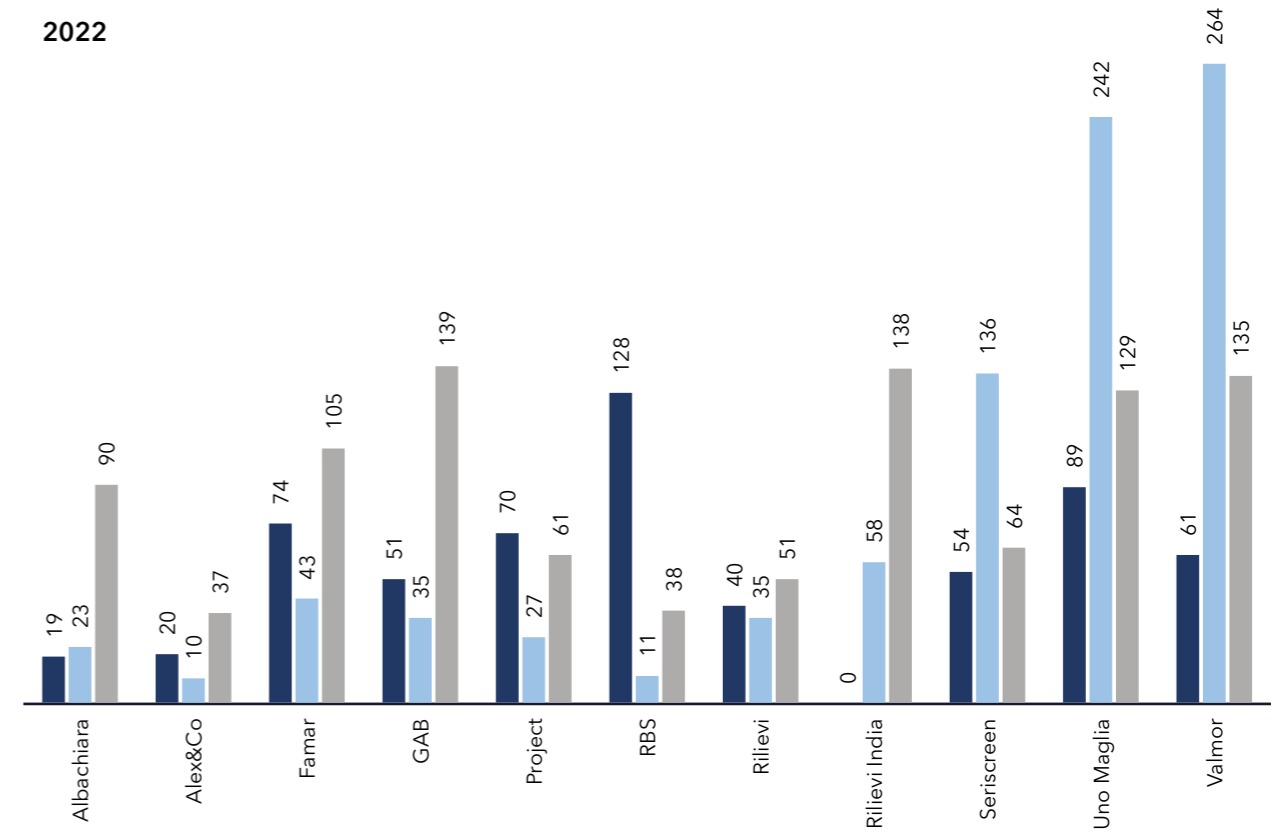


Figure 38: Total HModa market-based emissions Scope 1, Scope 2, Scope 3

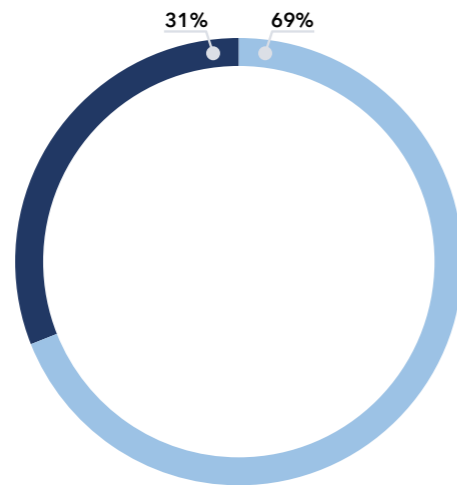


Figure 37: Composition of total HModa market-based emissions Scope 1, Scope 2

■ Scope 1 emissions (tonCO2e) ■ Scope 2 market-based emissions (tonCO2e)

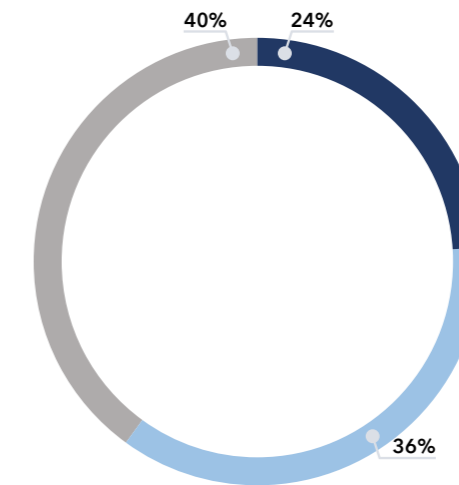


Figure 39: Composition of total HModa market-based emissions Scope 1, Scope 2, Scope 3

■ Scope 1 emissions (tonCO2e) ■ Scope 2 market-based emissions (tonCO2e) ■ Scope 3 emissions (tonCO2e)

Sustainability Award

The Sustainability Award is an important recognition reserved for those Italian companies that have distinguished themselves in facing the challenges of the climate emergency, transforming it into an opportunity to express innovation and sustainable transition, thanks to the adoption of solid governance models, transforming the current challenges into opportunities for strategic development for themselves and for the country.

HModa, after filling out a very extensive questionnaire on the 3 ESG areas was able, after only 6 months, to join the 100 most sustainable companies in Italy in 2022. With his work, especially in building a solid Sustainability Governance as a starting point for the initiation of a strategic plan closely linked to the company's business pillars, it was able to achieve a high score in Governance and fair scores in Environmental and Social due to the projects already in the start-up phase that would be continued in 2022 - 2024. It was thus able to access the ESG rating issued by Altis.



Sustainability Award press release



Fobes article on Sustainability Award



ESG Rating

ESG ratings certify the company's soundness in terms of environmental, social and governance performance. They are fundamental for the Group as they create value for our stakeholders,

help in the evaluation of investment choices and analyse and communicate the impacts for each factor.

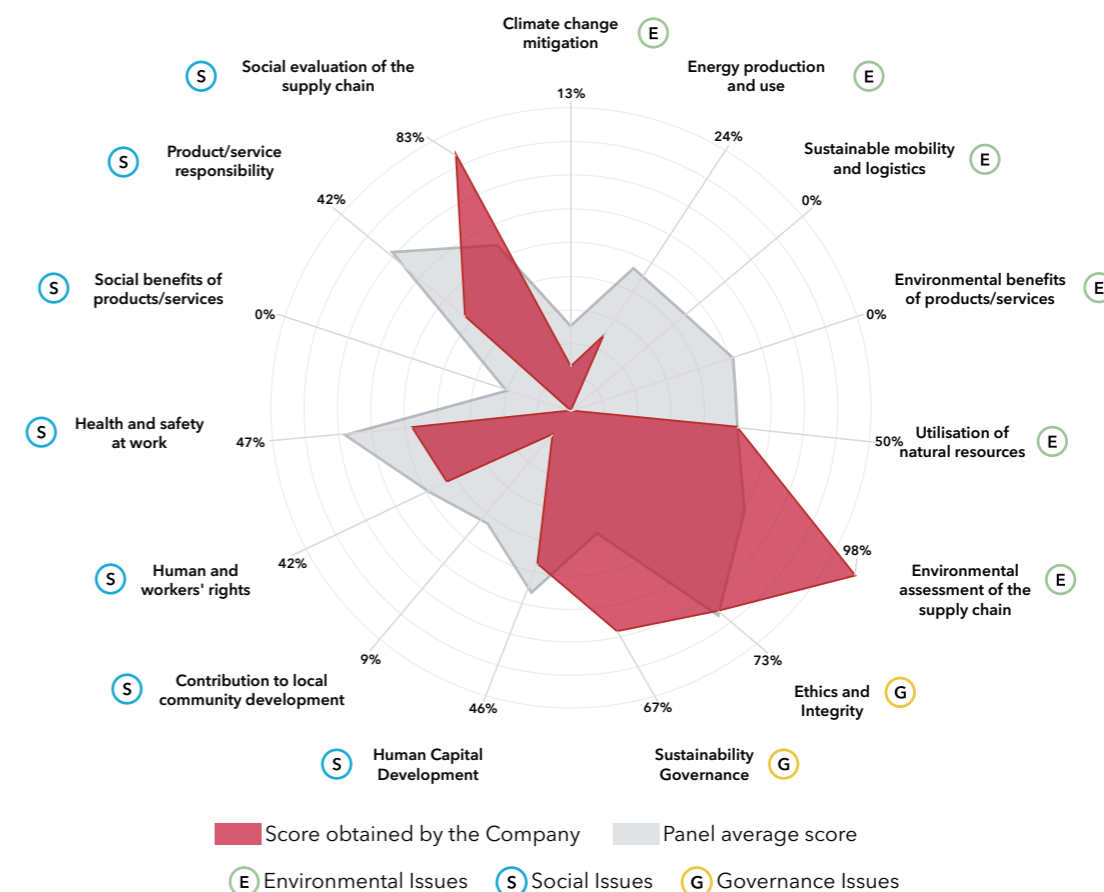
In 2022, HModa obtained two different ESG ratings: one from Altis, as part of the Sustainability Award, and one from CDP (Carbon Disclosure Project)

Altis ESG Rating

The winners of the Sustainability Award are identified on the basis of a ranking generated through A4ESG, an ESG assessment methodology developed by ALTIS, Università Cattolica del Sacro Cuore. The A4ESG model, using a proprietary algorithm, scores the company's ability to effectively address

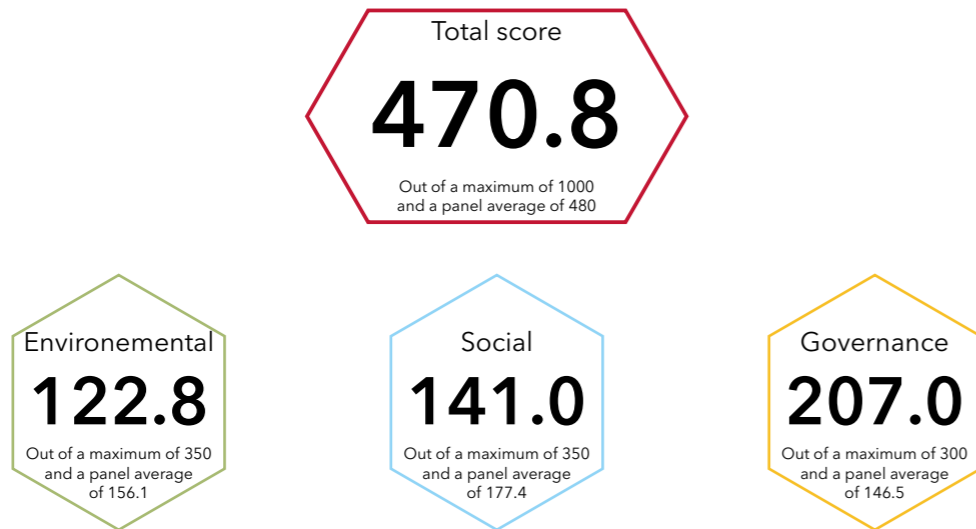
ESG issues, mitigating related risks and capitalising on opportunities. Below are the details of the evaluation received by HModa and a comparison with the average scores obtained by all candidate companies.

The scores were awarded as follows :



Holding Moda is proud to share its achievement and to have been selected as one

of the top 100 companies to take part in this project.



CDP ESG Rating

In pursuing its commitment to transparency towards its stakeholders and the market, Holding Moda wanted to measure itself against its target market in 2022 by taking the CDP's Climate Change Questionnaire (Carbon Disclosure Project).

CDP is a global non-profit organisation that supports companies in disclosing their ecological footprint. It aims to make environmental reporting and risk management a business practice and guide disclosure, understanding and mitigation actions towards a sustainable economy. Carbon Disclosure Project is used by organisations, investors and banks to make informed decisions and reward high-performing companies.

The questionnaire has evolved over time in line with the latest developments in climate science and global policies. The 2015 Paris Agreement was a turning point in the global approach to climate change. By agreeing to keep the global temperature increase below

2°C and continuing efforts to limit warming to less than 1.5°C, governments have committed to a transition to a carbon-neutral economy.

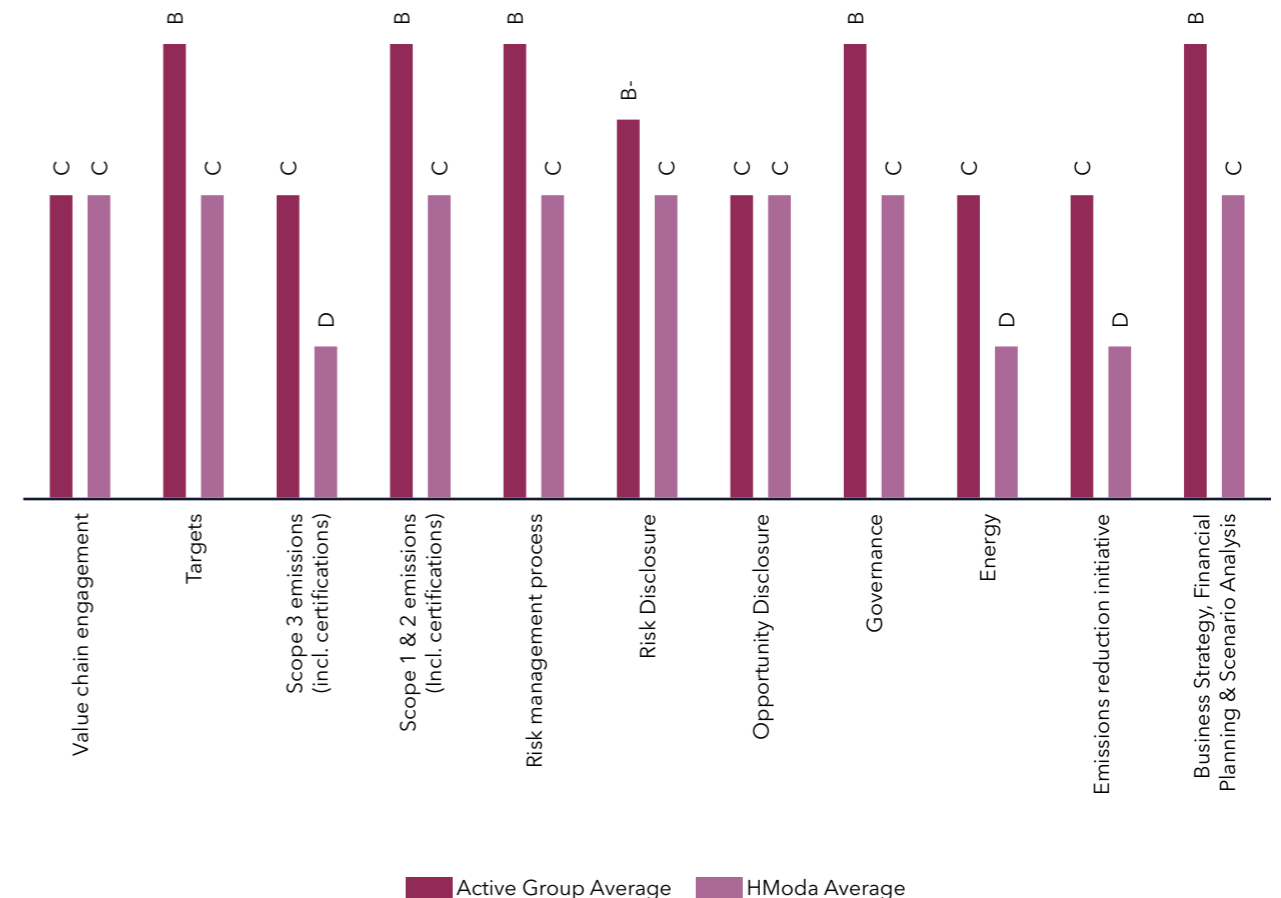
Regulators have begun to respond to climate risks, in particular by using the recommendations made by the Task Force on Climate-Related Financial Disclosures (TCFD). Established by the Financial Stability Board, the TCFD promoted the climate disclosure agenda by emphasising the link between climate-related risk and financial stability. The Task Force recommended that both companies and investors disclose information on climate change. This includes whether they are conducting scenario analyses in line with a 1.5°C pathway and thus defining how climate issues affect their financial strategy and planning. In this context, the demand from CDP signatories for companies to disclose comprehensive and comparable environmental data in their main reports is significantly amplified, further promoting climate-related risk management. In fact,

the number of companies taking the Climate Change Questionnaire increased from 6,361 in 2019 to 18,636 in 2022.

The questionnaire is structured in 15 forms to be answered and on which to be evaluated:





- Governance
- Risks and opportunities
- Business strategy
- Objectives and performance
- Emission Methodology
- Emissions data
- Energy
- Additional Metrics
- Verification
- Carbon pricing
- Engagement
- Biodiversity

Below are the ratings given to the group on each form.





For each category, the average performance scores of the global textile industry are compared, with the Group's scores in pink.


HModa has embarked on this path in order to:


-  Increase transparency on environmental impact by identifying areas of increased risk
-  Emphasise and increase the centrality of the environmental sphere in business decisions, adapting environmental reporting to financial reporting and vice versa.
-  Promote the reduction of emissions and dissemination of best practices
-  Anticipate regulatory requirements


The rating at the end of the filling out issues a score based on the sector (Textile & Fabric for Holding Moda) and a map of areas for improvement so that measurable actions and KPIs can be structured for action. Companies are assessed on four consecutive levels, which represent the steps to be taken to progress in environmental management:

 **Score A/A-, Leadership:** the company is implementing current best practices and is therefore a guide for companies in its sector;

 **Score B/B-, Management:** the company is taking coordinated action on climate issues;

 **Score C/C-, Awareness:** the company knows about climate issues and is able to assess its impacts;

 **Score D/D-, Disclosure:** company is transparent on climate issues

 **Score F:** company fails to disclose via CDP

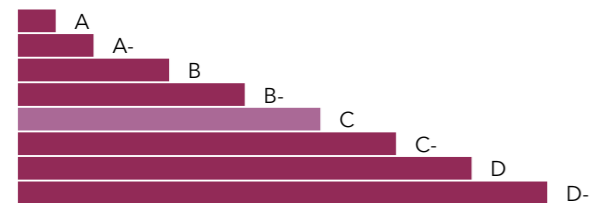
2022 was the first year of CDP's subscription for Holding Moda, and the figures for 2021 and the actions taken in the first three months since the creation of the HPlanet sustainability department were reported.

HModa's score in 2022 refers to data from 2021 and with only 3 months of activity by HPlanet. The score obtained from the Climate Change Questionnaire is C, in line with the world average for the sector, the details are as follows.

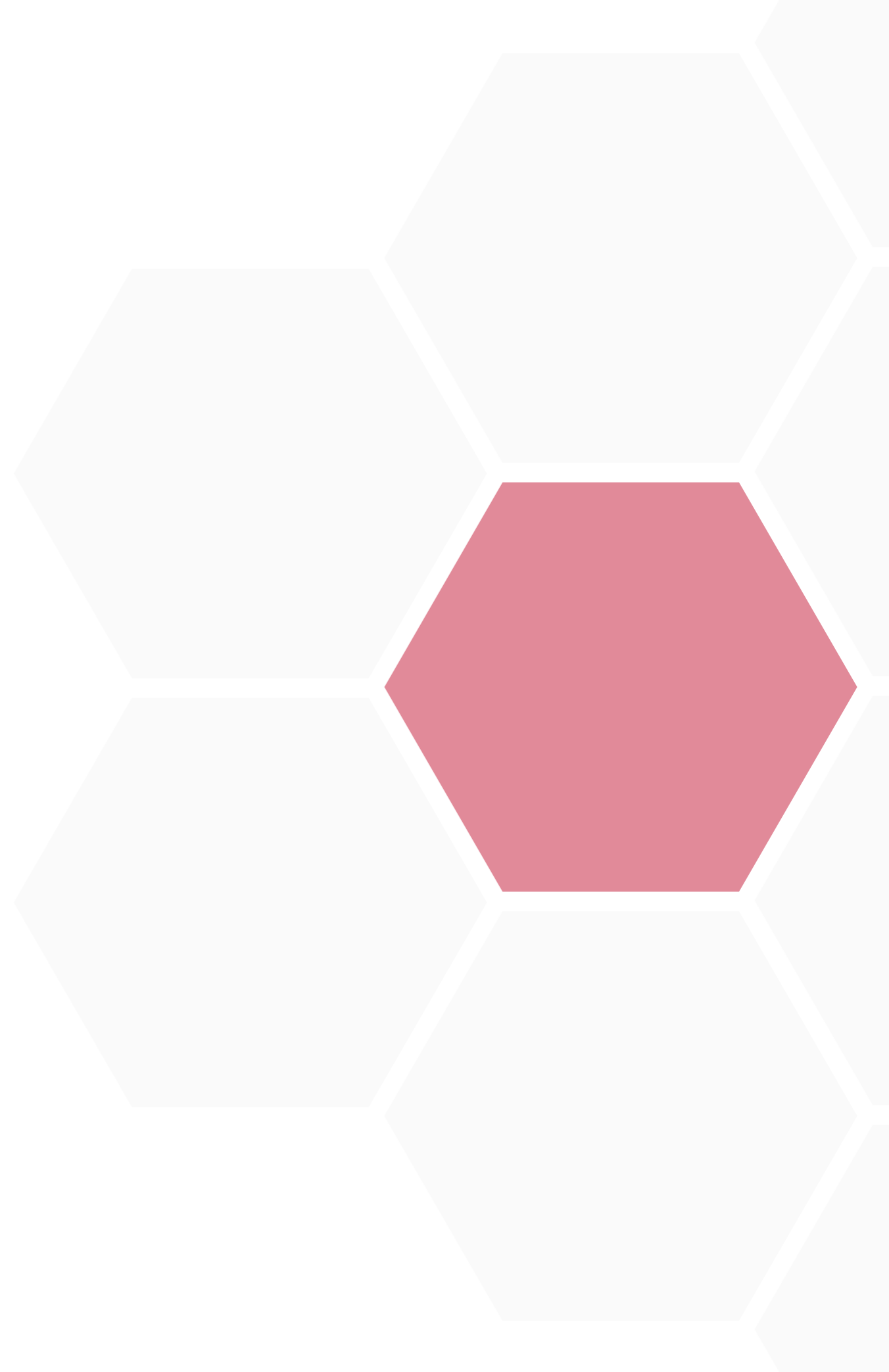
HModa CDP Score



Average score

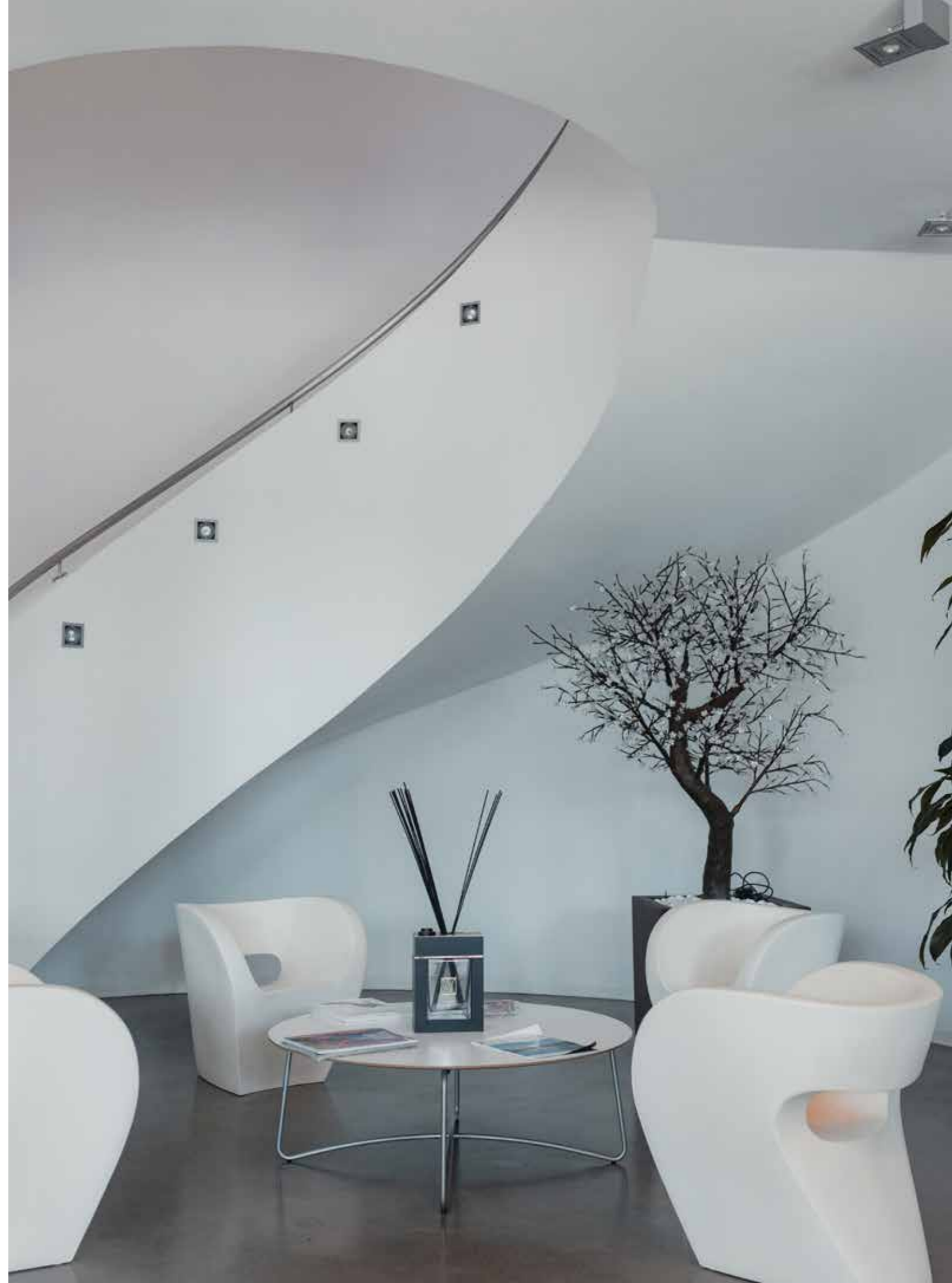


- Leadership (A/A-):** Implementing current best practices
- Management (B/B-):** Taking coordinated action on climate issues
- Awareness (C/C-):** Knowledge of impacts on, and of, climate issues
- Disclosure (D/D-):** Transparent about climate issues



Appendix

10



Declaration of use	Holding Moda S.r.l. submitted a report in accordance with GRI Standards for the period 01.01.2022 - 31.12.2022
GRI 1 used	GRI 1: Foundation 2021
Relevant GRI sector standards	-

GRI	GRI Standard detail	Reference	Omissions
GRI 2 General Disclosure 2021	Organisation and reporting practices		
	Disclosure 2-1 Organisational Details	27, 93	
	Disclosure 2-2 Entities included in the organisation's sustainability reporting	8-9	
	Disclosure 2-3 Reporting Period, Frequency and Point of Contact	10	
	Disclosure 2-4 Review of Information	10	
	Disclosure 2-5 External Assurance	10, 240-242	
	Activities and workers		
	Disclosure 2-6 Activities, Value Chain and Other Business Relationships	27-29, 108-121	
	Disclosure 2-7 Employees	161	
	Disclosure 2-8 Non-employees	219	
	Governance		
	Disclosure 2-9 Governance Structure and Composition	96-97, 99	
	Disclosure 2-10 Appointment and Selection of the Highest Governance Body	96	
	Disclosure 2-11 Appointment and Selection of the Highest Governance Body	99	
	Disclosure 2-12 Role of the highest governing body in impact management control	89, 96-97	
	Disclosure 2-13 Delegation of Responsibility for Impact Management	96-97	
	Disclosure 2-14 Role of the Highest Governance Body in Sustainability Reporting	96-97	
	Disclosure 2-15 Conflicts of Interest	https://www.holdingmoda.it/wp-content/uploads/2022/11/HModa-Codice-etico-firmato.pdf sec.7,2, 101	
Disclosure 2-16 Communication of Critical Issues	102		
Disclosure 2-17 Collective Knowledge of the Highest Governance Body	96-97		
Disclosure 2-18 Performance Evaluation of the Highest Governance Body	96-97		

10.2 GRI Content Index

GRI	GRI Standard detail	Reference	Omissions
GRI 2 General Disclosure 2021	Disclosure 2-19 Remuneration Rules	102-104	The omission concerns the entire indicator. The reason is the unavailability/incompleteness of information. This information is not available or is incomplete as Holding Moda does not currently have systems in place to collect the relevant data and information.
	Disclosure 2-20 Remuneration Determination Procedure	102-104	
	Disclosure 2-21 Annual Total Remuneration Ratio	102-104	
	Strategy, policy and practice		
	Disclosure 2-22 Sustainable Development Strategy Statement	37-47	
	Disclosure 2-23 Policy Commitment	43-47	
	Disclosure 2-24 Integration of policy commitments	43-47, 102-103	
	Disclosure 2-25 Processes to Remedy Negative Impacts	42-50	
	Disclosure 2-26 Mechanisms for requesting clarification and raising concerns	101	
	Disclosure 2-27 Compliance with Laws and Regulations	https://www.holdingmoda.it/wp-content/uploads/2022/11/HModa-Codice-etico-firmato.pdf , 219	
Disclosure 2-28 Membership of associations	43-47, 219		
Stakeholder Engagement			
Disclosure 2-29 Approach to Stakeholder Engagement	80-81		
Disclosure 2-30 Collective Agreements	161, 219		
Disclosure on material topics			
GRI 3 Material Topics 2021	Disclosure 3-1 Process for Determining Material Topics	83	
	Disclosure 3-2 List of Material Topics	84-86	
Economic performance			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	77-78, 84-89	
GRI 201 Economic Performance 2016	Disclosure 201-1 Direct economic value generated and distributed	77-78	
	Disclosure 201-2 Financial Implications and Other Risks and Opportunities Resulting from Climate Change	89	
	Disclosure 201-3 Obligations Concerning Defined Benefit and Other Pension Plans	221	
	Disclosure 201-4 Financial Assistance Received from the Government	222	

GRI	GRI Standard detail	Reference	Omissions
Market presence			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89	
GRI 202 Market presence 2016	Disclosure 202-2 Percentage of senior management recruited from the local community	222	
Procurement practices			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 119	
GRI 204 Procurement Practices 2016	Disclosure 204-1 Proportion of Expenditure on Local Suppliers	121	
Anticorruption			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89	
GRI 205 Anti-Corruption 2016	Disclosure 205-1 Transactions assessed to determine corruption risks	https://www.holdingmoda.it/wp-content/uploads/2022/11/HModa-Codice-etico-firmato.pdf , 89, 101	
	Disclosure 205-2 Communication and training on anti-corruption regulations and procedures	https://www.holdingmoda.it/wp-content/uploads/2022/11/HModa-Codice-etico-firmato.pdf , 101, 222	
	Disclosure 205-3 Confirmed incidents of corruption and measures taken	222-223	
Energy			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 131	
GRI 302 Energy 2016	Disclosure 302-1 Internal energy consumption within the organisation	223	
	Disclosure 302-3 Energy Intensity	223	
Water and tributaries			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 131	
GRI 303 Water and tributaries 2016	Disclosure 303-1 Interaction with water as a shared resource	224	
	Disclosure 303-2 Management of Water Discharge Impacts	224	
	Disclosure 303-3 Water withdrawal	224	
	Disclosure 303-4 Water drainage	224	
	Disclosure 303-5 Water consumption	131, 224	
Emissions			
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 131-143	
GRI 305 Emissions 2016	Disclosure 305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)	135-139	
	Disclosure 305-2 Indirect Greenhouse Gas (GHG) Emissions from energy consumption (Scope 2)	135-139	
	Disclosure 305-3 Other Indirect Greenhouse Gas (GHG) Emissions (Scope 3)	135-139	
	Disclosure 305-4 Greenhouse Gas (GHG) Emissions Intensity	224	

GRI	GRI Standard detail	Reference	Omissions
	Waste		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 149-156	
	Disclosure 306-1 Generation of waste and significant waste-related impacts	149-156	
GRI 306 Waste 2020	Disclosure 306-2 Management of significant waste-related impacts	149-156	
	Disclosure 306-3 Waste generated	149	
	Disclosure 306-4 Waste not sent to landfill	149, 225	
	Disclosure 306-5 Waste sent to landfill	149, 225	
	Environmental assessment of suppliers		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 184-187	
GRI 308 Environmental assessment of suppliers 2016	Disclosure 308-1 New Suppliers Selected Using Environmental Criteria	184-187	
	Worker health and safety		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 163-164	
	Disclosure 403-1 Occupational Health and Safety Management System	163-164	
	Disclosure 403-2 Hazard Identification, Risk Assessment and Accident Investigation	163-164	
	Disclosure 403-3 Occupational Health Services	163-164	
GRI 403 Occupational Health and Safety 2018	Disclosure 403-4 Worker participation and consultation on occupational health and safety programmes and related communication	163-164	
	Disclosure 403-5 Occupational Health and Safety Training for Workers	163-164	
	Disclosure 403-6 Workers' Health Promotion	163-164	
	Disclosure 403-7 Prevention and mitigation of occupational health and safety impacts directly related to business relationships	163-164	
	Disclosure 403-9 Accidents at work	164, 226, 236	
	Disclosure 403-10 Occupational illness	164	
	Diversity and equal opportunities		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 168-170	
GRI 405 Diversity and equal opportunities	Disclosure 405-1 Diversity in governance bodies and among employees	99, 168-170, 226	

GRI	GRI Standard detail	Reference	Omissions
	Non-discrimination		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 168-170	
GRI 406 Non-discrimination	Disclosure 406-1 Incidents of discrimination and corrective measures taken	170, 236	
	Social evaluation of suppliers		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89, 184-187	
GRI 414 Social evaluation of suppliers	Disclosure 414-1 New Suppliers Selected Using Social Criteria	184-187	
	Customer privacy		
GRI 3 Material Topics 2021	Disclosure 3-3 Management of Material Topics	84-89	
GRI 418 Customer privacy	Disclosure 418-1 Founded complaints regarding breaches of customer privacy and loss of customer data	226	

Disclosure 2-7 Employees

		Permanent Contracts	
		Geographical region	
		Italy	India
Gender	Females	399	9
	Males	193	49
		Fixed-term Contracts	
		Geographical region	
		Italy	India
Gender	Females	22	3
	Males	6	79
		Total employees	
		Geographical region	
		Italy	India
Gender	Females	477	12
	Males	213	128

The total includes employees with apprenticeship contracts, which are not included in the two previous tables.

		Total full-time employees	
		Geographical region	
		Italy	India
Gender	Females	446	12
	Males	211	128
		Total part-time employees	
		Geographical region	
		Italy	India
Gender	Females	31	0
	Males	2	0

The figures are for employees only as at 31.12. 2022. Employees belonging to the geographic region Italy are attributable to companies in the Italian territory, only Rilievi India has employees located in the geographic region India (Mumbai).

The change in employees is attributable to new company acquisitions.

Disclosure 2-8 Non-employees

	Temporary	Internship	Totals
total no. of non-employees	83	12	95

In the categories of non-employed workers, the following were considered: temporary workers and interns. The number reported is a snapshot as at 31.12.22 of the non-employed workers in HModa companies. The average over the reporting period is 14 internships and 73 temporary workers. More information on temporary workers will be collected and reported from 2023 onwards. Non-employees are employed for both operational and clerical tasks.

Disclosure 2-27 Compliance with Laws and Regulations

Compliance with Laws and Regulations	
Total number of non-compliance cases	0
Number of cases in which fines were paid	0
Number of cases in which non-financial penalties were incurred	0

Disclosure 2-28 Membership of associations

HModa is associated through its main holding HIND with United Nation Global Compact, Unione Industriali di Torino, Sistema Moda Italia, the Confindustria federation (through the companies Famar, Valmor).

Holding Moda also joined the Monitor for Circular Fashion promoted by SDA Bocconi and Slow Fiber.

Disclosure 2-30 Collective Agreements

All employees of Holding Moda companies are covered by the National Collective Labour Agreement. Specifically, the reference CCNLs for our companies are: CCNL Textile Clothing, CCNL Footwear or CCNL Publishing and Graphics.

Disclosure 3-3 Management of Material Topics




Thematic material	ESG Area	SDGs	Scope of Legislative Decree 254/2016	Reconciliation Topic Specific Standard	Significance	Priorities for action
Climate change	Environmental	13	Environmental Issues	Energy, Emissions, Economic Performance	High	3
Diversity and Inclusion	Social	5	Social Issues	Diversity and equal opportunities, Non-discrimination	High	1

Thematic material	ESG Area	SDGs	Scope of Legislative Decree 254/2016	Reconciliation Topic Specific Standard	Significance	Priorities for action
Responsible supply chain	Environmental Social Governance	12	Human rights issues Social Issues Environmental Issues	Social evaluation of suppliers, Environmental evaluation of suppliers	High	1
Customer satisfaction	Governance	12	-	Non GRI	Medium	1
Ethics & Integrity	Governance	8	Issues related to the fight against active and passive corruption	Anticorruption, Customer Privacy	Medium	1
Digital Innovation	Governance	9	-	Non GRI	High	2
Energy from renewable sources	Environmental	9, 13	Environmental Issues	Energy, Emissions	Medium	2
Employee Health & Safety	Social	9, 12	Personnel-related topics	Health and safety at work	High	2
Community development	Social	8	Social Issues	Local communities, Economic performance, Procurement practices	Medium	3
Talent retention	Social	4, 5, 8	Personnel-related topics	Non GRI	Medium	3
Waste Management	Environmental	12	Environmental Issues	Waste	Medium	1
People care	Social	4, 5, 8	Social Issues	Non GRI	Medium	1
Circular economy	Environmental	12, 13	Environmental Issues	Waste, Materials, Waste Water	Medium	1
Welfare of workers	Social	8, 12	Personnel-related topics	Economic performance	Medium	1
Product quality and safety	Social	8	Social Issues	Non GRI	Medium	1

Disclosure 201-3 Obligations Concerning Defined Benefit and Other Pension Plans

The employees of the Holding Moda Group have the option of paying into a supplementary pension fund their severance pay, an economic benefit paid to employees as an additional emolument to their ordinary salary. All employees, employed under an open-ended or fixed-term contract, including part-time workers, are entitled to it. The amount of the severance pay is linked to the employee's salary, for which each accrues a certain amount set aside by his or her employer. This is in practice deferred remuneration paid to the employee for each month of work, as it is not paid immediately but when the employment relationship with the company is terminated. Severance pay indicates the payment of severance pay by the employer when it settles severance pay based on what the employee has accrued up to that point. Severance pay is paid when the employment relationship is terminated, regardless of the reason.

This emolument is paid in all the following cases:

-  dismissal of the worker;
-  voluntary resignation of the employee;
-  reaching retirement age.

In these circumstances, the employee is entitled to receive the accrued remuneration; therefore, the employer must carry out the calculation of the severance pay and pay out what is due to the employee. The revaluation of severance pay takes place on an annual basis, taking into account a series of reference indices provided for by law. The sum, however, is accrued monthly, so workers must receive severance pay even if they have served less than 12 months.

The calculation of severance pay involves first counting the annual salary, a value to be divided by a coefficient of 13.5. Thereafter, the amount obtained is subject to the revaluation of the severance pay according to inflation during the year. Special indices are used to do this, with a standard revaluation of 75% in relation to inflation as measured by ISTAT. To this sum must then be added a fixed rate of 1.5%, thus obtaining the value of the severance pay due to the employee. The two options for an employee are to leave the severance pay in the company or to invest it in a pension fund. Within six months of employment, the employee must decide how to manage this emolument, either by joining a supplementary pension fund or by keeping the accrued amount within the company. In the first case, it is a choice that cannot be revoked; in the second case, on the other hand, it is possible to decide later to allocate the severance pay to a complementary fund.

When the severance pay is left in the company, if the company has fewer than 50 employees, the employer is responsible for managing the emolument, whereas for businesses with more than 50 employees, the severance pay is automatically transferred to the INPS Treasury Fund. In this case, a taxation of at least 23% is applied, making it unattractive to keep the severance pay in the company nowadays, considering also the rather low compulsory minimum revaluation (1.5% fixed plus 75% of the inflation rate as reported by ISTAT).

Many employees choose to join a pension fund, using their accrued severance pay to make periodic contributions. This is a form of supplementary pension, with the possibility of receiving a lump sum payment or an annuity upon reaching retirement age. Moreover, in pension funds, the severance pay can revalue more than the legal minimums, as well as benefit from reduced taxation; however, it is crucial to choose the right funds carefully with the support of an experienced advisor¹⁰.

¹⁰ <https://quifinanza.it/lavoro/come-funziona-il-tfr-calcolo-tassazione-e-liquidazione/595878/>

Disclosure 201-4 Financial Assistance Received from the Government

TEXTILE BONUS:

During 2022, the Group benefited from the Textile Bonus in the amount of EUR 768,000. These contributions were duly registered and used in F24 offsets during the year.

The textile bonus provides:

"In order to support companies active in the textile and fashion, footwear and leather goods industry, the Relaunch Decree provided for a tax credit in the amount of 30% of the value of the final inventories in excess of the average of the same value recorded in the three years preceding the year in which the benefit is due.

In order to have access to the tax credit, which can only be used for offsetting by means of the F24 form, it is necessary to notify the Revenue Agency of this 'increase in the value of closing inventories', in order to allow the identification, within the limits of the available resources, of the portion of the credit that can actually be used.

The communication is to be sent exclusively by telematic means, either directly by the taxpayer or through a person entrusted with the transmission of declarations:

The credit is recognised exclusively under Section 3.1 of the Communication of the European Commission C (2020) 1863 final of 19 March 2020 entitled 'Temporary framework for State aid measures to support the economy in the current emergency of COVID-19', as amended.

Therefore, with reference to this tax credit, it is not possible to avail oneself of the higher ceilings provided for in Section 3.12 of the aforementioned Communication under any circumstances. The facilitation measure was authorised by European Commission Decision C(2021) 8205 final of 10 November 2021'.

No government is present in the shareholding structure of the Group.

Disclosure 202-2 Percentage of senior management recruited from the local community

As of 31.12.2022, 94% of the principals of the Holding Moda companies are local, i.e. they are of the same nationality as the country in which they work.

Disclosure 205-2 Communication and training on anti-corruption regulations and procedures

The number of members of the governing body and employees who have attended anti-corruption training courses is 0. All Board members have been informed of the Group's anti-corruption regulations and procedures, the code of ethics is shared with all employees and is displayed in all companies, as well as on the website, where it can also be consulted by company partners.

Disclosure 205-3 Confirmed incidents of corruption and measures taken

Confirmed incidents of corruption

Total number and nature of confirmed incidents	0
Total number and nature of confirmed offenders dismissed or disciplined	0

Confirmed incidents of corruption

Total number of confirmed incidents where contracts with business partners were terminated or not renewed due to corruption-related violations.	0
Legal cases in the public domain concerning corruption brought against the organisation or its employees during the reporting period and the outcomes of such cases.	0

Disclosure 302-1 Internal energy consumption within the organisation

Total fuel consumption in the organisation from non-renewable sources, in joules or multiples, and including the types of fuels used	16,357 GJ
Total fuel consumption in the organisation from renewable sources, in joules or multiples, and including the types of fuels used	3,914 GJ
In joules, watt-hours or multiples, the total of the following consumption:	
electricity consumption	Electricity: 10,875 GJ
heating energy consumption	Gas: 4,118 GJ
cooling energy consumption	
steam energy consumption	
In joules, watt-hours or multiples, the total of the following energies:	
electricity sold	
heating energy sold	0
cooling energy sold	
steam energy sold	
The organisation's total internal energy consumption, in joules or multiples	20,271 GJ

The calculations were made taking into account the consumption of electricity, gas and fleet fuels (petrol and diesel). The conversion factors used are DEFRA 2022.

Standards, methodologies, assumptions and/or calculation tools used

Disclosure 302-3 Energy Intensity

Holding Moda's 2022 energy intensity is 0.026 kWh consumed/turnover. In the calculation of kWh, the entire demand for electricity and natural gas in the year was taken into account.

Disclosure 303-1 Interaction with water as a shared resource

There are no water processes. The use of water is for sanitary purposes only and is comparable to domestic consumption. Water withdrawal and discharge are regulated by the regional waterworks for each company.

Disclosure 303-2 Management of Water Discharge Impacts

All water that is purchased is discharged into the sewerage system. Water withdrawal and discharge are regulated by the regional waterworks for each company.

Disclosure 303-3 Water withdrawal

Holding Moda buys water directly from the aqueduct, none of which comes from water-stressed areas. The potability of the water is guaranteed by the reference aqueduct.

Disclosure 303-5 Water consumption

Total water consumption in all areas in megalitres used.	9.36
Total water consumption in all water-stressed areas in megalitres.	0
Changes in water storage in megalitres, if this is found to have a significant impact in relation to water resources.	The company has no water storage.
Any contextual information necessary to understand how the data was compiled, such as any standards, methodologies and assumptions used, specifically whether the information is the result of calculation, estimation, modelling or extrapolated from direct measurements, as well as the approach taken, e.g. the use of any relevant sector-specific factors	Since this is water for sanitary use similar to domestic use, the data were collected from the water bills for the whole year 2022 for all the companies in the perimeter.

Disclosure 305-4 Greenhouse Gas (GHG) Emissions Intensity

The greenhouse gas emission intensity calculated on turnover is equal to:

0.0000139 tonCO₂e/euro invoiced using the location-based method for calculating indirect emissions from energy consumption

0.000016 tonCO₂e/euro invoiced using the market-based method for calculating indirect emissions from energy consumption

The emissions included in the calculation are Scope 1, Scope 2, Scope 3 (home-work travel + business trips). The conversion factors used are: TERNA2019, AIB2022, DEFRA2022.

Disclosure 306-4 Waste not sent to landfill

Waste not sent to landfill	Hazardous (ton)	Non-hazardous (ton)
Metal	0.05	1.9
Plastic	-	6.9
Paper & Cardboard	-	45.3
Wood	-	2.7
Textile fibres	-	51.1
Toner	-	0.4
Electronic Equipment	-	0.4
Other	3.2	73.8
Total	3.2	182.5

The 'other' category includes:

among hazardous waste: waste adhesives and sealants, absorbents, filter materials and packaging containing residues of hazardous substances, fire extinguishers;

among non-hazardous waste: mixed packaging and waste from packaging and cleaning operations.

The total weight of waste not landfilled in tonnes falls into the category: Other recovery operations.

Disclosure 306-5 Waste sent to landfill

Waste sent to landfill	Hazardous (ton)	Non-hazardous (ton)
Plastic	-	0.9
Toner	-	0.04
Paints, varnishes and inks	1.26	-
Other	0.1	53.4
Total	1.3	54.4

The 'other' category includes:

among hazardous waste: waste adhesives and sealants containing residues of hazardous substances;

among non-hazardous waste: undifferentiated or composite waste and aqueous waste solutions.

The total weight of waste sent to landfill in tonnes falls into the category: Other disposal operations.

Disclosure 403-9 Accidents at work

Employees

Accidents at work	Number	Rate
Work-related fatalities reported in 2022	0	0
Occupational accidents with serious consequences recorded in 2022	0	0
Registered accidents at work during 2022	3	0.36
Registered commuting accidents during 2022	3	0.36
Number of hours worked	1,647,023	

Non-employees

Accidents at work	Rate	Rate
Work-related fatalities reported in 2022	0	0
Occupational accidents with serious consequences recorded in 2022	0	0
Registered accidents at work during 2022	3	0.00
Registered commuting accidents during 2022	3	0.00
Number of hours worked	182.728	

The hours worked were calculated from the number of employees and non-employees on 31.12.22 and multiplied by the number of hours worked and working days in 2022.

Disclosure 405-10 Diversity in governance bodies and among employees

Holding Moda Employees

Under 30 years of age		Between 30 and 50 years of age		Over 50 years of age	
Females	Males	Females	Males	Females	Males
96	67	193	203	200	71

Disclosure 418-1 Founded complaints regarding breaches of customer privacy and loss of customer data

Complaints regarding breaches of customers' privacy or loss of their data

Total number of substantiated complaints received from third parties and substantiated by the organisation	0
Total number of substantiated complaints received from regulatory bodies	0

Comparison of Environmental Report data 2021 and 2022

Consumption 2022

Company	Electricity (kWh)	Gas (smc)	Water (m ³)
Albachiara	166,725	4,893	412
Alex&Co	74,174	0	1,019
Famar	330,487	18,184	591
GAB	348,399	5,312	1,622
Project	199,253	0	627
RBS	115,903	33,898	403
Rilievi	75,550	12,455	1,627
Rilievi India	127,754	0	74
Seriscreen	296,532	16,295	1,213
Uno Maglia	709,053	6,625	811
Valmor	577,126	17,086	966
Total	3,020,956	114,748	9,365

Consumption 2021

Company	Electricity (kWh)	Gas (smc)	Water (m ³)
Uno Maglia	549,625	7,848	2,396
Alex&Co	75,254	0	1,375
RBS	49,342	37,180	502
Albachiara	100,569	6,428	551
GAB	360,008	6,530	699
Project	117,632	0	284.5
Valmor	565,709	22,364	779
Total	1,818,139	80,350	6,587

GHG emissions 2022

Company	Scope 1 emissions (tonCO2e)	Scope 2 location-based emissions (tonCO2e)	Scope 2 market-based emissions (tonCO2e)	Scope 3 emissions (tonCO2e)	Total location-based emissions (tonCO2e)	Total market-based emissions (tonCO2e)
Albachiara	19	16	23	90	125	133
Alex&Co	20	7	10	37	65	68
Famar	74	30	43	105	208	222
GAB	51	24	35	139	214	225
Project	70	19	27	61	151	159
RBS	128	7	11	38	173	176
Rilievi	40	24	35	51	115	126
Rilievi India	0	87	58	138	225	196
Seriscreen	54	93	136	64	211	253
Uno Maglia	89	167	242	129	385	460
Valmor	61	182	264	135	377	459
Total	606	656	884	987	2,249	2,477

GHG emissions 2021

Company	Scope 1 emissions (tonCO2e)	Scope 2 location-based emissions (tonCO2e)	Scope 2 market-based emissions (tonCO2e)	Total emissions Scope 1 and Scope 2 location-based (tonCO2e)	Total emissions Scope 1 and Scope 2 market-based (tonCO2e)
Uno Maglia	98	173	251	271	349
Alex&Co	8	24	34	32	42
RBS	106	16	23	121	128
Albachiara	16	32	46	48	62
GAB	45	113	164	158	209
Project	37	37	54	74	91
Valmor	70	178	258	249	329
Total	380	573	830	953	1,210

Detail Scope 1 2022

Company	Gas emissions (tonCO2e)	Fleet emissions (tonCO2e)	Scope 1 (tonCO2e)
Albachiara	10	9	19
Alex&Co	0	20	20
Famar	37	37	74
GAB	11	41	51
Project	0	70	70
RBS	68	59	128
Rilievi	25	15	40
Rilievi India	0	0	0
Seriscreen	33	21	54
Uno Maglia	13	75	89
Valmor	34	26	61
Total	231	374	606

Detail Scope 1 2021

Company	Gas emissions (tonCO2e)	Fleet emissions (tonCO2e)	Scope 1 (tonCO2e)
Uno Maglia	16	82	98
Alex&Co	0	8	8
RBS	75	31	106
Albachiara	13	3	16
GAB	13	32	45
Project	0	37	37
Valmor	45	25	70
Total	162	217	380

With regard to the reporting year 2021, as fuel cards are not available, the mileage travelled by the Group's vehicles was used as the starting figure for the calculation of Scope 1 emissions for the fleet. By contrast, for 2022, having adjusted the data collection system in the meantime, these emissions were calculated from fuel consumption.

Although not fully comparable, data for the two-year period have been reported to ensure completeness of disclosure.

DEFRA conversion factors (2021 and 2022) were used for both calculations.

Regarding GHG Scope 3 emissions, 2022 is the first year of reporting, which is why it is not possible to provide the comparative on 2021.

Detail Scope 2 2022

Company	Scope 2 location-based (tonCO2e)	Scope 2 market-based (tonCO2e)
Albachiara	16	23
Alex&Co	7	10
Famar	30	43
GAB	24	35
Project	19	27
RBS	7	11
Rilievi	24	35
Rilievi India	87	58
Seriscreen	93	136
Uno Maglia	167	242
Valmor	182	264
Total	656	884

Detail Scope 2 2021

Company	Scope 2 location-based (tonCO2e)	Scope 2 market-based (tonCO2e)
Uno Maglia	173	251
Alex&Co	24	34
RBS	16	23
Albachiara	32	46
GAB	113	164
Project	37	54
Valmor	178	258
Total	573	830

Fleet 2022

Company	Petrol (l)	Diesel fuel (l)	Fleet emissions (tonCO2e)
Albachiara	3,609	470	9
Alex&Co	0	7,938	20
Famar	1,486	13,248	37
GAB	2,093	14,100	41
Project	0	27,517	70
RBS	2,359	21,233	59
Rilievi	20	5,763	15
Rilievi India	0	0	0
Seriscreen	0	8,271	21
Uno Maglia	265	29,274	75
Valmor	0	10,190	26
Total	9,832	138,002	374

Fleet 2021

With regard to the reporting year 2021, as fuel cards are not available, the mileage travelled by the Group's vehicles was used as the starting figure for the calculation of Scope 1 emissions for the fleet. By contrast, for 2022, having adjusted the data collection system in the meantime, these emissions were calculated from fuel consumption. Although not fully comparable, data for the two-year period have been reported to ensure completeness of disclosure. DEFRA conversion factors (2021 and 2022) were used for both calculations.

Company	Kilometres travelled	Fleet emissions (tonCO2e)
Uno Maglia	496,355	82
Alex&Co	48,150	8
RBS	183,765	31
Albachiara	27,984	3
GAB	191,150	32
Project	223,111	37
Valmor	153,313	25
Total	1,323,828	217

Materials 2022

Materials	KG	MT	MQ	Pairs	Pieces
Accessories	184	20,721,207	10,201	1,472,169	24,982,009
Soles and Insoles	0	144	0	448,824	0
Consumables	4,712	24	9,115	0	1,183
Packaging	46,834	29,992	11,216	0	3,564,110
Leather	0	6,964	318,301	0	3,056
Feathers and padding	9,629	3,843	3,562	0	26,090
Fabrics/Yarns	7,665	27,123,312	7,036	0	637,031
Total	69,024	47,885,486	359,431	1,920,993	29,213,479

Materials 2021

Materials	KG	MT	MQ	Pairs	Pieces
Accessories	81,238	1,949,051	40,053	2,958,693	23,497,747
Soles and Insoles	0	0	0	431,402	0
Feathers and padding	2,596	19,561	17,407	0	10
Packaging	663	390	0	0	7,351,505
Leather	0	22,184	149,741	0	0
Fabrics/Yarns	6,014	7,149,944	10,017	0	21,154,228
Total	90,511	9,141,130	217,218	3,390,095	52,003,490

Packaging 2022

Material Type	KG	MT	Reams	Pieces
Paper and Cardboard	57,036	0	468	2,391,321
Packaging	10,184	840	0	340,099
Wooden pallets	420	0	0	2,047
Plastic	26	0	0	35,819
Cut	7,950	0	0	30
Total	75,615	840	468	2,769,316

Packaging 2021

Material Type	KG	MT	Reams	Pieces
Paper and Cardboard	24,382	0	2,732	5,883,177
Packaging	2,486	4,500	0	524,523
Wooden pallets	0	0	0	1,708
Plastic	15	0	0	50
Cut	13,323	0	0	0
Total	40,206	4,500	2,732	6,409,458

Waste 2022

Type of waste	Recovery (ton)	Disposal (ton)
Hazardous	3	1
Non-hazardous	182	54
Total	185	55

Waste 2021

Waste disposed of (ton)	Recovered waste (ton)	Total (ton)
75	188	263

Comparison of Social Report data 2021 and 2022

Contract details 2022

Type of contract	Females	Males	Total
Apprenticeship	56	14	70
Permanent contract	25	85	110
Fixed contract	408	242	650
Total	489	341	830

Contract details 2021

Type of contract	Females	Males	Total
Apprenticeship	27	7	34
Permanent contract	11	5	16
Fixed contract	263	133	396
Total	301	145	446

Employees by seniority 2022

Company	0 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 30 years	31 to 41 years	Total
Albachiara	35	17	5	13	1	0	71
Alex&Co	11	11	1	5	0	0	28
Famar	17	17	13	9	16	7	79
GAB	75	7	4	0	0	0	86
Project	48	6	3	0	1	0	58
RBS	26	7	1	4	2	0	40
Rilievi	24	13	5	1	4	0	47
Rilievi India	105	20	15	0	0	0	140
Seriscreen	28	8	1	0	1	3	41
Uno Maglia	54	23	11	5	12	2	107
Valmor	102	14	3	2	9	3	133
Total	525	143	62	39	46	15	830

Employees by seniority 2021

Company	0 to 5 years	6 to 10 years	11 to 15 years	16 to 20 years	21 to 30 years	31 to 41 years	Total
Albachiara	21	14	3	7	0	0	45
Alex&Co	15	9	6	0	0	0	30
GAB	70	8	4	0	0	0	82
Project	37	4	2	0	1	0	44
RBS	22	3	5	2	2	0	34
Uno Maglia	62	21	13	6	9	4	115
Valmor	64	15	2	3	9	3	96
Total	291	74	35	18	21	7	446

Employees by age group 2022

Company	19 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 to 72 years old	Total
Albachiara	8	7	23	32	1	71
Alex&Co	5	3	2	14	4	28
Famar	8	4	24	38	5	79
GAB	35	20	17	12	2	86
Project	12	6	17	21	2	58
RBS	11	2	10	16	1	40
Rilievi	4	12	17	14	0	47
Rilievi India	28	68	33	11	0	140
Seriscreen	8	15	9	7	2	41
Uno Maglia	24	19	29	30	5	107
Valmor	20	23	36	42	12	133
Total	163	179	217	237	34	830

Employees by age group 2021

Company	19 to 30 years old	31 to 40 years old	41 to 50 years old	51 to 60 years old	61 to 72 years old	Total
Albachiara	2	7	13	21	2	45
Alex&Co	6	3	3	16	2	30
GAB	31	22	19	10	0	82
Project	6	6	17	14	1	44
RBS	4	4	12	13	1	34
Uno Maglia	24	24	31	33	3	115
Valmor	12	18	29	28	9	96
Total	85	84	124	135	18	446

Employee accidents 2022

Accidents at work	Rate
Work-related fatalities reported in 2022	0
Occupational accidents with serious consequences recorded in 2022	0
Registered accidents at work during 2022	0.36
Registered commuting accidents during 2022	0.36

Employee accidents 2021

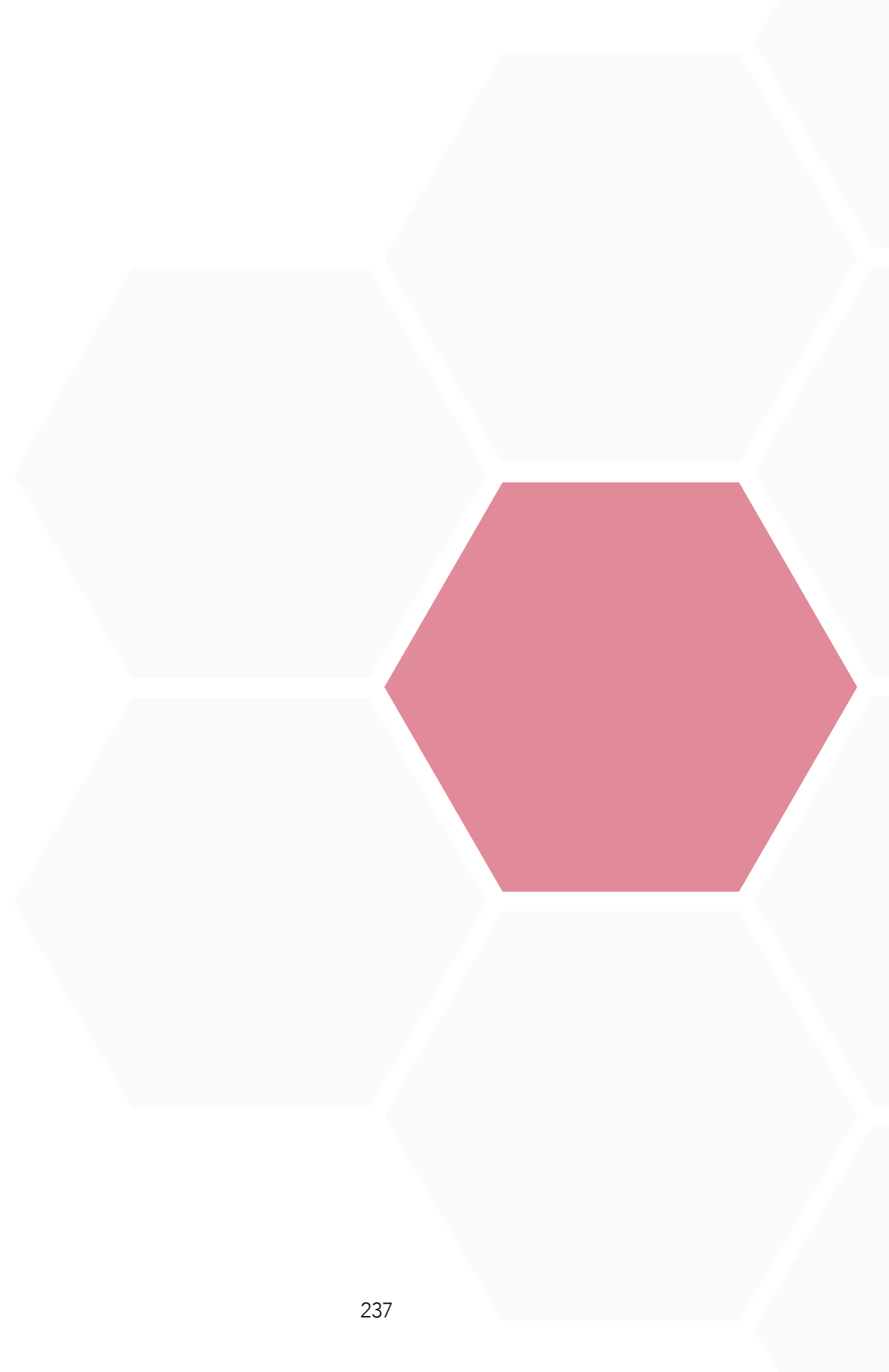
Accidents at work	Rate
Rate of deaths due to accidents at work	0
Rate of serious illness at work (excluding deaths)	0
Recordable accidents at work	3

Incidents of discrimination 2022

Incidents of discrimination	2022
Number of incidents of discrimination	0
Incident status	/

Incidents of discrimination 2021

Incidents of discrimination	2021
Number of incidents of discrimination	0
Incident status	/





10.2 Independent Auditor's Report on the Sustainability Report



10.3 Glossary

Carbon Footprint: is a measure that expresses in CO2 equivalent the total greenhouse gas emissions associated directly or indirectly with a product, organisation or service¹¹.

Circular economy: is a production and consumption model that involves sharing, lending, reusing, repairing, reconditioning and recycling existing materials and products for as long as possible. This extends the life cycle of products, helping to minimise waste¹².

Decarbonisation: is the process of converting to an economic system that sustainably reduces carbon dioxide (CO2) to the point of deprivation in the future¹³.

E-Mobility: means of transport, and related infrastructures, that use electricity as the primary source to generate the mechanical energy needed for movement¹⁴.

Employee Engagement: represents the measure of employee engagement with the organisation. The employee who feels involved in the company's objectives and shares its values is more productive¹⁵.

ESG: stands for Environmental (which concerns the impact on the environment and territory), Social (which includes all initiatives with a social impact) and Governance (which concerns aspects more internal to the company and its administration)¹⁶.

GHG Emission: is the emission into the earth's atmosphere of any of the various gases, especially carbon dioxide, that contribute to the greenhouse effect¹⁷.

Good Practices: this refers to the most significant experiences, procedures or actions, or in any case those that have led to achieving the best results, in relation to various voluntary contexts and objectives.

GRI: Global Reporting Initiative is an international not-for-profit body established with the aim of defining standards for reporting on the sustainable performance (also known as social reporting) of organisations of any size, belonging to any sector and country in the world¹⁸.

Know-how: body of knowledge and experience for the correct use of a technology or even, more simply, a machine or plant. The possession of specific knowledge required to perform an activity optimally.

SDGs: Sustainable Development Goals. They consist of 17 points, identified by the UN in 2015 with a time horizon up to 2030. Here is what they are about and why they have an impact not only on humans and the planet but also on business.

Sustainable development: learning to live within the limits of a single Planet: in a fair and dignified manner for all, without exploiting - to the point of depletion - the natural systems from which we draw resources and without exceeding their capacity to absorb waste and refuse generated by our activities¹⁹.

UNGC: The UN Global Compact is the world's largest strategic corporate citizenship initiative. It stems from the desire to promote a sustainable global economy: respectful of human and labour rights, environmental protection and anti-corruption²⁰.

WEPs: Women's Empowerment Principles, seven principles inspired by real business practices and aimed at promoting an equal status for women in the workplace²¹.

Workers' Welfare: the set of payments and benefits that a company grants to its employees with the aim of improving their private and working life²².

¹¹ <https://carbonsink.it/servizi/carbon-footprint/>

¹² <https://www.europarl.europa.eu/news/it/headlines/economy/20151201STO05603/economia-circolare-definizione-importanza-e-vantaggi#:~:text=L'economia%20circolare%20%C3%A8%20un,ridurre%20i%20rifiuti%20al%20minimo.>

¹³ <https://www.anieserviziintegrati.it/2023/02/20/la-decarbonizzazione/>

¹⁴ <https://www.calorgasitalia.it/mobilita/>

¹⁵ <https://www.peoplechange360.it/people-strategy/people-engagement/employee-engagement-come-coinvolgere-i-dipendenti-in-azienda>

¹⁶ <https://www.esg360.it/environmental/esg-tutto-quello-che-ce-da-sapere-per-orientarsi-su-environmental-social-governance/>

¹⁷ <https://www.europarl.europa.eu/news/it/headlines/society/20230316STO77629/cambiamento-climatico-gas-a-effetto-serra-che-causano-il-riscaldamento-globale>

¹⁸ <https://www.esg360.it/normative-e-compliance/bilancio-di-sostenibilita-che-cose-quali-sono-obbiettivi-e-caratteristiche/>

¹⁹ Brundtland Report, World Commission on Environment and Development, 1987

²⁰ <https://www.globalcompactnetwork.org/it/il-global-compact-ita/global-compact/introduzione.html>

²¹ <https://www.globalcompactnetwork.org/it/il-global-compact-ita/strumenti-e-campagne/women-s-empowerment-principles.html>

²² <https://www.coperni.co/it/magazine/cose-welfare-aziendale>

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Thank you and see you next year,
HPlanet

10.4 Acknowledgements



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