

Maglificio Maggia | Via Graglia, 89, 13898 Occhieppo Superiore BI

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01

Introduction

Letter to Stakeholders

Dear Stakeholders,
2025 represents a further step in the development journey undertaken by Maglificio Maggia over recent years, where tradition, innovation and responsibility come together to create long-term value.

Our history, rooted in the Biella textile district since 1780, continues to guide us today: a heritage of manufacturing expertise developed over generations, now facing an increasingly complex economic and industrial environment. The textile and fashion sector is undergoing profound transformation, characterized by evolving demand dynamics, new consumer expectations and an increasingly comprehensive European regulatory framework focused on sustainability and supply chain transparency.

In this context, sustainability is not merely a commitment for us, but a structural component of our development strategy. During 2025, we continued the path initiated through the strategic plan **"De Rerum Natura – The Nature of Things"**, strengthening initiatives aimed at reducing environmental impacts, enhancing resource monitoring systems and improving traceability throughout production processes.

Among the most significant achievements of the year, we would like to highlight the continuous improvement of our environmental performance, the strengthening of our energy and resource monitoring tools, and the progressive development of digital systems supporting increasingly efficient and transparent business processes.

At the same time, Maglificio Maggia continued investing in its people, recognizing that the value of the company is generated first and foremost by the skills and professionalism of its workforce. Occupational health and safety, continuous training, and the promotion of an inclusive and respectful workplace remain fundamental pillars of our corporate culture.

A key role is also played by our relationship with the local community and the Biella textile district, with which we share a long manufacturing tradition and a unique pool of expertise. Collaboration with local partners, institutions and associations contributes to strengthening an industrial model based on quality, responsibility and local roots.

This document aims to serve as a tool for transparency and dialogue with all our stakeholders. Through the Sustainability Report, we intend to provide a clear account of the activities carried out, the results achieved and the commitments undertaken to continuously improve our environmental, social and governance performance.

Looking ahead to 2026, the international landscape continues to present significant uncertainties. Geopolitical tensions, volatility in energy and raw material markets, and changing demand within the fashion sector affect the prospects of the entire European textile supply chain.

At the same time, the European regulatory framework is evolving rapidly, introducing new requirements relating to sustainability, traceability and value chain responsibility. New reporting standards, circular economy policies and future initiatives concerning textile product traceability require companies to demonstrate adaptability, investment capacity and a long-term vision.

In this complex environment, Maglificio Maggia intends to continue its path of responsible growth with determination, strengthening investments in technological innovation, process digitalization and environmental performance monitoring. We will continue developing increasingly advanced traceability systems and fostering collaboration throughout the value chain to effectively address emerging sustainability challenges.

Despite the presence of external variables that are difficult to predict, we believe that the ability to combine manufacturing tradition, innovation and responsibility remains our primary source of resilience in facing the future.

We would like to thank all stakeholders, employees, customers, suppliers, partners and local communities whose contribution continues to support our journey.

With confidence in the future,
Giovanna, Ludovico and Umberto Maggia





“We listen to the past to shape a responsible future.”

We strive for excellence by starting with the finest raw materials, supported by our dedicated people and state-of-the-art processes, bringing our manufacturing expertise and know-how to customers around the world.

Methodological Note

The reporting covered by this document refers to data for the year 2025 (from January 1, 2025, to December 31, 2025). The reporting frequency is annual.

To ensure data comparability, the corresponding 2024 reference figures have also been included.

This is the fourth Sustainability Report of Maglificio Maggia.

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

The reporting boundary covers **Maglificio Maggia S.r.l.**

This document will be published on the Company's website, **www.maglificiomaggia.it** and distributed to all stakeholders.

The report was reviewed on 03/09//2026 and approved by the Board of Directors on 22/10/2026.





Materiality Assessment

In this Sustainability Report, the Company has fully confirmed the double materiality assessment developed during the previous reporting cycle, without making any changes to the identified material topics or their positioning.

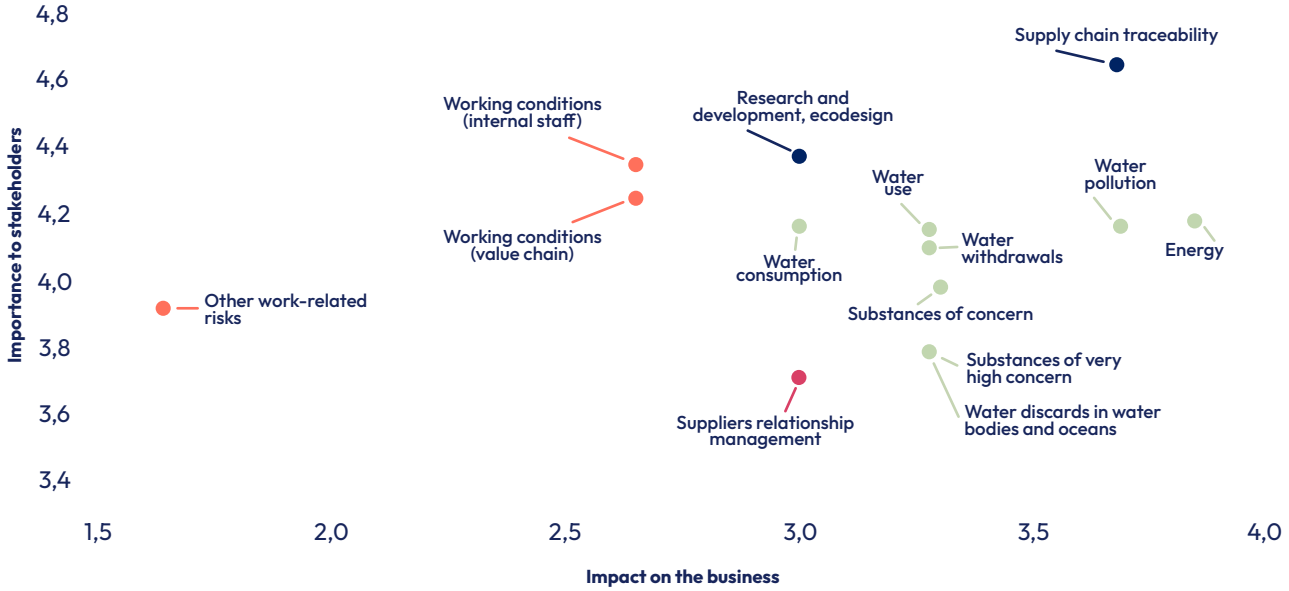
This decision reflects the Company's intention to ensure continuity and consistency in its reporting journey, as no changes have occurred that would significantly affect the relevance of the identified topics.

The Company will continue to periodically review its materiality assessment to ensure ongoing alignment with evolving regulatory requirements, market dynamics, and stakeholder expectations.



Materiality Matrix

Five material topics have been identified as priorities for the Company, as they represent the areas where the most significant environmental impacts, as well as the risks and opportunities associated with the business model, are concentrated.



1. Supply Chain Traceability
Supply chain traceability is a key element in ensuring transparency, quality, and compliance with increasingly demanding customer requirements. In a context characterized by the high complexity of the textile supply chain, the Company is committed to monitoring the origin of materials, production processes, and supplier certifications in order to ensure compliance with environmental and social standards throughout the value chain. This topic is also particularly relevant in relation to reputational and compliance risks. Furthermore, new European regulations require the implementation of a structured system capable of providing timely and accurate responses to our customers.

2. Water Pollution
Dyeing and finishing activities may have an impact on water quality, making this a particularly significant topic for the textile industry. The Company adopts discharge control and management measures, including the monitoring of chemical parameters and compliance with applicable regulations, with an increasing focus on the adoption of international standards and the reduction of hazardous chemicals.

3. Energy
Energy consumption is one of the main drivers of environmental impact, particularly in terms of greenhouse gas emissions. The Company monitors its energy consumption and promotes energy efficiency initiatives aimed at reducing the energy intensity of production processes and containing operating costs in a context of increasing energy price volatility.

4. Water Use
Water is an essential resource for textile manufacturing processes, particularly during processing and finishing stages. The Company is committed to monitoring water consumption and implementing practices aimed at optimizing its use, reducing waste, and improving overall process efficiency.

5. Water Withdrawals
Water withdrawals are closely linked to the sustainable management of water resources and the local environmental context. The Company carefully assesses the impact of its water withdrawals on local sources, promoting a responsible and conscious use of water in line with applicable regulations and with the objective of preserving ecosystem balance.

All of these topics are further addressed in the relevant sections of this report.

De Rerum Natura

First introduced in the 2023 Sustainability Report, **"De Rerum Natura – The Nature of Things"** continued throughout 2025 as an evolving platform designed to guide the sustainable development of the company.

In line with the approach required by the ESRS standards, the plan integrates the material topics emerging from the double materiality assessment into the company's decision-making and operational processes.

The Sustainable Development Goals (SDGs), which form an integral part of the United Nations 2030 Agenda, require a joint commitment by governments, businesses and stakeholders. Through its sustainability plan, the Company contributes to the achievement of the Goals considered most relevant to its activities and sphere of influence.

During 2025, the programme was further strengthened, reinforcing the integration between sustainability strategy, business model and management systems.

"De Rerum Natura" therefore continues to serve as the strategic compass of corporate sustainability, supporting a structured approach to managing environmental, social and governance issues.

All topics included in the Company's Charter of Values have been integrated into the management system and are developed in detail within the corresponding sections of this Sustainability Report.



De Rerum Natura

All the themes outlined in the Charter of Values were developed throughout 2025, and further details can be found in the corresponding sections.

Product **MATERÎA**	Development of a Product Certification Framework	See page 25 in the final report.
	Use of Sustainable and Traceable Raw Materials	See page 25 in the final report.
	Implementation of an Advanced Traceability System in Compliance with European Regulations	Customers have increasingly requested raw material traceability information. The Company is currently implementing and streamlining internal processes to improve efficiency and responsiveness in meeting these requirements. See page 25 in the final report.
	Research & Development (R&D)	See page 26 in the final report.
Production **OPIFICIUM**	Optimization of Production Processes from a Sustainability Perspective	Maglificio Maggia's commitment to optimizing its processes from a sustainability perspective, initiated in 2024, continued throughout 2025 with the completion of the energy monitoring and reporting system. Furthermore, the internalization of production processes was further increased.
	Implementation of an Integrated Management System	Sustainable Process Optimization.
	Digital Innovation Across Internal Operations and the Supply Chain	The project continues in light of the points discussed above.

De Rerum Natura

Environment **NATURA**	Sustainability Report	The year 2023 marked Maglificio Maggia's first sustainability reporting cycle, based on 2022 data, with the objective of mapping the Company's key ESG topics and enhancing transparency towards its stakeholders. The 2024 Sustainability Report represented a significant step forward, with the consolidation of the reporting framework and alignment with the principles of the ESRS (European Sustainability Reporting Standards). This 2025 Sustainability Report continues along that path, further strengthening the integration of strategy, risk management and reporting, while improving the quality, consistency and comparability of ESG information over time.
	Impact Measurement	During 2025, Maglificio Maggia completed the implementation of an energy impact monitoring system designed to make the measurement of energy consumption and environmental performance more transparent and structured. The system enables more effective resource management and provides a solid foundation for monitoring progress in reducing environmental impacts over time. Further developments and enhancements are planned for 2026.
	Improving the Sustainability Performance of the Entire Supply Chain	Improving the Sustainability Performance of the Entire Supply Chain
Human Resources **HUMANIS OPIBUS**	Occupational Health & Safety	During 2025, the Company continued to strengthen its occupational health and safety management system, building on the initiatives launched in 2024 and completing the update of previously missing or expired risk assessments, with the objective of improving the effectiveness of preventive measures and ensuring the protection of employees' health and safety. See page 44 in the final report.
	Employee Well-being and Prosperity	The initiatives previously launched continue to progress. See page 38 in the final report.
	Diversity, Inclusion and Gender Equality	Maglificio Maggia recognizes the importance of fairness, respect, and the appreciation of diversity within the workplace. In 2024, we took the first steps towards promoting equal opportunities for men and women and fostering an inclusive working environment, integrating these principles into our HR practices and corporate culture. All related commitments and practices are outlined in the Company's Code of Ethics and Corporate Policy.
Community **COMMÙNITAS**	Networks	Slow Fibre - MagnoLab. See pag. 51
	Cooperation with local entities	Community section. See pag. 44-51

02

Opificium

Focus

Economic Value Generated:
€ 14.60 mln

Fabric Sold:
773,900 metres

Value Distributed to Employees:
20.94% (€ 2,964,677)

Value Distributed to Suppliers:
74.14% (€ 10,494,730)

Revenue Breakdown: **56%** Italy
44% International Markets

Customers: **307**
across **28 countries**

Active Suppliers:
407

Purchases from Italian Suppliers:
96.3% of total procurement value

Purchases from Suppliers within a
300 km radius: **84.4%** of total procurement

Our History

Founded in 1780, Maglificio Maggia is one of the longest-established textile companies in Italy. Located in the Biella textile district, specifically in Occhieppo Superiore, the Company has carried forward for more than 300 years a unique heritage that combines craftsmanship, passion, and visionary entrepreneurship. Originally established as a family business by Francesco Maggia, it has evolved from simple wool processing into a globally recognized excellence in the production of knitted fabrics.

Having moved from Switzerland to Piedmont in the early 18th century, the Maggia family found in the Biella area the ideal environment to develop a pioneering entrepreneurial model, transforming textile manufacturing through the introduction of hand-operated knitting looms. During the 19th century, the formal establishment of the company under the name **"Francesco Maggia e Figlio"** marked an important milestone, followed by notable collaborations such as the partnership with Valentino Bellia in 1899 and the creation of **Anonima Bellia e Maggia** in 1910.

A major turning point came in 1915 with the acquisition of the **"F.lli Vigna"** mill in Occhieppo Superiore, located at Via Graglia 89. This site remains the Company's historic headquarters and benefited from a strategic location close to the Elvo stream, enabling the production of hydroelectric energy.

During the 1950s, production expanded into underwear manufacturing and the development of several sportswear, casualwear, and military clothing lines, which remained on the market for many years.

Throughout the 1970s and 1980s, Maggia distinguished itself through a number of significant international collaborations and by introducing marketing strategies that were remarkably innovative and forward-thinking for the time. These initiatives led to prominent tennis champions such as **Vitas Gerulaitis, John Newcombe**, and **Billie Jean King** wearing garments under the Maggia brand.

In the 1990s, under the leadership of **Umberto Maggia**, Chairman of the Board of Directors and majority shareholder, the Company closed its garment manufacturing division to focus exclusively on the production of knitted fabrics using circular knitting machines, thereby consolidating its position within the premium segment of the market.

Throughout its history, the Company has continuously evolved and adapted to changing market demands and challenges, while always maintaining a strong commitment to material quality and attention to detail.

Today, the Company has reached its ninth generation of family leadership, with **Umberto Maggia** joined by his children **Giovanna** and **Ludovico**. The Company continues to operate a vertically integrated production model, with in-house knitting facilities equipped with more than 40 circular knitting machines, as well as finishing and dyeing departments.

Every day, premium fibres such as wool, cashmere, cotton, and technical yarns are processed to create fabrics supplied to some of the most prestigious fashion houses in the world.

In recent years, the Company has made significant investments in cutting-edge technologies, achieving an annual production capacity exceeding one million metres of fabric. These investments have been largely driven by Maglificio Maggia's strong commitment to environmental and social sustainability, which today represents one of the fundamental pillars of the Company's philosophy and long-term development strategy.



Opificium

History

1700

The Maggia family moved from Switzerland and settled in Piedmont, specifically in the Biella valleys, leveraging the area's strong wool manufacturing vocation.

1830

Francesco Maggia acquired the first hand-operated knitting looms.

1861

Hydraulic wheels were installed to generate electric power.

1902

The Maggia knitting mill acquired the Vigna mill at its Occhieppo headquarters.

1916

Francesco Maggia acquired a large textile factory in Occhieppo Superiore, which remains the Company's headquarters to this day.

1950

The knitting mill expanded into underwear production, sportswear, and military clothing supplies for the Italian Army.

1976

The Company began investing in sports sponsorships, becoming associated with renowned tennis players of the era such as John Newcombe and Vitas Gerulaitis.

1980

Production focused on fashion and sportswear items and underwear, in partnership with Enrico Coveri.

1990

Production was focused exclusively on fabrics sold to leading Italian and international fashion brands.

2017

Awarded textile and health certifications including **T3 Foundation** and **Fashion** certifications.

2020

License granted by **Glastonbury** for technical golf apparel. Launch of the **NewWool** circular economy project.

2022

Maglificio Maggia became one of the promoters of the **Magnolab** project together with other textile companies in the Biella district. Filing of patent application **LGG 12.9**, a precious natural fibre blend. Launch of the historic archive enhancement project.

2023

Meeting with **Slowfood** and launch of the **Slowfiber** project for sustainable fashion. Installation of a photovoltaic system to increase energy self-production. Publication of the first Sustainability Report and of the strategic sustainability plan **De Rerum Natura.**

2024

Achievement of product certifications **GRS, GOTS, RAF (RWS), NATIVA, and 4 Sustainability CHEM** for the management of chemical products in compliance with the **ZDHC** protocol. Replacement of the production management system.

Opificium

Market

In 2025, Maglificio Maggia operated in a market composed of **55% domestic sales in Italy** and **45% international sales**, divided between **European Union countries (18%)** and **non-EU markets (27%).**
While Italy remained the Company's primary market, its share of total revenue declined, whereas commercial presence within European markets continued to grow. Internationalization remains a strategic priority for the Company, supported by long-standing relationships with leading fashion and luxury brands and by a commercial network spanning key international markets, including France, the United Kingdom, Germany, the United States, South Korea, China, and Japan.
Maglificio Maggia's value proposition is built upon the combination of manufacturing tradition, technological innovation, and continuous material research. The Company develops circular knitted fabrics for internationally renowned luxury fashion brands, with the objective of combining quality, creativity, technical performance, and sustainability.
Collection development is driven by ongoing collaboration with customers, yarn suppliers, and supply chain partners, enabling the Company to anticipate market trends and create products that are increasingly high-performing and aligned with the evolving needs of the industry.
Research activities focus on the use of natural and noble fibres such as cotton, linen, wool, and cashmere, complemented, where required, by high-performance technical fibres to meet specific product requirements. At the same time, the Company invests in the development of innovative and certified materials, promoting supply chain traceability, raw material quality, and the continuous improvement of environmental performance.
The breadth of the collection and the Company's production flexibility make it possible to develop customized fabrics for a wide range of applications, supporting customers from the earliest development phases through to industrial-scale production. This approach, combined with the expertise developed within the Biella textile district, enables Maglificio Maggia to stand out as a reliable partner in the creation of fabrics for some of the world's most prestigious fashion brands.

Countries Served	21	**Customers in the EU**	44
Total Customers	327	**Customers outside the EU**	125
Customers in Italy	158		

Revenue by Market	2025	2024
Italy	**€8,288,236.10**	**€9,819,893.94**
European Union	**€2,728,141.44**	**€2,290,961.05**
Non-EU Countries	**€3,998,660.57**	**€4,305,414.79**

Generation, Distribution of Economic Value

"We believe that lasting value is built over time through sound decisions, strong partnerships, and a commitment to creating shared benefits for everyone who contributes to the growth and success of our business."

In 2025, the textile market continued to operate in a challenging environment, characterized by cautious demand and an overall contraction in volumes compared to previous years. Against this backdrop, Maglificio Maggia chose to consolidate the significant investments made over the previous two years, focusing on improving organizational efficiency, strengthening its supply chain, and creating long-term value.

Following the substantial investment plan implemented in 2024, 2025 represented a year of full operational integration of the new technologies, the Company's ERP system, and the upgrades made to its production facilities. This enabled the Company to benefit from the resulting improvements in efficiency, traceability, and process quality.

During the year, investments amounting to **€286,737** were primarily directed towards the maintenance and optimization of production equipment, the enhancement of corporate infrastructure, and the further development of IT tools supporting management activities and process digitalization.

At the same time, the Company continued to strengthen its role within the Biella area through new collaborations with research institutions, educational organizations, and the local community, reaffirming its commitment to creating not only economic value but also social and cultural value.

The **economic value generated** in 2025 amounted to **€14.60 million**, while the **economic value distributed** to stakeholders exceeded **€13.69 million**, confirming that the majority of the wealth created by the Company is redistributed to employees, suppliers, public authorities, financial institutions, and the local community. The **economic value retained**, amounting to **€911 thousand**, contributes to strengthening the Company's financial position and supports its future investment capacity.

Although the Company recorded a natural reduction in economic value generated compared to 2024, consistent with overall market trends, its financial strength continued to improve. Shareholders' equity increased to **€11.36 million**, supported by the Company's profit reinvestment policy, confirming a management approach focused on prudence and long-term value creation.

The Company's financial structure remains particularly balanced. Shareholders' equity continues to fully cover fixed assets, ensuring a positive structural margin and a limited reliance on third-party capital. This approach represents a key element of Maglificio Maggia's resilience and provides a solid foundation for supporting future investments in innovation, sustainability, and competitive development.

Indicator	2025	2024
Economic Value Generated	€14,598,762	€16,788,777
Economic Value Distributed	€13,687,330	€15,571,236.50
Economic Value Retained	€911,432	€1,217,540.50
Total Investments	€286,737.16	€1,254,626
Investments in Buildings and Facilities	€37,783.70	€301,844.45
Investments in Plant and Equipment	€242,972.06	€575,966.91
Investments in R&D	€0	€539,222.67
Investments in Software and Innovation	€5,981.40	€176,229.10
Total Liabilities and Equity	€17,903,505	€19,614,563
Shareholders' Equity	€11,363,645	€11,008,009

Distribution of Economic Value

In 2025, Maglificio Maggia continued to generate economic value while prioritizing a distribution model aimed at supporting its supply chain, its people, and the local territory.

The largest share of the distributed value, equal to **74.14%**, was allocated to suppliers, confirming the central role of the supply chain in the Company's business model. During the year, the Company worked with **407 active suppliers**, of which **91.4%** were based in Italy and more than **81%** were located within a **300 km radius** of the production site.

Even more significant is the geographical distribution of procurement spending: **96.3%** of total purchasing expenditure was directed to Italian suppliers, **98.5%** to suppliers based within the European Union, and **84.4%** to companies located within **300 km** of the Company's headquarters. Purchases from non-EU suppliers accounted for only **1.5%** of total procurement value.

These figures demonstrate how the wealth generated by the Company is redistributed largely within the local area and the national supply chain, contributing to the support of the Biella textile district, reducing transport-related impacts, and strengthening long-term relationships with qualified business partners.

At the same time, Maglificio Maggia continues to strengthen its supply chain qualification process through the adoption and sharing of the **Code of Ethics** and the **Chemical Management Specification**, which serve as key tools for promoting integrity, social responsibility, environmental protection, and regulatory compliance throughout the value chain. Collaborating with suppliers who share these values represents a strategic factor in ensuring quality, traceability, and business continuity.

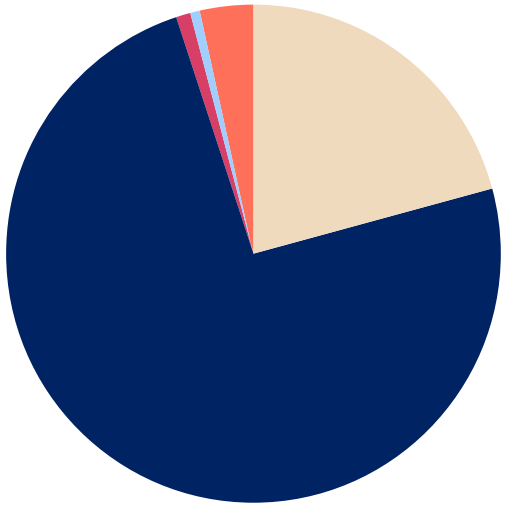
A further **20.94%** of the distributed value was allocated to employees, confirming the central role of human capital within the Company's strategy. This value includes not only salaries and wages but also investments in training, welfare initiatives, and programs benefiting employees and their families, generating positive impacts on the local community given the predominantly local origin of the workforce.

The remaining value was distributed to **Public Authorities (3.41%), Financial Institutions (0.90%)**, and the **Community (0.60%)** through charitable contributions, which reached **€84,712** in 2025.

These resources supported initiatives related to healthcare, culture, innovation, education, and environmental sustainability, further strengthening the relationship between Maglificio Maggia and the Biella area.

The distribution of economic value is calculated through a reclassification of the main items of the income statement and represents one of the key indicators used by the Company to measure its contribution to the economic and social development of its stakeholders, while guiding future sustainable growth strategies.

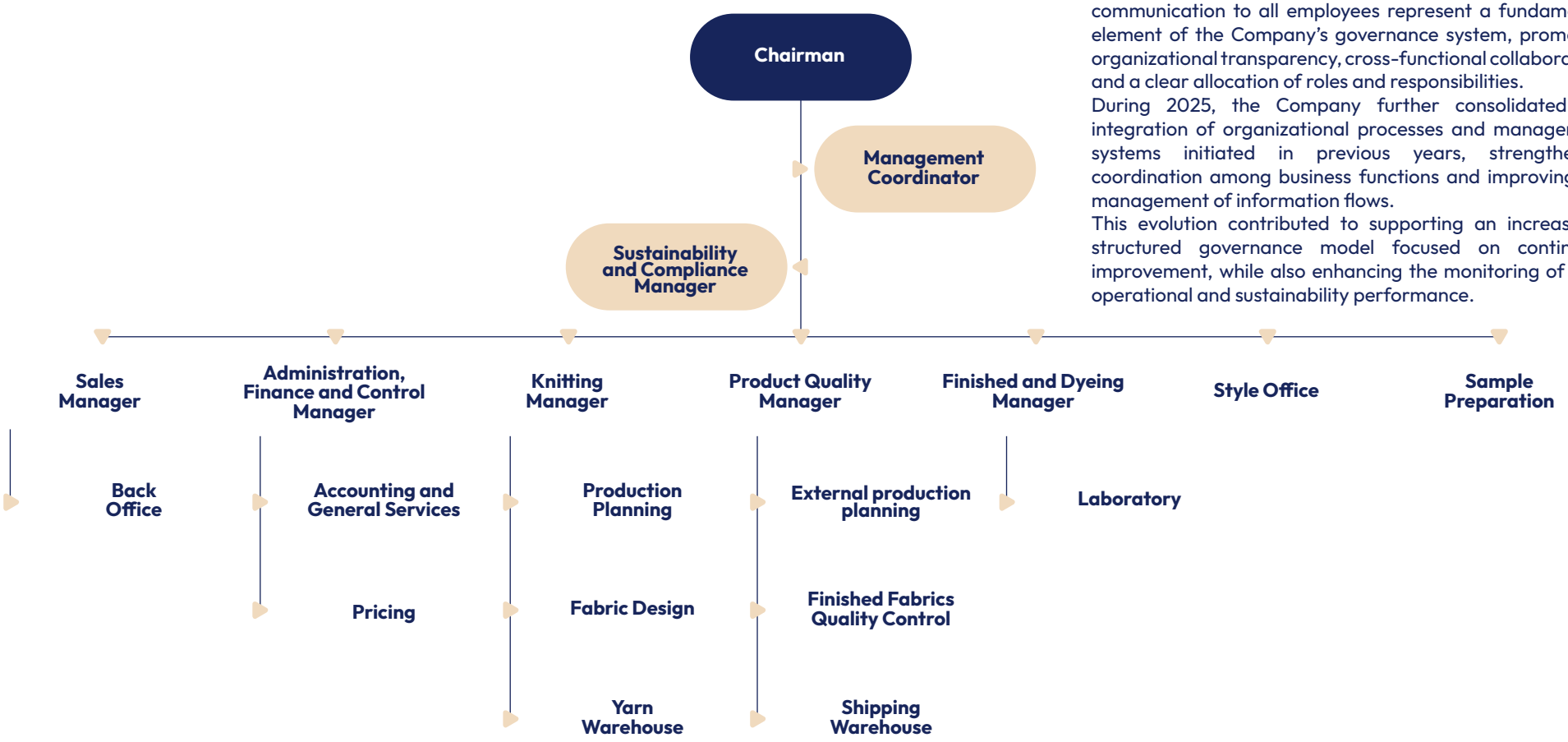
Stakeholder	Value (€)	%
Employees	€2,964,677.00	20.94%
Suppliers	€10,494,730.00	74.14%
Financial Institutions	€127,748.00	0.90%
Charitable Contributions	€84,712.00	0.60%
Public Administration	€483,146.19	3.41%



Opificium

Organizational Structure

The organizational chart of Maglificio Maggia, which remained unchanged in 2025, reflects a streamlined and well-defined organizational structure characterized by clear roles and responsibilities aligned with the Company's operational requirements.
The direct involvement of the ownership in key executive positions ensures rapid decision-making and strategic continuity. At the same time, the main corporate functions, including production, quality, sustainability, sales, and administration, are entrusted to specialized professionals who ensure effective oversight of business processes.
The formalization of the organizational structure and its communication to all employees represent a fundamental element of the Company's governance system, promoting organizational transparency, cross-functional collaboration, and a clear allocation of roles and responsibilities.
During 2025, the Company further consolidated the integration of organizational processes and management systems initiated in previous years, strengthening coordination among business functions and improving the management of information flows.
This evolution contributed to supporting an increasingly structured governance model focused on continuous improvement, while also enhancing the monitoring of both operational and sustainability performance.



Opificium

Governance

During 2025, the governance structure of Maglificio Maggia was further strengthened through the appointment of an external professional to the Board of Directors, bringing expertise in accounting, finance, and corporate governance. The Board is therefore composed of four members, three belonging to the Maggia family and one external director, with the objective of integrating specialized competencies to support strategic decision-making and corporate governance.

The members of the Board of Directors serve on an indefinite-term basis. Board members belonging to the Maggia family do not receive a fixed remuneration for their role as directors. The external director, on the other hand, receives compensation commensurate with the responsibilities assumed and the professional expertise contributed to the governing body.

The Sustainability Committee, established at the end of 2023, is composed of the Board of Directors and the Sustainability & Compliance Manager. The Committee provides guidance and coordination on ESG-related matters, meeting periodically and involving the Company's technical functions whenever specific projects or initiatives require further analysis and support.

The Sustainability & Compliance Manager is responsible for:

- Managing corporate compliance in the areas of **Environment, Health and Safety**;
- Managing the Company's certification systems;
- Developing and optimizing business processes;
- Coordinating ESG data collection and preparing the Sustainability Report.

On an annual basis, the Sustainability & Compliance Manager presents performance indicators relating to their areas of responsibility to the Board of Directors and, under the Board's direction, coordinates the preparation of this Sustainability Report with the involvement of the Company's various departments.

During 2025, the Company further consolidated its governance framework, strengthening decision-making processes and enhancing oversight of sustainability-related matters.

The **Whistleblowing reporting channel** continues to be available and communicated to all stakeholders. No reports of misconduct were received during 2025.

Code of Ethics

Whistleblowing Channel



Name	Position	Year of Birth	Gender
Umberto Maggia	Chairman, Chief Executive Officer, Employer pursuant to Occupational Health and Safety legislation	1956	M
Giovanna Maggia	Director	1986	F
Ludovico Maggia	Director	1990	M
Vincenzo Rizzo	Director	1979	M

Opificium

Production Facilities

Maglificio Maggia's production model is based on a vertically integrated structure that internally incorporates the knitting, piece dyeing, and finishing processes for cotton-based cycles, ensuring continuous control over product quality and process efficiency.

The selective outsourcing of certain manufacturing stages continues to represent a strategic choice, enabling the Company to expand the range of processable materials while benefiting from the specialized expertise available within the local textile district.

The Company collaborates with a qualified network of partners, primarily located within the Biella textile district, who contribute to maintaining high quality standards, production flexibility, and continuity in order management.

Internally, the Company is organized into several key production departments, each contributing to the achievement of the high quality standards that distinguish Maggia products.

During 2025, the Company's true centre of excellence continued to be its **Sales Department**, whose technical expertise, in-depth product knowledge, and ability to build strong customer relationships represent a key differentiating factor within the business model. The close collaboration between the sales, product development, and production teams enables the Company to support fashion brands from the earliest design stages, providing a highly customized, responsive service focused on delivering the best technical and quality solutions.

The high degree of fabric customization, consistent product quality, and strong customer focus continue to be the primary competitive advantages of Maglificio Maggia, confirming its ability to combine manufacturing tradition, innovation, and sustainability.

Quality performance indicators remained at particularly high levels throughout 2025, with a scrap rate of **2%** and customer returns accounting for only **1%**, confirming the reliability of production processes and the effectiveness of the Company's quality control system.

During the year, the process optimization program initiated in previous years also continued through the ongoing assessment of outsourced activities, with the aim of increasing direct control over strategic processes, improving operational efficiency, and reducing overall supply chain costs.

Indicator	2025	2024
Total Fabric Sold (metres)	839,501.40	924,975.00
Total Fabric Sold (estimated kg)	367,521.60	277,492.50
Total Internal Production (kg)	256,279.75	292,299.31
Total External Production (kg)	310,019.58	421,185.66
Total Production (kg)	566,299.33	713,484.97
Outsourcing Rate (% of Total Production)	54.74%	60.78%
Internal Knitting Production (kg)	169,904.18	194,886.91
External Knitting Production (kg)	82,459.34	109,066.66
Internal Dyeing & Finishing (kg)	86,375.57	97,412.40
External Dyeing & Finishing (kg)	227,560.24	312,119.00



Opificium

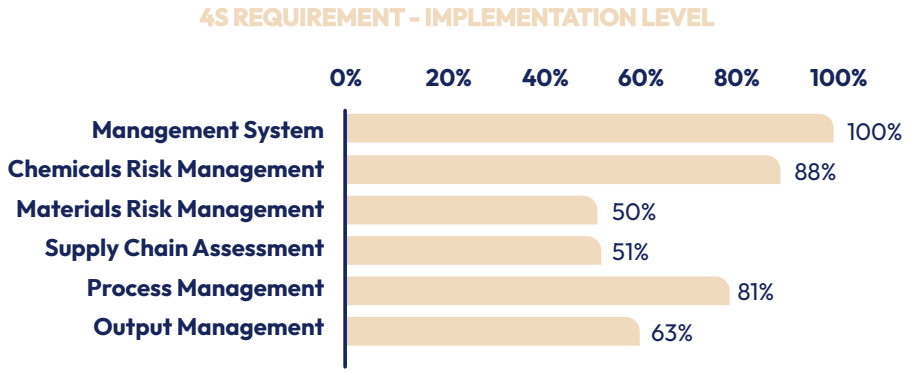
4S CHEM Certification

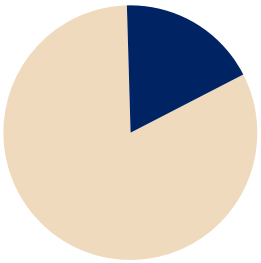
During 2025, Maglificio Maggia successfully maintained the **Advanced** level within the **4s CHEM** initiative of the **4sustainability** framework, further strengthening its commitment to responsible chemical management and the continuous improvement of environmental performance.

Maintaining this level demonstrates the maturity of the management system implemented by the Company and its ongoing commitment to reducing environmental impacts through effective process control and the adoption of increasingly sustainable practices.

The **4sustainability** framework, and in particular the **4s CHEM** pillar, represents one of the cornerstones of the Company's sustainability strategy. In line with the principles of the **ZDHC Roadmap to Zero**, Maglificio Maggia continues to monitor the chemicals used throughout its production processes, the related material flows, and process outputs, promoting the progressive substitution of potentially hazardous substances with safer alternatives for both people and the environment.

Participation in **4sustainability** is a continuous improvement journey that involves the entire organization and its supply chain. Throughout 2025, the Company continued its monitoring, auditing, and updating activities related to the chemical management system, with the objective of consolidating the results achieved and pursuing ever-higher standards of sustainability and compliance.





Assurance Rating

80%

ID Nr. 4S-100633

03

Materĭa

Focus

3 Product Certifications

13.32% Certified Raw Materials
(+6.86% vs 2024)

+106% increase in the use of certified raw materials compared to 2024





Product

The quality of raw materials represents one of the cornerstones of Maglificio Maggia's production strategy. The Company selects yarns from qualified suppliers, prioritizing materials capable of ensuring high technical performance, consistent quality, and long-term reliability, all of which are essential to meeting the standards required by the fashion and luxury sectors.

The ability to develop customized fabrics, combined with a flexible production structure and continuous investment in the research of new materials, enables the Company to respond effectively to the needs of an ever-evolving market, offering solutions that combine quality, innovation, and sustainability.

Particular attention is devoted to the traceability of raw materials and the use of certified yarns as a means of ensuring transparency throughout the supply chain and responding to growing customer demands regarding sustainability. Throughout 2025, Maglificio Maggia maintained and renewed its product certifications, reaffirming its commitment to quality, compliance with international standards, and the continuous improvement of its business processes.

Certified and Sustainable Raw Materials
During 2025, the share of certified fibres or fibres characterized by specific sustainability attributes used by Maglificio Maggia reached **13.32%**, compared to **6.46%** in 2024.

This increase confirms the Company's ongoing pathway towards the progressive integration of certified raw materials into its collections, driven both by evolving customer demand and by a corporate strategy aimed at expanding the availability of certified materials across the main fibre categories.

The use of certified fibres, however, remains closely linked to market demand. While interest in sustainable products continues to grow, the adoption of certifications is still influenced by the additional costs they generate throughout the supply chain, costs that not all customers are currently willing to absorb.

Despite these challenges, Maglificio Maggia continues to expand its portfolio of certified materials, with the objective of progressively increasing their availability and supporting the evolution of market requirements while maintaining high standards of quality, traceability, and sustainability.

Fibre	%
Cotton	50.06%
Polyamide	14.58%
Wool	9.11%
GOTS-Certified Cotton (Global Organic Textile Standard)	8.43%
European Flax® Linen	5.41%
RWS-Certified Wool (Responsible Wool Standard)	3.01%
Elastane	2.26%
Polyester	1.76%
Cashmere	1.50%
Silk	0.94%
GRS-Certified Recycled Polyamide	0.77%
GOTS-Certified Silk (Global Organic Textile Standard)	0.75%
Viscose	0.29%
SFA-Certified Cashmere (Sustainable Fibre Alliance)	0.25%
TENCEL™ Lyocell	0.36%
Linen	0.16%
OCS-Certified Cotton (Organic Content Standard)	0.11%
TENCEL™ Modal	0.03%
Polyester/Cotton Blend	0.02%
Metallic Fibre	0.01%
Mohair	0.01%
Kapok	0.00%
Alpaca	0.00%
Virgin Wool	0.00%



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

Research and Development

As part of its commitment to innovation and sustainability, Maglificio Maggia participates in the **SUMMIT** project (Sustainable Mitigation of Microplastics in Textile), a research initiative funded by the European Union and the Piedmont Region under the Switch Project - Support of the Whole Innovation Chain programme.

The project was launched in 2024 with the objective of accelerating research and industrial development activities aimed at reducing the release of textile microplastics during domestic washing processes. The project has a planned duration of 30 months.

Project Partners

Filidea	Tessitura Pertile	Maglificio Maggia
Tintoria Finissaggio 2000	CNR-STIIMA Biella Branch	Department of Applied Science and Technology (DISAT), Polytechnic University of Turin

The **SUMMIT** project addresses the need to reduce pollution caused by **microplastic fibres** (MF) released from synthetic textiles during domestic washing.

A portion of the microplastics released from garments reaches wastewater treatment plants, while another portion is discharged directly into aquatic environments, making this issue one of the priorities identified by the European Commission within the EU **Strategy for Sustainable and Circular Textiles.**

According to the European Commission, approximately 40,000 tonnes of synthetic fibres are released annually through washing machine wastewater.

Thanks to the participation of companies operating across different stages of the textile supply chain, including spinning, orthogonal and circular knitting, finishing, and garment manufacturing, the issue is addressed through an integrated and synergistic approach.

The proposed project focuses on two main objectives:

1. Defining ecodesign criteria, through the identification of operational conditions during production phases that minimize the future release of microplastics (MF).
2. Developing an anti-release surface treatment, to be applied either during filtration or during finishing processes, capable of reducing the release of microplastic fibres and increasing abrasion resistance without compromising the mechanical, thermal, and comfort properties of the textile.

Total Eligible Project Cost	**€1,566,658.94**
Total Grant Awarded	**€831,525.24**
Eligible Cost Attributed to Maglificio Maggia	**€259,225.39**
Grant Awarded to Maglificio Maggia	**€259,225.39**
Project Start Date / Funding Approval Date	**16/09/2024**
Expected Completion Date	**16/03/2027**



SUMMIT Project

SUstainable Mitigation of Microplastics In Textile

This project confirms Maglificio Maggia's commitment to supporting technological innovation and developing solutions capable of reducing the environmental impact of textile products throughout their life cycle.

Project Objectives

- Definition of ecodesign criteria through the identification of production-stage operating conditions aimed at minimizing the future release of microplastic fibres (MPFs).
- Development of a sustainable and durable anti-shedding surface treatment, to be applied during spinning or finishing processes, capable of mitigating the release of microplastic fibres by increasing fibre abrasion resistance.

Project Overview

The SUMMIT (Sustainable Mitigation of Microplastics in Textile) project was launched to address the growing issue of microplastic fibre release from synthetic textiles during use and washing.
The project focuses on developing innovative solutions capable of reducing the environmental impact of textile products throughout their life cycle, combining research activities with industrial-scale applications.

By bringing together companies and research organizations across multiple stages of the textile value chain, the initiative aims to deliver practical and scalable solutions to one of the most significant environmental challenges facing the textile industry.

Funding

The project has been partially funded under the P.R. F.E.S.R. 2021-2027 Programme, Action I.1.1, supporting research, development and innovation activities and the economic valorization of innovation (SWIch Call 2023).

Strategic Relevance for Maglificio Maggia

Through its participation in the SUMMIT project, Maglificio Maggia reinforces its commitment to innovation, sustainability, and responsible product development, contributing to the advancement of textile solutions that combine technical performance with reduced environmental impact.

COESIONE ITALIA 21-27 PIEMONTE
Cofinanziato dall'Unione europea
REGIONE PIEMONTE

04

Natura

Focus



63.5%
of energy from renewable sources



99.92%
of waste sent for recovery



12,760 kg
of textile fibres recovered



11.4%
reduction in total waste generation



5.7%
reduction in natural gas consumption



19.7 %
reduction in industrial wastewater discharges



1.5%
reduction in direct CO_2 emissions (Scope 1)

Environment

Energy



During 2025, the heat recovery system installed in the previous year became fully operational, enabling the Company to recover and utilize thermal energy generated by boiler flue gases and air compressors.

The system allows the recovered heat to be transferred to the water used in dyeing processes and to the heating systems serving the Company's offices, significantly improving energy efficiency and reducing natural gas consumption.

The photovoltaic system also continued to support the Company's energy transition strategy, recording an increase in electricity generation compared to the previous year. At the same time, the share of self-consumed energy increased, demonstrating a more efficient use of internally generated electricity and a reduced dependence on the public grid.

Thanks to the consolidation of these investments, Maglificio Maggia further strengthened its energy efficiency programme, achieving a reduction in natural gas consumption and in the greenhouse gas emissions associated with its production processes.

As in previous years, no fuel oil was used during 2025, confirming the Company's commitment to an increasingly efficient and sustainable production model.

Source	2025			2024		
	Quantity	kWh	kg CO_2 **eq**	Quantity	kWh	kg CO_2 **eq**
Self-generated renewable electricity	260,263.00	260,263.00	71,910.67	244,901.00	244,901.00	67,666.00
Self-consumed renewable electricity	166,160.00	166,160.00	45,910.01	148,830.00	148,830.00	41,122.00
Electricity purchased from the grid	429,513.00	429,513.00	118,674.00	417,574.00	417,574.00	115,376.00
Natural gas for production processes, heating and hot water (Sm^3)	240,623.00	2,294,340.31	463,456.74	255,287.00	2,434,162.00	491,701.00
Company-owned or leased vehicles (gasoline, litres)	2,257.00	20,042.16	4,990.50	2,237.00	19,863.00	4,946.00
Company-owned or leased vehicles (diesel, litres)	21,029.00	210,290.00	56,147.43	13,419.00	134,193.00	35,830.00

Environment

CO_2 Emissions

The year 2025 confirms the climate impact reduction pathway pursued by Maglificio Maggia in recent years. Following the significant improvements achieved in 2024, the Company consolidated its results through the full operation of its energy efficiency initiatives and the continuous monitoring of energy consumption.

Scope 1 emissions decreased further, from **532.5 tCO_2e** in 2024 to **524.6 tCO_2e** in 2025 **(-1.48%).**

This result is mainly attributable to the reduction in natural gas consumption, supported by the full operation of the heat recovery system installed on boiler flue gases and compressors, which reduces the energy required for heating process water and company buildings.

Scope 2 emissions, associated with purchased electricity, recorded a slight increase, rising from **115.4 tCO_2e** to **118.7 tCO_2e (+2.86%).**

This trend is mainly related to the increased use of electricity purchased from the grid, despite higher photovoltaic production and greater self-consumption of renewable electricity, both of which continue to make a significant contribution to the Company's energy transition strategy.

Overall, **combined Scope 1 and Scope 2 emissions** decreased from **647.9 tCO_2e** to **643.3 tCO_2e**, representing a reduction of **0.71%** and confirming the continued improvement of energy efficiency and the Company's carbon footprint reduction efforts.

Future Outlook
The Company intends to:

- Further increase self-consumption of electricity generated by the photovoltaic system and evaluate additional renewable energy generation opportunities.
- Continue monitoring energy consumption and optimizing production facilities to consolidate the improvements achieved.
- Continue developing certified materials and enhancing supply chain traceability, with a view to progressively extending the monitoring of indirect emissions across the value chain **(Scope 3)**.

EMISSIONS				
CO_2 Emissions	2025 (t CO_2e)	2024 (t CO_2e)	2025 vs 2024 change (t CO_2e)	Change %
Total Scope 1 - Direct Emissions	524.6	532.5	-7.9	-1,48%
Total Scope 2 - Indirect Emissions from Purchased Energy	118.7	115.4	+3.3	+2.86%
Total Scope 1 + Scope 2	**643.3**	**647.9**	**-4.6**	**-0.71%**

Environment

Energy Mix

In 2025, the energy mix used by Maglificio Maggia showed a further improvement in the share of renewable energy, which accounted for **63.5%** of total electricity demand compared to **61.0%** in 2024.

This result was achieved through the consolidation of photovoltaic energy production and an increased share of renewable electricity used in the Company's operations.

At the same time, the contribution of natural gas to the overall energy mix decreased significantly, falling from **7.5%** to **0.9%**, while the nuclear component was eliminated entirely. A significant share of electricity generated from fossil fuels, particularly coal, remains within the energy mix, reflecting the composition of the national electricity grid.

The increase in renewable energy confirms the Company's decarbonization pathway and contributes to improving the environmental quality of the energy used in production processes, supporting the progressive reduction of the carbon footprint associated with electricity consumption.

Maglificio Maggia will continue investing in energy efficiency improvements and in maximizing the value of self-generated energy, with the objective of further increasing the share of renewable energy, improving the overall efficiency of the Company's energy system, and strengthening resilience to energy market fluctuations.

Source	2025		2024	
	%	kWh	%	kWh
Renewable Sources	63.50%	378,254	61.00%	345,382
Natural Gas	0.90%	5,369	7.50%	42,593
Coal	32.14%	191,434	26.40%	149,659
Petroleum Products (Diesel)	0.29%	1,718	1.20%	6,556
Nuclear	0.00%	0	1.20%	6,681
Other Sources	3.17%	18,899	2.70%	15,534
Total	**100.00%**	**595,673**	**100.00%**	**566,404**



Environment

Water Management

During 2025, water resource management once again confirmed the central role of water within Maglificio Maggia's production processes, particularly in dyeing and finishing operations, which are the most water-intensive stages of production.

Against a production volume of **86,375.57 kg** (**-11.2%** compared to 2024), the Company recorded an overall water withdrawal volume that remained substantially stable at **31,649.74 m³ (+0.6%)**, while wastewater discharges decreased significantly from **26,130 m³** to **20,986 m³ (-19.7%).**

The stability of water withdrawals, despite lower production volumes, resulted in an increase in specific water withdrawals from **0.323 m³/kg** to **0.366 m³/kg (+13.3%).** This trend is primarily attributable to the production mix and the specific characteristics of the processing activities carried out during the year, which can significantly influence process water requirements.

Of particular significance was the reduction in specific wastewater discharges, which declined from **0.268 m³/kg** to **0.243 m³/kg (-9.3%),** demonstrating an improvement in the overall efficiency of water management within production processes.

The composition of water supply sources also evolved compared to the previous year. Water withdrawal from the stream and the use of potable water for industrial purposes decreased, while the contribution of groundwater extracted from wells increased, keeping the total volume of water used essentially unchanged.

Overall, the 2025 results confirm Maglificio Maggia's commitment to monitoring water consumption and optimizing production processes. The Company will continue pursuing improvements in water efficiency through continuous consumption monitoring, process optimization, and the consolidation of benefits generated by investments made in recent years.



Natura

Environment

Water Management

Water Source	2025	2024
	m^3	m^3
Stream Water Withdrawal	22,874.74	25,467.40
Groundwater Extraction (Well)	7,897.00	4,653.00
Potable Water for Industrial Use	878.00	1,333.00
Total	**31,649.74**	**31,453.40**

Wastewater Discharge to the Sewer System	m^3
2025	20,986.00
2024	26,130.00

Year	Production (kg)	Water Withdrawals (m^3)	Water Withdrawals (m^3/kg)	Wastewater Discharges (m^3)	Wastewater Discharges (m^3/kg)
2025	86,375.57	31,649.74	**0.37**	20,986.00	0.24
2024	97,267.17	31,453.40	**0.323**	26,130.00	0.268

Environment

Waste Management

Waste management is a key element of Maglificio Maggia's environmental strategy, with particular focus on the recovery of textile waste and the maximization of material valorization.

During 2025, the Company generated a total of **62,274 kg** of waste, representing a reduction of approximately **11.4%** compared to the **70,273 kg** generated in 2024. Of this total, **62,020 kg** were classified as **non-hazardous waste**, while **254 kg** were classified as **hazardous waste**.

The Company maintained an exceptionally high waste recovery rate throughout 2025, with **99.92%** of total waste directed to recovery operations. Only **50 kg (0.08%)** were sent for disposal, consisting of insulating materials containing hazardous substances generated by specific maintenance activities.

Particular attention was devoted to the recovery of textile waste. During the year, **12,760 kg** of textile fibres were sent for recovery, enabling their reintroduction into new production cycles through selection, regeneration, and recycling processes for use as secondary raw materials. This approach contributes to reducing virgin resource consumption and promoting a circular economy model within the textile value chain.

Overall, the 2025 results confirm the effectiveness of the Company's environmental management system, highlighting:

- A reduction in total waste generation compared to 2024;
- The maintenance of a recovery rate close to **100%**;
- Effective and controlled management of hazardous waste, maintained at extremely low levels;
- A significant increase in textile waste recovery, confirming the Company's commitment to circular economy principles.

These results confirm Maglificio Maggia's continuous improvement journey and its commitment to progressively reducing the environmental impact of its operations through resource recovery, waste valorization, and production process optimization.

Waste (EWC Code)	Type	Quantity 2025	%
15 01 01 – Paper and cardboard packaging	Non-hazardous	22,970 kg	36.89%
15 01 02 – Plastic packaging	Non-hazardous	5,060 kg	8.13%
16 01 04 – Metallic packaging	Non-hazardous	2,290 kg	3.68%
04 02 22 – Processed textile fibre waste	Non-hazardous	31,700 kg	50.90%
17 06 03* – Other insulating materials containing hazardous substances	Hazardous	50 kg	0.08%
13 02 05* – Non-chlorinated mineral-based engine, gear and lubricating oils	Hazardous	204 kg	0.33%
Total		**62,274 kg**	**100.00%**

Waste Management Performance Indicators	2025
Total Waste Generated	**62,274 kg**
Total Non-Hazardous Waste	**62,020 kg**
Total Hazardous Waste	**254 kg**
Waste Sent for Recovery	**62,224 kg**
Waste Sent for Disposal	**50 kg**
Textile Fibres Sent for Recovery	**12,760 kg**
Waste Recovery Rate	**99.92%**
Waste Sent to Landfill	**0.08%**

05

Humanis Opibus

Focus

Workforce: 61 employees
Women: 30 (49.2%) | Men: 31 (50.8%)

Training: 934 training hours delivered
2,602 man-hours | 149 attendances
28 training initiatives

89.7% of total man-hours dedicated to digitalization and ERP implementation

100% coverage under the Italian Textile Industry National Collective Labour Agreement (CCNL Tessile Industria)

91.8% of employees on permanent contracts

0 workplace accidents and
0 near misses recorded in 2025

Humanis Opibus

People

In 2025, Maglificio Maggia continued to demonstrate its strong roots within the Biella area, recognizing human capital as a fundamental factor for the Company's growth and the achievement of its sustainability objectives. Almost all employees reside within the Province of Biella, reinforcing the Company's connection with the local community and contributing to the preservation of the skills and expertise that characterize the Biella textile district.

The Company's strategy places people at the centre of its development model, promoting a safe, inclusive, and growth-oriented working environment, based on the belief that employee well-being is a key driver of competitiveness and long-term business continuity.

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

- **Occupational Health and Safety**, through the continuous improvement of prevention measures, training activities, and management systems;
- **Employee Well-being and Welfare**, through initiatives aimed at supporting work-life balance and employee engagement;
- **Diversity, Equity and Inclusion**, by promoting a workplace based on mutual respect and the recognition of individual skills and talents;
- **Gender Equality**, by ensuring equal opportunities in recruitment, professional development, and career progression across the organization.

Maglificio Maggia's commitment to protecting human rights is reflected in the principles set out in its Code of Ethics, which incorporates the values expressed by the conventions of the **International Labour Organization (ILO)** and the **Charter of Fundamental Rights of the European Union.**

The Company promotes a workplace free from any form of discrimination, ensuring respect, inclusion, dignity, and equal opportunities for all individuals.





People

	2025			2024		
	Total	Men	Women	Total	Men	Women
Total Employees	61	31	30	64	31	33
Blue-Collar Workers	34	20	14	35	21	14
White-Collar Employees	23	8	15	24	7	17
Managers	4	3	1	4	3	1
Over 50 Years Old	23	11	12	23	10	13
Under 30 Years Old	11	6	5	13	8	5
Age 30-49	27	14	13	28	13	15
Average Age	44.12	42.74	45.55	43.78	42.44	45.04
Hires	10	7	3	15	9	6
Departures	12	7	5	19	10	9
Fixed-Term Contracts	4	3	1	6	4	2
Permanent Contracts	56	27	29	58	27	31
Temporary Agency Workers	1	1	0	3	2	1
Full-Time Employees	59	31	28	62	31	31
Part-Time Employees	2	0	2	2	0	2

	2025	2024
Textile Industry Collective Agreement Coverage	100%	100%
Full-Time Equivalent Employees (FTE)	62.16	61.32
Turnover Rate	19.20%	29.28%

Humanis Opibus

People

During 2025, Maglificio Maggia maintained a stable organizational structure despite a slight reduction in headcount, which decreased from **64 to 61 employees.** The turnover rate stood at **19.20%**, down from **29.28%** in 2024, confirming greater workforce stability and a natural evolution of the organization.

The distribution by job category remained substantially unchanged, with **34 blue-collar workers, 23 white-collar employees,** and **4 managers**, demonstrating continuity in the organizational structure.

The age profile also remained well balanced, with an average age of **44.12 years**, combining a significant presence of experienced employees with the continued recruitment of younger personnel, thus supporting knowledge transfer and generational renewal.

Gender balance continues to be a distinctive feature of the Company, with a near-equal distribution between men and women and a significant female presence within administrative and office-based functions, in line with the Company's principles of fairness and inclusion.

Employment quality remains high, with more than **90% of employees (56 out of 61)** holding permanent contracts. The use of fixed-term and agency contracts remains limited and is restricted to temporary organizational needs. Furthermore, the entire workforce is covered by the **Italian Textile Industry National Collective Labour Agreement (CCNL Tessile Industria)**, ensuring consistent employment conditions and high standards of employee protection.

The Company also maintained its strong commitment to occupational health and safety throughout 2025, continuing its process of continuous improvement and maintaining high prevention standards. **No workplace accidents occurred during the year**, confirming the effectiveness of the measures implemented and the Company's ongoing focus on employee safety.

Overall, 2025 confirms Maglificio Maggia's ability to combine organizational stability, high-quality employment, and a strong focus on people. The Company will continue to invest in skills development, training, workplace safety, and employee welfare, further strengthening an organizational model based on the enhancement of human capital and continuous improvement in line with its Sustainability Strategic Plan.



Training

During 2025, Maglificio Maggia further strengthened its commitment to employee training, delivering a total of **934 training hours** through **28 initiatives**, involving **149 attendances** and generating **2,602 man-hours** of training.

Training activities focused on three main areas:
- Digitalization of business processes;
- Sustainability;
- Occupational health and safety.

The largest share of training activities was dedicated to the implementation of the new corporate **ERP system**, accounting for approximately **90% of total man-hours delivered.**

This extensive training programme involved all major business functions and supported the evolution of management processes, traceability systems, production planning, logistics, quality control, and administration, ensuring that employees acquired the skills required for the effective use of the new information system.
At the same time, the Company continued delivering trainin
g on sustainability, environmental management, and internal procedures, promoting ESG awareness and continuous updates on product certifications, waste management, and company procedures.

Particular attention was also devoted to mandatory occupational health and safety training through refresher courses for employees, supervisors, and emergency response personnel, further strengthening the Company's commitment to risk prevention and workplace safety.

Overall, the 2025 training plan reflects Maglificio Maggia's strategic priorities, combining a substantial investment in digital transformation with continued attention to sustainability and employee health and safety.

The effectiveness of this approach is also reflected in the absence of workplace accidents during the year, demonstrating a corporate culture based on prevention, responsibility, and continuous improvement.

Training Category	Hours Delivered	Number of Initiatives	Attendances	Man-Hours	% of Total Man-Hours	Average Man-Hours
ESG Training	23	8	60	131	5.10%	2.18
ERP / Software Training	875	10	27	2,325	89.70%	86.11
Health & Safety Training	36	10	62	146	5.60%	2.35
Total	**934**	**28**	**149**	**2,602**	**100%**	**17.46**



Humanis Opibus

Health & Safety

The protection of employee health and safety continues to represent one of the fundamental principles underpinning Maglificio Maggia's management system. Throughout 2025, the Company maintained its preventive approach, focused on continuous improvement and the promotion of a strong safety culture through the ongoing updating of procedures, risk monitoring activities, and the active involvement of employees.

During the year, the Company continued to strengthen its occupational health and safety management system through the regular updating of corporate documentation, risk assessments, and operating procedures, ensuring full compliance with applicable regulations and the effectiveness of preventive measures.

Training continued to play a central role and is regarded as one of the most effective tools for preventing workplace accidents and promoting responsible behaviours. Throughout 2025, numerous training activities dedicated to occupational health and safety were delivered, including refresher courses for employees, supervisors, and emergency response personnel, as well as dedicated sessions focused on accident and near-miss management.

The objective is to maintain a high level of awareness among employees and encourage increasingly active participation in risk prevention activities.

The **near-miss reporting system,** introduced in 2024, remained fully operational throughout 2025. Reporting procedures and related documentation continued to be available to all employees, and the topic was regularly addressed during training activities in order to strengthen the culture of prevention and the timely reporting of potentially hazardous situations.

During 2025, **no workplace accidents were recorded** and **no near-miss reports were submitted.**

While the absence of reports is a positive outcome, the Company will continue to promote a culture of active participation, encouraging all employees to report any hazardous conditions or potentially critical situations, recognizing such reporting as an essential tool for the continuous improvement of the management system.

The results achieved confirm the effectiveness of the preventive measures adopted and Maglificio Maggia's ongoing commitment to providing a safe, healthy, and compliant working environment that meets the highest standards of employee protection.

The health and safety of people will continue to remain a strategic priority in the years ahead through continuous risk monitoring, ongoing skills development, and the active involvement of all employees in continuous improvement processes.



06

Commùnitas

Focus



2 Business Networks



Support for Education and Training Initiatives



Support for Local Associations and Community Organizations



53 Preventive Cancer Screening Services Provided

Community and Local Area

Creating Shared Value

For Maglificio Maggia, sustainability extends beyond the reduction of environmental impacts and is also expressed through its contribution to the development of the local area and the communities with which the Company interacts every day.

Throughout 2025, Maglificio Maggia strengthened its commitment through collaborations with institutions, associations, research organizations, foundations, and community groups, promoting initiatives focused on health, education, cultural heritage, innovation, and ecological transition.

The Company's objective is to contribute to the creation of an ecosystem capable of generating shared value by making its expertise, resources, and experience available to help address future social and environmental challenges.

Health and Prevention

Promoting health is one of the areas in which Maglificio Maggia seeks to create a positive impact for both its employees and the wider community.

In 2025, the Company joined the **"Together for Health"** initiative promoted by **FAND – Italian Diabetics Association**, in collaboration with the **Biella Lions Clubs** and the **Local Health Authority of Biella (ASL Biella).**

The initiative provided employees with free diabetes screening services, contributing to the promotion of preventive healthcare and healthy lifestyles.

At the same time, Maglificio Maggia contributed to a fundraising campaign that enabled the purchase of a state-of-the-art retinal imaging device, now available at the **Hospital of Biella.** The equipment allows diabetic retinopathy screening through telemedicine, improving early diagnosis pathways and delivering a tangible and lasting benefit to the local community.

During the year, the Company also renewed its partnership with **LILT Biella (Italian League for the Fight Against Cancer)**, reaffirming its support for cancer prevention programmes dedicated to employees.

Through the **Corporate Donors Programme**, a total of **48 preventive healthcare services** were provided during 2025, including:
15 breast examinations, 15 breast ultrasound screenings, 12 urological examinations, 6 PSA screenings.

These initiatives offered employees a valuable opportunity for early diagnosis and awareness of key health risk factors.
The programme forms part of the Company's employee welfare policies and demonstrates its commitment to promoting a culture of prevention by making specialist healthcare services more accessible and supporting employee well-being beyond the workplace.

Families and Future Generations

People represent the Company's most valuable asset.

For this reason, in 2025, Maglificio Maggia extended its commitment to employees' families through the establishment of the **"Silvia and Lello Maggia"** Scholarships, dedicated to employees' children up to 18 years of age.

The initiative was created with the aim of concretely supporting the education and development of younger generations through financial assistance for studies, while also recognizing the fundamental role that employees and their families play in the life of the Company.

The scholarships are dedicated to **Silvia and Lello Maggia**, individuals who made a significant contribution to the Company's development and who transmitted values such as responsibility, dedication, care for people, and confidence in the future.

Through this initiative, the Company seeks to transform their legacy into a tangible investment in future generations, further strengthening the bond between business, people, and the local community.



Solidarity and Community Support

Also in 2025, Maglificio Maggia renewed its collaboration with **Banca del Giocattolo – "Those who give joy... receive love"**, a charitable initiative involving employees in the collection of toys for children facing hardship.

During the Christmas season, employees actively participated in the collection of new and pre-owned toys in good condition, which were subsequently distributed by the Association to families in need, healthcare facilities, and organizations supporting children.

The initiative represents an important moment of collective participation that strengthens the sense of community within the Company and demonstrates how even small acts can generate significant social value by promoting a culture of solidarity and sharing.



Corporate Heritage and Industrial Culture

In February 2025, Maglificio Maggia officially joined **Museimpresa**, the Italian Association of Corporate Archives and Museums.

Membership represents an important recognition of the historical value of the **Maggia Archive 1780**, which preserves thousands of garments, textile samples, documents, and testimonies documenting the evolution of both the Company and the Biella textile district.

The enhancement of industrial heritage also continued through participation in the exhibition **"Return to BI – Travel, Learning and Returning"**, dedicated to the role of travel and knowledge exchange in the development of Biella's industrial sector.

For the exhibition, the Company provided a selection of historical garments from its archive, contributing to the promotion of manufacturing culture and the preservation of the local textile heritage.

During 2025, **Giovanna Maggia** also participated in the initiative **"Interweaving Generations and Notes"**, organized by the **Fondazione Accademia Perosi**, sharing experiences with students, professionals, and young entrepreneurs in a dialogue focused on knowledge transfer, creativity, and the future of the textile industry.





Innovation and Research

Innovation remains one of the key tools through which Maglificio Maggia contributes to the competitiveness of the textile district.

In 2025, the Company joined **Texploration**, the first Open Innovation programme promoted by **MagnoLab**, designed to foster collaboration between companies, startups, universities, and research centres and accelerate the development of innovative solutions for the textile supply chain.

At the same time, the Company continued its participation in the **SUMMIT – Sustainable Mitigation of Microplastics in Textile** project, aimed at identifying innovative solutions to reduce microplastic release from textile products through collaboration among companies, universities, and research organizations.

Maglificio Maggia also joined the **CirculART** project, an initiative promoting new approaches to sustainability by encouraging dialogue among business, culture, design, and innovation stakeholders, while helping to advance a broader vision of the circular economy.





Shared Energy and Territorial Development

In March 2025, Maglificio Maggia became a member of the **CERio Foundation**, a Renewable Energy Community established in the Biella area to promote a model based on the generation and sharing of renewable energy.

The Foundation brings together companies, citizens, public institutions, and third-sector organizations with the aim of supporting the energy transition, reducing environmental impacts, and generating shared benefits for the local community, while also helping to combat energy poverty and supporting social initiatives.

For Maglificio Maggia, joining the Renewable Energy Community represents the natural continuation of the energy efficiency path undertaken in recent years, which included major investments in photovoltaic generation and industrial heat recovery systems.

Participation in the Energy Community contributes to the development of a model in which renewable energy becomes a shared resource and a driver of sustainable development for the entire community.

Growing Together

The initiatives carried out during 2025 confirm a vision of sustainability that extends beyond the boundaries of the Company.

Health, education, culture, innovation, energy, and research represent complementary areas united by the shared objective of creating long-term value.

Through collaboration with healthcare institutions, support for employees' families, the promotion of industrial heritage, participation in research and innovation projects, and membership in local networks such as the **CERio Renewable Energy Community,** Maglificio Maggia contributes to the development of a more competitive, inclusive, and sustainable territory, reaffirming its role as a responsible company and an active member of the Biella community.

CER *io*
Energia Condivisa

Business Networks

Maglificio Maggia believes that collaboration among companies is a fundamental tool for addressing the challenges of innovation, sustainability, and competitiveness within the textile industry. For this reason, the Company actively participates in business networks that promote knowledge sharing, the development of joint projects, and the enhancement of the local area.

MagnoLab
TEXTILE INNOVATION DISTRICT

Maglificio Maggia is a founding member of **MagnoLab**, a business network established within the Biella textile district with the objective of promoting innovation, digitalization, and the sustainable growth of the textile supply chain.

Through MagnoLab, the Company contributes to the development of initiatives focused on product and process innovation, training, skills development, and collaboration among businesses, institutions, and research centers. In 2025, among other initiatives, the network launched **Texploration**, the first open innovation program dedicated to the textile industry.

Visit the website

Slow Fiber

Maglificio Maggia is also a member of **Slow Fiber**, an international network bringing together companies, organizations, and professionals committed to promoting a textile model based on quality, responsibility, transparency, and sustainability.

Membership reflects the Company's commitment to an approach that values product durability, respect for people, environmental stewardship, and supply chain traceability, contributing to the promotion of a long-term vision for the textile industry.

Participation in these networks enables Maglificio Maggia to strengthen dialogue with other actors across the value chain, share knowledge and best practices, and contribute to the sustainable and competitive development of both the Biella textile district and the textile sector as a whole.

Visit the website

07

Obiectivum

Obiectivum

The definition of sustainability objectives is a fundamental tool for guiding strategic decisions and monitoring Maglificio Maggia's continuous improvement journey.

Following the introduction of reporting in accordance with the **ESRS (European Sustainability Reporting Standards)** and the consolidation of its data collection and monitoring systems, 2025 was dedicated to strengthening the initiatives launched in previous years and updating objectives in line with corporate priorities, the materiality assessment, and stakeholder expectations.

The objectives are structured according to the dimensions of the **De Rerum Natura** strategic plan **– Materĭa, Opificium, Natura e Humanis Opibus** - and reflect the Company's commitment to integrating sustainability into production processes, resource management, relationships with the local community, and the development of its people.

The 2025-2026 objectives are based on three guiding principles:

- **Measurability and Transparency,** through reliable indicators, verifiable data, and periodic performance monitoring.
- **Strategic Integration,** ensuring consistency with material topics, the Sustainability Strategic Plan, ESRS requirements, and evolving regulatory and market contexts.
- **Continuous Improvement,** promoting investments in innovation, energy efficiency, process digitalization, supply chain traceability, human capital development, and the reduction of environmental impacts.

The following sections report on the results achieved with respect to objectives established in previous years and present the new targets that will guide Maglificio Maggia's sustainability journey in the medium term, with the aim of strengthening competitiveness and generating shared value for all stakeholders.



Obiectivum

Objective 1 - Product

Use of Sustainable and Traceable Raw Materials





DECLARED OBJECTIVE 2025	TOOLS	2025 RESULTS	OBJECTIVE 2026
Increase the use of sustainable and certified raw materials, ensuring full supply chain traceability and progressively expanding the offering of products manufactured using fibres with a lower environmental impact.	• Supplier qualification and monitoring. • Verification of documentation compliance and product certifications (GOTS, GRS, RWS, OCS, SFA, etc.). • Management of the traceability system through the ERP platform and annual mass balances. • Promotion of certified fibres within new collections and customer development projects. • Collaboration with customers and suppliers for the introduction of new sustainable materials.	**The objective was fully achieved and exceeded.** In 2025, the share of certified raw material purchases reached **13.32%**, representing a significant increase compared to **6.46% in 2024**. The Company consolidated the management of **GOTS, GRS, and RWS certifications**, completed the implementation of annual mass balance systems, and strengthened traceability processes through the new ERP platform. The increase confirms the Company's growing focus on certified materials, while acknowledging that demand remains strongly influenced by customer and brand requirements.	• Further increase the share of certified raw materials. • Expand the range of products made from certified and lower-impact fibres. • Strengthen digital supply chain traceability through the full utilization of the ERP system. • Consolidate collaboration with suppliers to increase the availability of certified and innovative materials. • Monitor the evolution of the sustainable fibre mix and related performance indicators.

Obiectivum

Objective 2 | Environment

Impact Measurement and Improvement
of Corporate and Supply Chain Performance



DECLARED OBJECTIVE 2025	TOOLS	2025 RESULTS	OBJECTIVE 2026
Implement and consolidate an integrated energy, production, and environmental monitoring system supported by the digitalization of business processes, with the aim of improving performance control, data quality, and operational efficiency.	• Completion of the implementation of the corporate ERP platform and modules dedicated to sustainability, traceability, and production management. • Collection and monitoring of environmental, energy, and production KPIs. • Use of energy consumption and plant monitoring systems. • Management of mass balances and product certification traceability. • Preventive maintenance and continuous improvement of production assets. • Employee training on the use of new digital tools. • Updating of company procedures.	**Objective achieved.** During 2025, the Company's digital transformation programme continued through the consolidation of the ERP platform and modules dedicated to production, quality, traceability, and product certifications. Monitoring systems relating to energy consumption, environmental performance, and key ESG indicators were strengthened, improving both data reliability and analytical capabilities. At the same time, maintenance and modernization programmes continued across production facilities, contributing to enhanced operational efficiency and greater control over business processes.	• Complete the full integration of business processes within the ERP environment. • Automate ESG, production, and energy KPI reporting. • Further improve data quality and timeliness to support decision-making. • Increase energy and operational efficiency through the analysis of collected data. • Continue the technological innovation and preventive maintenance plan.

Obiectivum

Objective 3 | Humanis Opibus

Occupational Health & Safety,
Well-being and Prosperity





DECLARED OBJECTIVE 2025	TOOLS	2025 RESULTS	OBJECTIVE 2026
Consolidate an integrated people management system focused on health and safety, organizational well-being, continuous learning, and human capital development, while promoting a corporate culture based on shared responsibility, inclusion, and continuous improvement.	• Annual training programme covering health and safety, ESG topics, and digitalization. • Monitoring of health, safety, and employee well-being indicators. • Welfare programmes and initiatives for employees and their families. • Near-miss management and analysis system. • Continuous updating of company procedures and risk assessments. • Employee engagement through communication, training, and awareness activities.	**Objective fully achieved.** During 2025, Maglificio Maggia reaffirmed its commitment to protecting people, maintaining its achievement of **zero workplace accidents for the sixth consecutive year.** The near-miss management system was further consolidated through dedicated training activities, despite no reports being submitted during the year. The Company further strengthened its welfare programme through: • Renewal of healthcare prevention initiatives in collaboration with **LILT** and **FAND**; • Introduction of the **"Silvia and Lello Maggia" Scholarships** dedicated to employees' children; • Distribution of a **uniform welfare bonus to all employees**, equal to **twice the amount provided under the National Collective Labour Agreement (CCNL).** In parallel, investments continued in technical, ESG, and digital training activities, contributing to skills development and employee engagement.	• **Sign the Company's first supplementary collective agreement**, strengthening welfare initiatives, people development, and work-life balance measures. • Further consolidate the culture of prevention and workplace safety. • Increase employee involvement in proactive near-miss reporting. • Continue investments in technical, ESG, and digital training. • Maintain the target of **zero workplace accidents** and continue improving organizational well-being.

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Appendices

Appendices

Declaration of Use

Maglificio Maggia SRL has submitted a sustainability report in accordance with the ESRS Standards for the period 01/01/2025 – 31/12/2025.

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 I ESRS GOV-2 ESG Governance Procedures	GRI 2-9, 2-10, 2-12, 2-13
Opificium – 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
Opificium – Investments, Innovation, ERP	ESRS 2–IRO-1 (Resources and Processes) I 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) I ESRS S3 (Supply Chain)	GRI 301-1, 301-2
Materia – Process Traceability (ERP, TCs, Chemicals)	ESRS S3-3 (Value Chain Traceability) I 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 I 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) I 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) I ESRS SBM (Strategy with Stakeholders)	GRI 413-1, 203-1



Bilancio di Sostenibilità 2026

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