



Sustainability
Report
2025

Index

Introduction	p. 03
Opificium	p. 16
Materiã	p. 27
Natura	p. 33
Humanis Opibus	p. 41
Communitas	p. 48
Obiectivum	p. 55
Appendices	p. 60



01

Introduction

Letter to Stakeholders

Maglificio Maggia once again approaches its path of growth with the awareness that quality and sustainability represent two sides of the same responsibility: creating long-term value while respecting people, the local area, and the environment.

The textile sector is undergoing a profound transformation, driven by technological innovation, the increasing focus on traceability, and the demand for transparency from customers, institutions, and consumers. In this context, we have chosen to strengthen our commitment to responsible production and supply-chain collaboration, investing in certified materials, efficient processes, and valuable partnerships.

Over the past year, we continued to reinforce our environmental and social policies by following our strategic plan DE RERUM NATURA, placing particular attention on:

- reducing the environmental impact of our processes through improved energy and water efficiency;
- increasing the use of sustainable and certified raw materials;
- ensuring safe and inclusive working conditions for all employees;
- maintaining constant dialogue with our customers and suppliers to promote a transparent and shared value chain.

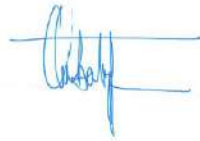
We have also made important progress on the ethical and values-based front.

The company's Code of Ethics, approved in 2023, became fully operational in 2024 and has established itself as an essential reference point for all our decisions, fostering a corporate culture grounded in transparency, responsibility, and respect.

We are fully aware that sustainability is not a destination but an ongoing journey. For this reason, we continue to invest in research and the development of innovative solutions, while preserving our identity as an Italian company deeply rooted in tradition yet open to change and the future.

We extend our thanks to all those who share this vision — employees, customers, suppliers, local communities, and partners — for their daily contribution to building a more responsible, beautiful, and enduring textile industry.

Umberto Maggia



We listen to the past to shape a responsible future.

We pursue excellence starting from the raw materials, supported by our invaluable collaborators and cutting-edge processes, to share our craftsmanship with the world.





Methodological Note

The reporting presented in this document refers to data for the year 2024 (from January 1, 2024 to December 31, 2024), and the reporting frequency is annual. To ensure data comparability, reference parameters from 2023 are also included.

This is Maglificio Maggia's third sustainability report.

The report has been prepared with reference to the ESRS – European Sustainability Reporting Standards. References to the ESRS indicators are provided in the appendix.

The data perimeter corresponds to Maglificio Maggia Srl.

This document will be published on the company website www.maglificio maggia.it and will be distributed to all stakeholders. The report was reviewed on 24/11/2025 and approved by the Board of Directors on 05/12/2025.



Materiality Analysis

Maglificio Maggia has chosen—despite the absence of any mandatory requirement under the CSR Directive—to develop a double materiality matrix by introducing the **ESRS** (European Sustainability Reporting Standards). These standards enable greater comparability of companies' sustainability performance and ensure higher transparency in the information disclosed.

The goal of the double materiality matrix is to provide a dual perspective on the identified topics: it no longer focuses solely on impact materiality, based on assessments from internal and external collaborators, but also incorporates financial materiality.

Stakeholder engagement—fundamental for Maglificio Maggia—is essential for developing an effective and meaningful double materiality matrix. Stakeholders were identified at the outset of the process with the aim of obtaining the broadest and most representative panel possible, including both internal and external collaborators.

The categories involved were:

- Employees
- Management
- External collaborators
- Banks and insurance institutions
- Suppliers
- Customers

The questionnaires were administered through different methods:

For management, the questionnaire was completed through a direct interview conducted via video call; for employees, it was integrated into an internal training session.

For the remaining stakeholder groups, an online questionnaire was created and distributed via a digital form, with the exception of one customer and one supplier who were interviewed directly, in compliance with one of the technical KPIs requiring at least one direct interview with both a supplier and a customer.

These differentiated approaches ensured, on the one hand, greater agility (in the case of online forms) and, on the other, a more in-depth dialogue (in the case of direct interviews).



Materiality Analysis

Identification of Material Topics

The identification of material topics required several steps. First, in close collaboration with management, an initial selection was carried out to exclude topics considered not relevant to Maglificio Maggia's activities.

Subsequently, the topics were grouped into the following categories:

- Environmental topics (ESRS E)
- Social topics (ESRS S)
- Governance topics (ESRS G)
- Topics specific to the manufacturing sector

Once the topics were identified, questionnaires were developed with the goal not only of collecting stakeholder assessments but also of clearly and directly explaining the purpose of the project and Maglificio Maggia's commitment.

In particular, in addition to a general introduction, each topic was accompanied by a brief explanation of its characteristics and its relevance to the overall concept of sustainability.

The value scale proposed ranged from 1 to 5:

1 = not relevant,
5 = very important.



Materiality Analysis

Processing of Results for Impact Materiality.

Since one of the KPIs defined for the assessment required obtaining responses from at least 50% of the stakeholders involved, it was necessary to allow a sufficient amount of time to collect an adequate number of answers.

By the deadline established for completing the questionnaire, the number of responses received corresponded to the figures shown in Table 1.

Table 1 – Questionnaire responses divided by stakeholder category

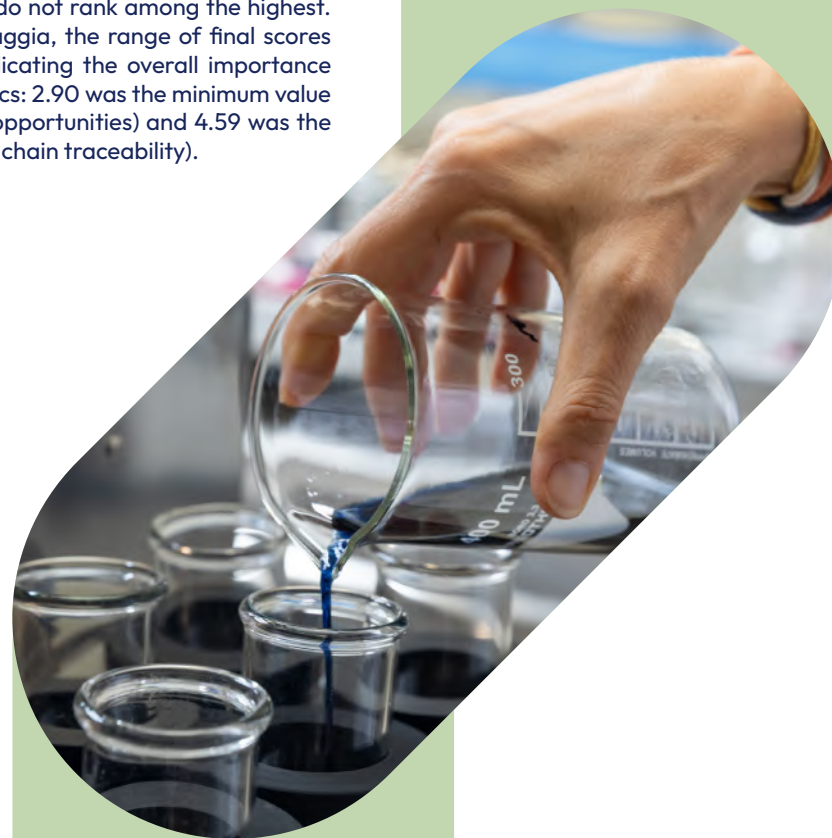
Stakeholders	Number of Responses Received	Number of Questionnaires Sent	Response Rate (%)
Employees	40	60	67%
Suppliers	13	13	100%
Customers	7	14	50%
Banks and Insurance Institutions	3	4	75%
External Collaborators	0	1	0%

The total response rate was 58.4%, thus ensuring the achievement of the established target.

The processing of the results was carried out in several phases: first, an average score was calculated based on the evaluations provided by internal collaborators; then, a separate average score was calculated for external collaborators; finally, a general average value was obtained.

The evaluations collected (as general average values) allowed for the exclusion of certain topics using a cut-off criterion of >3.9,

thereby narrowing down the number of topics included in the double materiality matrix. It is important to underline that the exclusion of these topics does not imply that they are unimportant, but rather that—based on prioritisation—they do not rank among the highest. In the specific case of Maglificio Maggia, the range of final scores obtained was relatively narrow, indicating the overall importance attributed to the set of analysed topics: 2.90 was the minimum value (for the topic equal treatment and opportunities) and 4.59 was the maximum value (for the topic supply chain traceability).



Materiality Analysis

Relevant Topics Emerging from the Double Materiality Analysis

Environment	Social	Governance	Sector-Specific
Energy	Working Conditions (Internal Workforce)	Management of Supplier Relationships, including Payment Practices	Supply Chain Traceability
Water Pollution	Other Labour-Related Rights (e.g., Child Labour, Working Hours, Wages, etc.)		Research & Development, Ecode-sign
Substances of Concern	Working Conditions (Value Chain Workers)		
Substances of Very High Concern			
Water Withdrawal			
Water Consumption			
Water Use			
Water Discharge into Water Bodies and Oceans			

Materiality Analysis

Risk Analysis

The double materiality matrix, unlike a single materiality matrix, incorporates both an inside-out (impact) perspective and an outside-in (financial) perspective. This requires consideration of potential financial impacts that environmental and/or sustainability issues may have on the company: such negative consequences could affect not only the organisation itself but also its relationships with stakeholders.

It is important to emphasize that the analysis conducted takes into account not only risks but also opportunities—namely, the potential positive effects.

Maglificio Maggia developed its financial materiality assessment using several criteria: **scale, scope, irreversibility, and type of risk**. The numerical value attributed to each topic is presented in the table.

TOPIC	ESRS	Final Risk Value
Energy	E1	4
Water Pollution	E2	4
Substances of Concern	E2	4
Substances of Very High Concern	E2	4
Water Withdrawal	E3	4
Water Consumption	E3	3
Water Use	E3	4
Water Discharge into Water Bodies and Oceans	E3	4
Working Conditions (Internal Workforce)	S1	3
Other Labour-Related Rights (e.g., Child Labour, Working Hours, Wages)	S1	2
Working Conditions (Value Chain Workers)	S2	3
Management of Supplier Relationships, including Payment Practices	G1	3
Supply Chain Traceability	Sector specific	3
Research & Development, Ecodesign	Sector specific	3

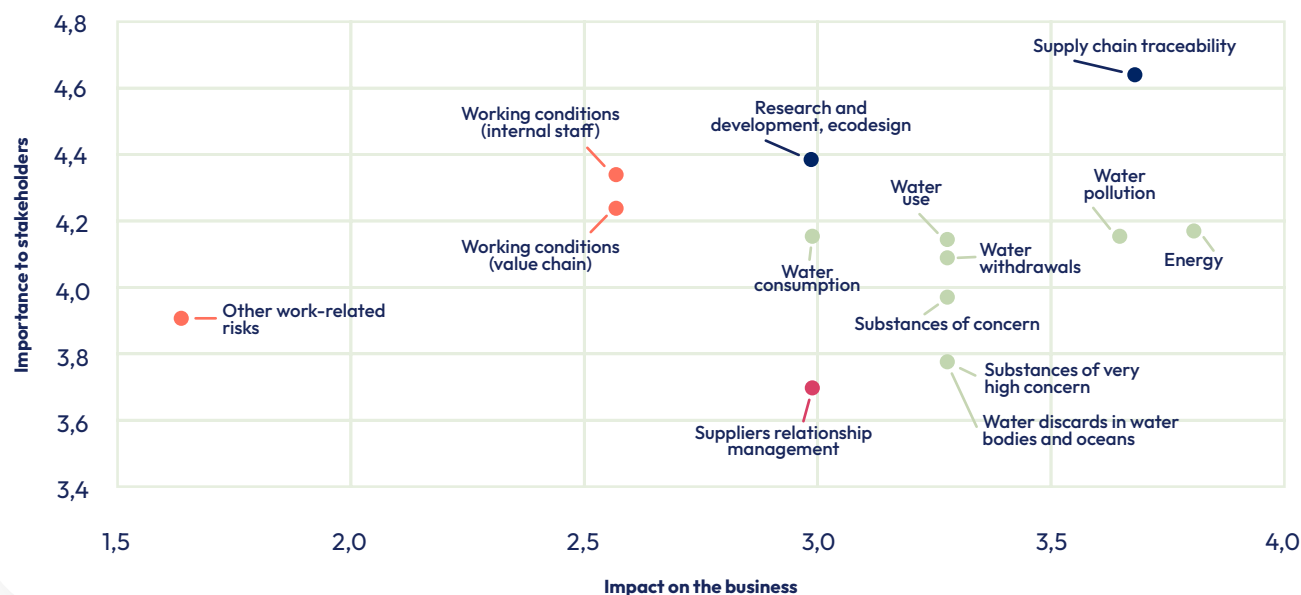
Materiality Analysis

Weighting of Results and Double Materiality Matrix

The weighting of results represents the final step before developing the double materiality matrix.

To obtain the final values from a financial perspective, a weighting process was applied based on three key criteria: **severity, frequency, and cost**.

This combined value represents the business perspective, which is then compared with the stakeholder perspective, as shown in the figure.



Five material topics emerged from the analysis:

- **supply chain traceability**
- **water pollution**
- **energy**
- **water use**
- **water withdrawal**

It is important to note that four of the five material topics fall within the environmental category, highlighting the growing importance attributed to these issues not only from an internal perspective but also from an external one.

De Rerum Natura

Presented for the first time in the 2023 Report, De Rerum Natura – The Nature of Things continued in 2024 as an evolving platform guiding Maglificio Maggia's sustainability strategy.

The plan serves as the reference framework that gathers, organises, and connects all initiatives and projects carried out by the company in relation to the United Nations Sustainable Development Goals (SDGs), with the aim of communicating our commitment to a more responsible industry in a transparent and coherent way.

The SDGs, part of the 2030 Agenda, call for the joint commitment of governments, businesses, and stakeholders. Through the ongoing formalisation of our strategic plan, we aim to enhance all topics – both material and non-material – that guide our actions and emerge from continuous dialogue with our stakeholders.

Through the evolution of De Rerum Natura, we integrate all dimensions relevant to the company, foster ongoing engagement with stakeholders, and steer our projects toward the progressive improvement of environmental, social, and economic performance.

In 2024, this path translated into the consolidation of the actions initiated in 2023 and the expansion of ongoing initiatives, confirming the role of De Rerum Natura as the strategic compass of corporate sustainability.

All themes outlined in the Charter of Values were further developed during 2024 and are explored in the corresponding sections of this document. Some elements have also been reviewed and clarified to improve usability and ensure alignment with the new reporting model.



MATERIA
- prodotto -



OPIFICIUM
- produzione -



NATURA
- ambiente -



HUMANISOPIBUS
- risorse umane -








COMMUNITAS
- comunità -

DE RERUM NATURA
- La Natura delle Cose -

De Rerum Natura

All the themes outlined in the Charter of Values were developed throughout 2024, and further details can be found in the corresponding sections. Some points of the Charter of Values have been revised to ensure greater clarity.

<div>  <div> Product MATERIA </div> </div>	Development of a Product Certification System	Page 29
	Use of Sustainable and Traceable Raw Materials	Page 30
	Development of an Advanced Traceability System in Line with EU Regulations	The renewal of the production management system introduced in the plant has significantly improved process-traceability practices, enabling us to trace materials back to the raw-material stage and to include the batches of chemical products used in internal processes. Page 21
<div>   </div>	Research and Development	Pages 31, 32
<div>  <div> Production OPIFICIUM </div> </div>	Optimization of Processes with a Sustainability Focus	In 2024, Maglificio Maggia began its commitment to optimising processes from a sustainability perspective, increasing production efficiency and reducing environmental impacts through digitalisation, continuous monitoring, and improved resource management. Activities carried out in this area include: upgrading the production management system, installing a heat-recovery plant, and designing an energy-monitoring system to be implemented in 2025. Pages 21, 25, 37
	Organisation of an Integrated Management System	The company, also thanks to the product certifications obtained, has initiated a process of internal organisation and formalisation of procedures. The first step in this direction has been the development of an integrated policy that serves as an overarching framework for the management system that will be implemented thereafter. Pages 24, 29
	Internal and Supply Chain Digital Innovation	For Maglificio Maggia, digital innovation represents an evolutionary path that involves the entire organisation and the supply chain. In 2024, we launched several digital projects aimed at improving data reliability, process traceability, and collaboration with supply-chain partners. These initiatives—still under development—lay the foundations for a more integrated, transparent, and sustainability-oriented production system and value chain. Activities carried out include: the new production management system, 4S-Chem, and the Ympact platform with supplier assessment. Pages 21, 26
<div>    </div>		

De Rerum Natura



Environment NATURA

Sustainability Report

The year 2023 marked Maglificio Maggia's first sustainability reporting exercise, based on data from 2022, with the aim of mapping the main environmental, social, and governance topics and enhancing the transparency of our commitment toward stakeholders. The 2024 report represents an important step forward, consolidating the structure and quality of the data collected in 2023 and including, for the first time, reporting aligned with ERS principles and standards. This allows us to align our disclosures with European requirements, improve process traceability, and provide a more robust basis for monitoring and communicating ESG performance over time.

Impact Measurement

At the end of 2024, Maglificio Maggia launched the design of a system for monitoring energy-related impacts, with the goal of making the measurement of consumption and environmental performance more transparent and structured. This system will be implemented during 2025, laying the groundwork for more effective resource management and for measuring progress in reducing environmental impacts. Page 21

Improvement of the Impact Across the Entire Supply Chain

Maglificio Maggia considers the supply chain a key element of its sustainability strategy. In 2024, we initiated the first projects aimed at monitoring and improving supplier practices, with a particular focus on transparency, traceability, and responsible resource management. These initiatives lay the foundations for a more sustainable supply chain, aligned with ESG principles and the United Nations Sustainable Development Goals, and represent an initial step toward generating a positive impact across the entire value chain. Activities carried out include: purchasing certified raw materials, implementing 4S-Chem, and requesting supplier adherence to the Code of Ethics. Pages 21, 22, 26, 30



Human Resources HUMANIS OPIBUS

Health and Safety of Workers

The existing procedural system was improved by updating risk assessments that were missing or expired. Page 47

Well-being and prosperity

The company has begun introducing an employee discount system by establishing corporate agreements both locally and beyond, and new initiatives will be evaluated for 2025. In the area of welfare, a prevention project was carried out in collaboration with LILT. Page 46

Diversity and Inclusion and Gender Equality

Maglificio Maggia recognises the importance of equity, respect, and the appreciation of individual differences within the company. In 2024, we took the first steps to promote equal opportunities for men and women and to foster an inclusive environment, integrating these principles into our HR practices and corporate culture. All related practices are outlined in the Code of Ethics and in the company policy.



Community COMMUNITAS

Business Networks

Slow Fibre – MagnoLab. Pages 45, 52

Collaboration with Local Institutions

Community Section. Pages 51, 54



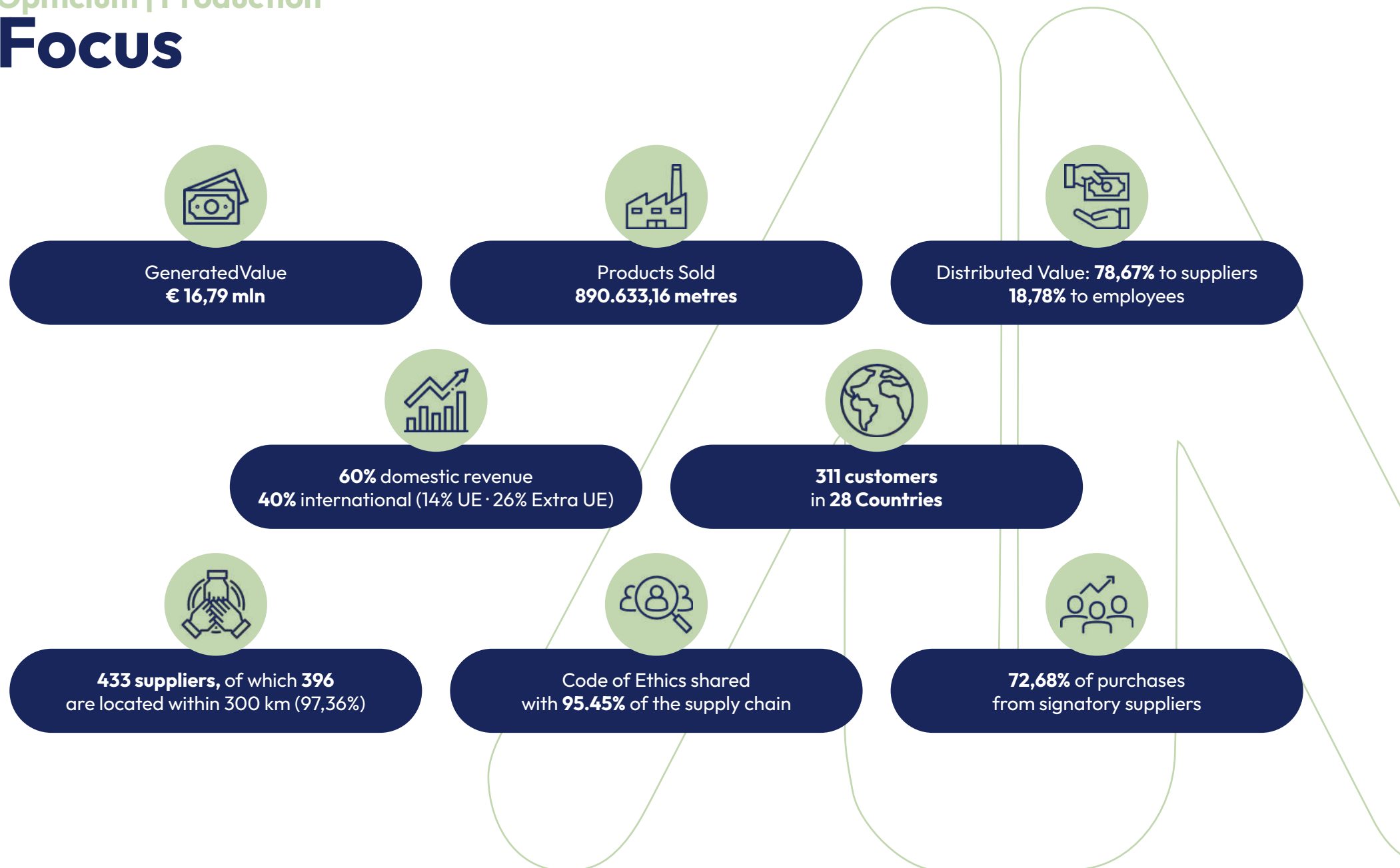


02

Opificium

Opificium | Production

Focus



Opificio | Production

Our History

Founded in 1780, Magificio Maggia is one of the oldest textile companies in Italy. Based in the Biella district, specifically in Occhieppo Superiore, the company carries forward a unique heritage that weaves together craftsmanship, passion, and vision across more than 300 years.

The mill, born as a family business founded by Francesco Maggia, has evolved from simple wool processing into a global benchmark in the production of knitted fabrics.

The Maggia family, who moved from Switzerland to Piedmont in the early 1700s, found in the Biella area the ideal setting to establish a new entrepreneurial model capable of revolutionising manufacturing through the introduction of hand looms for knitwear.

With the official establishment of the company “Francesco Maggia e Figlio” during the 19th century, noteworthy collaborations emerged, such as the partnership with Valentino Bellia in 1899 and the creation of the Società Anonima Bellia e Maggia in 1910.

The true turning point for the mill came in 1915, with the acquisition of the “F.lli Vigna” plant in Occhieppo Superiore, Via Graglia 89—still the historic headquarters of the company today. Its strategic location allowed Maggia to harness the proximity of the Elvo stream to produce hydroelectric energy.

In the 1950s, production expanded into underwear and various lines of sportswear, casual wear, and garments supplied to the Italian Army—sectors that continued to thrive for many years.

During the 1970s and 1980s, Maggia stood out for several significant international collaborations and for pioneering modern marketing

strategies that were particularly innovative for the time.

These efforts helped bring the Maggia brand onto the world stage, dressing famous tennis players such as **Vitas Gerulaitis, John Newcombe, and Billie Jean King.**

In the 1990s, under the leadership of **Umberto Maggia**, Chairman of the Board and majority shareholder, the company closed its garment-making division to focus exclusively on producing high-end knitted fabrics on circular looms—thus consolidating its premium market positioning.

Each era has seen the company evolve and adapt to new market needs and challenges, always maintaining a strong commitment to material quality and attention to detail.

Today, Magificio Maggia has reached its **ninth generation**, with Umberto Maggia joined by his children Giovanna and Ludovico.

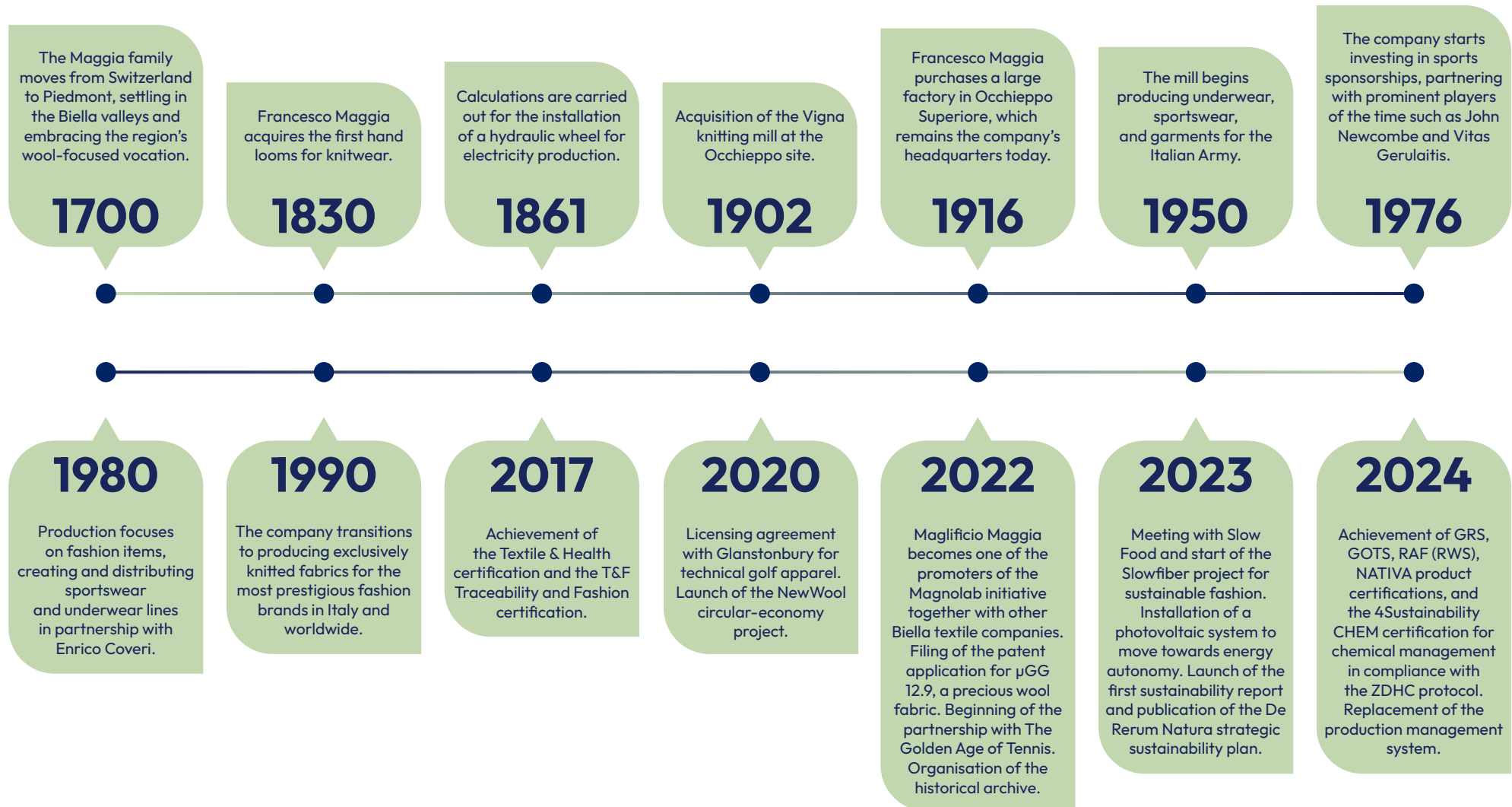
The company maintains a vertically integrated production structure with in-house knitting facilities equipped with over 40 circular looms, as well as finishing and dyeing departments. Every day, the mill works with fine fibres such as wool, cashmere, cotton, and technical yarns, supplying fabrics to some of the most prestigious fashion houses worldwide.

In recent years, the company has invested significantly in cutting-edge technologies, achieving a production capacity of over **one million metres per year.**

These choices are driven by a strong corporate commitment to environmental and social sustainability, which today stands as one of the central pillars of Magificio Maggia’s philosophy.



Opificio Our History



Opificium Market

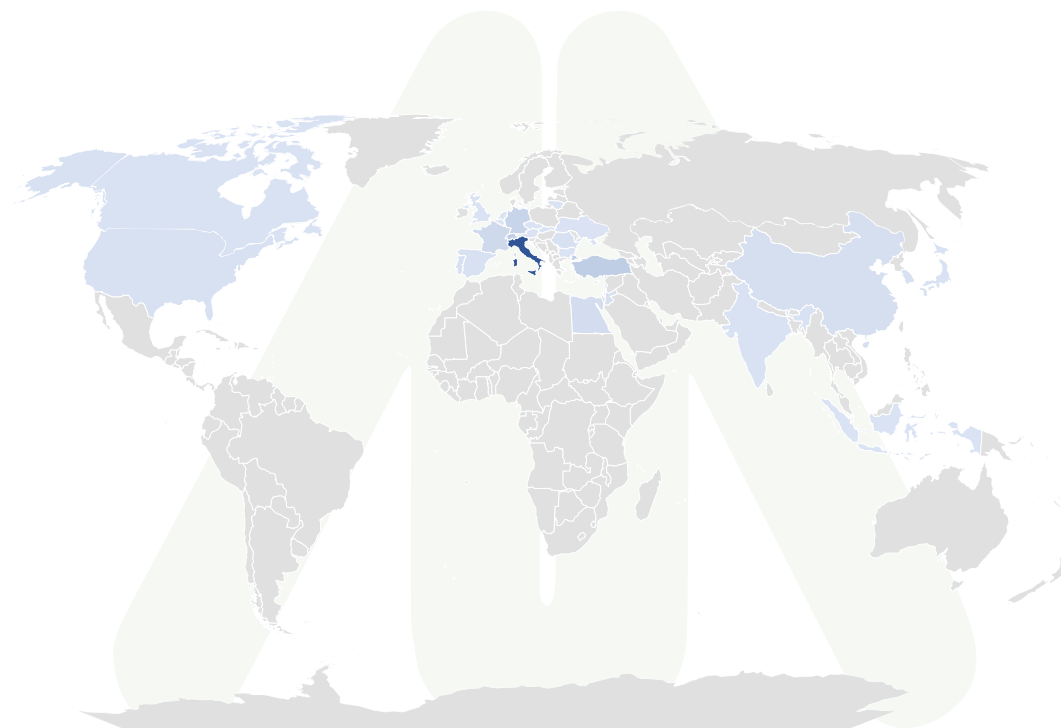
In 2024, Maglificio Maggia operated in a market composed of 60% domestic (Italy) and 40% international sales, the latter divided between EU countries (14%) and non-EU countries (26%). The company served a total of 311 customers across 28 countries.

Faithful to the values of Made in Italy, Maglificio Maggia offers a versatile collection of high-quality fabrics primarily aimed at the luxury sector. The range spans from the finest lightweight gauges to heavier yarns, with applications in shirting, T-shirts, sweatshirts, jackets, trousers, and coats.

The materials used include cotton, linen, wool, cashmere, and noble fibres, all processed according to Biella's renowned textile excellence. The technical segment includes superfine polyester and polyamide, selected in line with the company's philosophy.

The Italian market remains the most important in terms of turnover, supported by long-standing relationships with leading luxury brands. Market coverage is ensured by a network of agents coordinated by the internal sales managers. The same model applies to European and international markets, with a strong presence in France, the United Kingdom, Germany, the United States, South Korea, China, and Japan. **Maggia fabrics, a true expression of Biella's craftsmanship, are featured in some of the world's most exclusive stores and boutiques, recognised for their quality and distinctive style.**

	2024	2023
Company Revenue for the Reference Year – Italy	9.819.893,94 €	11.789.733 €
Company Revenue for the Reference Year – EU	2.290.961,05 €	4.579.905,12 €
Company Revenue for the Reference Year – Non-EU	4.305.414,79 €	2.342.088,45 €



Number of served Countries

28

Total Customers

311

Italy

163

EU

60

Non-EU

88

Value Generation and Distribution

In 2024, the market experienced a moderate contraction, partly offset by growth in non-EU countries and by the gradual stabilisation of the textile and apparel sector. Within this context, the company continued to pursue its investment plan, focusing on energy efficiency, technological innovation, and the enhancement of its corporate heritage.

The main interventions included:

- **Renovation of selected company areas**, with the aim of combining functional space design and the preservation of the historical value of the buildings.
- **Enhancement and valorisation of the textile archive**, comprising historical fabrics and garments of the Maggia brand.
- **Upgrading of plants and equipment**, prioritising low-energy-impact and high-efficiency solutions. Among these, the installation of a heat-recovery system for boiler exhaust fumes, serving the dyeing and finishing departments, enables a significant reduction in energy consumption.
- **Renewal of the machinery fleet**, with the purchase of two state-of-the-art circular knitting machines.

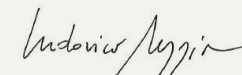
In parallel, the company continued its digitalisation journey, replacing the previous ERP system with a new corporate management platform aimed at improving organisational efficiency and production-process traceability.

The objective remains to consolidate the company's positioning as a benchmark in the sector, maintaining a forward-looking approach from a technological, production, and financial perspective, while creating sustainable value for all stakeholders.

Despite a slight decrease in the value generated, **equity increased** thanks to the allocation of the profit from the previous financial year to reserves.

"Investing in heat recovery means giving energy back to our work: less waste, greater efficiency, and a concrete step toward truly sustainable production."

Ludovico Maggia



The **structural margin** is positive, indicating that the company's **equity fully covers its fixed assets**. This result demonstrates a **sound financial structure** and a **prudent management approach**, consistent with the principles of economic sustainability.

Covering fixed investments with internal resources reduces exposure to financial risk and contributes to long-term stability, an essential condition for ensuring operational continuity and the ability to make future investments, including in the ESG domain.

Parameter	2024	2023
Generated Value	16.788.777 €	19.216.483 €
Distributed Value	15.571.236,50 €	16.619.372 €
Retained Value	1.217.540,50 €	2.597.111 €
Total Investments for the Reference Year	1.254.626 €	1.462.051,97 €
Investments in Buildings	301.844,45 €	135.257 €
Investments in Plants and Equipment	575.966,91 €	881.432 €
Investments in R&D	539.222,67 €	543.579,52 €
Investments in Software and Innovation	176.229,10 €	162.346 €
ESG investments as a percentage of revenue	1,47%	1,24%
Total liabilities	19.614.563,00 €	18.945.126,13 €
Net assets	11.008.009,00 €	10.196.533,00 €
Primary structural margin	6.978.263,00 €	6.688.694 €
Secondary structural margin	8.747.493,00 €	8.201.932,00 €
Primary structural ratio	2,78	2,97
Secondary structural ratio	3,23	3,41

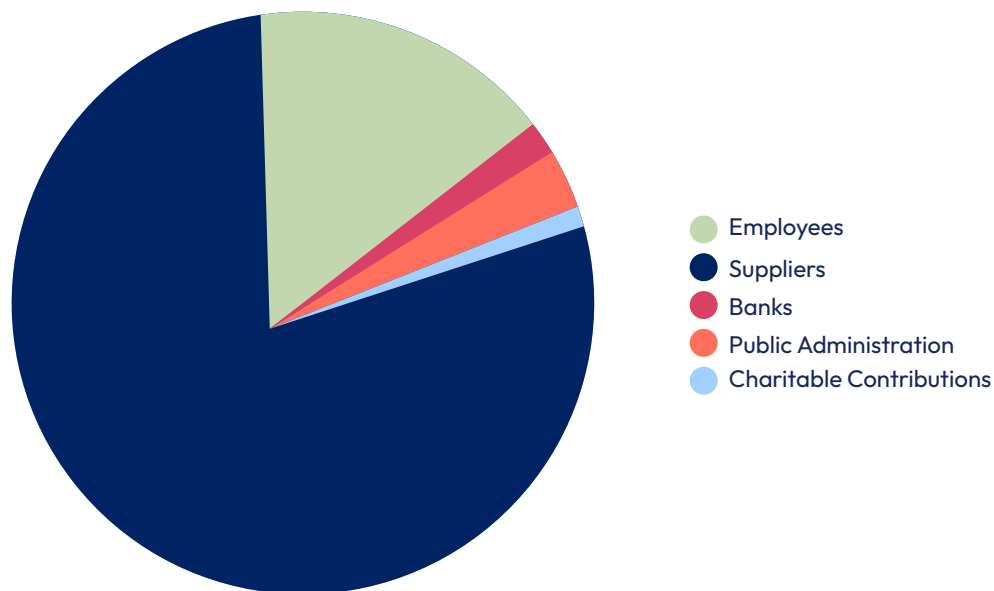
Opificio Value Distribution

In 2024, the economic value generated by the company was distributed as follows: 78.67% to suppliers.

The company worked with 433 active suppliers, 396 of whom were located within 300 km of Maglificio Maggia's headquarters — a proximity that represents 97.36% of total purchases, confirming the company's strong territorial rootedness.

The Code of Ethics was shared with 95.45% of the supply chain, and 72.68% of purchases were made from suppliers who formally signed the document.

Employees received 18.78% of the value distributed, a share which, thanks to the high concentration of personnel from the district, translates into a direct positive economic impact on the local area.



Donations to the community and local stakeholders totalled €19,685.50.

Specifically, Maglificio Maggia supported:

- **Mucrone Local ETS**, for initiatives enhancing the local territory;
- **Associazione Sotterranea APS**, supporting the classical music programme of the Piedicavallo Festival;
- **Spazio LILT – Biella Provincial Association**, committed to cancer prevention and awareness (with further details in the Human Resources section);
- **Fondazione Pistoletto**, for the CIRCULART project.

The distribution of economic value is determined through a targeted reclassification of the main items of the income statement — an essential analysis for guiding sustainability

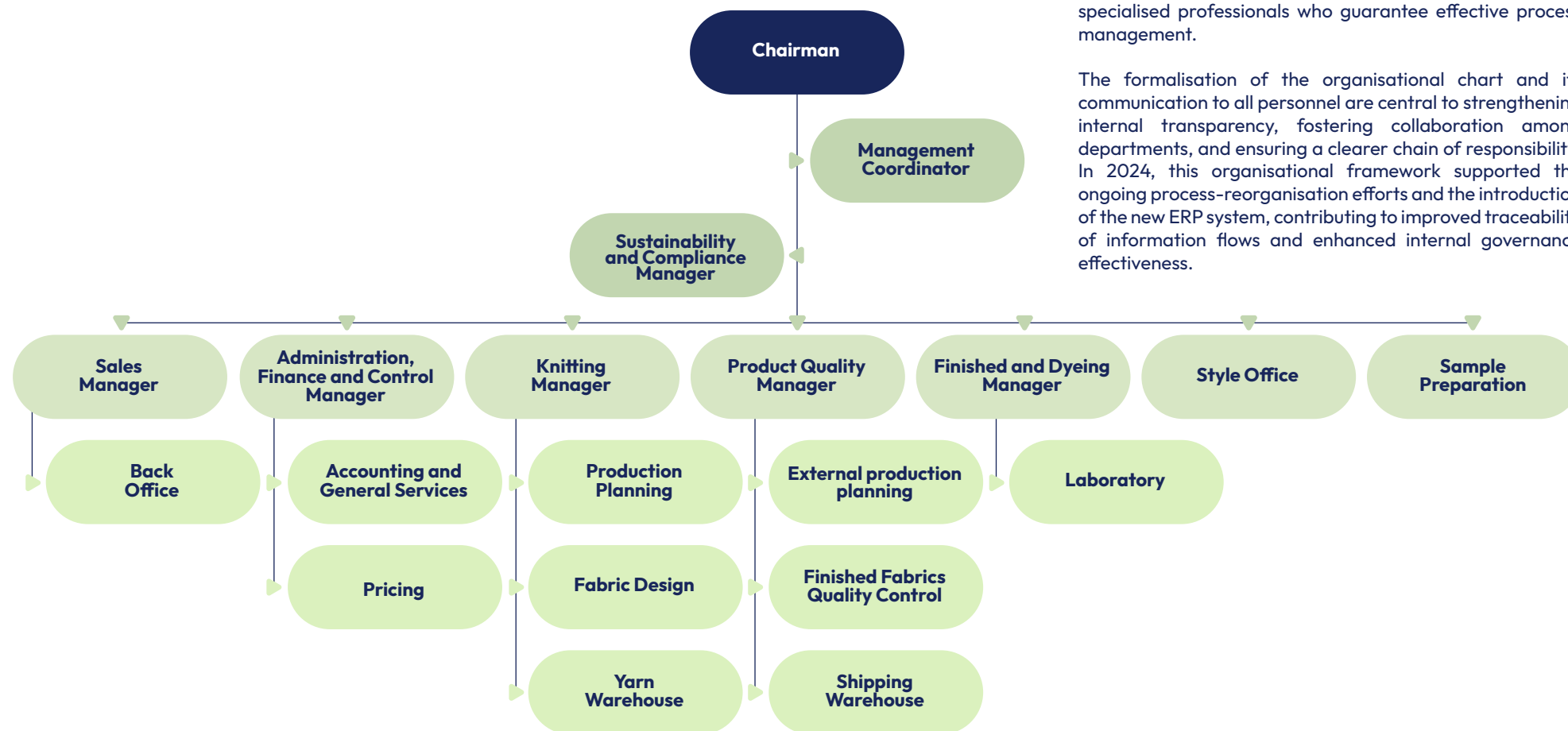
initiatives and defining Maglificio Maggia's strategic objectives.

In 2024, the company also received public subsidies totalling €27,341.28, related to:

- Tax Credit for 4.0 Training;
- SUMMIT Project, dedicated to mitigating the release of microplastics from synthetic textiles;
- Social-security exemption for the hiring of women in the 2021–2022 biennium.

Value Distribution	Value	%
Employees	2.924.446 €	18,78
Suppliers	12.249.364 €	78,67
Banks	111.049 €	0,71
Charitable Contributions	19.685,50 €	0,13
Public Administration	266.692 €	1,71

Organisational Structure



Opificium Governance

The company's Board of Directors is composed of three members, all belonging to the Maggia family.

Member	Role	Year of Birth	Gender
Umberto Maggia	Chairman, Chief Executive Officer, Employer under Workplace Health and Safety regulations	1956	M
Giovanna Maggia	Administrator	1986	F
Ludovico Maggia	Administrator	1990	M

The Board of Directors has an open-ended mandate; remuneration for its members is not fixed, and no compensation is currently provided.

At the end of 2023, with the arrival of a dedicated role within the company, the **Sustainability Committee** was established. It is composed of the Board of **Directors and the Sustainability & Compliance Manager**.

The Sustainability Manager is responsible for:

- managing corporate compliance in the areas of **Environment and Health & Safety**;
- managing **company certifications**;
- developing business processes with a focus on **efficiency**;
- drafting this **Sustainability Report**.

The Committee meets periodically, involving additional technical members of the company when necessary, to discuss specific topics and develop targeted projects.

Each year, the Sustainability Manager presents to the Board of Directors the key company indicators related to her operational responsibilities.

The Board delegates the preparation of the sustainability report to the Sustainability Manager, with the collaboration of all company functions.

The company will improve its governance structure by the end of 2025.

The Code of Ethics was shared externally with 95.45% of suppliers in terms of turnover volume and was formally signed by **72.68%** of them, corresponding to €1.161.172,18.

[Click here to consult our code of ethics](#)

The whistleblowing channel has been communicated and made available to all stakeholders. As in previous years, no reports of misconduct were received in 2024.



The channel can be accessed at the following link



The Production Facility

The internal production of Maglificio Maggia is based on a vertically integrated cycle that combines knitting, piece dyeing, and finishing with a cotton-based process, ensuring direct and continuous control over all production phases.

The selective outsourcing of certain processes remains strategic to guarantee maximum product versatility, allowing the company to work with all types of fibres.

Maglificio Maggia relies on solid partners, mainly within the Biella textile district but also beyond it, enhancing its products through a qualified and reliable supply chain.

Internally, the company is organised into the main production departments:

Knitting

Dyeing

Finishing

Each department contributes to the creation of products of excellence, but it is the overall quality of Maglificio Maggia that sets the company apart, representing its true hallmark.

The distinctive value of its products lies in a high level of customisation, consistent quality, and dedicated customer service, enabling the company to meet a wide range of complex requirements and confirming its ability to combine tradition, innovation, and sustainability.

The **scrap rate remains at 2%**, while **customer returns account for 1%**.

In 2024, the company committed to **reducing the outsourcing of processes**, both to achieve greater control over product impacts and to rationalise costs.



Data	2024	2023
Total sold (m)	890.633,16	1.170.000,00
Total sold (kg, estimated)	296.095,78	351.000,00
Total internal production (kg)	292.299,31	274.822,60
Total external production (kg)	369.761,98	425.885,38
Total production (kg)	662.061,29	700.707,98
% Outsourcing of total production	55,85%	60,78%
Internal knitting (kg)	194.886,91	171.127,50
External knitting (kg)	41.501,94	113.766,38
Internal dyeing and finishing (kg)	97.412,40	103.695,10
External dyeing and finishing (kg)	328.260,04	312.119,00

Opificio 4S CHEM Certification

A new milestone in production sustainability was achieved with the attainment of the Advanced level in the CHEM initiative of the 4sustainability multidimensional framework — **the innovative implementation protocol and registered mark that certifies sustainability performance across the fashion and luxury supply chain.**

This important recognition confirms our concrete commitment to reducing the environmental impact of our activities and adopting increasingly eco-compatible practices.

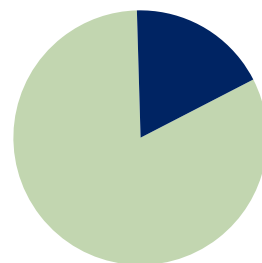
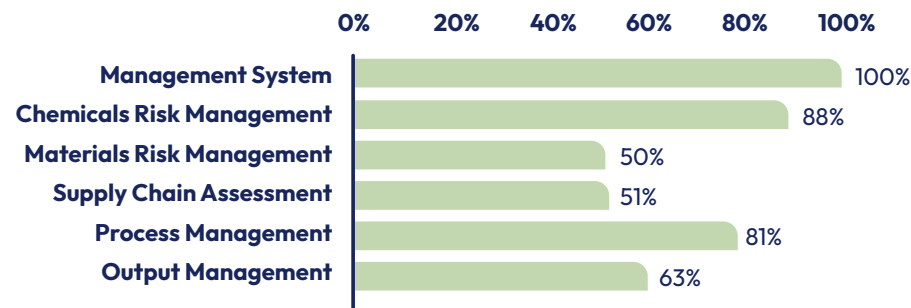
A commitment to protecting the planet.

The 4sustainability framework, and specifically the activated 4s CHEM pillar, represents a significant step forward in our sustainability path, through the implementation of a cutting-edge chemical management system.

In line with the principles of the ZDHC Roadmap to Zero, we have mapped and monitored process inputs, flows at every stage, and outputs, with the aim of substituting or eliminating substances harmful to human health and the environment with safer, more sustainable alternatives.

Joining the 4sustainability Roadmap is an important achievement, but not a final destination. Each year, the mill strengthens its commitment to further implementing and improving the system, moving steadily toward excellence.

4S REQUIREMENT - IMPLEMENTATION LEVEL



Assurance
Rating
80%



ID Nr. 4S-100633



03

Materiã

Materia | Product

Focus



**5 Product
Certifications Achieved**



6,46% Certified Fibres
(+1,15% vs 2023)



Materia Product

Maglificio Maggia has always selected high-quality yarns for the production of both classic and technical fabrics. The company chooses the finest fibres available on the market to ensure production continuity and deliver a repeatable, stable product.

The wide range of offerings—from lightweight to more structured fabrics, with a focus on shirting, jackets, outerwear, and T-shirts—allows the company to meet market needs comprehensively. Thanks to a highly flexible production structure, Maglificio Maggia can work on customised projects, providing tailor-made solutions that fully satisfy client requirements.

The company also offers the possibility of using certified yarns within its fabrics. In 2024, Maglificio Maggia obtained the following product certifications, confirming its commitment to quality, traceability, and sustainability.

In the same year, the company also achieved NATIVA Precious Fibre and OCS – Organic Content Standard certifications, which were later discontinued prior to the 2025 renewal due to limited market demand.



GOTS – Global Organic Textile Standard



Certified by ICEA
GOTS-12204

GRS – Global Recycled Standard



Maglificio Maggia SRL
Certified by ICEA - ICEA-TX-3580

RAF – Responsible Animal Fibre



Maglificio Maggia SRL
Certified by ICEA - ICEA-TX-3580

Only products covered by a valid transaction certificate are certified

Materia Product

In 2024, 6.46% of the fibres used by Maglificio Maggia had sustainability attributes or product certification, compared to 5.31% in 2023.

An increase in the use of certified fibres was observed, although it remained below the initial target of +5%, reaching +1.15%. The purchase of certified materials is primarily linked to direct customer requests; however, for certain fibre types, a gradual conversion of inventory toward fully certified materials is already underway.

For 2025, the company plans to further expand the use of certified fibres, while noting that market demand for such materials remains relatively limited.

It is important to highlight that managing product certifications entails an inherent increase in list prices, a factor not all customers are willing to absorb, which represents a limiting element in the broader adoption of certified fibres.



Fiber	%
Cotton	44,75
Polyamide	30,48
Elastan	6,04
Wool	4,65
RWS Wool	0,28
European Flax Linen	2,11
Polyester	2,05
Silk	1,73
Cashmere	1,66
GRS Polyester	1,46
GOTS Cotton	1,73
Lyocell	0,82
GRS Silk	0,75
Viscose	0,53
Linen	0,31
Camel	0,2
Alpaca	0,09
Bamboo	0,07
Steel	0,06
GRS Cashmere	0,08
SFA Cashmere	0,01
GRS Polyamide	0,03
COOLMAX Polyester	0,02
Modal	0,02
Polypropylene	0,01
Micro Lyocell	0,01
Mohair	0,01
Cupro	0,01
Alga	0
Kapok	0
Acrylic	0

Research and Development

As indicated in the section concerning value received from Public Administration, in 2024 the company launched a project funded by the Piedmont Region and co-funded by the European Union through the **SWICH Call** (Support of the Whole Innovation Chain) — “Support for research, development, innovation and the industrialisation phases of results aimed at accelerating production and/or commercialisation”. The project, entitled **SUMMIT** – Sustainable Mitigation of Microplastics in Textile («Approcci sostenibili alla mitigazione del rilascio di microplastiche da tessuti sintetici»), has a planned duration of 30 months.

Project partners include:



The **SUMMIT** project addresses the need to reduce pollution caused by **fibrous microplastics** (MPf) released from synthetic textiles during domestic washing. A portion of these MPf pass through wastewater treatment plants and subsequently contaminate rivers and marine environments. The urgency of addressing microplastic release is highlighted as a priority by the European Commission in its **EU Strategy for Sustainable and Circular Textiles**, which reports that 40,000 tonnes of synthetic fibres are released annually from washing-machine effluent.

Thanks to the participation of companies spanning the entire textile value chain—spinning, woven and knitted fabric production,

finishing, and garment making—the issue is tackled comprehensively and synergistically. The project proposes two main objectives:

1. Defining ecodesign criteria through the selection of operating conditions during production phases that minimise future MPf release.
2. Developing a sustainable and durable “anti-release” surface treatment to be applied in spinning or finishing, designed to mitigate MPf release by increasing fibre abrasion resistance, without compromising mechanical, thermal, or comfort properties.

Total eligible project cost	1.566.658,94 €
Total contribution granted	831.525,24 €
Maglificio Maggia Eligible cost	259.225,39 €
Maglificio Maggia Contribution granted	259.225,39 €
Project start / concession date	16/09/2024
Expected completion date	16/03/2027



SUMMIT Project

Sustainable Mitigation of Microplastics In Textile

ANGGIA

Project Objectives

- Definition of ecodesign criteria through the selection of operating conditions during production phases that minimise the future release of fibrous microplastics (MPf).
- Development of a sustainable and durable “anti-release” surface treatment to be applied during spinning or finishing, aimed at mitigating MPf release by increasing the abrasion resistance of fibres.

The project was partially funded by the P.R. F.E.S.R. 2021/2027 – Action I.I.I. Support for RDI activities and for the economic valorisation of innovation (SWIch 2023 Call).



04

Natura

Natura | Environment

Focus



- 30% CO₂ Scope 1 emissions



- 6% CO₂ Scope 2 emissions



2.940 kg textile fibres
sent for recycling – Green Line



61% renewable energy
in the 2024 energy mix



100% waste recovered



Water Consumption per Unit of Fabric
0,323 m³/kg



-6% industrial wastewater discharge

Natura Environment

In 2024, a heat-recovery system was installed to harness the thermal energy generated by boiler fumes and compressors. The system transfers the recovered heat to the water used in dyeing processes, warming both surface- and groundwater sources as well as office spaces. This technology represents an important step toward energy efficiency and consumption reduction, delivering direct benefits to the sustainability of the production cycle. The system was partially operational in 2024 and will reach full functionality in 2025, further optimising energy recovery and improving the overall efficiency of the facilities.

The year 2024 also marked the first full year of operation for the photovoltaic plant, which contributed to powering part of the company's energy needs throughout the reporting period. The integration of renewable sources represents an additional contribution to reducing the environmental footprint and advancing toward a low-impact production model. Furthermore, no fuel oil was used in 2024.

Source	Data 2024			Data 2023		
	Quantity	kWh	kg CO ₂ eq.	Quantity	kWh	kg CO ₂ eq.
Self-produced renewable electricity	244.901	244.901	67.666	124.055	124.055	34.276
Self-consumed renewable electricity	148.830	148.830	41.122	64.188	64.188	17.735
Electricity purchased from the grid	417.574	417.574	115.376	444.737	444.737	122.881
Natural gas for processes, heating, and hot water [Sm ³]	255.287	2.434.162	491.701	238.594	2.274.994	459.549
Fuel oil consumed [kg]	0	0	0	81.851	961.258	265.388
Transport of goods and people with owned or leased vehicles (gasoline) [liters]	2.237	19.863	4.946	2.323	20.628	5.136
Transport of goods and people with owned or leased vehicles (diesel) [liters]	13.419	134.193	35.830	11.354	113.540	30.315



Natura Environment

The year 2024 marked significant progress in reducing emissions, thanks to the effectiveness of direct interventions on thermal energy consumption.

The adoption of low-impact technologies, heat-recovery systems, and photovoltaic integration represents a concrete first step toward the decarbonisation of the production cycle.

Maglificio Maggia's direct Scope 1 emissions decreased by 30%, falling from 760.4 tCO₂e in 2023 to 532.5 tCO₂e in 2024.

This outcome reflects the successful implementation of energy-efficiency measures, the contribution of the photovoltaic system, and the discontinuation of fuel-oil use.

The reduction in Scope 1 also highlights improved process control and greater optimisation of industrial equipment.

The heat-recovery system—capturing thermal energy from boiler fumes and compressors—will allow a further reduction in direct fuel consumption for water and space heating in 2025.

Indirect Scope 2 emissions, linked to electricity consumption,

decreased more moderately (-6%), from 122.9 tCO₂e in 2023 to 115.4 tCO₂e in 2024.

This reduction is influenced by the first full operational year of the photovoltaic plant, which helped meet part of the company's electricity needs with renewable energy, lowering dependence on the grid.

The limited percentage decrease indicates that significant opportunities remain to increase the share of renewable energy and improve electrical-consumption efficiency.

Future Outlook:

- Further expand the use of renewable energy sources to reduce Scope 2 emissions.
- Continue converting inventory toward certified materials and more sustainable processes, generating indirect positive effects on emissions, even though full Scope 3 calculations are not yet available.
- Continuously monitor equipment efficiency to consolidate and enhance energy-saving results.

CO2 Scope Emissions	Total Emissions			
	2024 - t CO2	2023 - t CO2	Variation 2024 on 2023	Variation %
Total CO ₂ Scope 1 Direct Emissions	532,5	760,4	-227,9	-30%
Total CO ₂ Scope 2 Indirect emissions related to purchased energy	115,4	122,9	-7,5	-6%
Totale CO ₂ Scope 1-2	647,9	883,3	-235,4	-36%



Natura Environment

In 2024, a significant evolution was observed in the composition of the company's electricity mix, with a marked increase in the share of energy from renewable sources.

The integration of the photovoltaic system—fully operational for the entire reporting year—contributed directly to the internal production of clean energy, reducing dependence on electricity drawn from the national grid.

Considering both the renewable component of the national electricity mix and the self-produced photovoltaic energy, the total share of renewable energy used by the company reaches **61.0%**.

This result highlights a clear improvement in the quality of the energy mix used in production processes and represents an important step toward further decarbonisation of electricity consumption, with potential positive effects on indirect Scope 2 emissions. The increased renewable share contributes not only to lowering environmental impact but also to strengthening energy resilience, reducing exposure to the volatility of conventional electricity costs.

Looking ahead, additional investments in self-production capacity and in systems for optimising consumption could further increase the responsible share of the company's energy mix.

Sources	2024		2023	
	Weight (%)	kWh	Weight (%)	kWh
Renewable	61,0%	345.382	53,7%	273.525
Natural gas	7,5%	42.593	8,9%	45.363
Coal	26,4%	149.659	31,3%	159.394
Petroleum products	1,2%	6.556	1,4%	6.982
Nuclear	1,2%	6.681	1,4%	7.116
Other sources	2,7%	15.534	3,3%	16.544
Total	100,0%	566.404	100,0%	508.925



Water supply	2024	2023
	m ³	m ³
Withdrawal from river	25.467,40	22.555,00
Withdrawal from well	4.653,00	5.475,00
Drinking water for industrial use	1.333,00	1.069,00
Total	31.453,40	29.099,00

Wastewater discharge into the sewer system	m ³
2024	26.130,00
2023	27.843,00

Year	Production (kg)	Withdrawal (m ³)	Withdrawal/m ³ per kg	Discharge (m ³)	Discharge/m ³ per kg
2024	97.267,17	31453,4	0,323 m³/kg	26130	0,268 m ³ /kg
2023	103.695,10	29099	0,281 m³/kg	27843	0,268 m ³ /kg

Natura Environment

Water Management

In 2024, water management showed a complex and dynamic trend, influenced both by the production mix and by the characteristics of internal processes — particularly cotton-fibre dyeing, which requires long cycles and high water volumes.

With internal production totalling **97,267.17 kg** (–6.20% compared to 2023), the company recorded:

- **an increase in water withdrawal of +8.09%**, from 29,099 m³ to 31,453.4 m³;
- **a reduction in wastewater discharge of –6.15%**, from 27,843 m³ to 26,130 m³.

The change in withdrawals becomes more evident when related to finished product: **specific withdrawal increased from 0.281 to 0.323 m³/kg (+15%)**.

This growth is mainly attributable to the nature of 2024 operations, characterised by:

- a higher share of water-intensive dyeing cycles on cotton fibre, requiring prolonged washing and treatment phases;
- optimisation and stabilisation activities on equipment, including washing operations, article changes, and technical setup;
- the initial integration phase of the heat-recovery system, which affected water balances during the year.

Despite the higher withdrawal, **specific discharges remained stable at 0.268 m³/kg**, with a total reduction consistent with lower production volumes. This result highlights improved control over water cycles: a larger portion of water used is retained within processes (evaporation, fibre retention, residual moisture), while the discharged volume does not increase proportionally to withdrawals.

Overall, the data show a trend toward a better balance of internal water cycles.

The increase in withdrawals does not stem from structural

inefficiencies, but from the type of processes carried out and from a transitional phase in plant operations.

At the same time, the reduction in discharges indicates more stable and controlled dyeing and finishing cycles, with less need for water replacement per cycle.

Thus, 2024 represents a technical realignment year in water management: more water needed for cycle start-up and management, but discharges proportional to production, with signs of growing efficiency.

With full operation of the heat-recovery system in 2025 — ensuring greater thermal stability and reduced need for water reintegration — the company expects:

- a progressive reduction in water withdrawal volumes,
- more efficient dyeing cycles,
- a further improvement in overall water efficiency.



Natura

Environment

Water Management

Waste management is a central component of Maglificio Maggia's environmental strategy, with a strong focus on textile-material recovery and minimisation of waste destined for final disposal.

In 2023, the company had already achieved very high environmental performance, with **99.5% of waste sent for recovery** and only 0.5% sent to landfill, mainly hazardous waste generated from technical maintenance activities.

In 2024, an additional and particularly significant improvement was achieved: 100% of the waste produced was sent to recovery. A total of 70,273 kg of waste was collected, including 413 kg classified as hazardous.

For the first time, no waste — neither hazardous nor non-hazardous — was sent to landfill, demonstrating full alignment with circular-economy principles and material-valorisation objectives.

A key contributor to this result is the ongoing collaboration with **Green Line**, a company specialised in the treatment of textile waste. This partnership enables a substantial share of production scraps to be directed toward processes such as sorting, reprocessing, and transformation — including spinning, shredding, and garnetting — aimed at generating new secondary raw materials.

This approach not only reduces the environmental impact of production cycles but also supports the creation of a circular system within the district, fully aligned with best practices in the textile sector.

Overall, the 2024 data highlight a mature waste-management model strongly oriented toward resource valorisation, with measurable effectiveness:

- **+0.5% recovery compared to 2023**, reaching 100%;
- **complete elimination of landfill disposal**;
- **stable, controlled** management of hazardous waste, kept within normal levels for complex industrial operations.

The 2024 performance confirms the company's commitment to progressively reducing the environmental impact of its production activities, anticipating increasingly stringent environmental regulations and reinforcing a circular model based on recovery, regeneration, and responsible waste management.

Waste	Type	Quantity 2024	%
150101 - Paper and cardboard packaging	Non-hazardous	27.490 kg	43,11
150102 - Plastic packaging	Non-hazardous	1.510 kg	2,37
040222 - Waste from processed textile fibers	Non-hazardous	40.200 kg	63,04
150102 - Wood packaging	Non-hazardous	660 kg	1,04
130205* - Mineral oils for engines, gears, and lubrication, non-chlorinated	Hazardous	413 kg	0,65
Total		70.273 kg	
Total non-hazardous waste		69.860 kg	
Total hazardous waste		413 kg	
Waste destined for recovery		70.273 kg	
Waste destined to landfill		0 kg	
Textile fibers sent to Green Line		2.940 kg	
% of waste destined for recovery		100%	
% of waste destined to landfill		0%	



05

**Humanis
Opibus**

Humanis Opibus | People

Focus



Total Workforce: 64 people
Women: 33 (51,6%) | Men: 31 (48,4%)



Training: 1,353.77 man-hours
504 attendances | 162 training initiatives



52.3% of training activities concern ESG topics
11,06 average hours per person



National Collective Labour Agreement (CCNL) Coverage 100%



90,6% of personnel employed under permanent contracts



9 near-miss incidents managed in 2024

Humanis Opibus People

Maglificio Maggia reaffirms its strong roots in the Biella region also in 2024, with a workforce composed entirely of individuals residing within the province.

People are at the core of the company's identity, and this is reflected in policies designed to promote a safe, inclusive, and competence-enhancing workplace.

The main focus areas of the Sustainability Strategic Plan concerning Human Resources include:

- **Health and Safety at Work**, with the goal of ensuring worker well-being through risk prevention, continuous training, and continuous improvement of the management system;
- **Employee Well-Being and Corporate Welfare**, aimed at creating favourable working conditions, supporting personnel, and recognising each individual's contribution;
- **Diversity and Inclusion**, to promote equal opportunities and a work environment that respects individual differences;
- **Gender Equality**, through concrete practices and actions ensuring fairness in decision-making processes and professional-growth opportunities.

The company's **Code of Ethics** highlights the commitment to respecting human rights, in accordance with the principles of the International Labour Organisation (ILO) and the Charter of Fundamental Rights of the European Union, and to ensuring that any form of discrimination is prevented — whether related to age, gender, sexual orientation, origin, health status, political opinions, or religious beliefs.

"Every sustainable choice is a thread that weaves together the present and the future. This third sustainability report tells the story of how Maglificio Maggia continues to weave its threads in harmony with the environment and with the people it works with."

Giovanna Maggia



Humanis Opibus Persone

	2024			2023		
	Total	Men	Women	Total	Men	Women
Total	64	31	33	64	30	34
Workers	35	21	14	35	19	16
Employees	24	7	17	25	8	17
Managers	4	3	1	4	3	1
Over 50 years old	23	10	13	22	11	11
Under 30 years old	13	8	5	12	7	5
30-49 years	28	13	15	30	12	13
Average Age	43,78	42,44	45,04	43,78	42,44	45,04
Hiring	15	9	6	9	5	4
Cessation	19	10	9	7	2	5
Fixed-term contract	6	4	2	NC	NC	NC
Permanent contract	58	27	31	NC	NC	NC
Temporary agency workers	3	2	1	2	2	0
Full time	62	31	31	62	31	31
Part time	2	0	2	2	0	2

	2024	2023
Coverage under the Textile Industry National Collective Labour Agreement (CCNL)	100%	100%
ULA	61,32%	60,84%
Turnover	29,28%	11,57%

Humanis Opibus People

Employment stability was once again confirmed by Maglificio Maggia in 2024, with the total number of employees remaining unchanged (64 people), despite a context marked by greater mobility compared to the previous year. The turnover rate, equal to 29.7%, is indeed higher than in 2023, but this increase is mainly attributable to contingent conditions: on one hand, the intensification of activities related to the enhancement of the historical archive and the renovation of company spaces, which required a temporary increase in personnel; on the other hand, a natural generational turnover that affected men and women in a balanced manner.

Despite the rise in hires and separations, the workforce structure remains solid and well-balanced.

The qualification breakdown shows no significant changes compared to 2023 and confirms a stable organisational configuration, consisting of **35 blue-collar workers, 24 office staff, and 4 managers**.

The age distribution highlights intergenerational balance, with an unchanged average age of 43.78 years, a slight increase in the over-50 group, and a gradual inclusion of employees under 30. This trend reflects a harmonious integration between established skills and emerging professional profiles.

The company's inclusive dimension also emerges from the gender distribution, with a meaningful female presence particularly in administrative and technical functions, in line with the principles outlined in the Code of Ethics. Employment quality is high: 90.6% of contracts are permanent, while flexible arrangements (6 fixed-term contracts and 3 agency workers) are used sparingly and exclusively to manage temporary organisational needs.

Overall, the employment profile confirms a **stable, inclusive organisation focused on valuing people**.

The higher turnover rate is linked to non-structural factors; age and gender distribution remain balanced; and full compliance with the **Textile-Industry National Collective Labour Agreement (CCNL)**

ensures fair and standardised employment conditions for 100% of workers.

The **absence of workplace injuries over the past five years** also represents a significant indicator of the quality of the company's health & safety management system and of a well-supervised working environment.

In 2024, the company shared the positive results of the financial year with its employees by awarding bonuses amounting to **€43,500**.

2024 can be interpreted as a year of controlled organisational renewal, during which the mill maintained internal stability, ensured operational continuity, and effectively managed the temporary increase in production needs.

The company will continue to invest in key areas such as safety, training, inclusion, and skills development, in line with the objectives of its sustainability plan.



Humanis Opibus Training

In 2024, Maglificio Maggia strengthened its commitment to internal skill development, delivering a total of 1,353.77 training man-hours with 504 total attendances, confirming a widespread and well-participated training model. The activities are structured around three main macro-areas, aligned with the company's growth trajectory: ESG, ERP/Software, and Health & Safety.

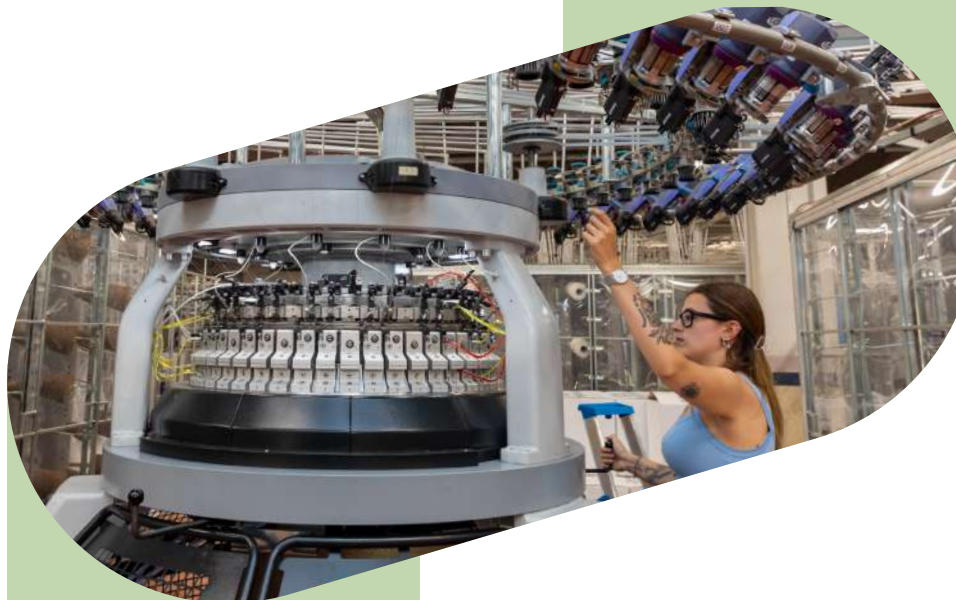
ESG training accounted for **52.3%** of total man-hours, reflecting the company's intention to reinforce competencies in sustainability, regulatory compliance, traceability, and management systems. This included technical content and continuous updates.

ERP system training, representing **35.1%** of the total, supported the ongoing digitalisation process and the improvement of management workflows.

Health & Safety training, equal to **12.6%**, confirmed the company's focus on prevention, risk control, and full regulatory compliance in accordance with current legislation.

Overall, **2024 reveals a well-balanced training structure**, with strong investment in ESG and management skills — essential to support the company's digital and sustainable transition — alongside consistent safety training, which has contributed to maintaining **zero workplace injuries for the past five years**.

Access to training remains equitably distributed between men and women, reaffirming Maglificio Maggia's commitment to inclusion, equal opportunities, and the development of people's skills.



Training Category	Delivered hours	Number of Initiatives	Attendances	Man-hours	% of man-hours out of the total	Average man-hours
ESG Training	117,5	49	339	708	52,3%	11,06
ERP / Software Training	143,44	32	97	474,77	35,1%	7,42
Health and Safety Training	83	24	68	171	12,6%	2,67
Total	343,94	105	504	1353,77	100%	21,15

Health and Safety

Protecting workers' health and safety remained a key priority in 2024. The company continued to strengthen its management system, placing particular emphasis on prevention, training, and the continuous improvement of operating conditions.

The approach adopted combines a solid organisational structure of procedures with constant risk monitoring, ensuring a safe working environment that complies with current regulations and supports employee well-being.

The results achieved — including the absence of workplace injuries over the past five years — confirm the effectiveness of the measures implemented and the company's daily commitment to promoting a widespread and shared safety culture.

In 2024, a **structured near-miss monitoring system** was also introduced, representing an essential element for further reinforcing the company's preventive capacity.

New operational procedures were formalised and dedicated reporting forms were developed and made available to all workers. In parallel, a specific training programme was delivered to raise awareness about the importance of reporting near misses, how to correctly complete the documentation, and how to adopt proactive behaviours in risk prevention.

All reports collected now feed into a structured analysis process managed by the Prevention and Protection Service, allowing timely identification of potential issues, implementation of corrective actions, and continuous improvement of the system.

The introduction of the near-miss system has therefore strengthened a more advanced and prevention-oriented safety model, further reinforcing the company's culture of protection and shared responsibility.

During the year, 9 near-miss reports were collected, all of which were managed and resolved.

Most originated from behavioural aspects recurring over the years, indicating that targeted behavioural improvements can lead to significant risk reduction.

Despite these reports, Maglificio Maggia's activities continue to be characterised by a **low and well-managed risk level**.





06

Communitàtas

Communitàas | Community Focus



Communitàas | Community Business Networks

After laying solid foundations in 2023 through continuous work with MagnoLab and Slow Fibre, in 2024 we further strengthened these high-value partnerships, giving increasingly concrete form to Goal 17 — Partnerships for the Goals — of the United Nations 2030 Agenda.

Collaborating, building networks, and sharing best practices have proven to be essential levers for effectively addressing today's ongoing environmental challenges.



A bearer within the textile supply chain of the values of:
Beautiful | Good | Healthy | Clean | Fair | Durable
A concrete commitment to the sustainability of Textile and Apparel supply chains.

[Visit the website](#)



MagnoLab hosts a physical network of pilot-scale industrial plants installed within a single site, where innovative products and processes can be developed through fast and streamlined experimentation cycles. Covering the entire textile value chain, it enables clients, partners, and stakeholders to innovate within a dynamic and fully operational environment.

[Visit the website](#)

Communità Community

Maglificio Maggia is a member of:

CONFINDUSTRIA
MODA FEDERAZIONE
TESSILE E MODA



IDEABIELLA

The collaboration with “Banca del Giocattolo – chi versa gioia... preleva amore” was renewed in 2024:

During the Christmas period, employees collected and donated numerous toys, which the association distributes to families in need and healthcare organizations, bringing a smile to children facing difficult circumstances.



Maglificio Maggia supports local education by welcoming students for in-company learning experiences, internships, and traineeships. In particular, each year we host students from:

ITS
TAM
Tessile Abbigliamento Moda



Commùntas Community

In the period between October and December, during the months dedicated to prevention, Maglificio Maggia engaged its employees in an important collaboration with **LILT Biella**. A dedicated meeting was organised between employees and medical specialists to raise awareness of the importance of prevention related to both male and female cancer pathologies.

On this occasion, Maglificio Maggia also joined the **Corporate Donor** programme.

In 2024, the following services were provided entirely at the company's expense:

19 breast examinations

19 breast ultrasound scans

14 urological examinations,
9 of which included a PSA test

1 standalone PSA test

The programme involved **34 workers**, including **19 women** and **15 men**.



Communità Community

Among the events in which Maglificio Maggia took part during the reporting year, we highlight the following:



Part of the feature film “Photogame – Autoritratto di un’ossessione”, directed by Alex Ruzzi and released in 2025, was filmed inside the company’s premises.



Collaboration in the exhibition Spiriti del tempo, a multi-stage journey showcasing the impressive, colourful and eclectic works created by Cracking Art.



Sponsorship of the Librintreccio initiative — a book-exchange project connecting strangers who are paired at random to create a chain of sharing, promoted by MCL Biella.



07

Obiectivum

Obiectivum

The definition of sustainability objectives is a central element of Maglificio Maggia's evolutionary path. After the first reporting exercise and the full structuring of the data-monitoring system, 2024 was a year dedicated to consolidating methodological foundations and aligning the company's objectives with ESRS requirements and the expectations of key stakeholders.

The objectives are organised according to the dimensions of the De Rerum Natura plan — **Materia, Opificium, Natura, and Humanis Opibus** — and reflect the company's intention to integrate sustainability into production processes, resource management, relationships with the local community, and people's development. The definition of the 2024–2025 objectives is based on three core principles:

- **Measurability and transparency**, with clear indicators, verifiable data and continuous performance monitoring.
- **Strategic alignment**, ensuring consistency with identified material risks, the corporate strategy, and regulatory developments.
- **Continuous improvement**, directing investments toward efficiency, traceability, impact reduction, and enhancement of human capital.

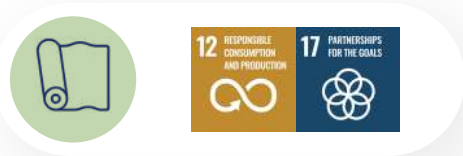
The following sections report the progress of the objectives set in 2023 and updated in light of the activities carried out in 2024, together with the definition of medium-term goals that will guide Maglificio Maggia's transition toward a model that is increasingly responsible, resilient, and competitive.



Obiectivum

Objective 1 | Product

Use of Sustainable and Traceable Raw Materials



DECLARED 2024 OBJECTIVE	TOOLS	2024 RESULT	2025 OBJECTIVE
<p>The company aims to increase the percentage of certified raw materials, raising the current 5.31% share of certified fibres and fibres with sustainability attributes to 10%.</p> <p>Tools for achieving the objective:</p> <ul style="list-style-type: none">- Requesting Transaction Certificates (TCs) for all certified purchases- Developing internal policies for responsible sourcing- Implementing ecodesign principles and studying sustainable products already during the prototyping phase	<p>Despite not achieving the quantitative target, the company consolidated several structural actions planned in the 2023 roadmap:</p> <p>1. Requesting Transaction Certificates (TC) for all certified purchases</p> <p>This practice has been fully implemented, ensuring formal traceability of certified fibres entering the production cycle and improving compliance with GOTS, GRS, and RAF standards.</p> <p>2. Development of internal policies for responsible sourcing</p> <p>Throughout the year, concrete steps were taken toward defining more structured purchasing criteria and procedures, including:</p> <ul style="list-style-type: none">- sharing the Code of Ethics with 95.45% of suppliers;- formally signed by 72.68% of them;- integration of digital systems (4S CHEM and Ympact) for ESG and chemical compliance assessment of suppliers. <p>These elements form the foundation of a responsible sourcing system fully aligned with ESRs requirements.</p> <p>3. Ecodesign and development of more sustainable products already during prototyping</p> <p>In 2024, new experiments were launched involving:</p> <ul style="list-style-type: none">- certified yarns (GOTS, GRS, RAF);- alternative fibres (lyocell, viscose, bamboo, etc., though still marginal in volume);- optimised dyeing processes free from critical chemicals, monitored through 4S CHEM. <p>The introduction of the new ERP system further enhanced internal traceability, enabling full tracking of raw-material lots and chemical products used in production.</p>	<p>The actual share achieved in 2024 amounts to 6.46%, marking an increase of +1.15% compared to the previous year.</p> <p>While this result represents a positive advancement, it remains below the target set for 2024, mainly due to two factors:</p> <ul style="list-style-type: none">- Market demand for certified fibres is still limited, with orders largely driven by specific customer requests.- Certification-related cost increases affect list prices, and not all customers are willing to absorb these additional costs, slowing the broader adoption of certified materials. <p>Although the quantitative target of 10% has not yet been reached, 2024 strengthened the operational, managerial, and traceability foundations necessary to achieve the goal in the coming years.</p>	<p>Based on the progress achieved, the 2025 outlook includes:</p> <ul style="list-style-type: none">- more systematic use of certified fibres enabled by the progressive conversion of raw-material inventory;- integration of sustainability criteria into recurring purchase orders;- additional ecodesign projects developed in collaboration with key clients;- greater valorisation of the certifications obtained, generating a more significant impact on the final percentage of sustainable fibres used.

Obiectivum

Objective 2 | Natura

Impact Measurement
Improvement of Corporate and Supply Chain Impact



DECLARED 2024 OBJECTIVE	TOOLS	2024 RESULT	2025 OBJECTIVE
<p>The company's most ambitious goal is to optimise the measurement of energy sources by centralising all data streams.</p> <p>Reducing energy-related impacts will be possible thanks to further planned investments, including the installation of a heat-recovery system.</p> <p>For the first time, the reporting of a full year of operation of the photovoltaic plant will provide a clear understanding of the effectiveness of the measures already implemented.</p> <p>An expansion of the photovoltaic system is currently under evaluation, although implementation details have not yet been defined.</p> <p>At this stage, the company does not intend to set a numerical reduction target; the priority is to refine and consolidate the measurement system to ensure accuracy and comparability over time.</p> <p>Tools for achieving the objective:</p> <ul style="list-style-type: none"> - Design and installation of an energy-monitoring and reporting system - Update of the corporate investment plan. Full-year analysis of measures already implemented 	<p>Based on these premises, 2024 represents a year of technical and operational consolidation.</p> <p>1. Measurement system and centralisation of energy data Status: In progress</p> <p>During 2024, preparatory activities were launched to design an integrated energy monitoring system that will be implemented in 2025. The work carried out includes:</p> <ul style="list-style-type: none"> - mapping energy-consumption sources and identifying measurement points to be integrated; - collecting and aligning energy data required for the first ESRS reporting (energy, Scope 1–2 emissions, photovoltaic production, thermal sources); - defining measurement standards and the technical requirements of the digital system. <p>This preparatory phase ensures that the future system will allow centralised, continuous, and reliable monitoring — a necessary condition for setting quantitative reduction targets in the coming reporting cycles.</p> <p>2. Reduction of energy impacts through dedicated investments Status: Significant progress</p> <p>The investments planned in 2023 began generating measurable results in 2024:</p> <ul style="list-style-type: none"> - Heat-recovery system (boiler fumes + compressors) installed in 2024; will operate at full capacity in 2025. Reduces fuel demand for dyeing, finishing, and space heating. <p>- Photovoltaic system – first full year of operation</p> <p>- Other energy and management investments</p> <ul style="list-style-type: none"> - Digitalisation of processes through the new ERP system (traceability, data reliability). - Thermal and water reorganisation of departments connected to heat-recovery integration. <p>Taken together, these interventions demonstrate a coherent path toward optimising energy consumption and reducing emissions.</p> <p>3. Full-year photovoltaic analysis and benefits achieved Status: Completed</p> <p>2024 is the first full reporting year for the photovoltaic system.</p> <p>Data analysis confirms:</p> <ul style="list-style-type: none"> - reduced dependence on the national electricity grid; - improvement of the energy mix; - a structural contribution to corporate decarbonisation; - increased resilience to fluctuations in conventional energy prices. <p>The photovoltaic system therefore becomes a stable component of the company's energy strategy and a benchmark for future objectives.</p> <p>4. Supply-chain initiatives Status: Progressing</p> <p>In parallel with energy interventions, several activities were developed to reduce supply-chain impacts:</p> <ul style="list-style-type: none"> - Code of Ethics shared with 95.45% of suppliers and signed by 72.68%; - Integration of digital tools for chemical management (4S Chem) and supplier ESG evaluation (Ympact); - Increase in certified raw-material use (from 5.31% to 6.46%); - Optimisation of water-intensive phases (–6.15% reduction in discharges, with stable specific discharge). <p>These activities strengthen traceability and supply-chain responsibility, in alignment with ESRS S3 and ESRS E5.</p>	<p>Overall Evaluation 2024 Status of the Objective: IN PROGRESS – Significant Advancement</p> <p>The company has:</p> <ul style="list-style-type: none"> - built the technical foundations for an integrated measurement system (target for 2025); - achieved concrete reductions in Scope 1 and Scope 2 emissions; - improved the energy mix; - reduced water-related and waste impacts; - strengthened supply-chain sustainability. <p>Although no numerical target was intentionally set, the company's ability to measure, analyse, and report impacts has improved substantially.</p> <p>In 2024, Magificio Maggia made significant progress toward the objective of improving the measurement and management of energy and environmental impacts, laying the groundwork for a structured and robust data-collection and control system consistent with ESRS requirements.</p> <p>The objective defined in 2023 did not include quantitative reduction targets, but focused on three key areas:</p> <ol style="list-style-type: none"> 1. centralisation and digitalisation of data sources, 2. impact reduction through energy-related investments, 3. analysis of the first full operational year of the photovoltaic system. <p>Results already achieved:</p> <ul style="list-style-type: none"> - Scope 1 emissions reduced by 30%, equal to –227.9 tCO₂e, largely due to heat recovery, improved process efficiency, and the elimination of fuel oil. - Scope 2 emissions reduced by 6%, from 122.9 to 115.4 tCO₂e, supported by renewable electricity and photovoltaic production. - The share of renewable energy used by the company increased to 61% of total electricity needs. <p>Conclusion:</p> <p>2024 represents a pivotal year of consolidation, enabling the company to transition from qualitative intentions to measurable, structured management of energy and environmental performance. The foundations are now in place for setting data-driven numerical targets starting in 2025.</p>	<ul style="list-style-type: none"> - Implementation of the energy-monitoring system. - Possible definition of quantitative targets for energy, emissions, and water for 2026. - Assessment of a photovoltaic expansion (currently under technical evaluation) for 2027. - Optimisation of thermal cycles thanks to the full operation of the heat-recovery system. - Possible definitions of targets for the supply chain for 2026

Obiectivum

Objective 2 | Humanis Opibus

Workers' Health and Safety
Well-Being and Prosperity



DECLARED 2024 OBJECTIVE	TOOLS	2024 RESULT	2025 OBJECTIVE
<p>Maglificio Maggia places its people at the centre of its strategic vision, and the objective for this area is to formalise a structured corporate welfare policy aimed at increasing the range and quality of benefits offered to employees.</p> <p>Tools for achieving the objective:</p> <ul style="list-style-type: none"> - Local partnership agreements for employee discounts - Formalisation of measurable objectives for bonuses and profit-sharing - Improvement of internal organisation through enhanced communication practices 	<p>1. Health and Safety The year 2024 confirms a very high level of protection for workers' health and safety, demonstrated by:</p> <ul style="list-style-type: none"> - 0 workplace injuries over the last 5 years, a clear indicator of a well-controlled operational environment and effective preventive measures. - Updating of all risk assessments, including areas requiring new evaluations or renewal of expired documentation. - Continuous monitoring of operating conditions and regular updates of departmental procedures. <p>These actions consolidate a management system fully aligned with current regulatory requirements.</p> <p>2. Employee Well-Being and Corporate Welfare In 2024, the company initiated the development of a more structured corporate welfare policy, implementing the following actions:</p> <ul style="list-style-type: none"> > Local partnership agreements for discounts and benefits New agreements with local organisations and external service providers expanded the range of concessions available to employees. WThis represents the first step toward a more comprehensive and formalised welfare system. > Planning measurable criteria for bonuses and profit-sharing This system will be further refined and formalised in 2026. The company will define measurable criteria for: <ul style="list-style-type: none"> - departmental performance, - individual contribution, - quality and productivity indicators. > Improvements in corporate organisation and internal communication In 2024, internal governance was strengthened through: <ul style="list-style-type: none"> - completion of the migration to the new ERP system, improving traceability and clarity of workflows; - formalisation and communication of the organisational chart to all personnel; - more structured internal communication activities, enhancing awareness of procedures and operational practices. <p>Although not classified strictly as welfare, these interventions significantly improve working conditions, promoting transparency, organisation, and dialogue — all essential elements of a healthy and supportive work environment.</p>	<p>Throughout 2024, the company consolidated:</p> <ul style="list-style-type: none"> - a more developed safety management system, - the initial foundations of a formal corporate welfare system, - a documented improvement in internal communication and organisational structure. <p>The conditions necessary to establish a fully developed Corporate Welfare Policy have now been created and can be formally implemented during 2026/2027.</p>	<ul style="list-style-type: none"> - Formalisation of the Maglificio Maggia Corporate Welfare Policy. - Development of measurable criteria for employee bonuses for 2026/2027 - New agreements and an expanded range of services dedicated to employees. - Greater integration of well-being initiatives with the corporate culture and ESG governance.



Appendices

Appendices

Declaration of Use

Maglificio Maggia SRL has submitted a sustainability report in accordance with the ESRS Standards for the period 01/01/2024 – 31/12/2024.

Relevant ESRS Sector Standards

N/A

Including correspondences with GRI 1

Maglificio Maggia 2024 Report Section	Correspondences ESRS	Correspondences GRI
De Rerum Natura (Sustainability Strategy and Governance)	ESRS 2 – SBM (Strategy, Business Model & Impacts) ESRS GOV-1, GOV-2	GRI 2-22, 2-23, 2-25, 2-26
Governance, Board of Directors, Sustainability Committee	ESRS GOV-1 Roles and Responsibilities ESRS GOV-2 ESG Governance Procedures	GRI 2-9, 2-10, 2-12, 2-13
Opificio – Market, Value Generated/Distributed	ESRS E1-5 (Indirect Economic Impacts) ESRS S3 (Value Chain – Customers and Suppliers)	GRI 201-1, 201-2, 202-1, 202-2
Opificio – Investments, Innovation, ERP	ESRS 2–IRO-1 (Resources and Processes) ESRS E1 (Energy) ESRS E5 (Use of Resources)	GRI 203-1, 203-2 (infrastrutture e servizi) GRI 302-1/302-4
Materia – Raw Materials, Sustainable Fibres	ESRS E5-4 Materials (Circularity, Use, Certified Origin) ESRS E1-4 (Influence on Emissions and Energy)	GRI 301-1, 301-2, 301-3
Product Certifications (GOTS, GRS, RWS/RAF)	ESRS E5 (Resources and Circularity) ESRS S3 (Supply Chain)	GRI 301-1, 301-2
Materia – Process Traceability (ERP, TCs, Chemicals)	ESRS S3-3 (Value Chain Traceability) ESRS E3 (Pollutants and Chemicals)	GRI 102-9, 308-1, 414-1
Natura – Scope 1–2 Emissions	ESRS E1-1 / E1-6 (GHG Scope 1-2)	GRI 305-1, 305-2
Natura – Energy and Photovoltaics	ESRS E1-4 / E1-5 ESRS E1-6 (Energy Intensity)	GRI 302-1, 302-2, 302-3
Natura – Water (Withdrawal, Discharge, Specific Consumption)	ESRS E3-5 / E3-6 / E3-7	GRI 303-1, 303-2, 303-3, 303-4
Natura – Waste and Circularity	ESRS E5-1 / E5-2 / E5-3 / E5-4	GRI 306-1, 306-2, 306-3, 306-4
Humanis Opibus – Workers, Workforce, Turnover	ESRS S1-1 to S1-9 (Entire S1 Series)	GRI 401-1, 401-2, 401-3 GRI 404-1
Humanis Opibus – Diversity and Inclusion / Gender	ESRS S1-7 (Diversity) ESRS S1-9 (Equal Opportunities)	GRI 405-1, 405-2
Humanis Opibus – Health and Safety	ESRS S1-6 Health & Safety	GRI 403-1 a 403-6
Humanis Opibus – Training	ESRS S1-2 (Working Conditions and Development)	GRI 404-1, 404-2
Comunitas – Donations, Local Community, Business Networks	ESRS S3 (Social Impacts in the Value Chain) ESRS SBM (Strategy with Stakeholders)	GRI 413-1, 203-1



Sustainability
Report
2025