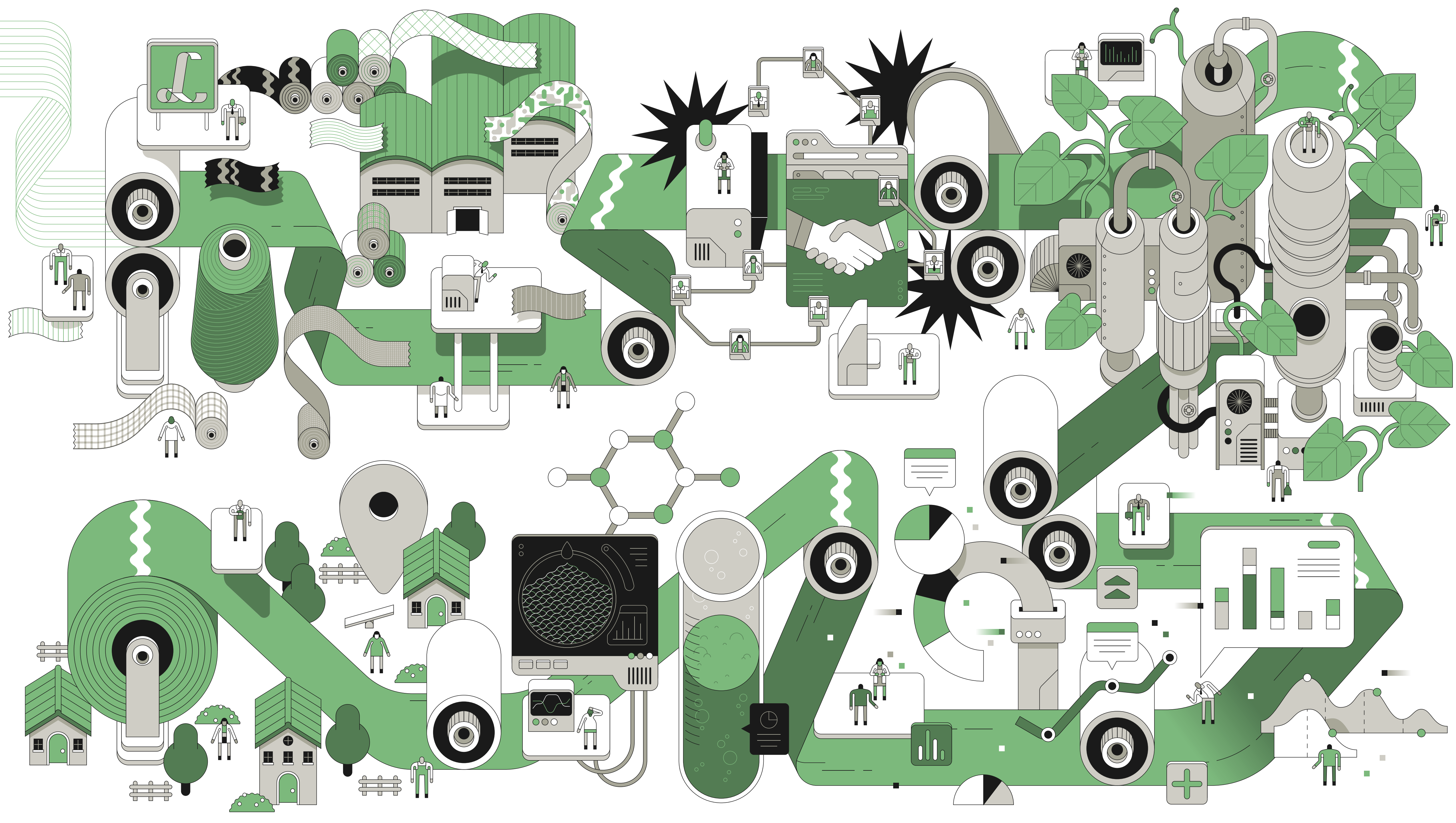


2021 SUSTAINABILITY REPORT





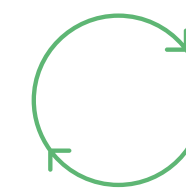
In Limonta we feel responsible for our planet's needs. From the beginning, we have been actively involved in using sustainable resources, safeguarding the environment, respecting human rights and ethical labor rules, and trying to do our best for the community, the territory, and people. We do so with passion and transparency, allowing our products to express themselves by associating them with specific icons that show our commitment.



HAZARDOUS
CHEMICALS FREE



BIO
SOURCE



RECYCLED



ECO
PROCESSING



NATURAL
ORIGIN



BIO-
DEGRADABLE

Dear Stakeholders,

We are pleased to present the new edition of our **Sustainability Report**, the document that summarizes the **company's goals, activities, impacts and results**, and reaffirms our commitment to integrate **ESG issues** in all aspects of our work.

2021 was a year which brought profound transformation. After almost 130 years from our foundation, we decided to sign an agreement with **Tamburi Investment Partners** as a capital partner, to confirm our commitment to sustainable growth aimed at further development in the constantly evolving market of luxury goods.

2021 was also characterized by excellent results, a year we closed with an important growth compared to 2020 (+26%) and to 2019 (+7%).

Behind these results there is, above all, a **true commitment to sustainability**, which guides our activities at a strategic level starting with **economic responsibility, the responsibility towards our customers, our collaborators, towards the environment and the community**.

Circular economy, eco-friendly transition and the push for digitalization are issues which are becoming imperative for future development.

Our circular business model is, in fact, based on **recovery**: starting from the continuous improvement of waste management (68% of total waste was recovered), to **recycling** and **upcycling** our production scraps and leftovers, to the protection of water resources (we recovered about 8.700 mc of water internally) to the recovery of nearly all **solvent** used (over 4.000 tons of solvent was in fact reintroduced in the production cycle).

Our attention to the correct use of raw materials is also shown by the continuous growth in the production of recycled fabrics (+ 52% compared to 2020) and by the significant steps we have taken to eliminate single-use plastic inside the company.

The on-going investments in the field of energy consumption have yielded excellent results: in 2021 we were able to **self-produce about 50% of the energy requirements of our main production facility avoiding emissions into the atmosphere of approximately 1.670 tons of CO2 equivalent**.

It was the year in which we fulfilled our promise to offer **clear and transparent communication** to our Stakeholders.

We invested significant resources (human, intellectual and economic capital) to create new communication channels, in a journey towards digitalization that, I am sure, will

define the development of our company in the next decades.

These are very complex years – characterized by changes and uncertainties – in which Limonta nonetheless proved to be sound and resilient, continuing to innovate and activating strategic projects for long term development.

I wish to thank, as always, the people at Limonta that on a daily basis face difficulties with passion, commitment and great sense of responsibility.

Enjoy reading

Paolo Limonta

CEO – LIMONTA S.p.A.



SUSTAINABILITY|OUR PRINCIPLES **06–12**

1. BE|LIMONTA **13–31**

2. BE|RESPONSIBLE **32–59**

3. BE|COMMITTED **60–89**

4. BE|INNOVATIVE **90–117**

5. BE|GLOCAL **118–128**

6. BE|PERFORMANT **129–135**

APPENDIX **136–158**

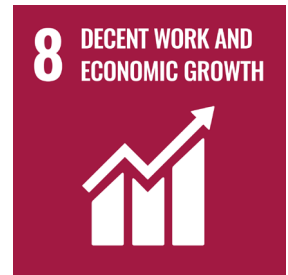
SUSTAINABILITY | OUR PRINCIPLES



MEASURING

Emissions into the atmosphere, energy and water consumption, and the quantity of waste produced are carefully measured in all stages of processing, constantly monitoring our performances with KPIs defined according to reporting principles referred in the international GRI standards.

This monitoring operation is, for the entire Group, the starting point both for the definition of goals to reduce environmental impact and for the creation of a sustainability roadmap.



OUR FIGURES

160.458.000 €

SALES TURNOVER

9.500.000

LINEAR METERS
OF FABRIC SOLD

2.000.000 kWh

ENERGY PRODUCED BY THE
GROUP'S PHOTOVOLTAIC SYSTEMS

5.891.000 kWh

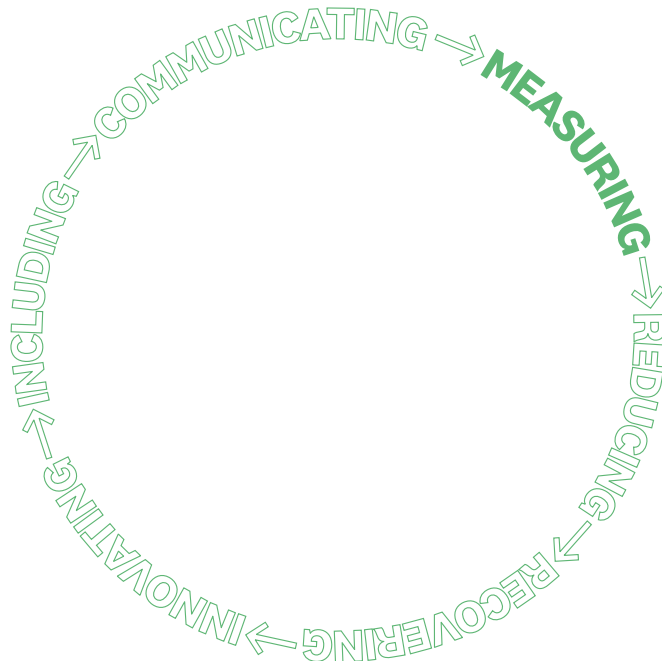
ENERGY PRODUCED
BY THE TRIGENERATOR

57.189 mc

WATER CONSUMED

MATERIAL ISSUES

- › Economic performance
- › Product quality, safety and performances



REDUCING

We are well aware that the goal of sustainable consumption and production is “to do more and better with less”, increasing the benefits in terms of wellbeing, by reducing the use of resources throughout the entire productive cycle.

For this reason we are committed to reducing and recovering as much as possible.



OUR FIGURES

763 tons of CO₂ eq

AVOIDED THANKS TO OUR PHOTOVOLTAIC SYSTEMS

905 tons of CO₂ eq

AVOIDED THANKS TO OUR TRIGENERATION PLANT

200.000 kg

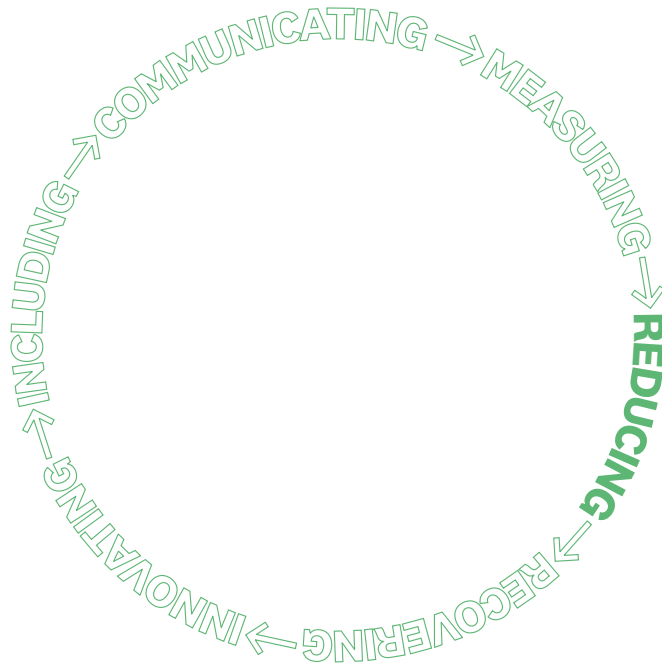
A REDUCTION OF 200.000 KG OF WASTE COMPARED TO 2019

2.391 tons of CO₂ eq

A REDUCTION OF 2.391 TONS OF CO₂ EQ COMPARED TO 2019

MATERIAL ISSUES

› Reduction of environmental impacts



RECOVERING

We believe that developing more responsible production models is not only a necessary choice, but above all, an investment for the future. We prefer to purchase recycled raw materials and we take inspiration from circular economy models preferring, whenever possible, to up-cycle our products and try to extend their life as long as possible.



OUR FIGURES

99%

OF DMF RECOVERED

8.730 mc

OF WATER RECOVERED

68%

OF WASTE SENT TO BE RECOVERED

270 tons

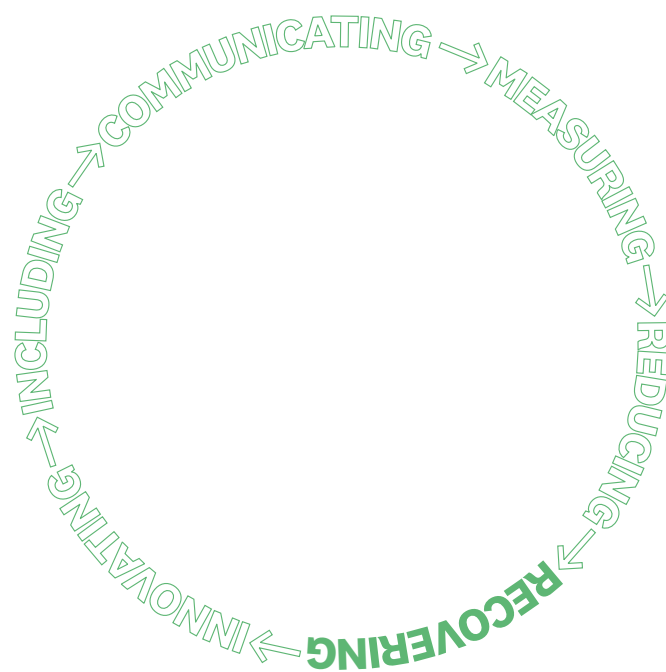
OF PRODUCTION SCRAPS
TRANSFORMED INTO
SECONDARY RAW MATERIALS

30.000 kg

OF PRODUCTION LEFTOVERS
REINTRODUCED IN THE
PRODUCTION CYCLE

MATERIAL ISSUES

› Circular Economy



INNOVATING

Limonta’s goal is to develop a sustainable offer inside all corporate divisions: Fabrics and Coatings, Interiors, Wall, Society.

This is done simultaneously with the certifications that Limonta has been acquiring over the years to protect the company’s immense heritage of creativity and craftsmanship, paying increasing attention to its environmental impact in every stage of production.



OUR FIGURES

130

YEARS OF HISTORY

10

CERTIFICATIONS AND INTERNATIONAL PROGRAMS TO GUARANTEE THE SUSTAINABILITY OF OUR PRODUCTS

3

SYSTEM CERTIFICATIONS

220

LOOMS

8

COATING MACHINES

60

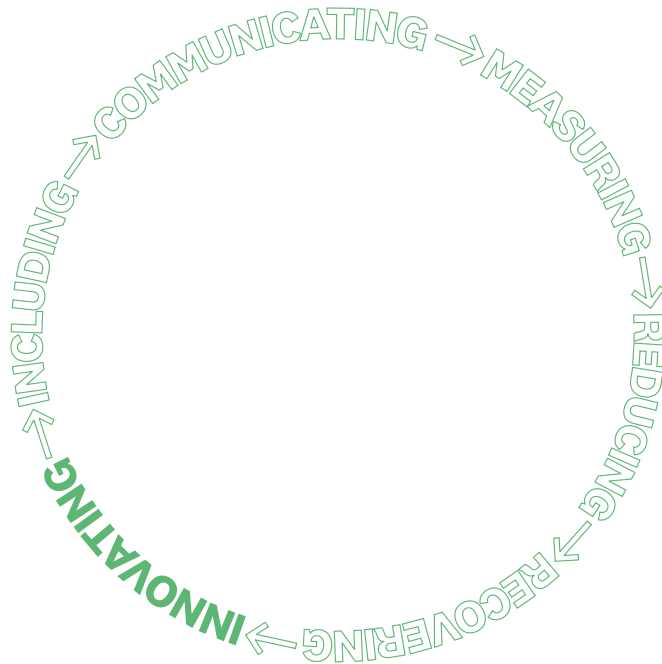
FINISHING PLANTS

30

EMPLOYEES IN R&D

MATERIAL ISSUES

- › Compliance with laws and regulations
- › Business Continuity



INCLUDING

For us, people are a strategic resource: they are the engine and the beating hearth of the company.

We promote every type of work inclusion considering diversity as an added value.

OUR FIGURES

635

PEOPLE

204

WOMEN

60%

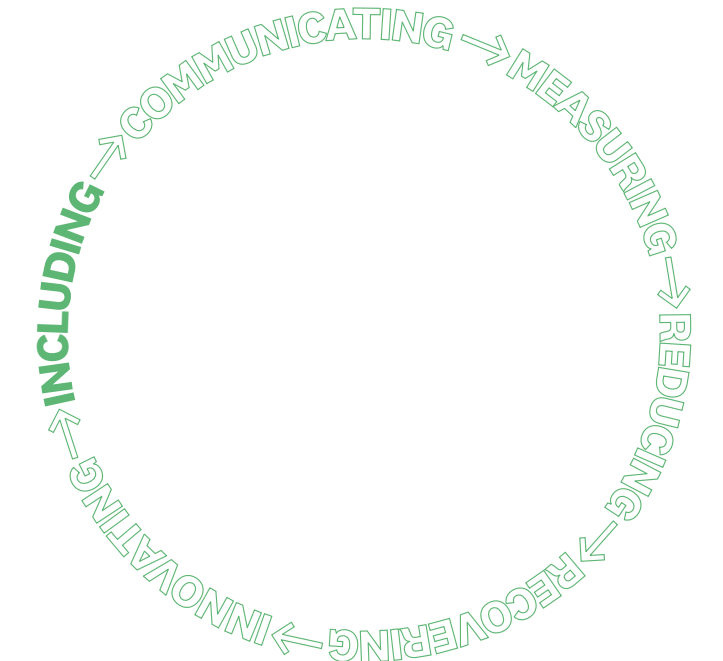
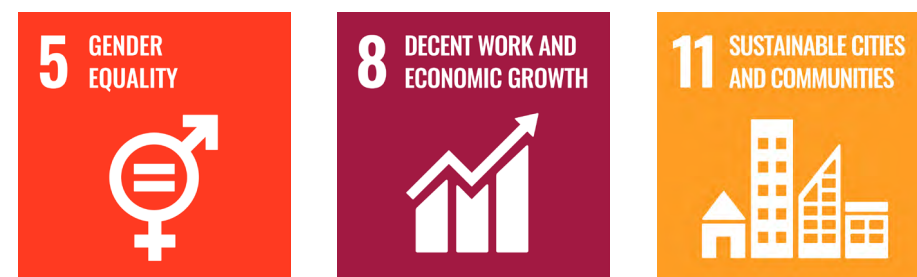
OF EMPLOYEES COME FROM
LOCAL COMMUNITIES

98%

OF EMPLOYEES WITH AN
OPEN-END WORK CONTRACT

MATERIAL ISSUES

- › Protection of human rights
- › Employees wellbeing
- › Health and safety in the workplace
- › Relations with local communities
- › Inclusion & Diversity



COMMUNICATING

With almost 130 years of history, we are a company deeply rooted in its territory, which over the years has become known internationally thanks to passionate collaborators who have exported our know-how, products and experience all over the world.

Today, more than ever, we are aware of how important it is for the stakeholders involved to be familiar with our activities, our philosophy, our spaces. That is why we want to share this information, also using the fastest means of communication, such as digital channels.



OUR FIGURES

2.438

TRAINING HOURS

4

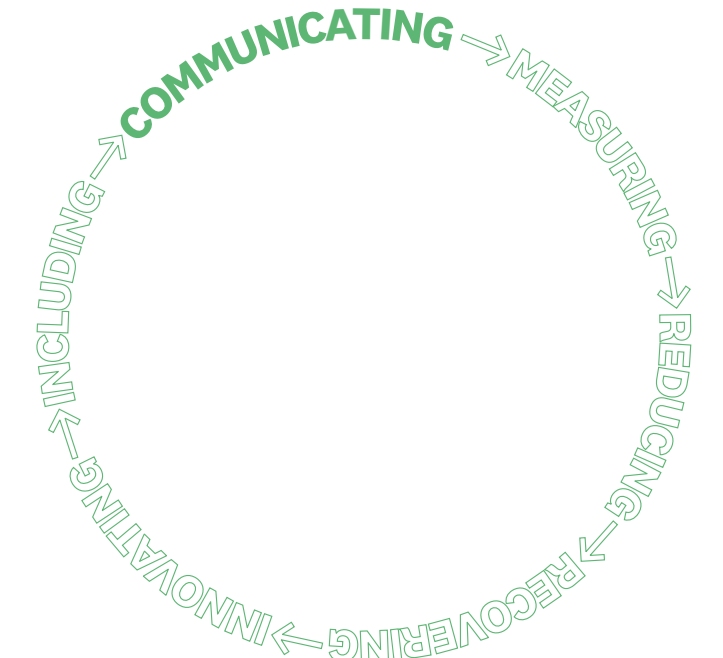
WEBSITES

More than 100

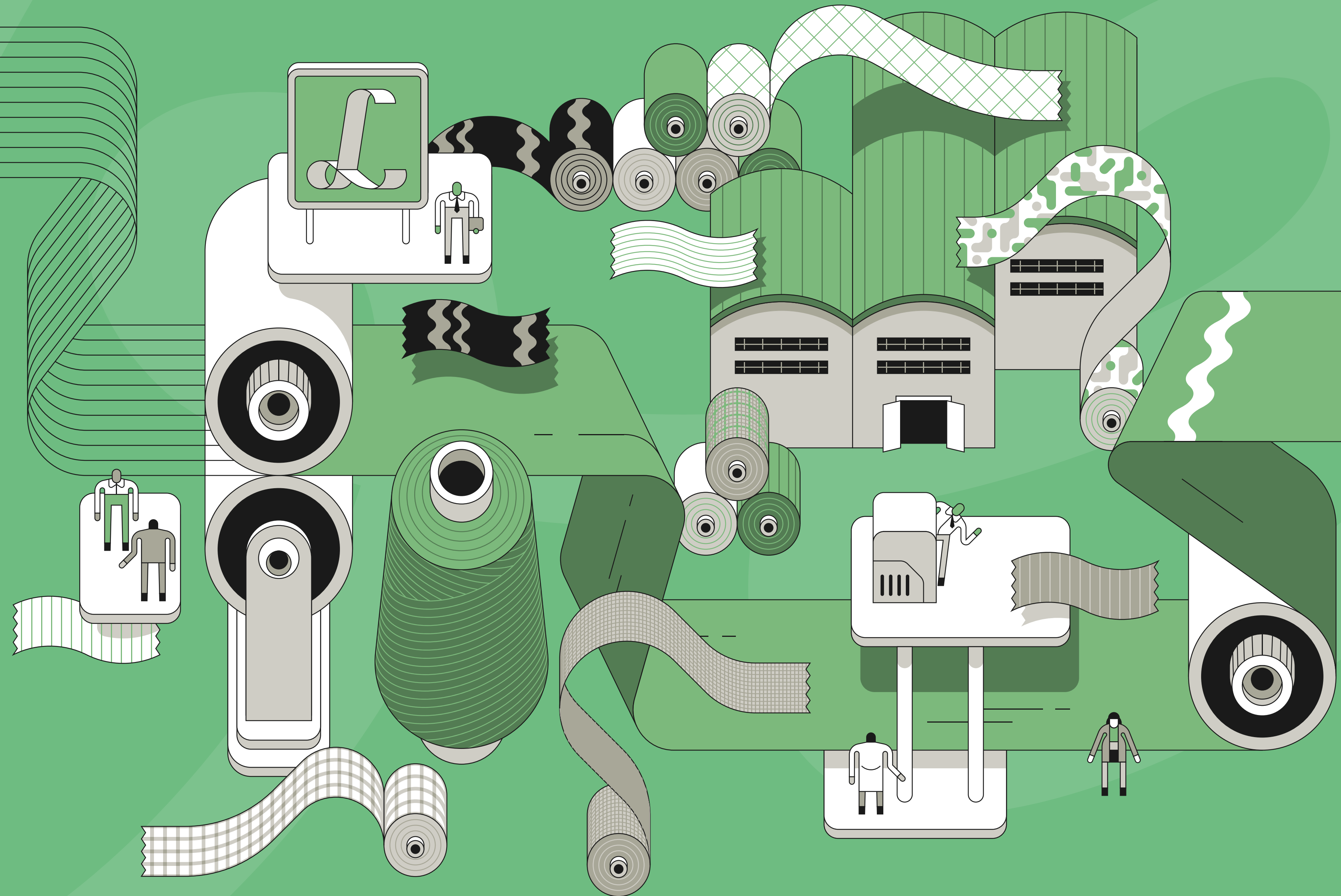
MENTIONS ON NATIONAL
AND INTERNATIONAL MEDIA

MATERIAL ISSUES

› Training and
development
of talents



Be|Limonta



Our DNA: family tradition and innovation dating back 130 years.

Tradition and innovation have been two lasting elements in Limonta's DNA where 130 years of activity blend with the typical characteristic of our local communities: a strong family tradition. Different from other industrial enterprises for its ability and versatility to interpret any type of fabric, Limonta today is one of the top players in the Italian textile sector, always focused on sustainable development, creativity and the research for excellence.

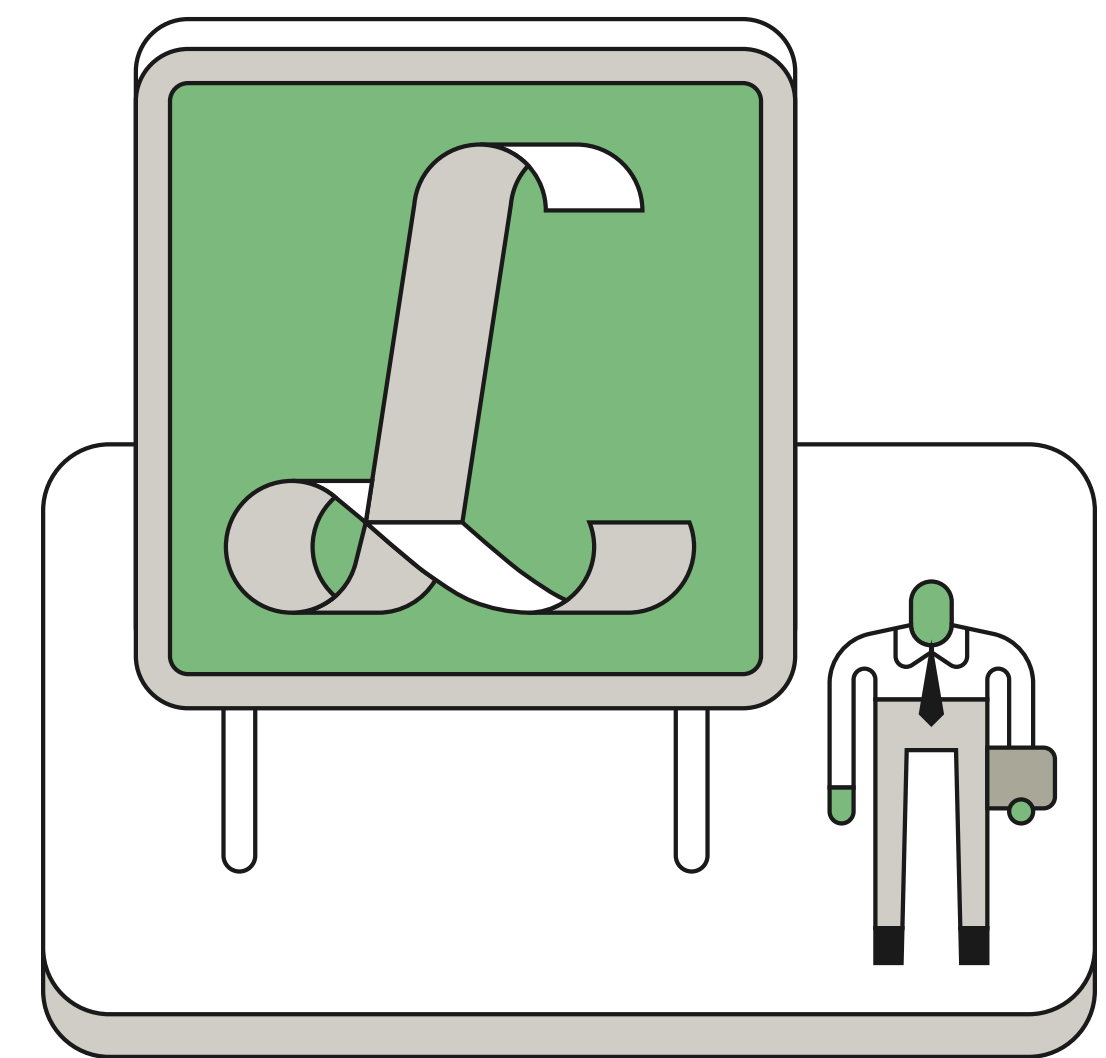
Founded in 1893 in Costa Masnaga, a small town in the heart of the textile district in the province of Lecco, Limonta specialized in the production of tapestries and jacquard fabrics and later integrated the production with velvets, Matelassé e Gobelins, thus acquiring an extensive and diversified culture in textiles, which is still one of the company's greatest assets today.

Always ahead of its time, the beginning of the 1960s is a fundamental turning point for the future development of the company with the decision to invest in a new technology: the first thermoplastic polymer coating machine to produce synthetic leather. Since then, Limonta has experi-

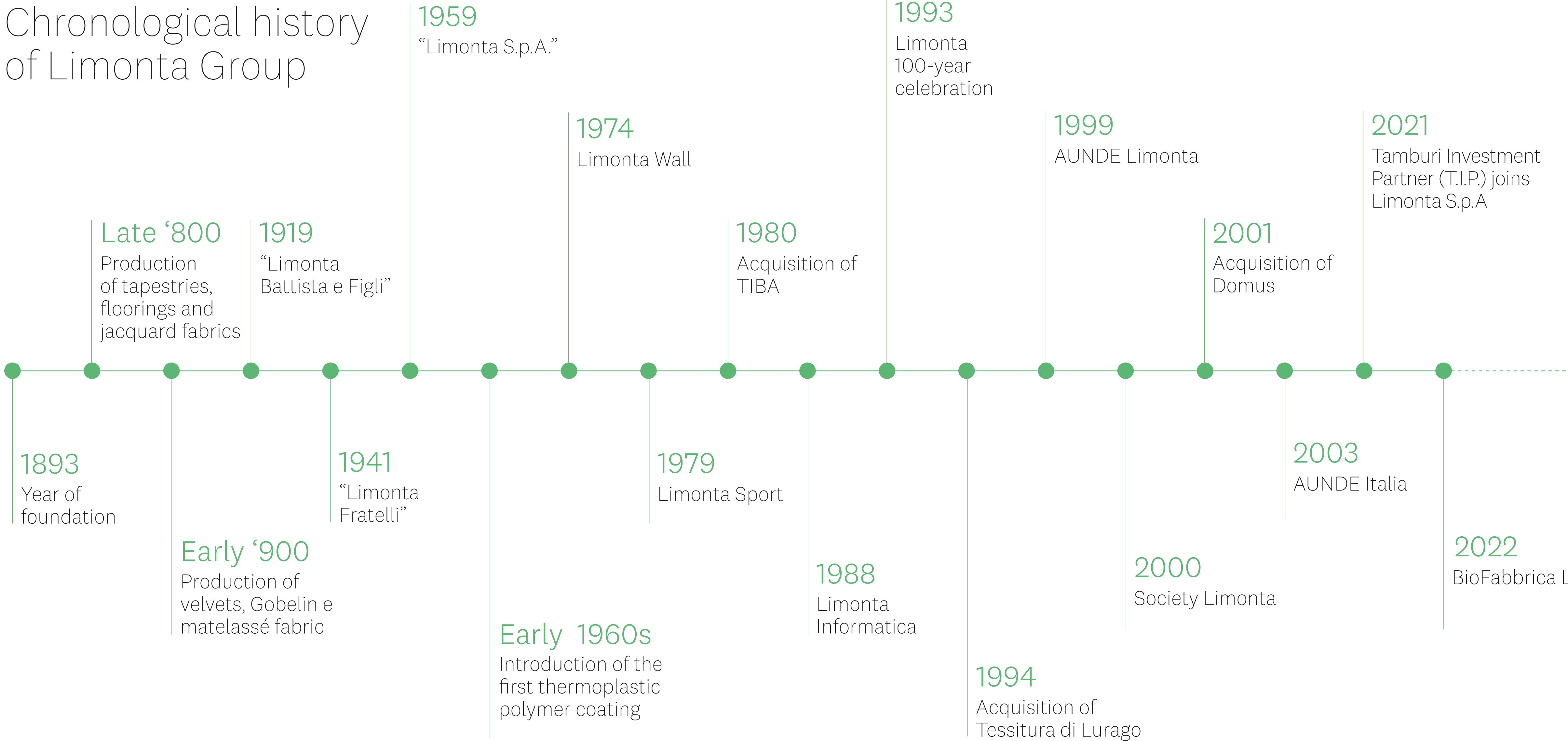
enced a balanced growth, focusing each time on different segments of the clothing market (from fabrics for raincoats to lighter cottons for casual wear or silky nylons) maintaining and perfecting its know-how and experience.

Together with the company growth, between the 70s and 90s of the twentieth century, we saw the introduction of different production lines, thanks to the integration of chemistry and plastic: apparel, accessories, shoes, home furnishing, automotive, floorings and synthetic turf. Different area of application, in which Limonta continues to process, modify, enrich, and adapt textile products without changing their nature.

Since the 90s Limonta has chosen to embark on a virtuous journey for continuous sustainable growth: those were the years that saw technological investments aimed at an efficient use of resources, the search for increasingly eco-friendly and high-tech products and collections with high stylistic value.



Chronological history of Limonta Group

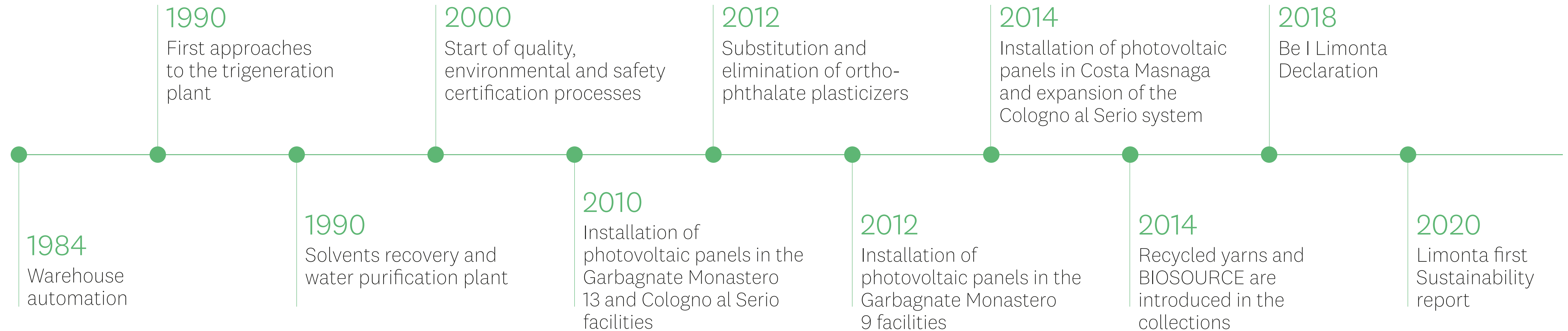




Our journey to sustainability

Limonta journey to sustainability started at the beginning of the 90s with cutting-edge management of its equipment and machinery (trigeneration plants) and an approach to circular economy (recovery of solvents) at a time when it was not mandatory or regulated by law.

Over the years the company has maintained a trend of constant expansion of its sustainability projects in terms of plants, products and certifications.



1.1. Corporate organizational chart

The following chart shows the corporate organization of Limonta S.p.A. with its subsidiaries and associated companies.

LIMONTA | 1893

100%	LIMONTA USA INC.
100%	TESSITURA DI LURAGO D'ERBA S.r.l.
100%	LIMONTA CASA S.r.l.
100%	BRIDGE (SHANGHAI) TRADING CO. LTD
100%	LIMONTA HOME SUISSE SARL
100%	LIMONTA HOME AUT GMBH
100%	TIBA S.r.l. A SOCIO UNICO
50%	BIOFABBRICA LLC
33,33%	AUNDE S.p.A.

Other companies in the group

LIMONTA SPORT S.p.A.

LIMONTA INFORMATICA S.r.l.

Limonta S.p.A.

Tessitura di Lurago

Tessitura di Lurago is a textile company characterized by a high degree of specialization and innovative know-how on plain fabrics, ideal finishing touch for the textile ennoblement of the Fabrics and Coatings division.

TIBA

TIBA is the dyeing house, which thanks to substantial production investments, has the necessary know-how to keep up with the sophisticated manufacturing requirements of Limonta's Fabrics and Coatings division.

BRIDGE SHANGHAI

BRIDGE SHANGHAI is Limonta's Asian platform, which, in addition to integrating its supply chain, distributes special product lines, developed in Italy, and produced in China, to the local market and exports to the USA and Europe.

Limonta USA

Limonta USA Inc. is the Group commercial and operative headquarters in the United States, a meeting point for textiles, fashion and interior design. The different souls of B2B and B2C of the Group's divisions converge in SoHo (NYC), optimizing the service in the American market and aiding the implementation of new development, expansion and innovation projects.

Limonta casa, Limonta home UK, Limonta home Suisse

Limonta casa, Limonta home UK e Limonta home Suisse are Limonta spa subsidiaries for the management of the Society retail stores.

Biofabbrica LLC

Biofabbrica is the Joint Venture established on 14 October 2021, between Limonta Spa and the American company Modern Meadow. BioFabbrica produces biosource-based alternative materials using innovative processes that avoid the use of virgin raw materials of petrochemicals and animal origin.

AUNDE Italia

Limonta holds a considerable stake in AUNDE S.p.A., a company that develops and produces state of the art, high-tech fabrics mainly for the automotive sector.

Other companies in the Group

Limonta Informatica

Limonta Informatica was established in 1988 to support and service the Limonta textile Group. Its core business is IT services for businesses, networks and systems. With its long-lasting, professional and solid experience directed mainly at the textile sector, it also collaborates with several different businesses from manufacturing to commercial to the tertiary sector.

Limonta Sport

Limonta Sport is a leader in the production and distribution of synthetic turf for sport facilities, thanks to more than 30 years' experience in the sector, an efficient and dynamic distribution network and the long-lasting collaboration with major International Sport Federations around the world.



1.2. Divisions



DIVISIONS

LIMONTA FABRICS
AND COATINGS

LIMONTA
INTERIORS

LIMONTA
WALL

LIMONTA
SOCIETY

LIMONTA
AUTOMOTIVE

ACCESSORIES

APPAREL

SHOES

Limonta Fabrics & Coatings

Established in 1955 is one of the leading manufacturers in the world and one of the best equipped in Europe, having on-site coating, resin coating, clotting and printing lines as well as equipment for textile ennoblement. It produces fabrics for the clothing, accessory and footwear industries, working in liaison with the most important international brands.

Society Limonta

The Society brand, established in 2000 within the Limonta Group, is the Italian brand, attentive to interior design trends, that has revolutionized household linens.

Limonta Interiors

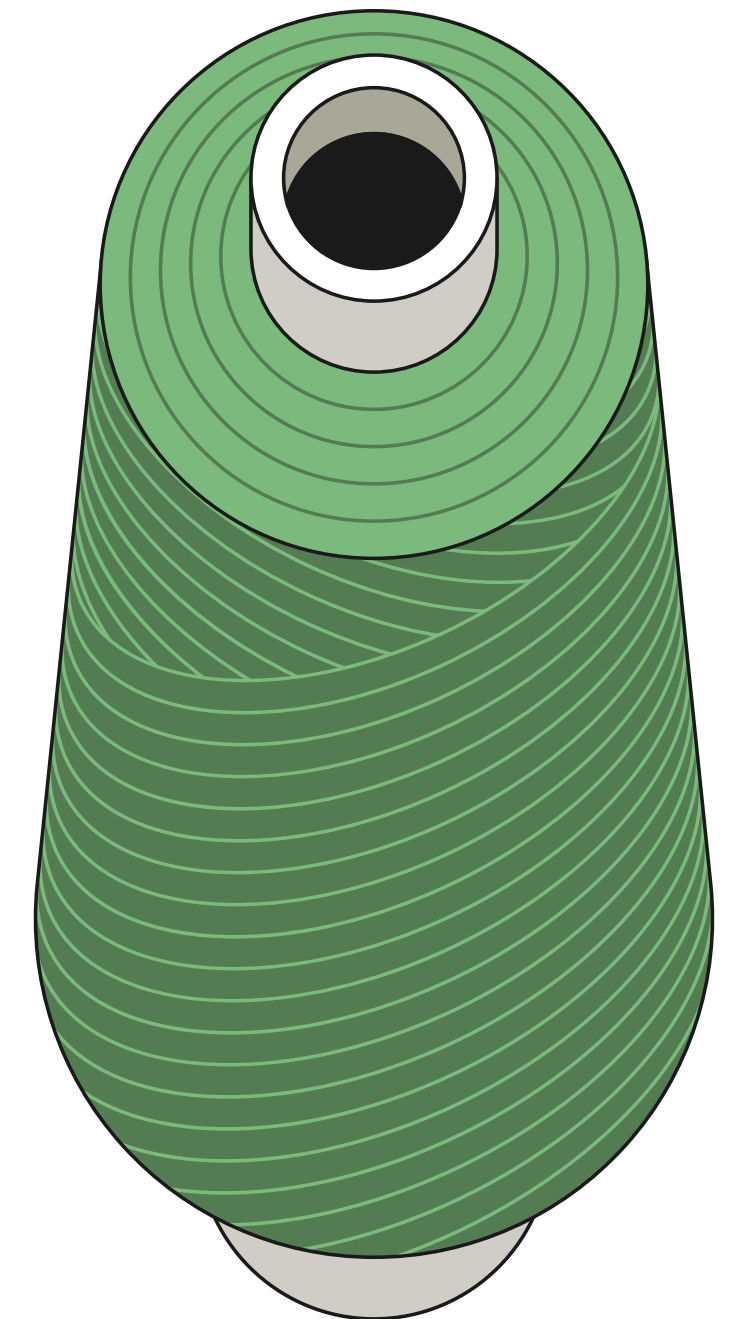
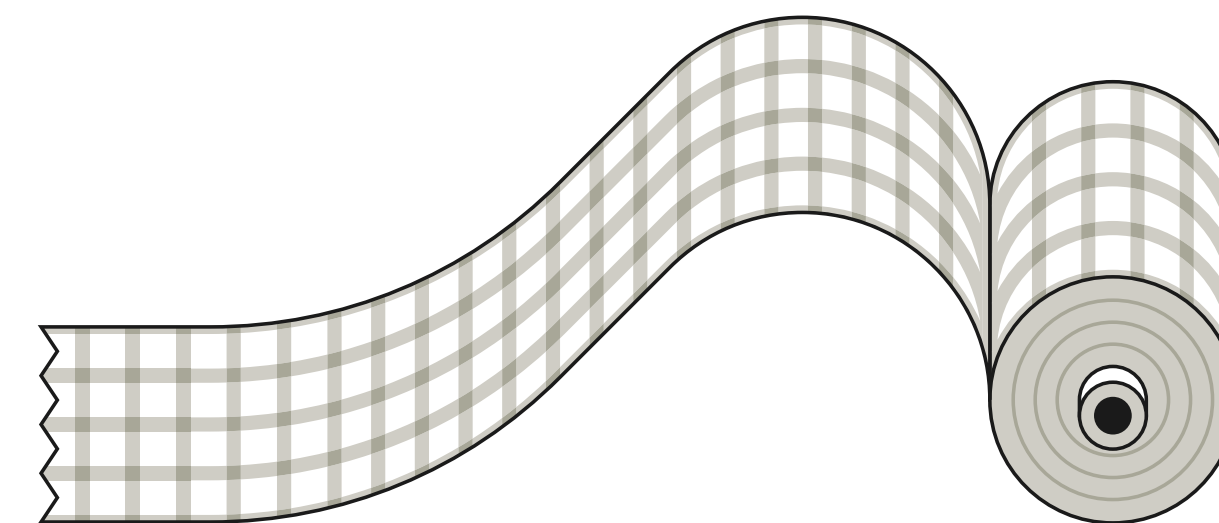
The Interiors division preserves Limonta's cultural historical heritage through continuous stylistic research which translates in sophisticated and innovative fabrics for interior design, outdoor and contract clients, manufactured in a fully integrated and verticalized process in the Costa Masnaga facility.

Limonta Automotive

Was born from the desire to meet the needs of the automotive sector for innovative materials with products that combine high technical performances with Limonta's signature style.

Limonta Wall

Established in 1974, this division grew considerably in 2001, with the acquisition of Domus, the oldest wallpaper producers in Italy, becoming one of the main brands in the sector. It specializes in the production of high-quality vinyl wallpaper.

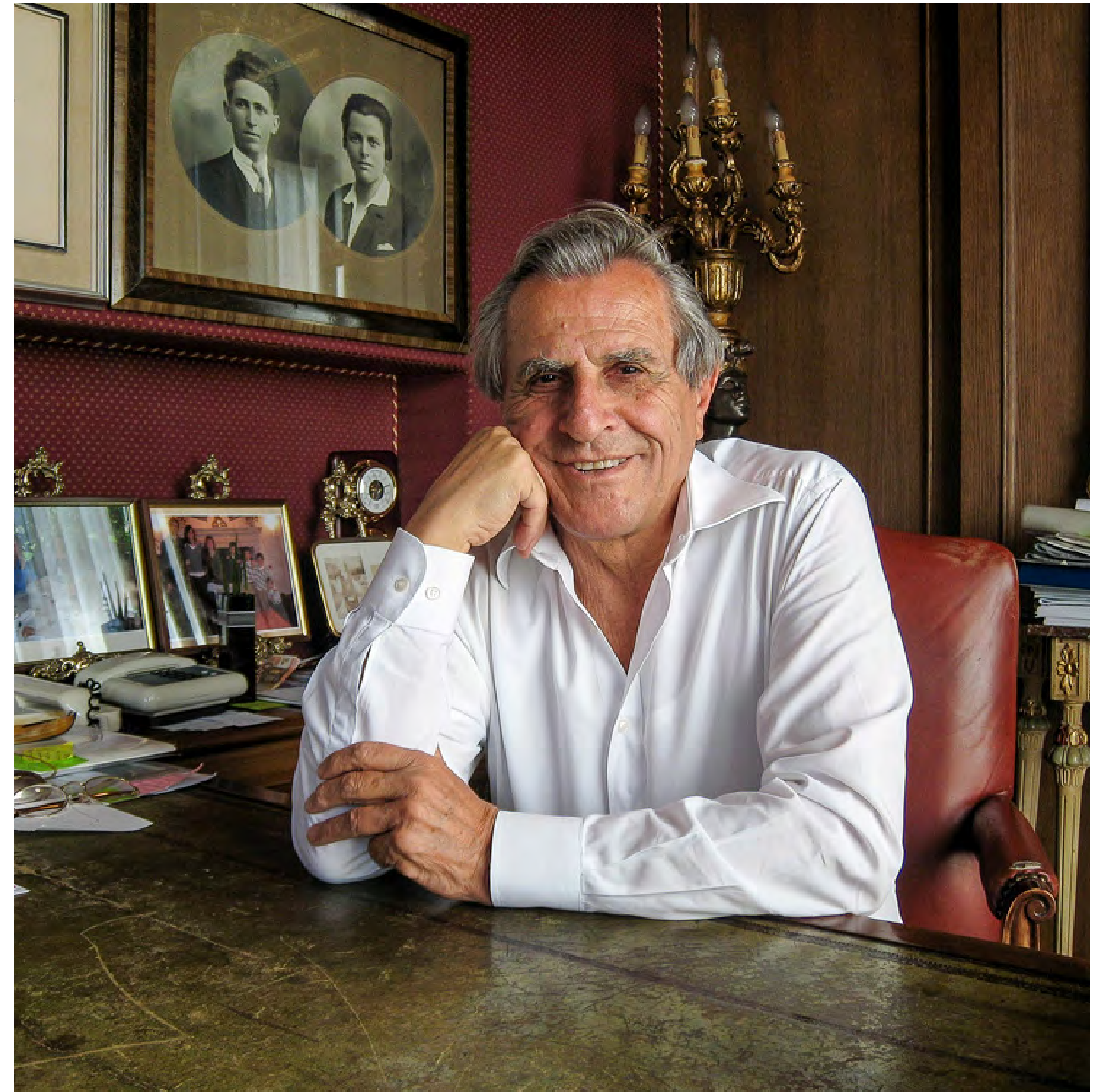


Cav. GIOVANNI BATTISTA LIMONTA: strength and intuition

Awarded with the Order of Merit for Labor in 1993, Giovanni Battista Limonta represents a model of entrepreneurial talent, strength and humility. A trailblazer in the industry, he always showed foresight in his investments: from diversifying production to having a textile company work alongside a chemical-textile plant.

A visionary, a philanthropist, always careful to establish a personal relation with every person in the company, Gianni Limonta was over the years the coordinator behind the development of an empire made of people, whose talent has always been its biggest asset.

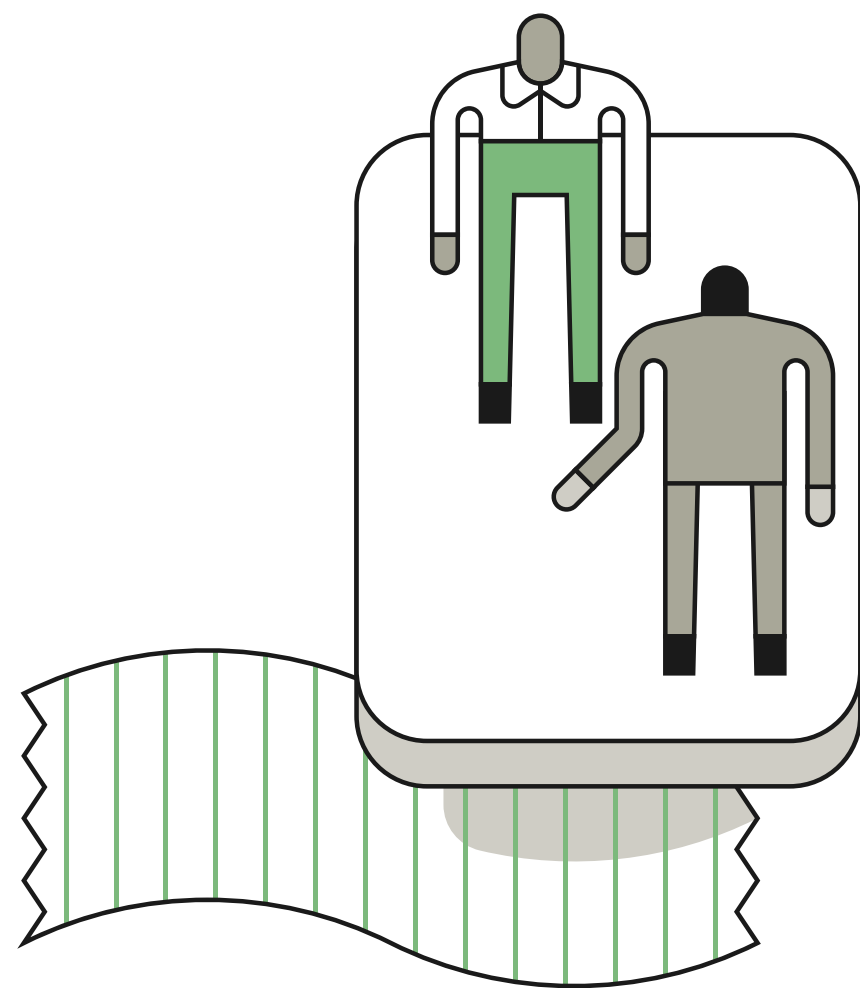
“A giant of humanity, among the people and for the people”, Mr. Limonta worked for his company, alongside his collaborators almost until his passing, leaving a long-lasting mark in history and a strong message for the future of the company.





1.3. Vision, Mission and Values

Corporate Social Responsibility, Sustainability, Innovation, Flexibility, Quality and Passion: these are the words that define the company.



Corporate Social Responsibility and Sustainability of our product processes

Are the key words of the **philosophy** behind the Group. Responsible for the future of the planet, Limonta has always been proactive in the correct utilization of resources, the protection of the environment, respect for human rights and the standards for fair labor, always trying to do what's best for the people, the community and the territory.

Innovation and Creativity

Are two characteristic elements of our corporate DNA. Limonta is a **transversal** business, whose products, technologies and know-how developed for a specific market are then transferred, with the necessary modifications, to other markets. In our R&D team the people who are studying and developing new products for a specific market are working side by side with colleagues responsible for other markets, in a continuous exchange of know-how and information.

Flexibility

The diversification of the weaving and ennoblement processes produces unique materials and fabrics, **tailored and specifically designed** for every application.

Reliability and quality

To have **total control** over quality as well as production costs, all stages of production are carried out internally. The strong integration between design, product development and direct production, gives us have strict control both on processes and quality standards throughout the production chain. Limonta is strongly committed to cooperating with its customers, sharing its creative, technical and industrial know-how and expertise to meet every specific customers' need.

Experience and Passion

The strategical resources of the company: 130 years of history intertwined with an invaluable heritage of people, expertise and love for one's own job. **Cultivating the talent** of each person, considering its employees a strategic resource, learning from the past and striving to improve the future has always been the Group's fundamental philosophy.

Sustainable integration in the region

From the start, Limonta's main goal has been to integrate the company in its **community**, protecting the environment and the people who live in it.



1.4. Tamburi investment partners (t.i.p.) join Limonta S.p.A

Sound Governance for proper business continuity management

Sustainability mainly translates in the way in which business is conducted, the contribution to society as a whole and in meeting commitments.

The aim is to pursue a development model that can guarantee corporate continuity over time, contributing to a significant improvement of the performance of the organization.

With **Business Continuity** and **Organizational Resilience** in mind, at the end of 2021, 129 years from its foundation, the company undersigned a binding agreement with **Tamburi Investment Partners S.p.A.**, a well-known Italian investment and merchant bank, to join **Limonta S.p.A.** with a **25% stake**.

The operation was in part financed by a capital increase and in part by purchasing shares for an overall investment of approximately 89 million Euros.

The aim is to support the Group's Ownership and Management in its growth – also for external lines – so that Limonta can take on the role of aggregator in the high-added-value textile sector in Italy, with the aim to “systemize cooperation” in a still highly fragmented industry.

The entry of T.I.P. was an important step for **the growth and the management of operational continuity**; an ideal partner with whom values and medium long-term strategies have been shared from the beginning. The Limonta family, who maintains control of the company, and T.I.P have in fact agreed to consider listing the company on the Stock Exchange in the medium-term horizon.



Limonta S.p.A. in 2021 in numbers:



SALES TURNOVER



PEOPLE OF WHICH
204 WOMEN



PRODUCTION FACILITIES



LINEAR METERS OF FABRIC
SOLD IN 87 COUNTRIES
WORLDWIDE

Limonta Group in 2021 in numbers:

173.864 K

SALES TURNOVER

851

PEOPLE

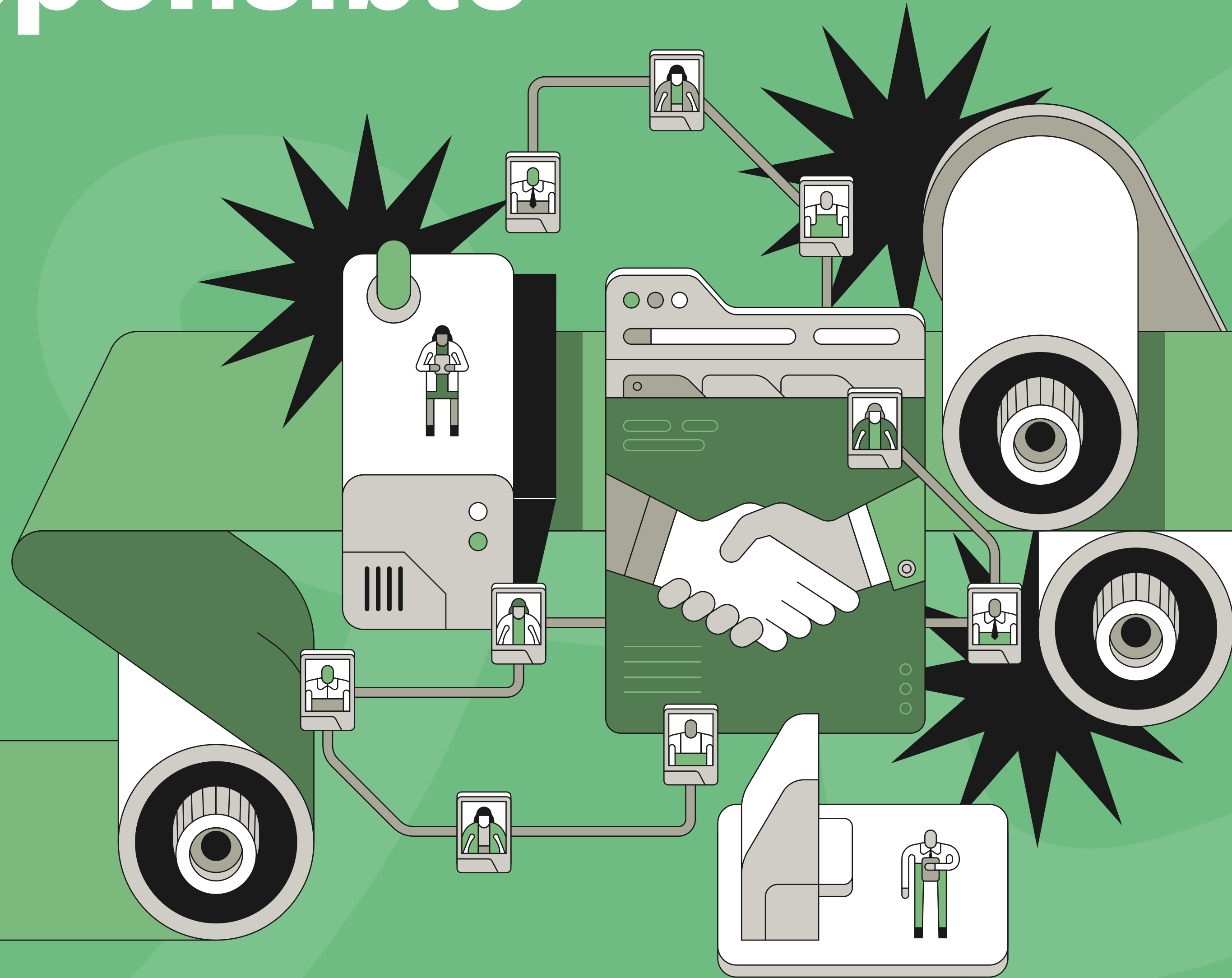
5

INDUSTRIAL SITES

12.550 K

LINEAR METERS
OF FABRIC SOLD

Be|Responsible



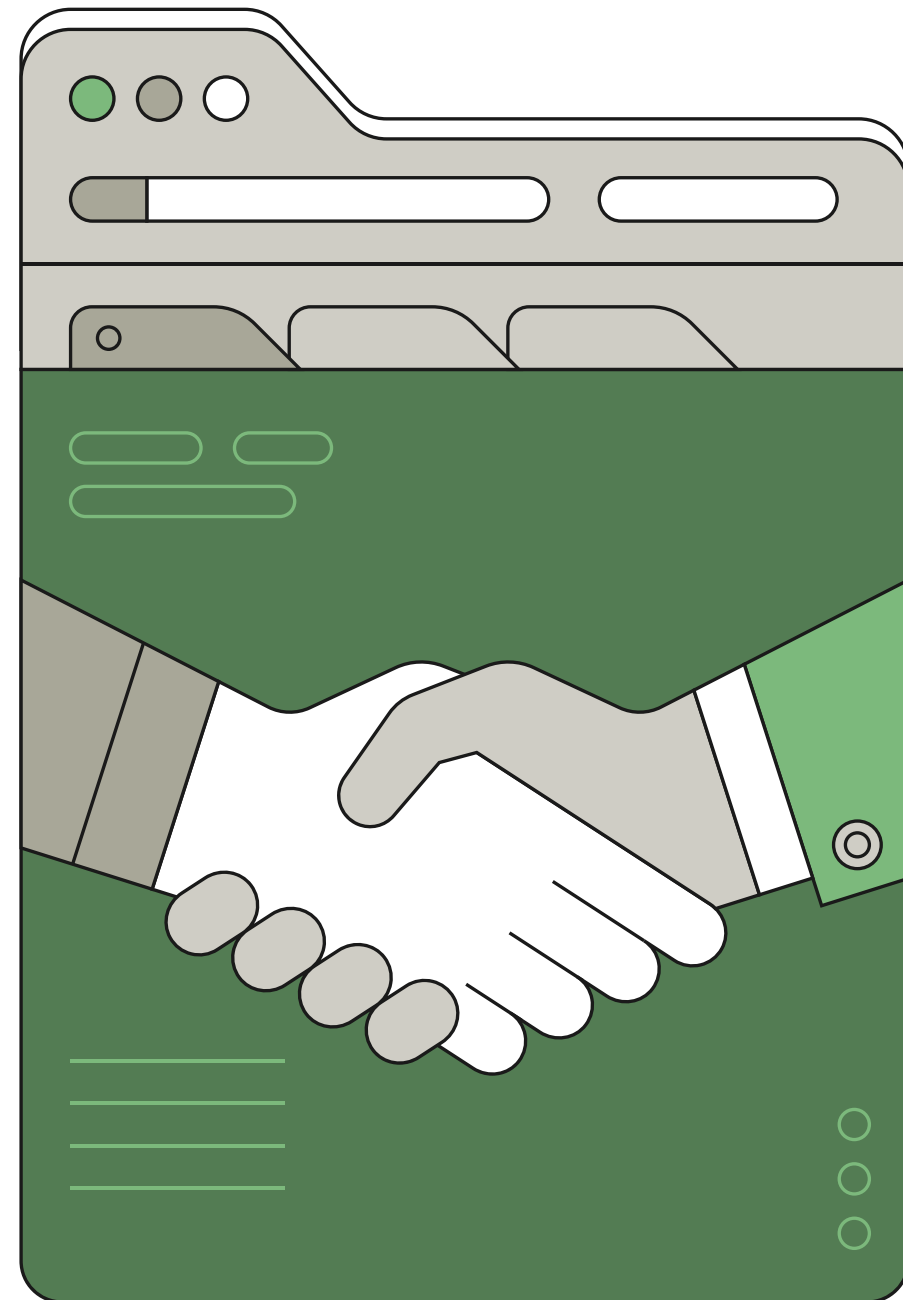
The responsibility of a business is measured first and foremost by the consideration shown to its own people. Creating value for your employees means giving value to the company itself and establishing the conditions for a long-term project. The **Human Resources** function is in charge of managing personnel, starting from the recruiting stage to hiring, integration and training/development of resources.

After a structured, transparent selection process, which guarantees a thorough assessment of candidates in terms of technical and transversal skills, attitudes and career aspirations, a new employee joins the company. **The correct match between acquired skills and required skills** is regularly assessed to better define **continuous training and coaching activities**, finalized at the growth of the employee and his/her professional skills in every corporate field.



* For all the initiatives put in place by Limonta to contribute to the achievement of the Sustainable Development Goals, see “Limonta’s SDGs 2030 and applicability Table”

2.1. Limonta and its collaborators



Limonta's Human Capital development model is based on respecting diversity and valuing skills. For this reason, the company has maintained a privileged relationship with its employees over the years.

The company **employs 635 people**, a slight decrease compared to 2020.

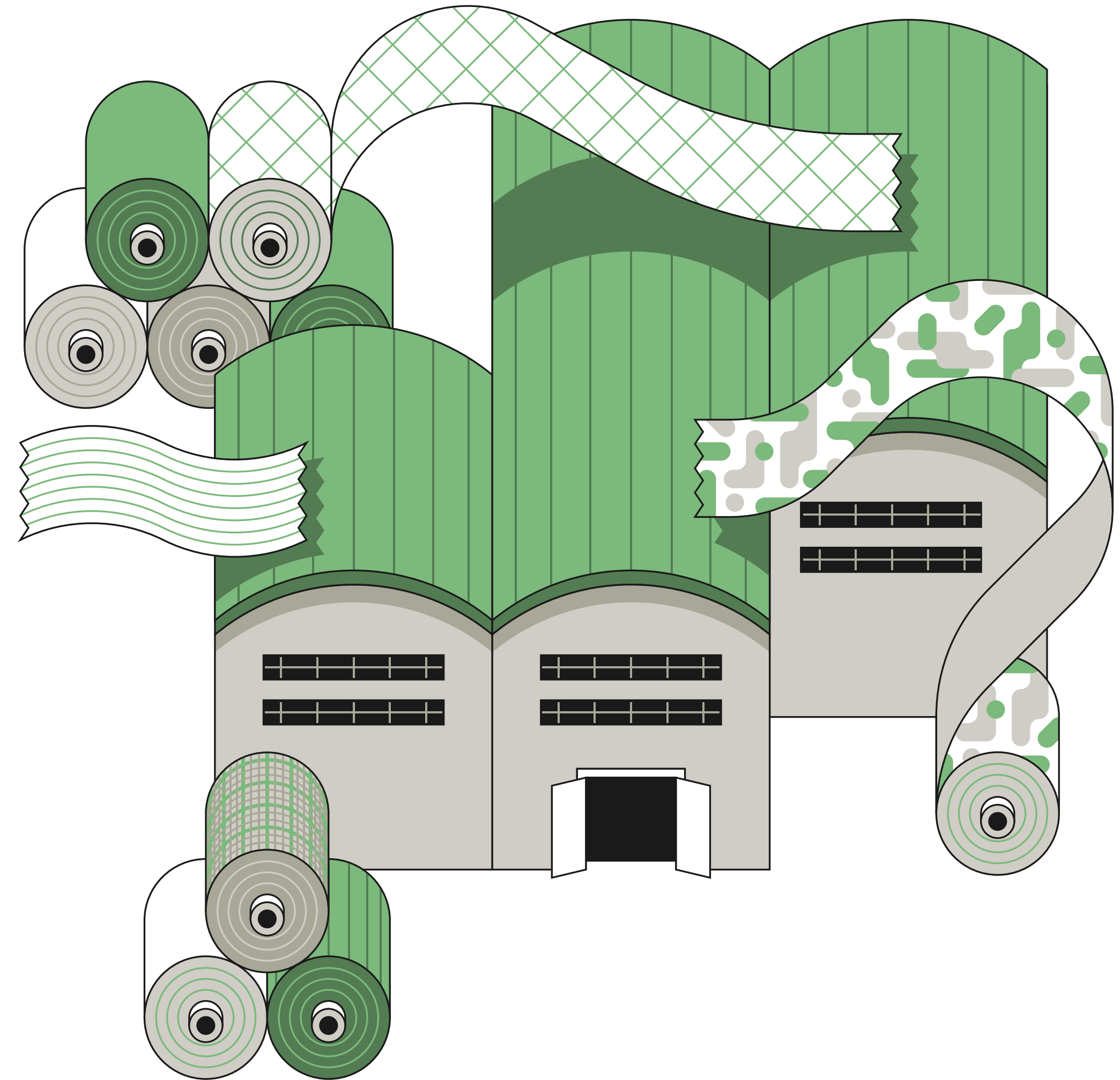
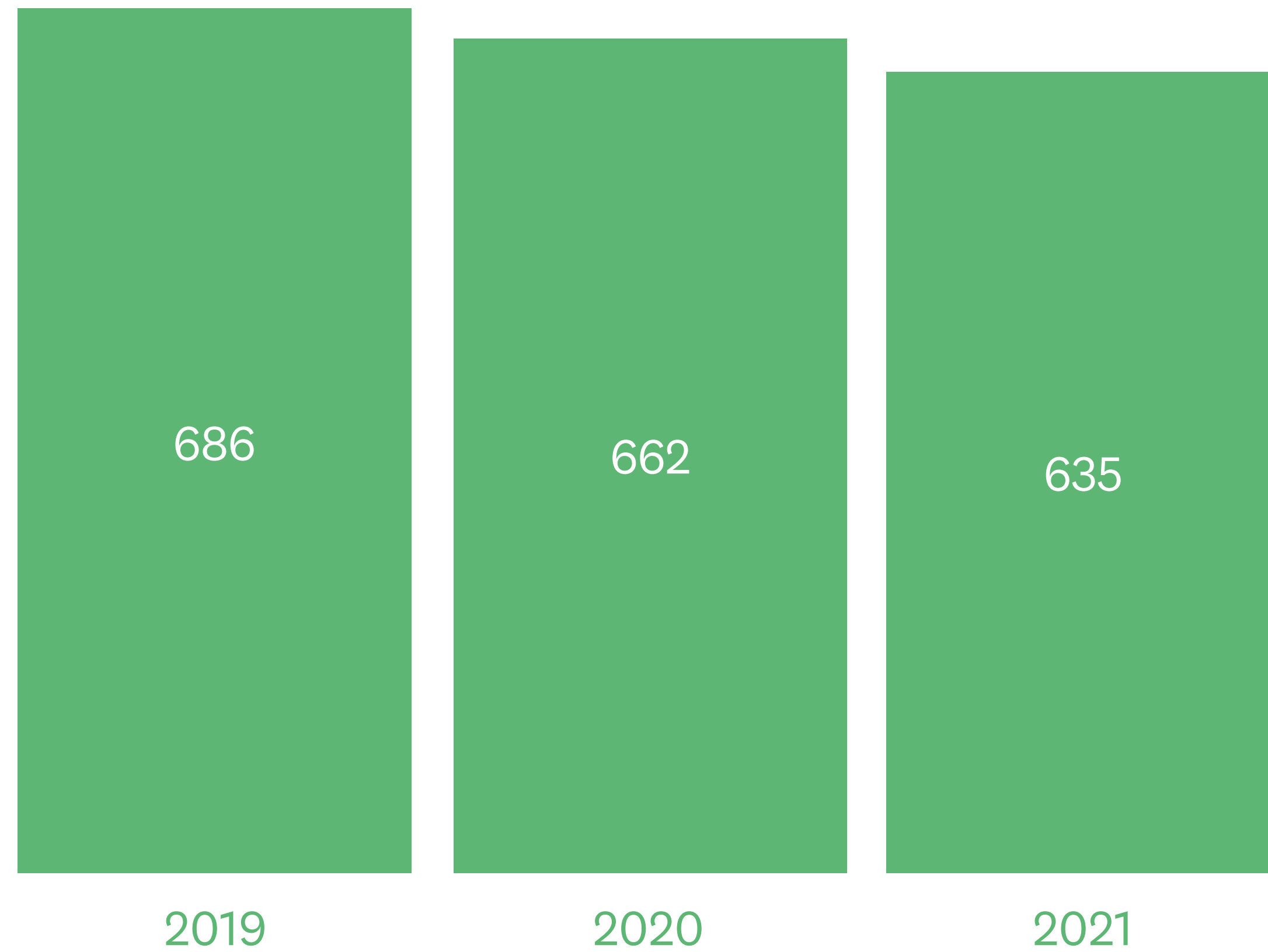
The 2020 Covid crisis was approached and managed with foresight and caution by the Company, careful not to burden the structure that had to face an unexpected scenario. At the end of 2021 the company started looking for new personnel in every sector, a search that was met by the shortage of candidates in the area.

635

PEOPLE



Total number of Limonta
S.p.A employees. 2019-2021
three-year period





The steady decrease in the percentage of hirings under the age of 30 in the 3-year period considered, is a factor of which Limonta is aware and which the Company plans to tackle pro-actively.

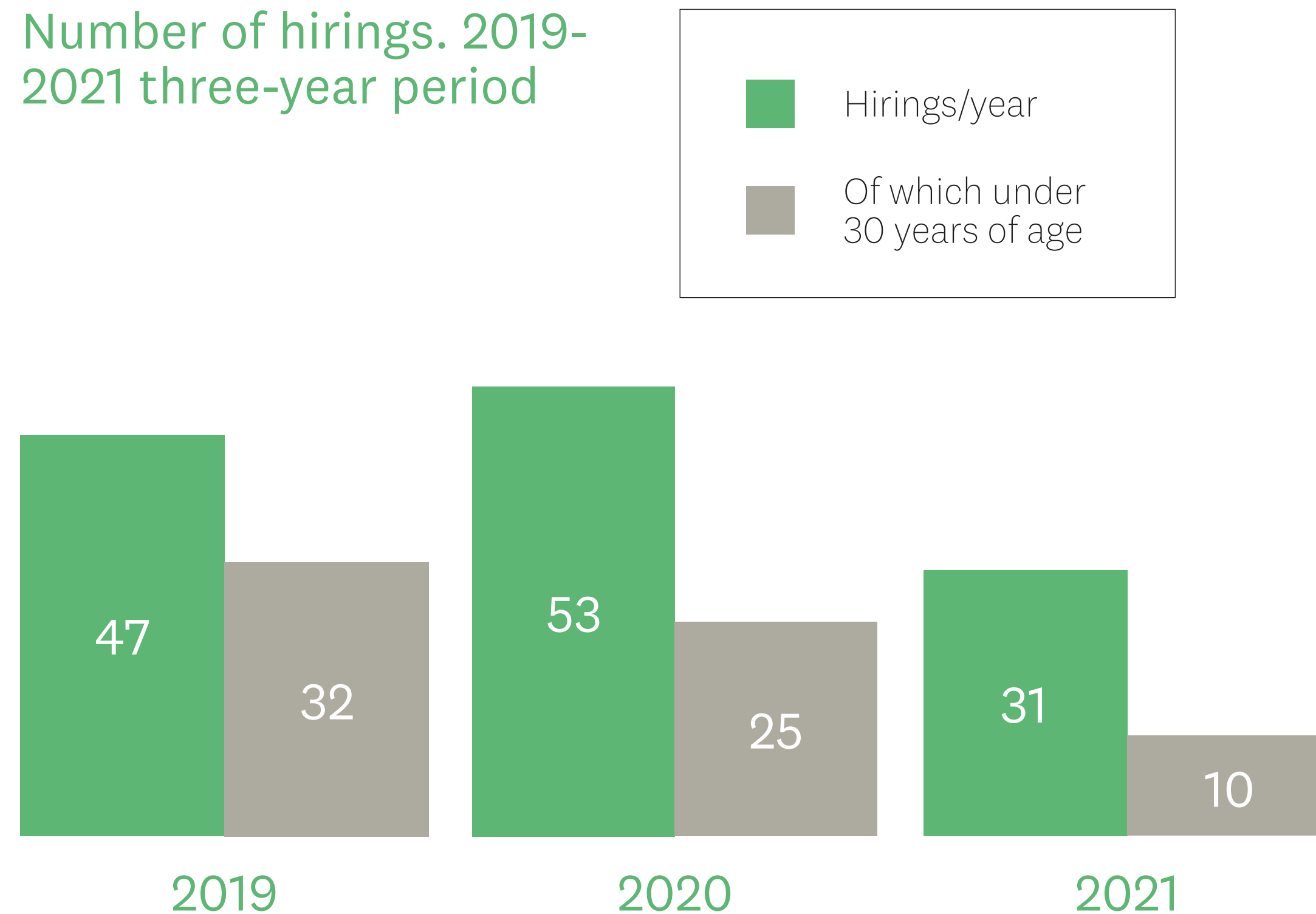
Among the various reasons for this phenomenon, a known factor is the difficulty to find young, qualified people in the job market ready to cover fundamentally important operative roles in the textile sector. For this reason,

Limonta is personally involved in the organization of Academy training courses aimed at young people.

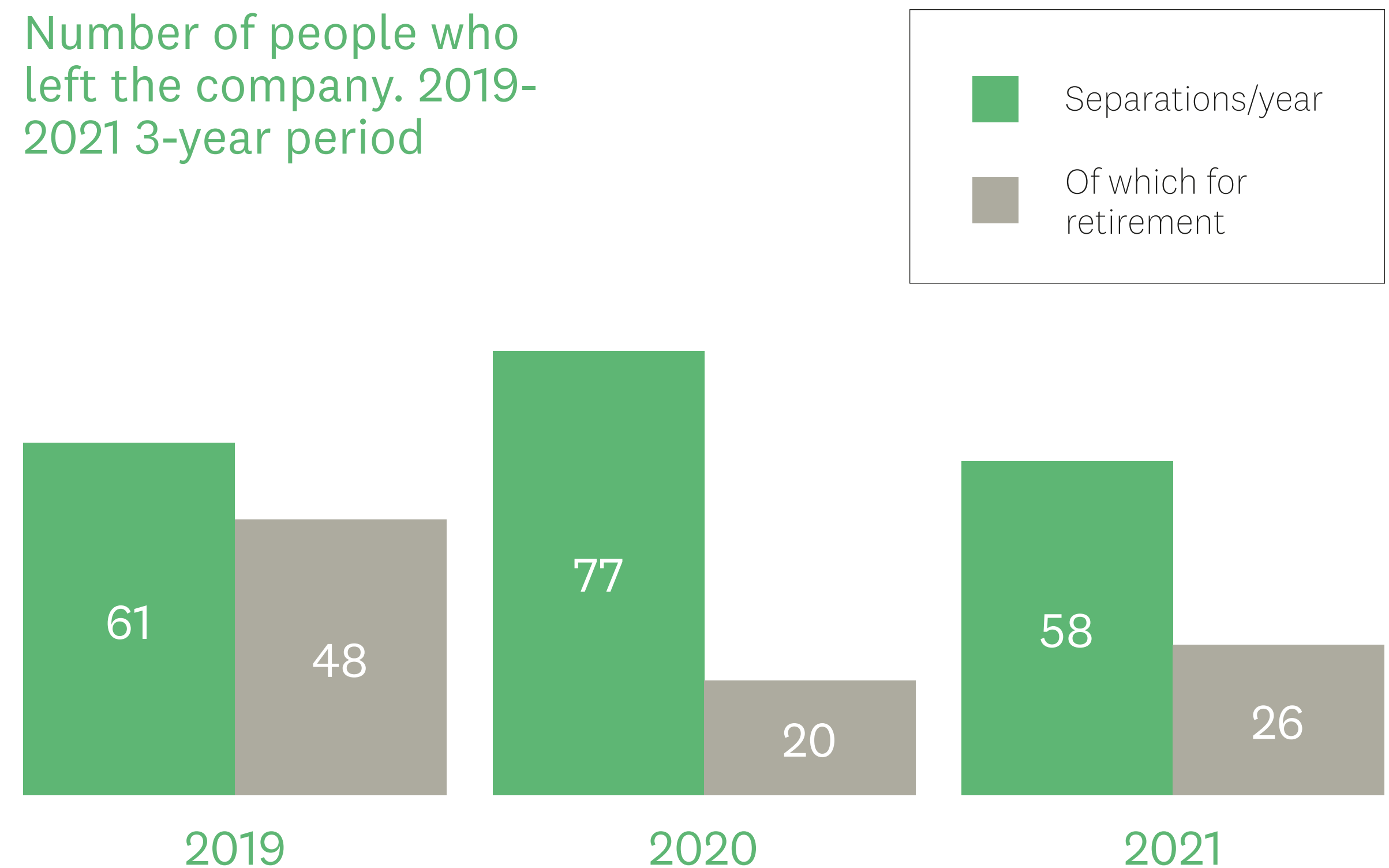
(Refer to chapter 2.2: Limonta's commitment to job inclusion: the Textile Academy).

A total of 58 people left the company in 2021, 26 of which (44%) to retire.

Number of hirings. 2019-2021 three-year period



Number of people who left the company. 2019-2021 3-year period

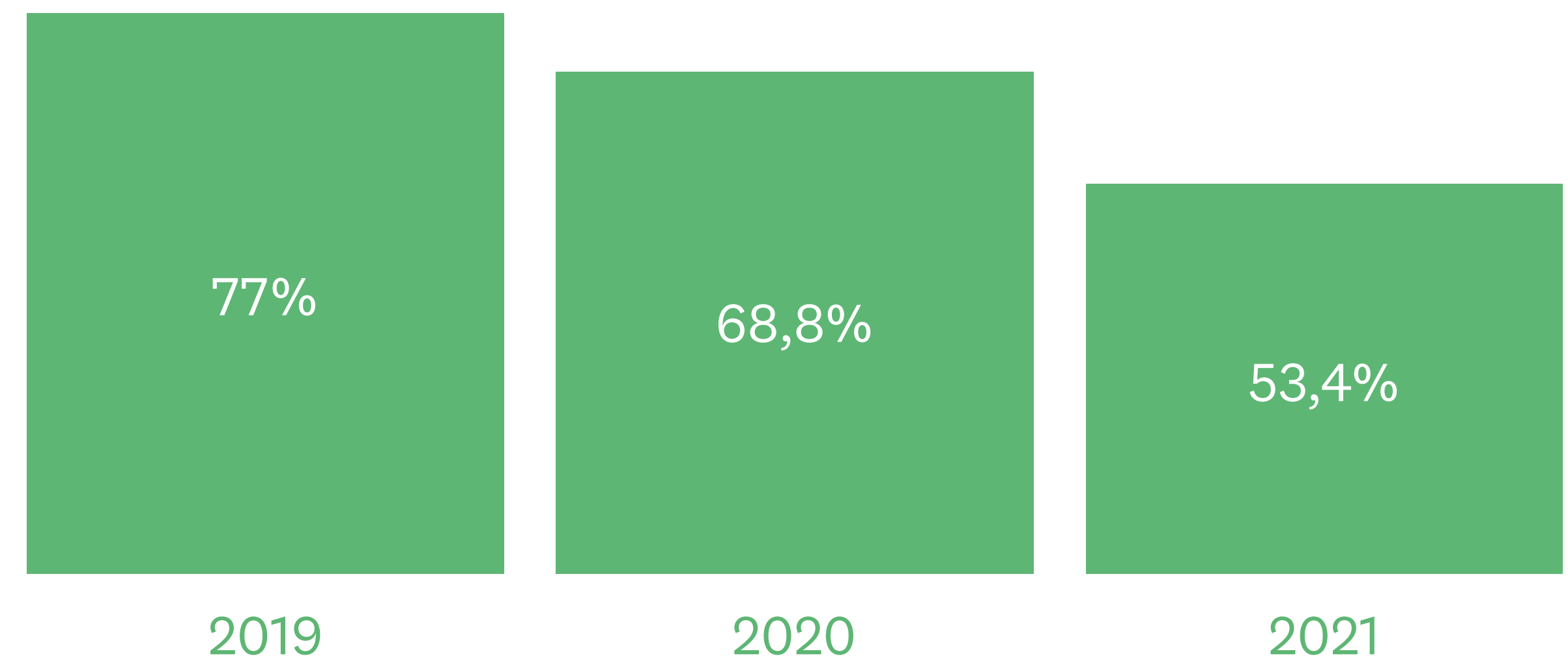




Based on annual new hirings and separations, we calculated the **employees turnover offset**, which corresponds to the offset between hirings and personnel leaving the company in percentage form. Data over 100% show a growth in the workforce, data under 100% show a decrease in the workforce.

Compared to 2020 the employees turnover offset shows a decrease, due, as mentioned above, to the negative difference between hirings and separations compared to the previous year.

Employees turnover Offset. 2019-2021 three-year period



The following charts shows data related to the average age of the company workforce (absolute value and percentage).

The majority of employees is older than 30. This is explained by pointing out, as previously mentioned, that the company requires highly qualified personnel that need extensive training before joining the company.

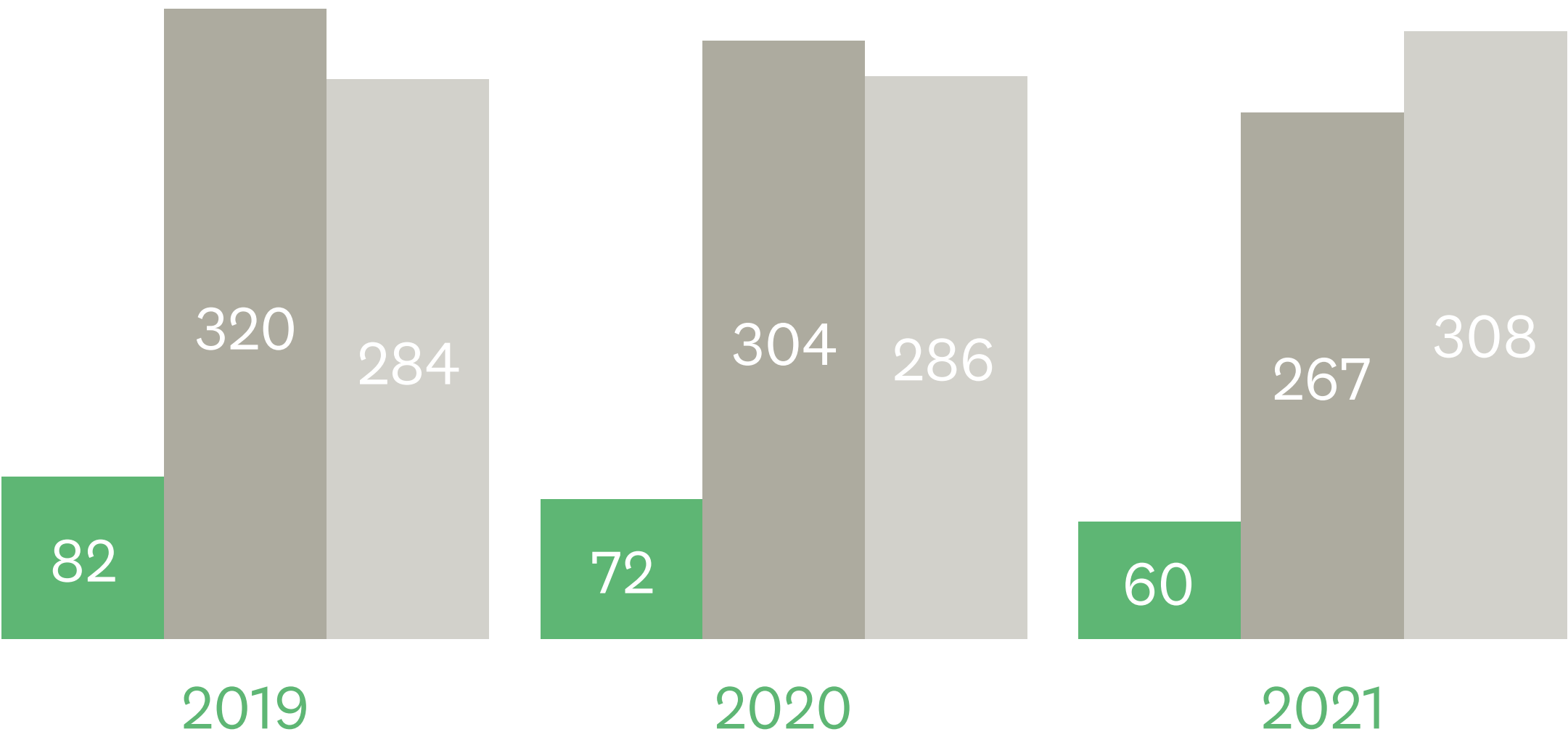
Furthermore, Limonta guarantees continuity and stability for its employees and most of them stay with the company until retirement.

Age group: under 30 years of age

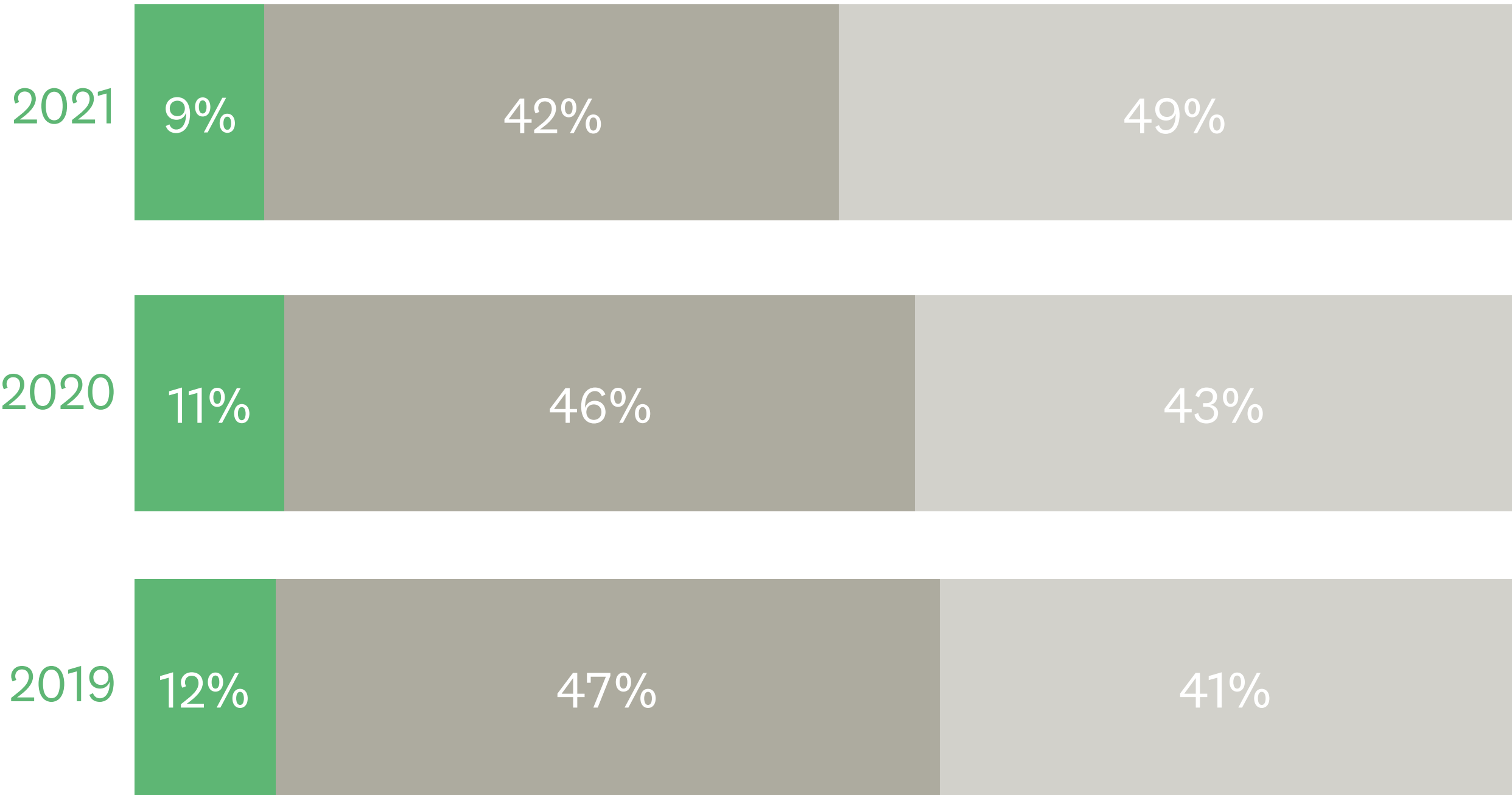
Between 30 and 50 years of age

Over 30 years of age

Workforce according to age groups – absolute value - 2019-2021 three-year period



Workforce according to age groups – percentage - 2019-2021 three-year period





The following charts show the company workforce broken down according to gender. In the 3-year-period subject matter of this analysis, the percentages remain basically constant and confirm data shown.

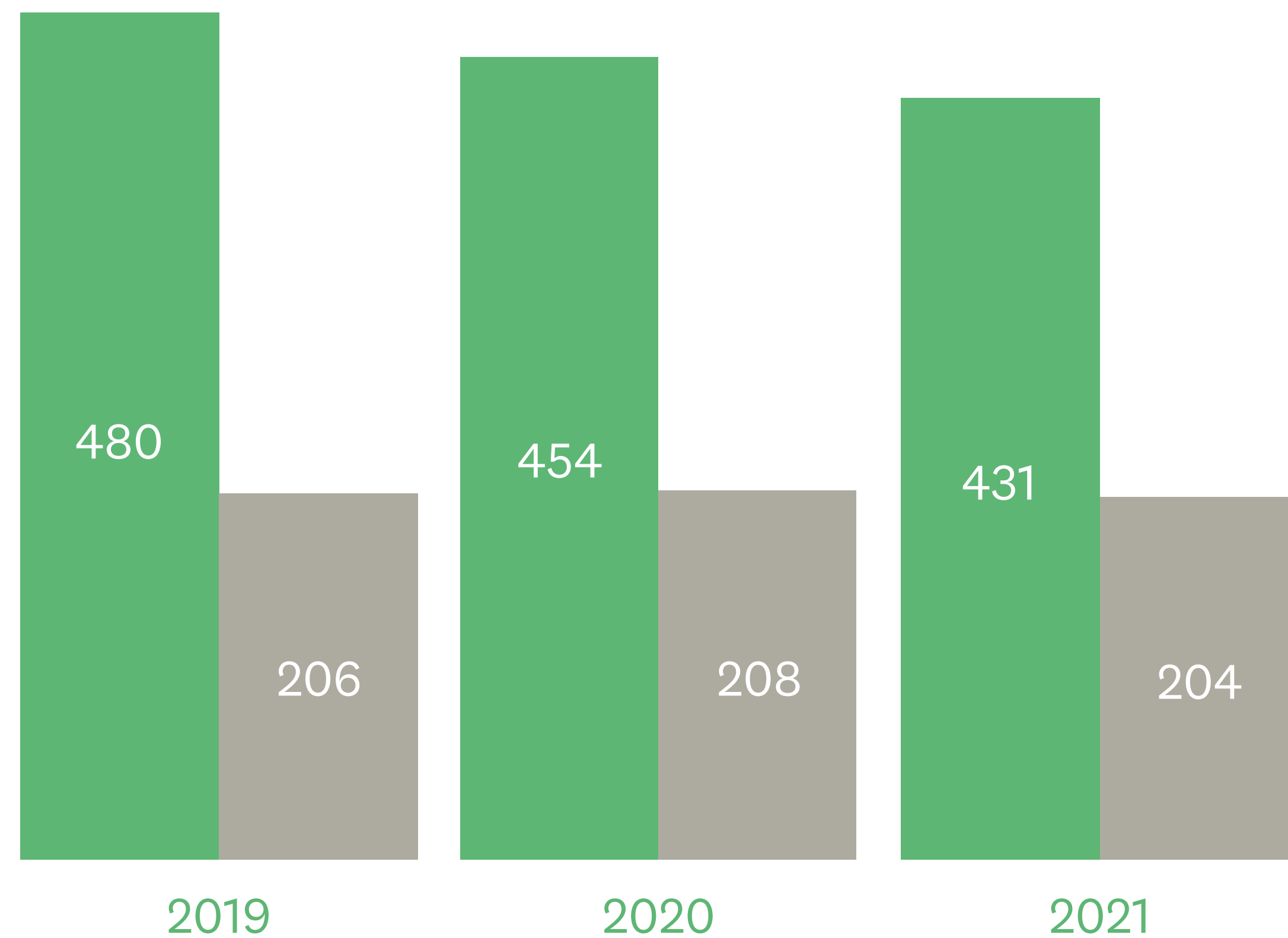
Women in the company account for approximately 32 of total workforce, therefore contributing to a third of corporate activities. The trend is slightly up compared to 2020.

It should be noted that the **presence of women is predominant in clerical jobs**, where it reaches **60%** of the total number.

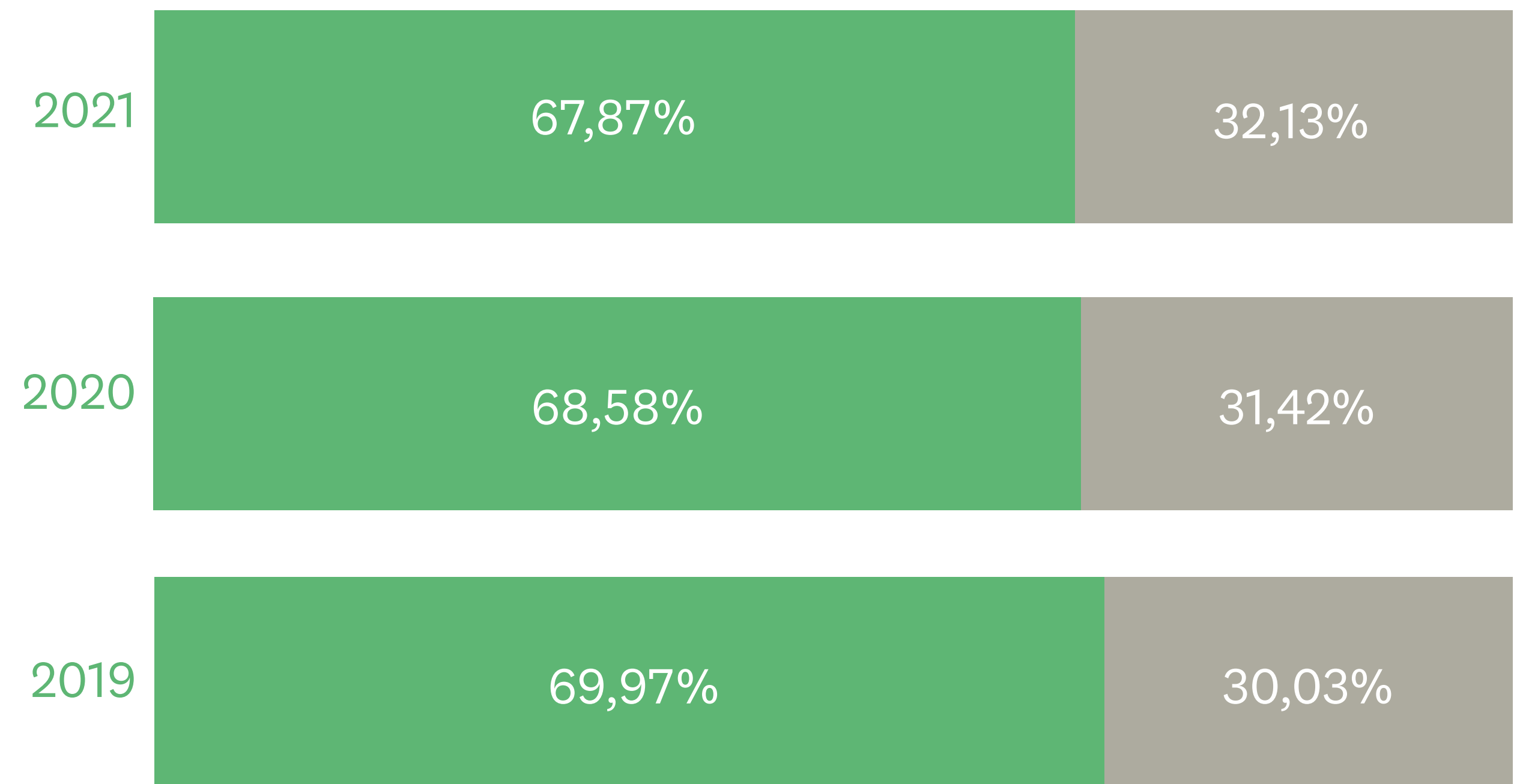
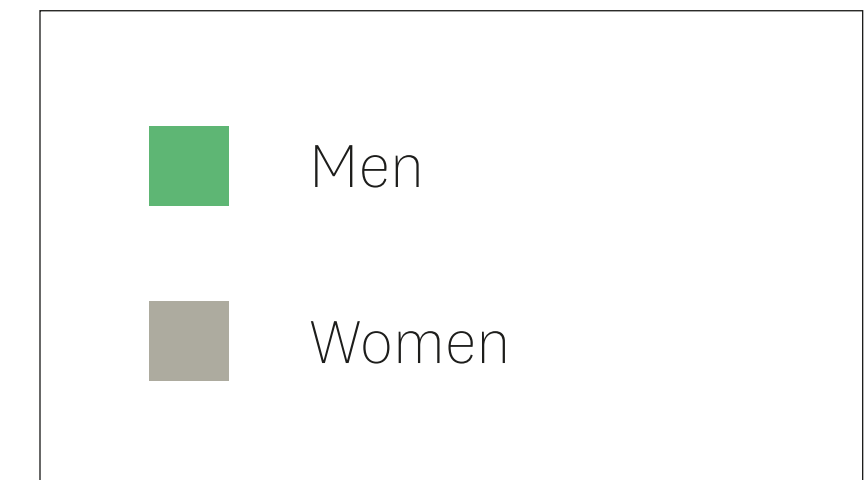
On the other hand, the number of male employees is predominant in the activities connected with production (78%).

32% WOMEN
IN THE COMPANY

Company workforce according to gender – absolute value - 2019-2021 three-year period

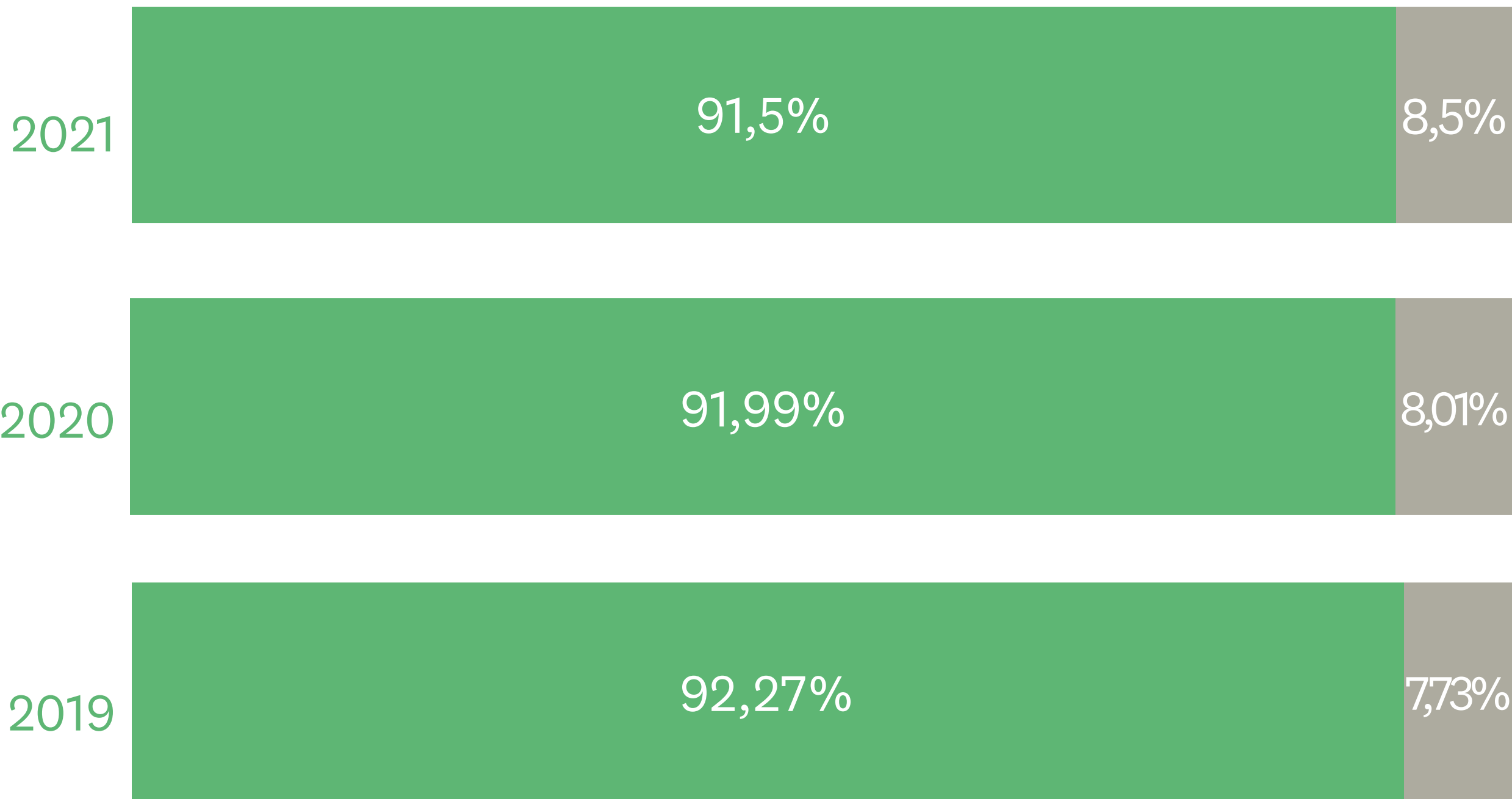


Company workforce according to gender – percentage - 2019-2021 three-year period

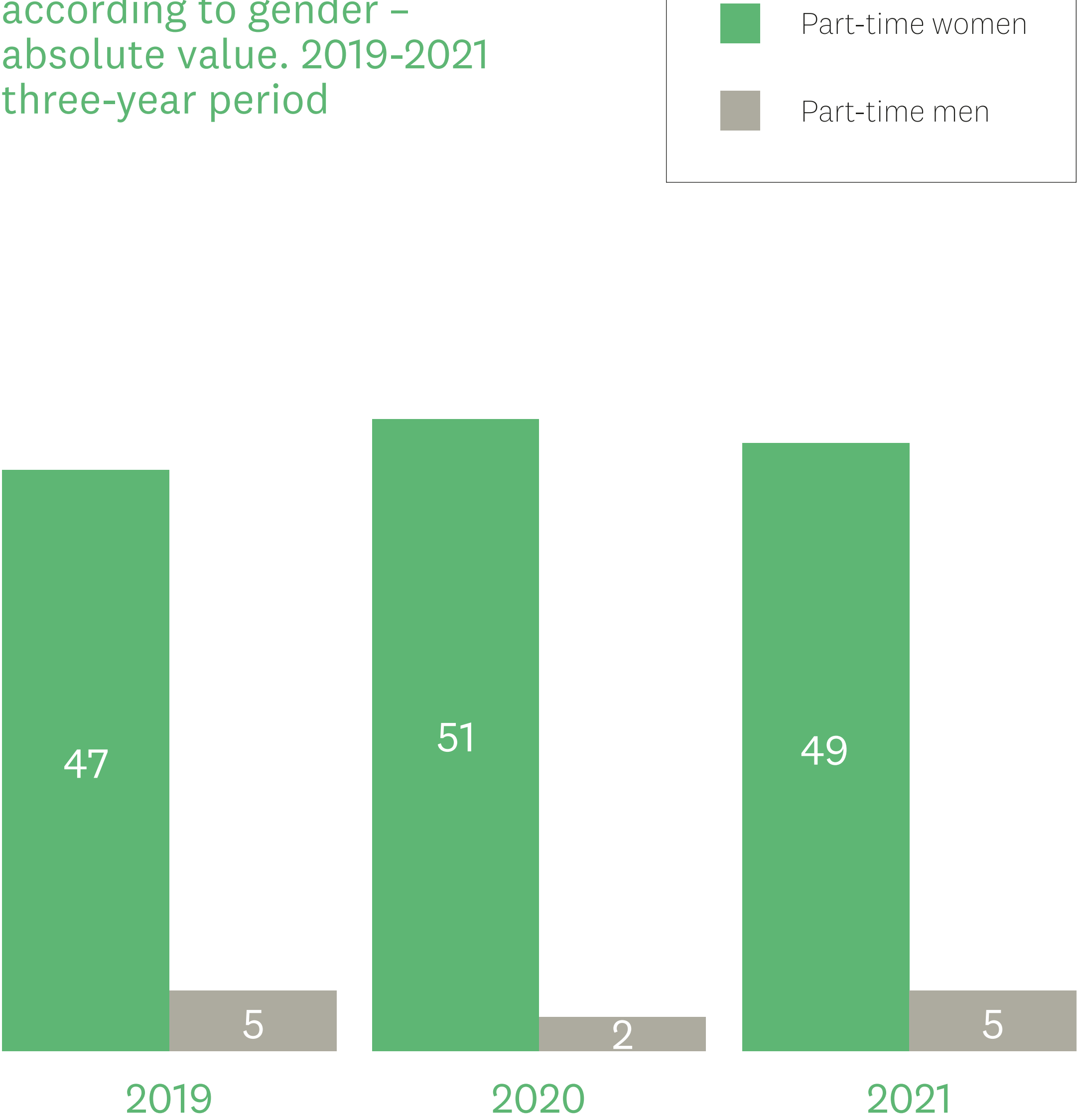


Few employees work **part-time jobs**, thanks to a certain **flexibility in working hours**. When this is the case, the majority of workers that requested part-time work are women.

Company workforce according to working schedule – percentage – 2019-2021 three-year period

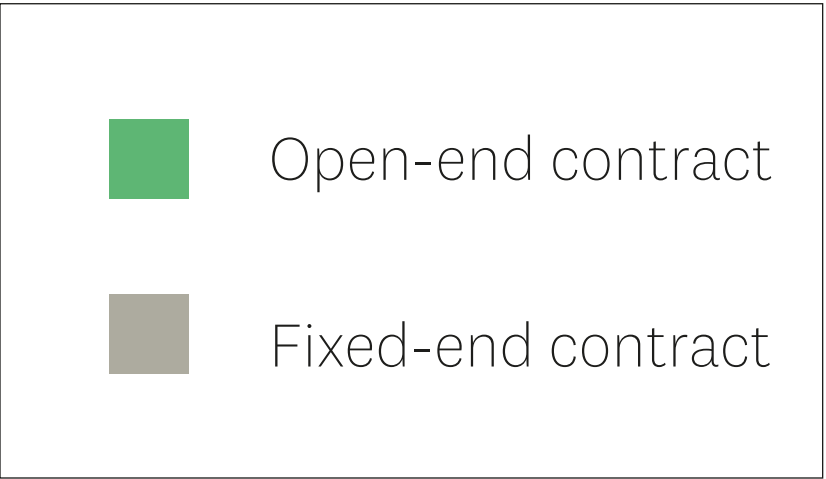


Part-time schedules according to gender – absolute value. 2019-2021 three-year period

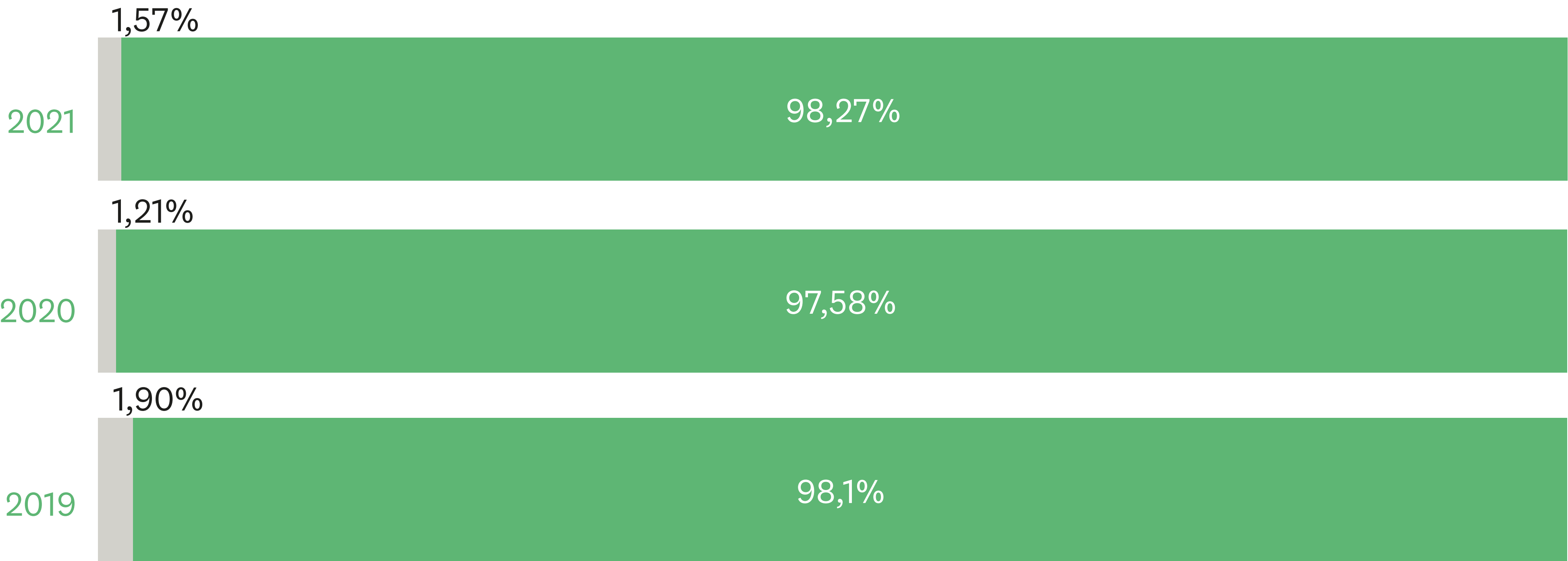


The job stability guaranteed by Limonta and the quality of the working environment can be deduced by the fact that **over 98% of employees on 31 December 2021 have a permanent work contract.**

The data trend for workforce with a permanent contract is steady and is in a percentage range that represents almost all company employees in the years subject matter of this analysis.



Company workforce according to types of contracts – percentage - 2019-2021 three-year period



98%

EMPLOYEES WITH A PERMANENT WORK CONTRACT

The creation of jobs in local communities is measured by the percentage of local employees, i.e., residents in the province of Lecco and in the municipalities adjacent the company factories.

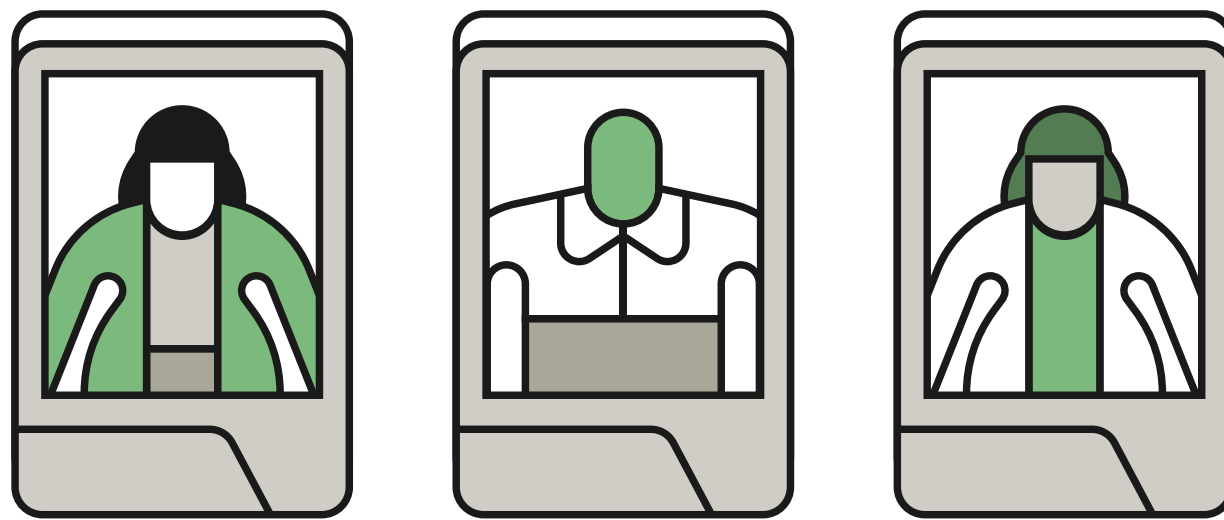
The strong link with local communities is also shown by the company ability to generate jobs in neighboring towns: **approximately 60% of people employed come from local communities.**

60%

OF PEOPLE EMPLOYED
COME FROM LOCAL
COMMUNITIES



2.2. Development of people and talents



Each year Limonta identifies the needs of each corporate function to plan its professional development programs. Human Resources then collects the professional development and training requirements from Functions managers and evaluates the possibility to activate the courses requested.

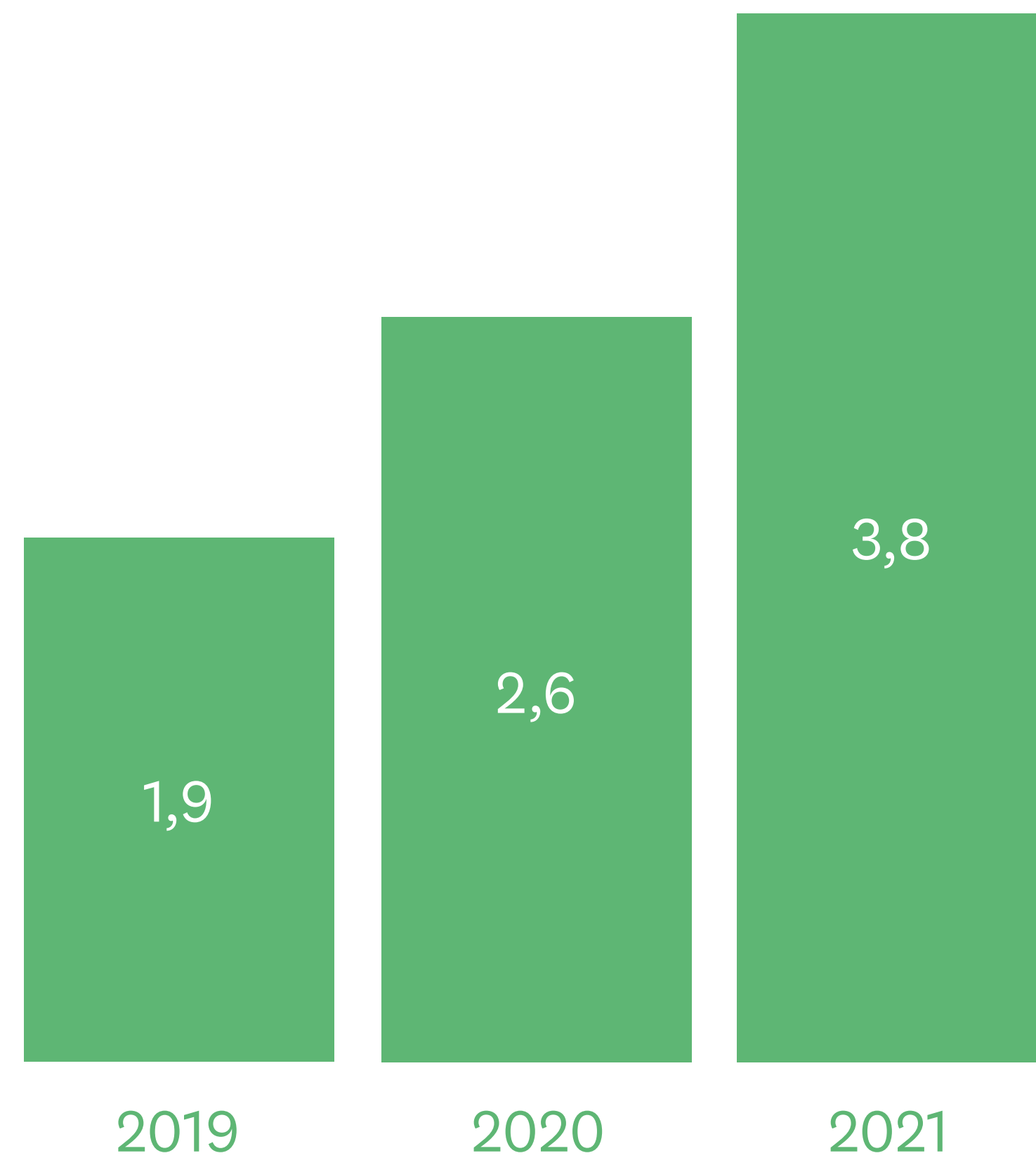
Development and training are financed, when possible, by corporate funds, such as FondImpresa and FonDirigenti (Italian interprofessional funds established by Confindustria). If the funds come from FondImpresa, the training activity must be previously approved by the labor unions.

Despite the complicated scenario linked to the prolonged state of emergency due to the Covid – 19 pandemic, to which we must add organizational difficulties in providing some types of training courses, the Company managed **to increase the number of training hours provided in 2021 by 38%** compared to the previous year, a year which was, itself, penalized by the health emergency.

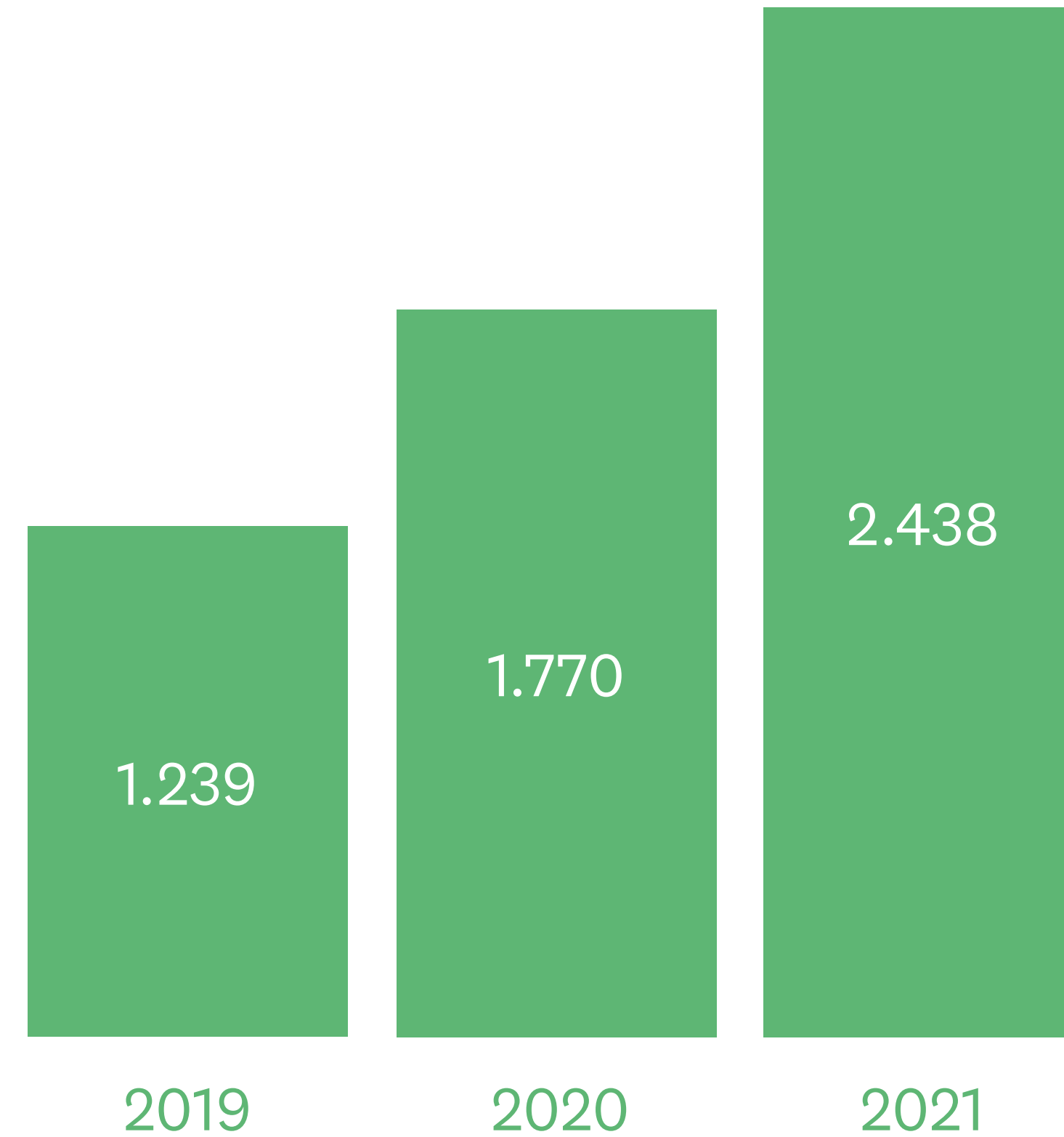
The **average number of training hours provided per employee also steadily increased** in the three-year period analyzed, as shown in the following charts.

38% INCREASE OF
TRAINING HOURS
COMPARED TO 2020

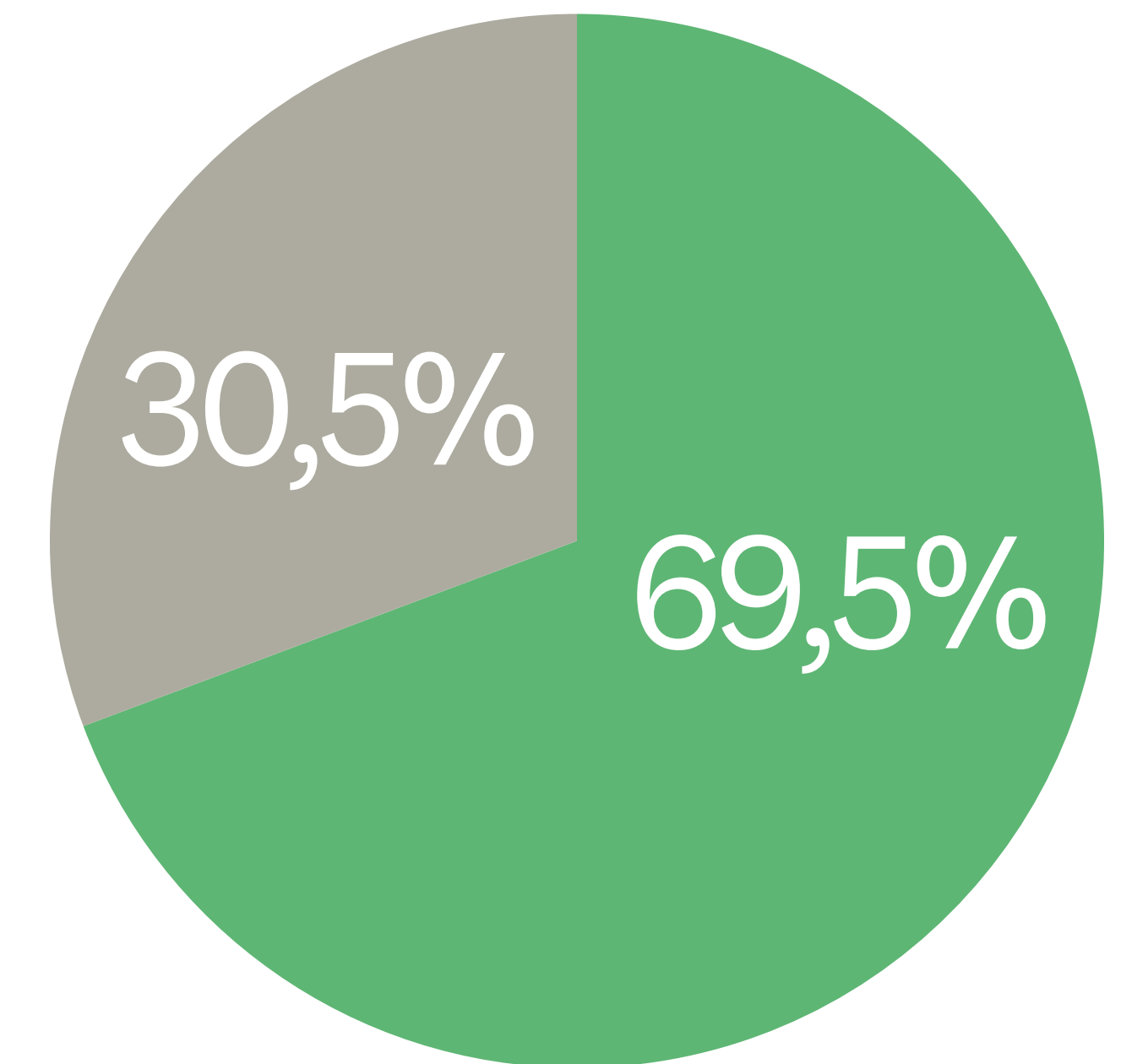
Average training hours
per employee. 2019 – 2021
three-year period



Total number of training
hours. 2019-2021
three-year period



Mandatory and non-
mandatory training
hours – percentage.
Year 2021



Sustainability: a value shared within the Company.

The integration of sustainability in a business model goes necessarily through tangible actions and, in the specific, by planning adequate personnel training aimed at raising environmental and social consideration promoted at strategic level.

To meet this need, **in 2021, Limonta started a specific 16-hour training course on sustainability issues.**

The course, open to all employees who wished to attend, provided a very accurate overview on issues concerning sustainability, spanning from more generic topics such as Corporate Social Responsibility, the 2030 Agenda and the United Nations Sustainable Development Goals (SDGs) to more specific issues customized for the different corporate functions.

Limonta commitment to work inclusion: the Textile Academy

The planning of the second edition of the Textile Academy, a Lecco and Sondrio Confindustria project started with the Textile Product Category of the Association of which Limonta is a member, together with other local textile businesses and with the cooperation of ManpowerGroup, got underway in 2021.

The training courses are tailored on the requirements of the companies belonging to the Textile Product Category, which emphasized the need to have personnel skilled in specific areas. Two **key profiles** were identified **for the project: weavers and looms maintenance technicians.** The objective is to provide in-depth training to perform the typical tasks of the two above mentioned profiles, also developing manual dexterity and problem-solving skills. The course includes **80 hours of overall theoretical**

training at the ECOLE in Lecco and at the Limonta headquarters with field trips to the facilities of other associated companies.

After the completion of the course, the trainees will be hired by the partner companies with an Agency Work contract, and they will also complete **40 hours training on the job.**

The course is aimed at promoting the inclusion in the world of work for people, of any gender or age, who are either unemployed or looking for their first employment.

The balance of the first edition held in 2019 was undoubtedly positive: after a first period of integration, 6 of the 12 attendees were hired by the company with a permanent contract.

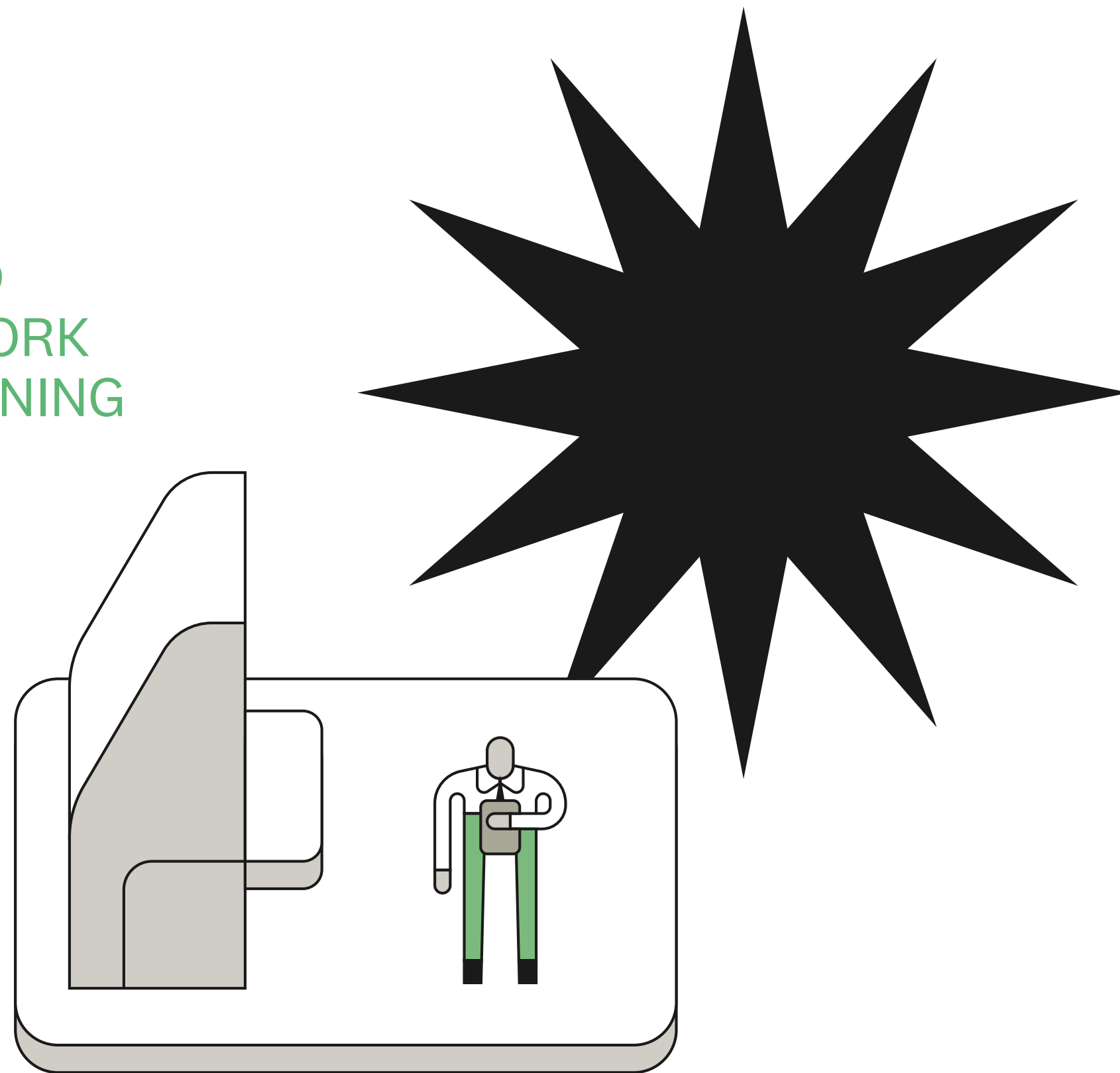
80 HOURS OF OVERALL
THEORETICAL
TRAINING

40 HOURS
TRAINING
ON THE JOB

During the year 2021 Limonta also activated **7 integrated school - work linked training projects** with local high schools and three curricular internships.

7

INTEGRATED SCHOOL - WORK LINKED TRAINING PROJECTS



Disability Manager: a proactive approach to promote the inclusion of people with disabilities

In June 2021, the HR department started an important training program aimed at analyzing the issues connected with the Disability Manager, as a proactive strategy in recognizing and addressing the strategic factors that can facilitate access to work for people with disabilities, planning appropriate policies and procedures to create a suitable environment to “reduce the impact” of the disability itself.

At the base of Disability Management there is, therefore, a radical change of perspective: from disability experienced as a “problem” to be dealt with in the company, to the different forms of disability as possible diversities that need to be recognized, welcomed and considered as potential resources that can foster change and growth opportunities in the Company.

2.3. Health and Safety

Limonta strongly believes in protecting the health and safety of its employees and considers it to be its responsibility to make it a priority, with the aim to reduce to the minimum, not only work accidents and occupational diseases, but also those safety issues that can cause said accidents.

For some time, the Company has been implementing procedures, shared with personnel, to establish in a timely and precise manner the best management practices to be followed by all Limonta employees.

In recent years this approach has been finalized at obtaining the certification of its own Occupational Health and Safety management system in compliance with **UNI ISO 45001:18 standard**.

This approach not only represents a guarantee to the compliance with regulations, but it is also Limonta’s way of showing a commitment to pursue a real, steady and continuous improvement in this area of strategic importance for the company.

The challenging business plan provides for a gradual approach to the certification: Limonta S.p.A. obtained in November 2020, the certification for its main facility in Costa Masnaga with the highest number of employees (via Cesare Battisti 15) and for the warehouse located in via Cesare Battisti 10. The certification for the facility in Garbagnate Monastero 9 was obtained in February 2021. Certification 45001 is expected to be extended to the Wall division in Garbagnate Monastero 13 by May 2022, where, in any event, the management system has already been partially implemented.

UNI ISO 45001 MANAGEMENT SYSTEM



In full compliance with the requirements of the standard, Limonta has developed a **specific risk assessment** system for every department and manufacturing process. For its implementation, Limonta uses a **dedicated software**, which objectively assesses, using specific checklists, the risk identified for the current working conditions.

The risk assessment thus performed is not just carried out in compliance with law requirements but is used proactively to identify unacceptable dangerous conditions against which immediate **corrective actions** are to be taken, actions which can tangibly guarantee a **reduction of risks** for the health and safety in the workplace.

Health and safety procedures in the workplace, notwithstanding the direct control by the Employer, are put into practice thanks to the involvement of all employees and a dedicated prevention and protection department under the direct responsibility of the **H&S Manager** (in Italian R.S.P.P. = Responsabile del Servizio di Prevenzione e Protezione (translator's note).

The appointed H&S manager is responsible for the prevention and protection activities in all Limonta's facilities,

where he/she is aided by specific corporate figures; the H&S managers carefully supervises the application of the correct management protocols in the company, supervises the updating of the risk assessment, the assessment of training needs and the fundamental close relationship with workers, which fosters a culture of health and safety in the workplace.

Various occupational health and safety training and information initiatives for employees have been activated in the past few years; regular health check-ups and monitoring have also been conducted in compliance with law requirements.

Another fundamental element of Limonta's approach is the coordination with the **Workers' Health and Safety Representative (WHSR)**. The prevention and protection department involves said representatives in accordance with current regulation.

The H&S manager is also in charge of verifying the correct compliance with rules. This is accomplished with the aid and supervisions of qualified external consultants.

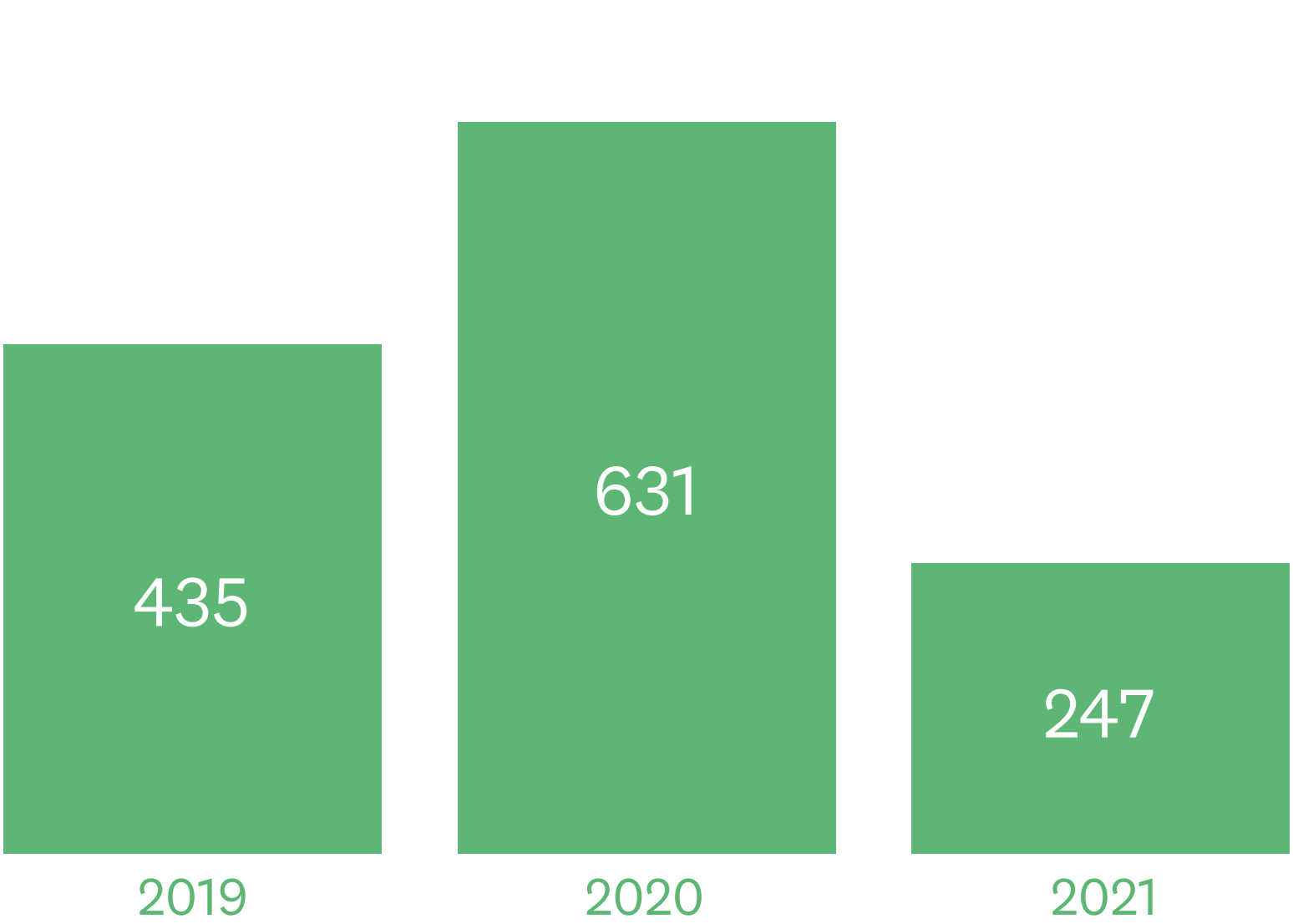
The same health and safety rules apply to **third party employees** working at Limonta's facilities. These suppliers are made aware of all the risks they can encounter while working at Limonta, and, at the same time, all the information on the risks that can arise from their activity is duly recorded.

The H&S manager organizes coordination meetings to guarantee that these activities, albeit temporary, are carried out in full compliance with current regulations. Third parties' activities are also supervised by the H&S manager.

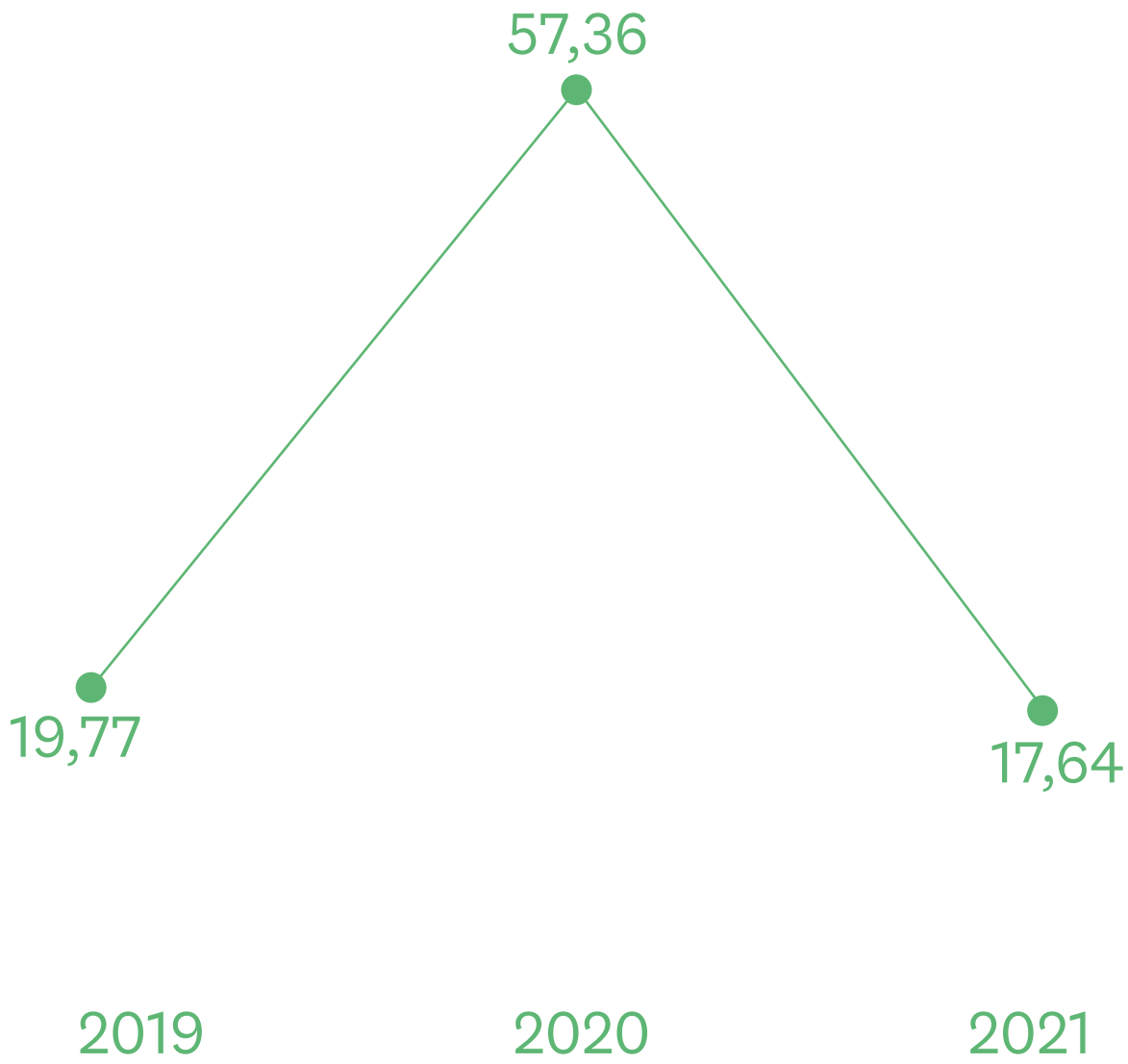
The following tables list data related to injuries and accidents resulting in injuries in the last three years.

	2019	2020	2021
Number of injuries	22	11	14
Work days loss	435	631	247

Trend of work-related injuries and workdays lost due to injuries in absolute value. 2019-2021 three-year period



Workdays lost due to injuries per year in absolute value in the 2019-2021 three-year period



Average length of injuries per year in absolute value in the 2019-2021 three-year period

The number of injuries slightly increased in 2021 as shown in the charts. The figure for 2020 was strongly influenced by two serious accidents, the first one resulted in 103 days of work loss, and the second one in over 400 days.

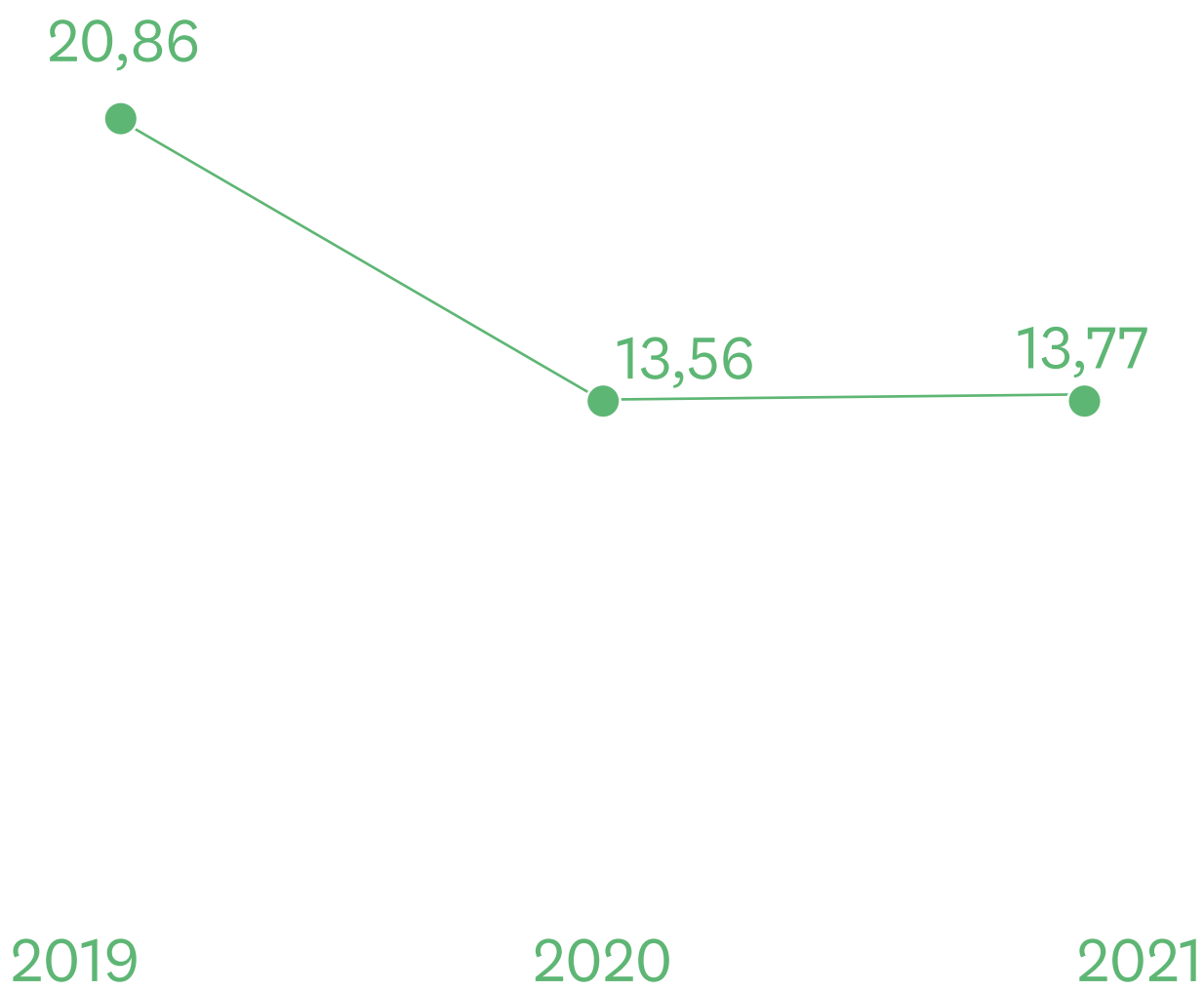
This resulted in a **drop of workdays lost (-60%)** and the **reduction of the average length (-70%) of injuries in 2021**.

This considerable decrease supports the current investments by the company aimed at safeguarding the health and safety of workers.

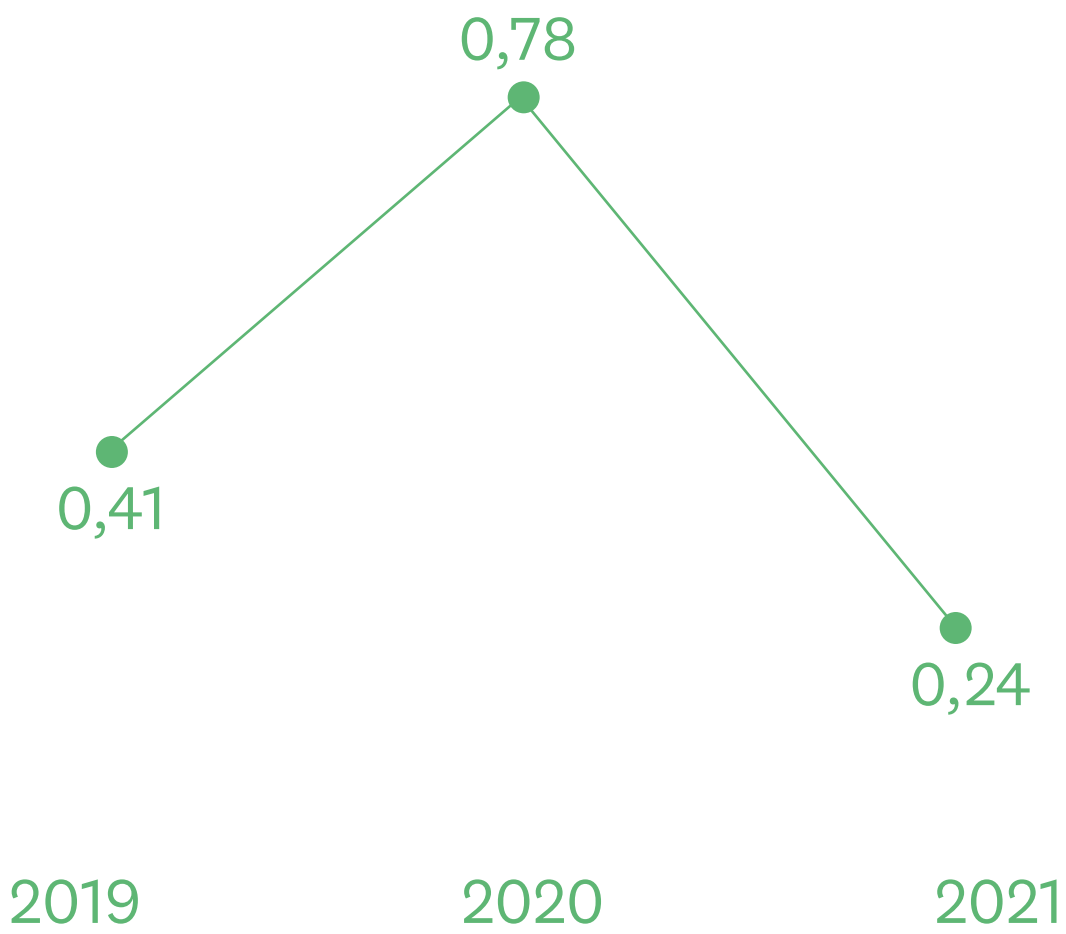
Accident-frequency rate from previous data compared to hours worked was also calculated.

The same downward trend is confirmed by the frequency and severity rates, both rates are dropping.

0
DIAGNOSED
OCCUPATIONAL
DISEASES

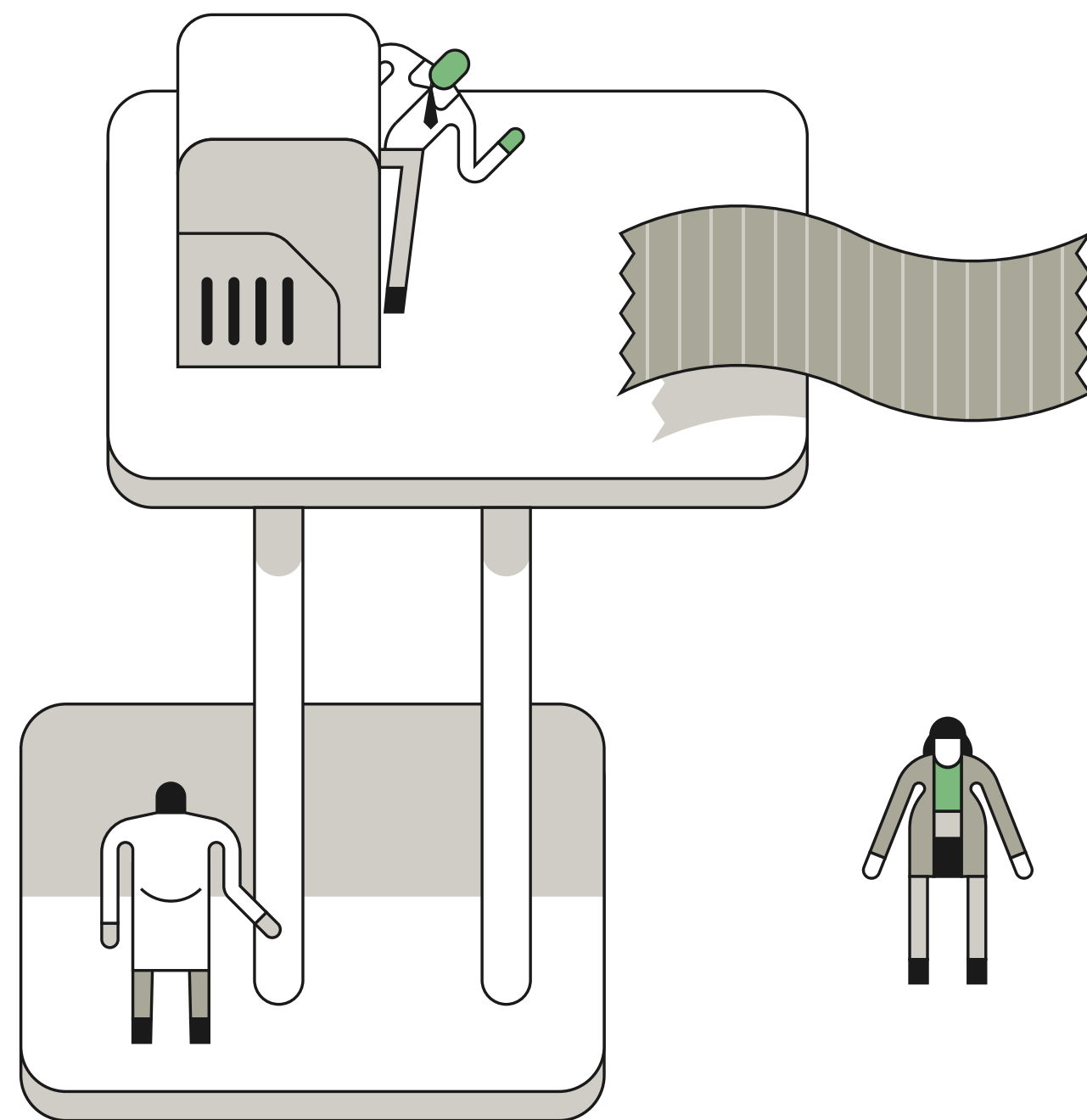


Accident frequency rate per year in the 2019-2021 three-year period.



Accident severity rate per year in the 2019-2021 three-year period.

2.4. Health emergency



The health and the safety of workers, and the strict compliance with all the directions received by governing bodies (laws, decrees, memorandums) has been a priority of the company strategy during the entire period of the Covid-19 health emergency; the company, showing great responsiveness, immediately appointed a **crisis committee**, to provide a prompt response to the numerous sets of problems to be dealt with to guarantee the safe running of the organization.

The crisis committee was formed by employees with different skills, to ensure the involvement of every department and all workers through their representatives (WHRS).

During the first lock-down, the company suffered approximately one-and-a-half-month of production shutdown (from 13th March 2020 to 13th April 2020 for the chemical-plastic division, until 20th April for the textile division and until 4th May for the Limonta Wall division).

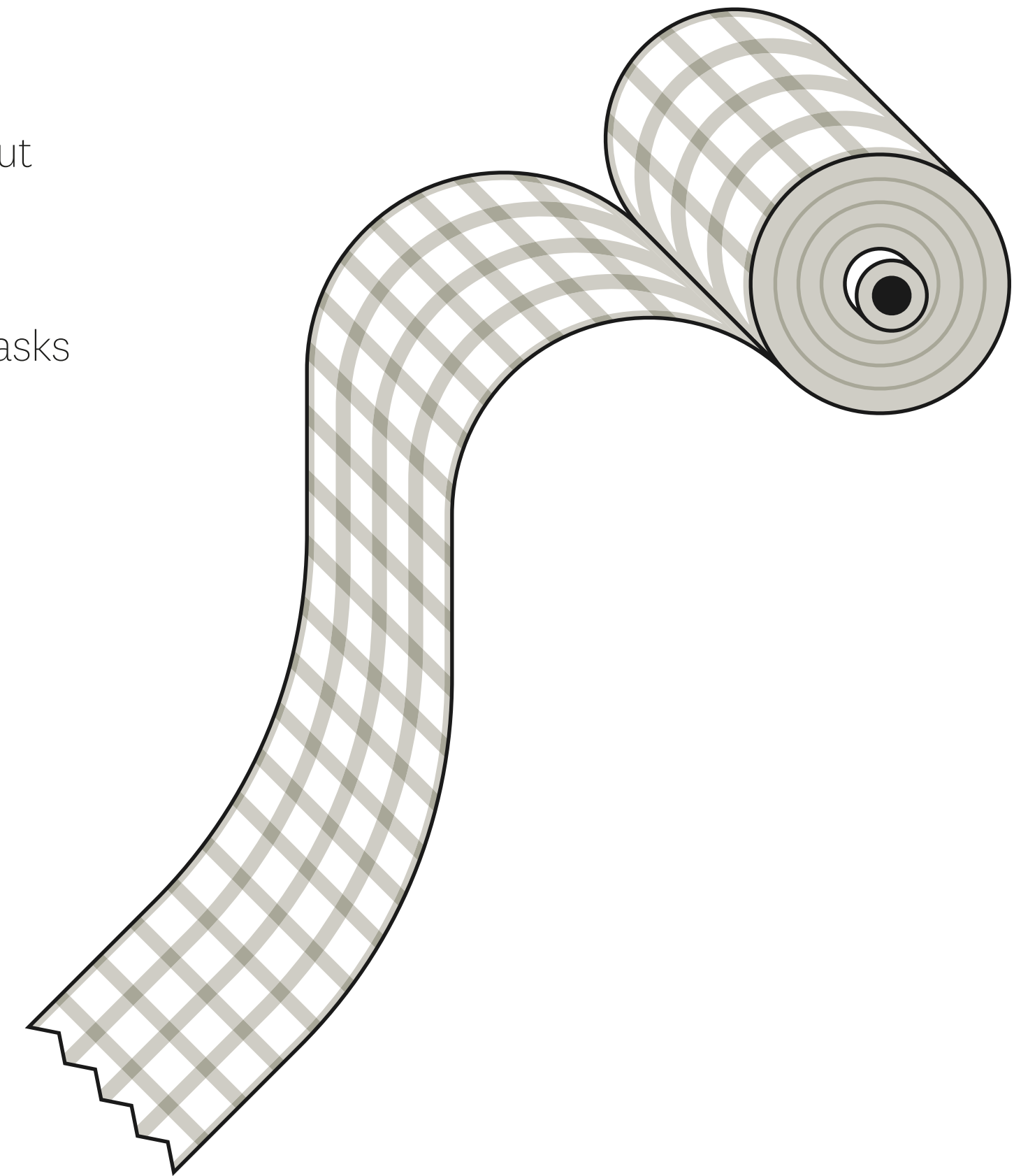
When work resumed, workers were encouraged to work from home whenever possible, and approximately 50 employees were supplied with remote access to the company server and with the necessary equipment. Workers' rotation was also adopted with the contribution of social safety nets (redundancy fund) provided for by the government to cope with the emergency, with the aim to reduce the number of workers present on the company premises. These measures are still currently in place; as of today approximately 40 employees work from home on a part-time basis.

Since the start and for the duration of the state of emergency, Limonta has been committed to bring to the attention of its collaborators, and whenever necessary, to third parties (customers, suppliers, etc.) the necessary information to prevent the diffusion of the virus. Employees were given the necessary information to prevent the spreading of the virus through public announcements, training courses, by defining adequate procedures or instruction and with information material posted on the company's bulletin boards.

Visitors and/or suppliers accessing company's premises are specifically instructed and are required to familiarize themselves with the directions and prescriptions supplied by Limonta; whenever possible, this information is forwarded to visitors ahead of their visit.

Another key element to deal with the emergency was the definition of the **“Company protocol for the regulation of measures to contrast and contain the spreading of the Covid-19 virus in the workplace”** which was undersigned by the Employer and the crisis committee and which puts into practice the national protocol undersigned on 14 March 2020 by the employers' organizations and the labor unions CGIL, CISL and UIL; amended on 24 April 2020 and updated on 6 April 2021 in compliance with the Prime Ministerial Decree of 2 March 2021, as well as with the provisions of the Ministry of Health and the Regione Lombardia.

Said document, now in its eight revision, updated on 2 October 2021, lists all the measures that the company put in place to correctly cope with the emergency. Personal Protection Equipment and periodical disinfection are considered key elements to prevent the spreading of the virus. To this regard, the company supplies FFP2 face masks and disinfectant gel to all employees, to be used when frequent handwashing is not possible.



2.5. Corporate welfare

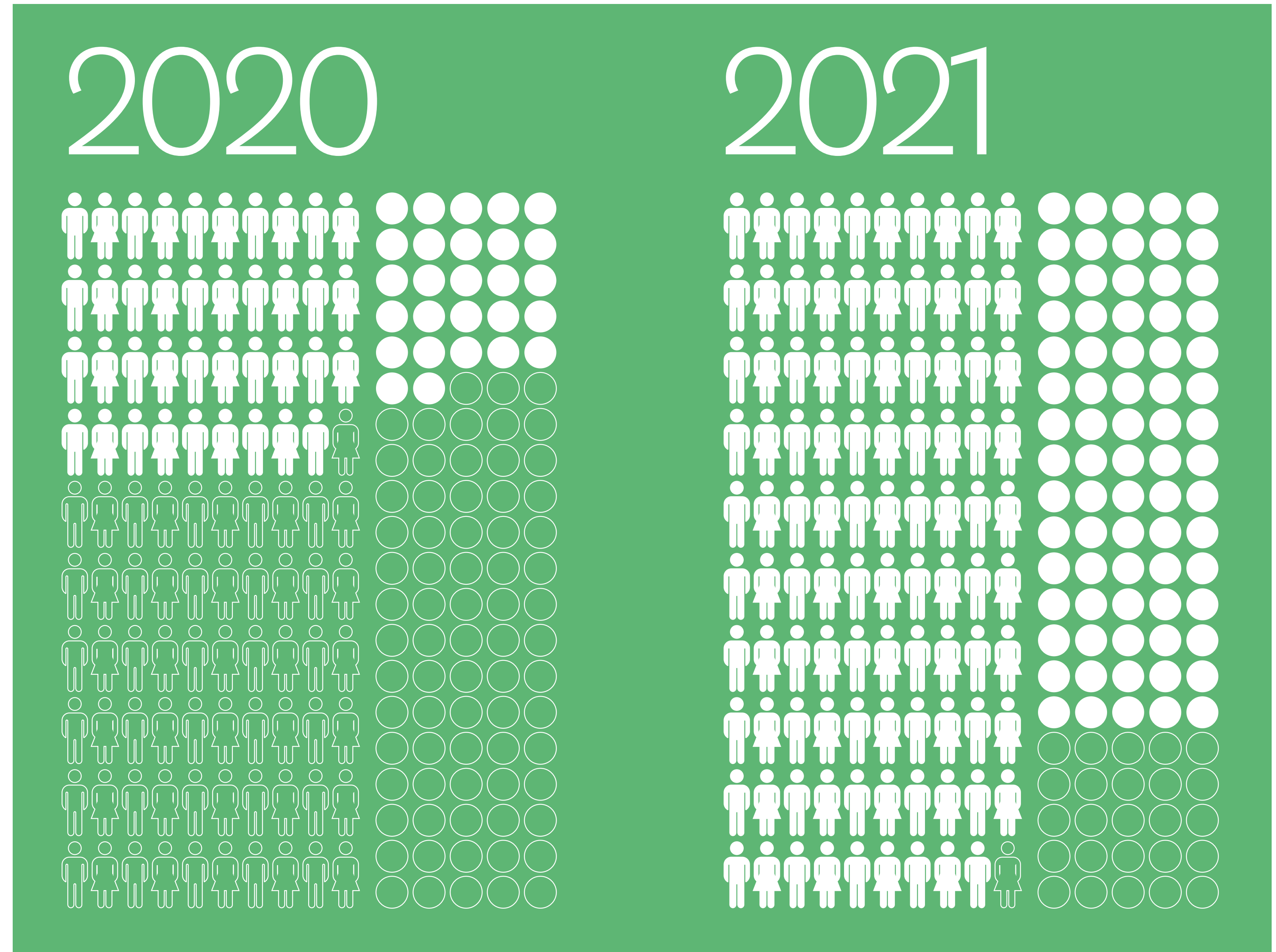
Limonta offers the possibility to every employee to receive their bonus or part thereof in the form of Corporate Welfare services instead of cash, thus benefitting of full tax reliefs.

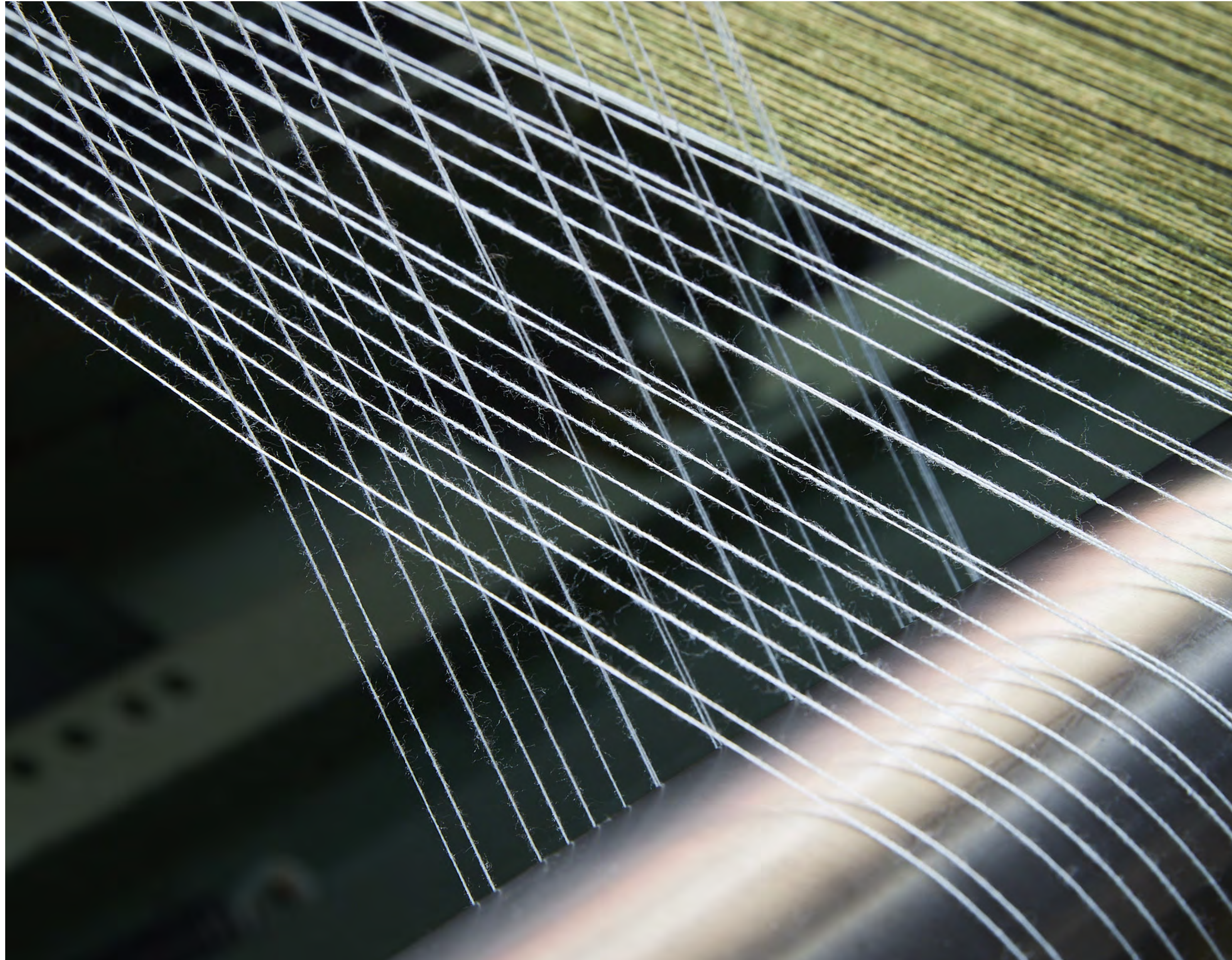
To those employees who opt to convert their performance bonus in welfare services, the company recognizes additional welfare services equal to 10% of the converted bonus.

Various services can be chosen from on the online platform: shopping vouchers, reimbursements for the family, school vouchers, supplementary pension, training courses, travel, transports, etc.

Limonta is strongly committed in promoting these services at all levels, this is shown by the increase in participation: in 2020, in fact, 39 people had already used welfare services for a total of 27.241 Euros.

This figure significantly increased in 2021, to 99 people for a total of 75.057 Euro.





Internal communication: the Zucchetti portal

At the beginning of the Covid-19 pandemic the need was felt to make internal communication as efficient as possible, using a system that could reach employees in a timely and effective manner.

The Zucchetti portal was therefore activated in October 2020; a platform that any employee can access to check company's communications using his/her credentials. This important tool is used for any type of communication, including the substitution of the paper payroll slip at the end of 2021.

HIGHLIGHTS



635

COMPANY EMPLOYEES
IN 2021



32%

WOMEN IN
THE COMPANY



98%

EMPLOYEES WITH OPEN-
END WORK CONTRACT



+38%

INCREASE IN TOTAL
TRAINING HOURS
COMPARED TO 2020



60%

COMPANY EMPLOYEES
COMING FROM LOCAL
COMMUNITIES



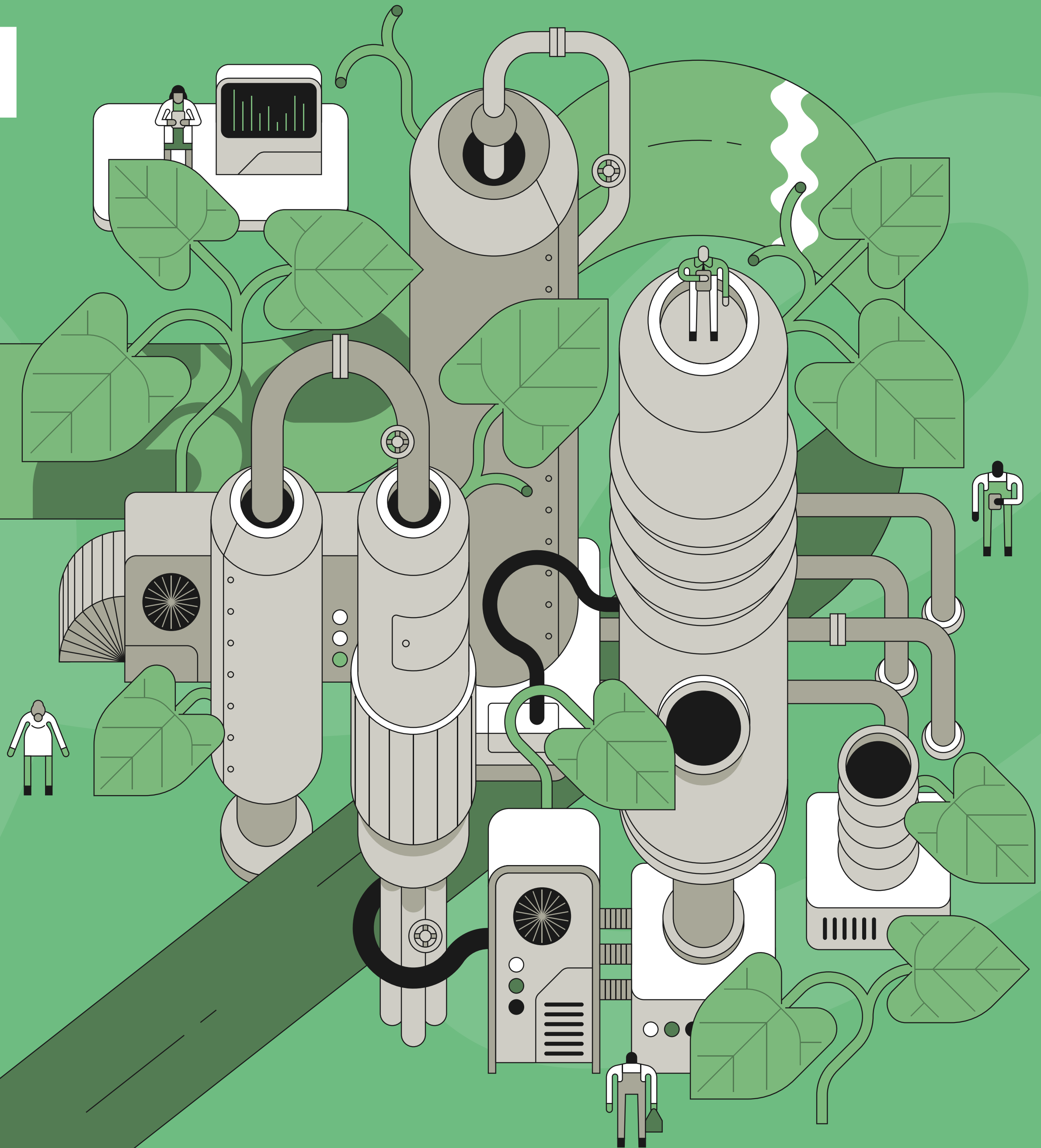
7

INTEGRATED SCHOOL-WORK-
LINKED TRAINING PROJECTS
ACTIVATED IN 2021

IMPROVEMENT PLAN

SDGS category	Scope	Topics	Steps	KPI monitoring	Baseline	Target	2021 progress status
<div><div><div>3GOOD HEALTH AND WELL-BEING</div><div></div></div><div><div>4QUALITY EDUCATION</div><div></div></div><div><div>8DECENT WORK AND ECONOMIC GROWTH</div><div></div></div><div><div>10REDUCED INEQUALITIES</div><div></div></div></div>	People	Health-Safety	Monitor and improve accident frequency rates	I.G., I.F.	2019 - I.G. = 0,41 , I.F.=20,86	ongoing reduction	I.G. =0,24, I.F.=13,77
			ISO45001 certification for all Limonta SpA facilities	number of ISO 45001 certified facilities	2020 - certification for Costa Masnaga	2022 - all facilities certified	certification for Garbagnate Monastero n.9
		Corporate welfare	Completion of initiatives to fight tobacco addiction	% activity completed	2019 - 0%	100% - 2023	70% - creation of specifically marked dedicated smoking areas
			Increased participation to the Limonta Welfare project	% of participation increase to Limonta Welfare	2019 - 0 participation	ongoing increment	+ 153% participation
			Completion of job duties mapping project	% activity completed	2019 - 0%	100% - 2023	50 % - mapping completion
		Inclusion of talents and training	Activation of new projects for the for the promotion of talents and inclusion of unemployed workers in the company	hirings of unemployed workers	2020 - 6 hirings from the Academy project	hirings increment - 2023	new Textile Academy being planned
			Increase integrated school-work-linked training projects	number of school-work-linked projects active	2021 -7 active projects	+50% - 2022	
			Increase training hours on specifc topics	training hours offered	2019 - 1239 total training hours	ongoing increment	2438 training hours offered

Be|Committed



Limonta’s role is to create shared value in the community. The company has always been fully integrated in the area surrounding its production facilities and is extremely conscious not to impoverish the most precious asset it shares with its community: the environment.

All employees of the Organization operate in compliance with the principles stated in the **Environmental Policy, Health and Safety** and in the **Ethical Code**, two documents available to suppliers for consultation and which represent the foundation of the company’s work.



* For all the initiatives put in place by Limonta to contribute to the achievement of the Sustainable Development Goals, see “Limonta’s SDGs 2030 and applicability Table”

The opening paragraph of Limonta S.p.A. Policy states the following:

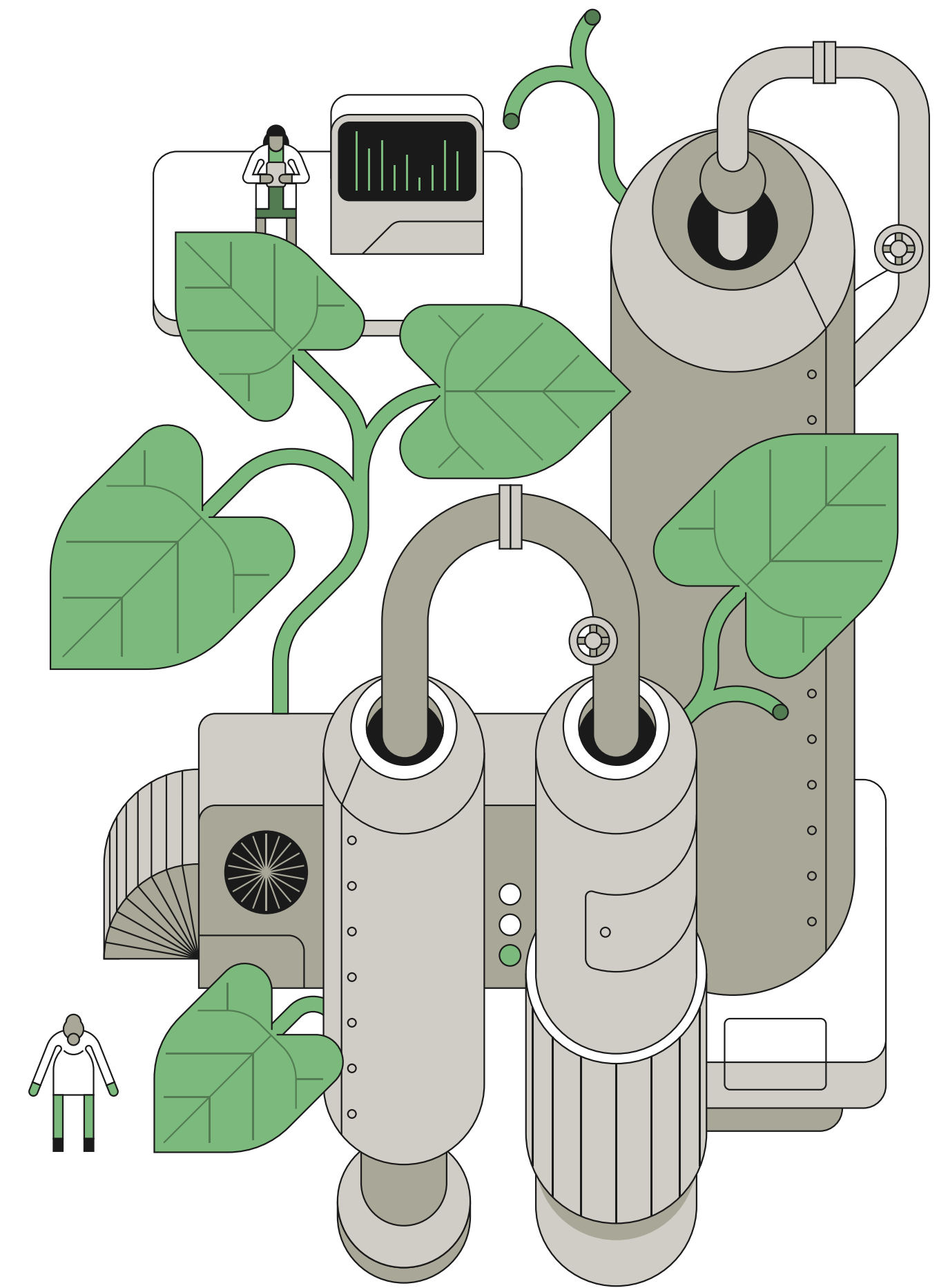
“Limonta S.p.A, a leading company in the textile sector, specialized in the production of fabrics, coated and clotted fabrics, floorings, considers the protection of the environment, the safeguard of the health and safety of all workers a priority and fundamental goal”.

The large section of the document dedicated to environmental issues focuses on the active commitment for the protection of the environment to make it more and more compatible with the surrounding community.

The company’s processes that have a **significant impact on the environment** and on interested parties have been identified in conformity with the **UNI EN ISO14001:2015 standard**. The management of environment-connected aspects starts with a preliminary assessment of the issues connected with the installation of new plants, the implementation of new processes or the utilization of new raw material.

For this reason, Limonta specific goal is:

- to ensure the **correct handling of chemicals** used during production processes, finalized to the gradual elimination of the ones that are toxic and harmful to the environment;
- to operate in the logic of **continuous improvement** of performances by planning actually achievable goals, which also include the times and resources to be employed in their pursuit;
- to promote **activities connected to productive processes that have a positive impact on the environment**, such as electric and thermal power cogeneration (from exhaust fumes) and recovery of material to be recycled (distillation plant). These activities contribute to the reduction of risks for the health and safety of workers;
- to involve the suppliers of goods and services in promoting the same general principles expressed by the Policy, to establish a relationship of real cooperation and **to work in synergy** for the same goals.



The **Code of Ethics** signed by the organization, and notified to the customers, dedicates chapter 2.5 to the Protection of the Environment, stating that:

“Limonta promotes actions that can guarantee sustainable development and the protection of the environment, committing to incorporate innovative improvements in products and services aimed at reducing the impact on the environment and supporting the territory in which it operates. In its Costa Masnaga facility Limonta adopts the management system certified in accordance with ISO 14001. Employees and collaborators are, therefore, strongly invited to develop an in-depth knowledge of the issues of sustainable global development and take initiatives to protect the environment in their daily lives, in the community and in the workplace, actively cooperating with Limonta to correctly implement the projects and actions being promoted to protect the environment [...]”.

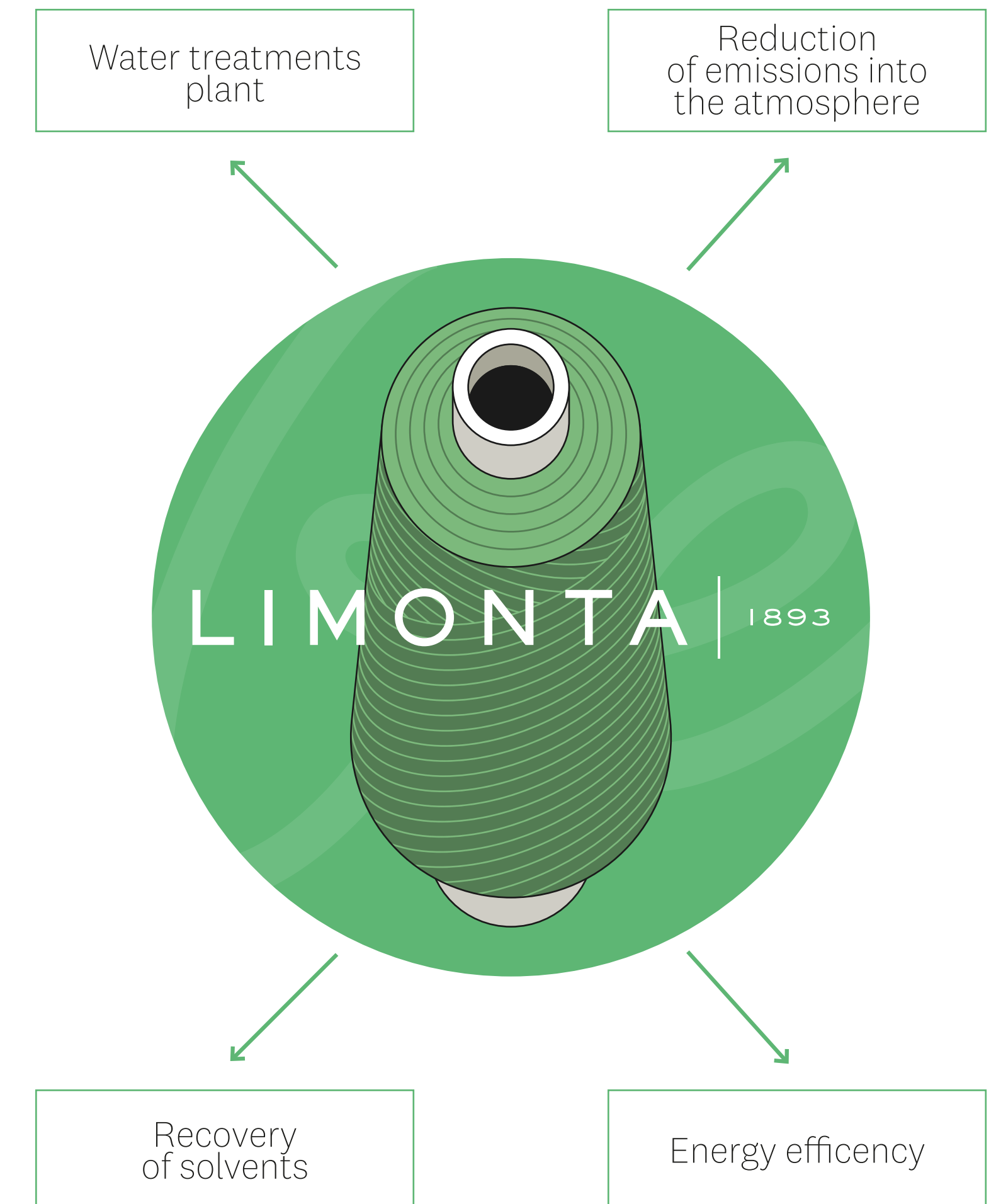


3.1. Technology at the service of the environment

A long experience in the industrial field has given Limonta high technical competence in the management of its production plants and, as a result, of all the devices used in the company to contain emissions in environmental matrices. In detail, Limonta bases its approach on the so-called **Best Available Techniques**, the best technologies available to ensure that every type of effluent, emission into the atmosphere or water discharge, is effectively treated to protect the environment that surrounds its production facilities, its employees, and local communities.

The following are the main equipment and plants installed to reduce environmental impact:

- Water treatments plant
- Reduction of emissions into the atmosphere
- Recovery of solvents
- Energy efficiency
 - from renewable sources (photovoltaic system)
 - by trigenerator



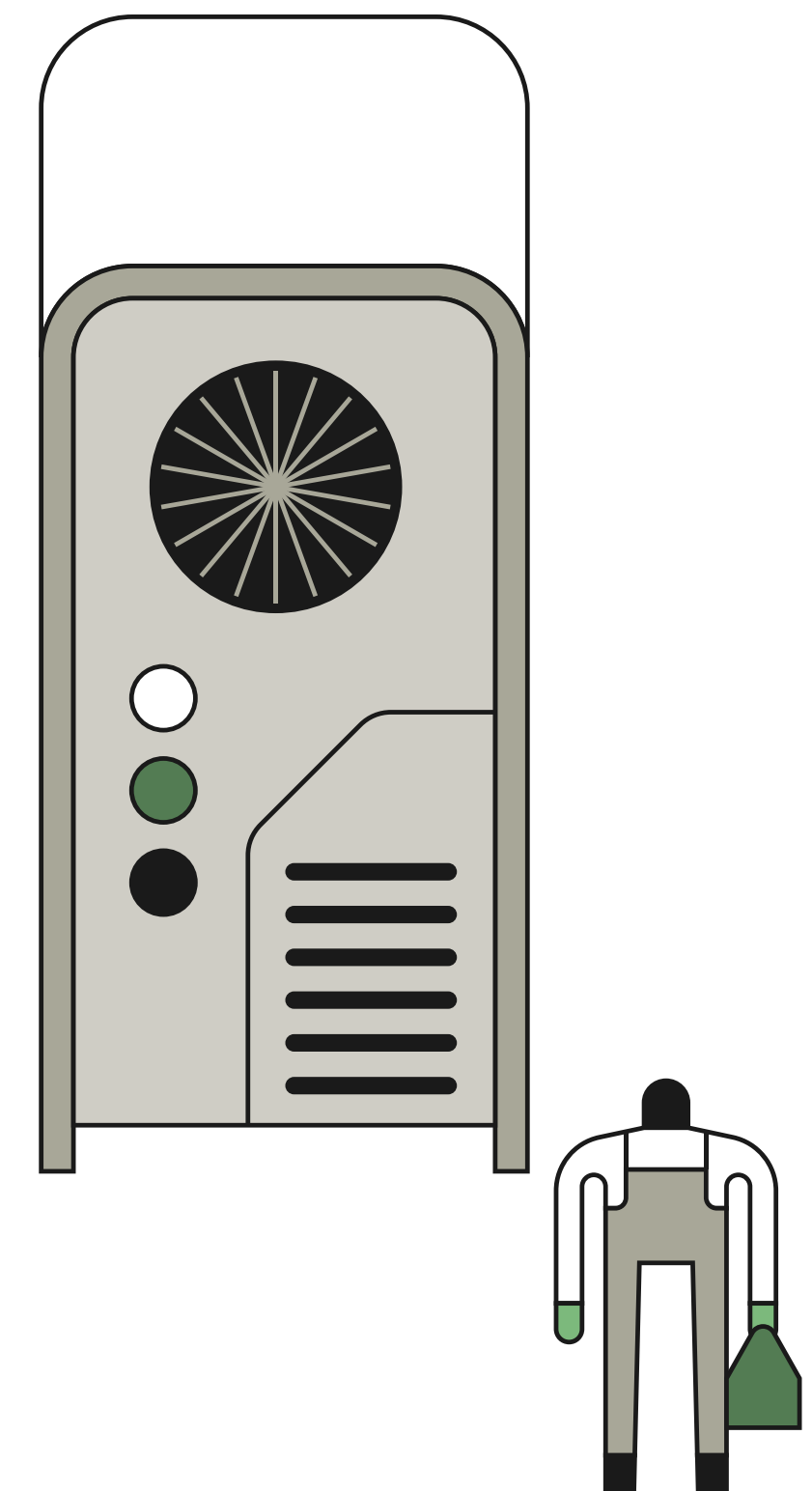
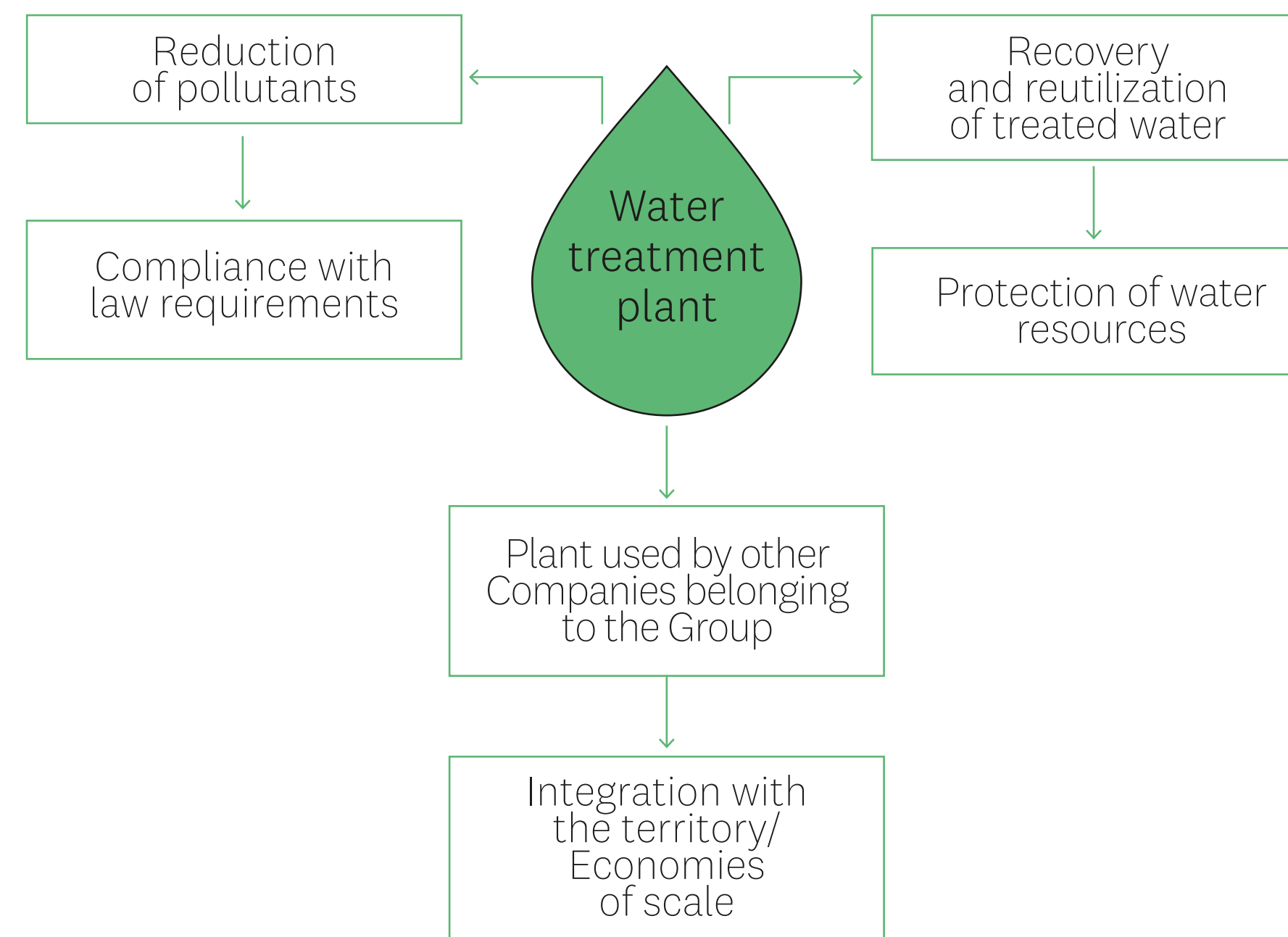
3.1.1. Water treatment plant

A water treatment plant, divided in several processing stages, which integrate the most effective techniques to reduce pollutants before they are sent to the public sewage system, is active at the Costa Masnaga facility.

The plant is designed to perform the following functions:

- reduction of pollutants in industrial water being discharged into the public sewage system in full compliance with maximum allowed levels set by current regulations);
- recovery of treated water to be reused in the productive cycle (protection of water resources);
- a shared project to treat wastewater discharged by other companies associated to the Limonta Group, in a context of integration with the needs of local communities and the land and the creation of synergies.

The following figure shows the various stages of the water treatment process:



Water, a resource to be preserved

Limonta has always considered water to be a common resource to be protected and used with care.

The total water consumption of the three Limonta manufacturing plants in the 2019-2021 three-year period is shown in the following table.

	2019	2020	2021
Ground water (cm)	33.227	24.506	26.086
From public (cm)	25.813	22.463	31.103
Total water consumption (cm)	59.040	46.969	57.189
Total discharged (cm)	22.454	20.483	22.599

Total water consumption in cubic meters for the Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 plants

In **Costa Masnaga**, water is withdrawn from the **public water** main for everyday use and for production processes:

- for the preparation of pastes;
- for auxiliary systems (heating and air conditioning).

A water well is located south of the factory, close to the water treatment plant.

All water inflow to production is collected in a storage tank where water coming from the public water main and the well is mixed up. The water coming from the treatment plant is stored in a dedicated tank to be later used in the company, limiting the quantity supplied by natural sources and the public water main.

This system is designed to use different types of water in accordance with production needs, also considering:

- the recovery in the domestic cycle, recycling it fill toilet tanks (to be later discharged as a domestic waste);
- the recovery in the processing cycle, recycling it to wash the tubs (to be later sent back to the treatment plant).

In recent years this approach has made it possible to **reuse the following volumes of water, equal to approximately 15% of the overall water supply**.

The impact of this recovery is magnified by the Company's strategic choice to receive in its treatments plant liquid waste discharged by other companies belonging to the group. The corporate treatment plant is, in fact, also authorized to receive liquid waste.

The following table shows the detailed volumes of recovery water from the Costa Masnaga facility:

	2019	2020	2021
Water recovered (Costa Masnaga facility) (cm)	9.641	8.622	8.730

3.1.2. Reduction of emissions into the atmosphere

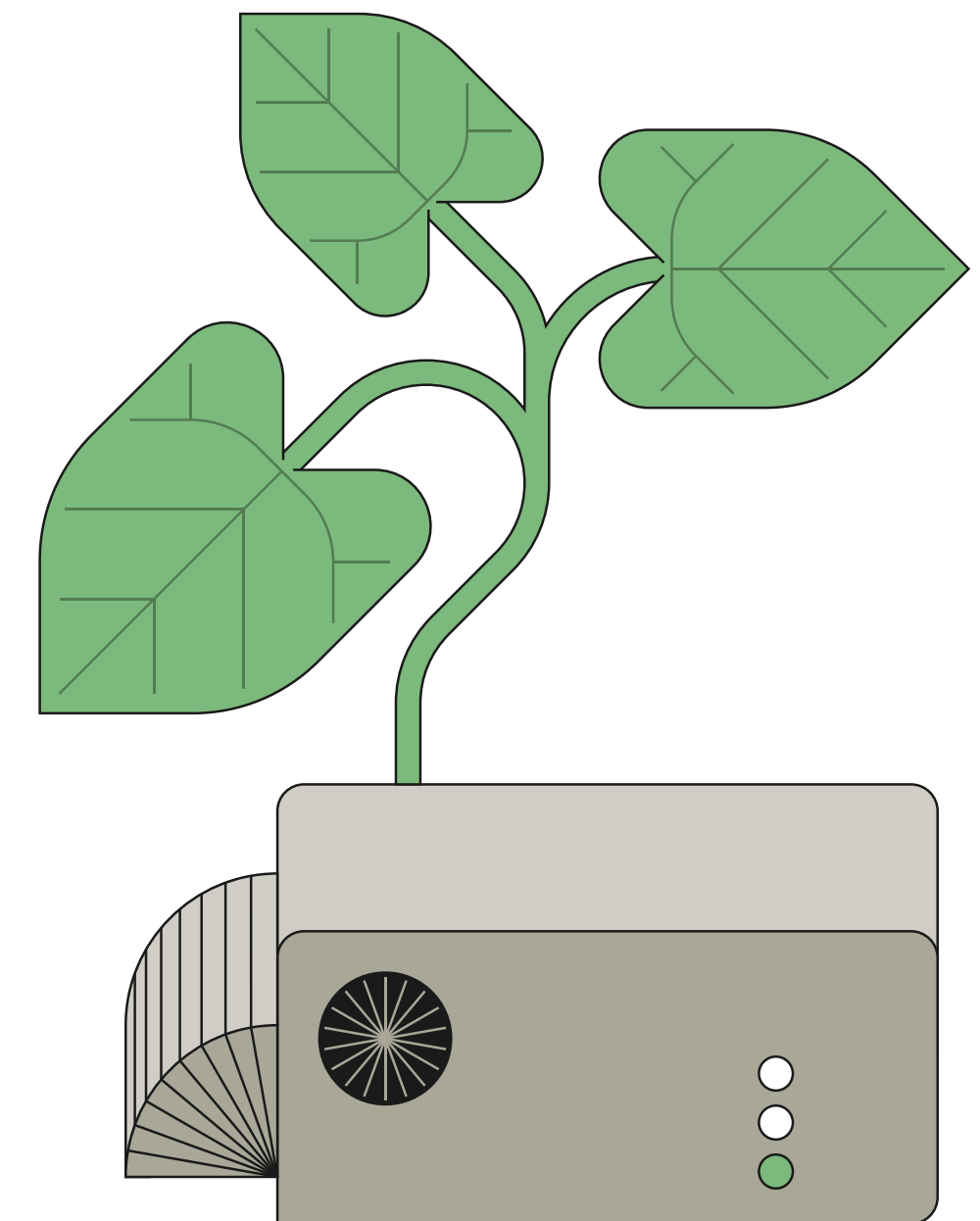
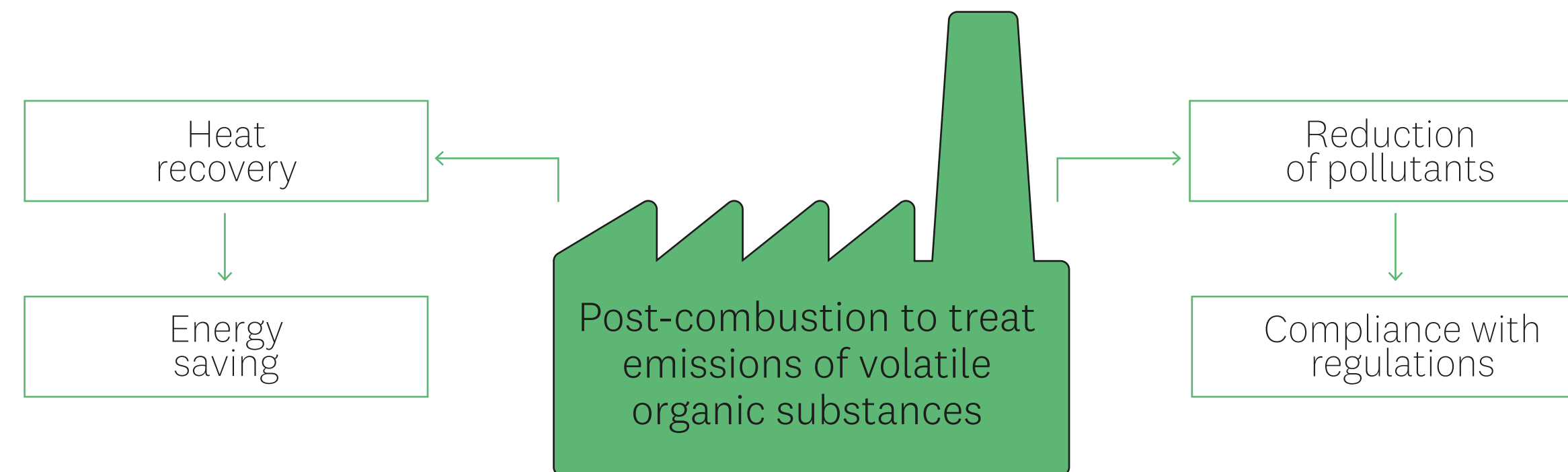
Limonta uses **emission-reducing plants**, which use different technologies according to the type of pollutant, to treat emissions before the fumes are released into the atmosphere through chimneys.

A post-combustor is used to reduce volatile organic substances which makes it possible to:

- avoid releasing solvents into the atmosphere (environmental protection and compliance with regulations);
- recover heat to be later used to heat production lines and buildings (energy saving).

The company is also committed to reducing its organization's carbon footprint; all details are to be found in the dedicate chapter **3.3. GHG Emission reporting**

The following figure shows the various stages of the post-combustor processes:



3.1.3.

Recovery of solvents

A DMF (solvent used during the production cycle) recovery plant was installed at the Costa Masnaga facility in 1990. This plant, subjected to integrated environmental authorization, distils the solvent, purifying it from all impurities, and recovers it to be later reused in the production cycle. Limonta is equipped with a recovery plant which can, not only recover its own production by-products, but also the ones coming from other companies belonging to the group to ensure the best possible handling of this solvent.

- The plant, therefore, achieves the following results:
- **to reuse** a raw material (reducing the use of non-renewable resources)
 - **to reduce** the need to procure products from external suppliers

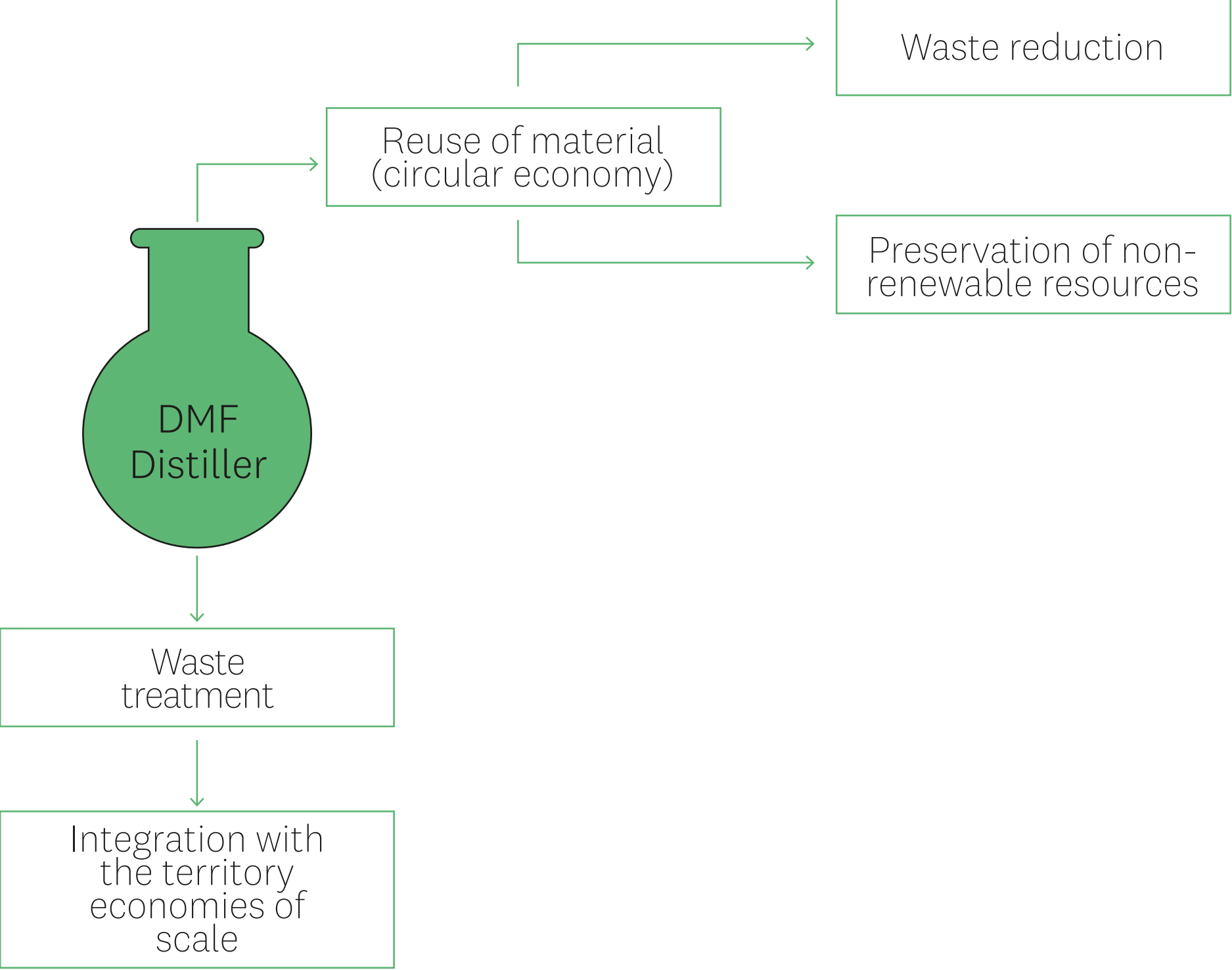
- **to treat** waste produced by third parties (in addition to the environmental benefits mentioned above, it allows integration with the need of other companies in the group and optimization of economies of scale).

The following table summarized the quantities of DMF recovered by the Limonta plant in the last three years.

	u.m.	2019	2020	2021
DMF recovered for the Costa Masnaga facility	tons	1.426,324	1.197,617	1.441,336
DMF recovered for other companies	tons	2.812,073	1.962,492	2.569,709
TOTAL	tons	4.238,397	3.160,109	4.011,045

Total DMF recovered

The following figure shows how the DMF recovery system works:



3.1.4.
Energy
efficiency

- from renewable sources (photovoltaic plant)
- from trigenerator

A crucial element of sustainable management is making **energy resources efficient**. This concept has always been at the basis of Limonta’s approach to energy management, as demonstrated by the **trigeneration plant** in the Costa Masnaga facility built in the early ‘90s, and the installation of **photovoltaic plants** in Costa Masnaga, Garbagnate Monastero and other associated companies starting from 2010. The responsible use of energy resources and their procurement from renewable sources represent a tangible commitment aimed at reducing carbon dioxide emissions into the atmosphere and the use of fossil fuels.

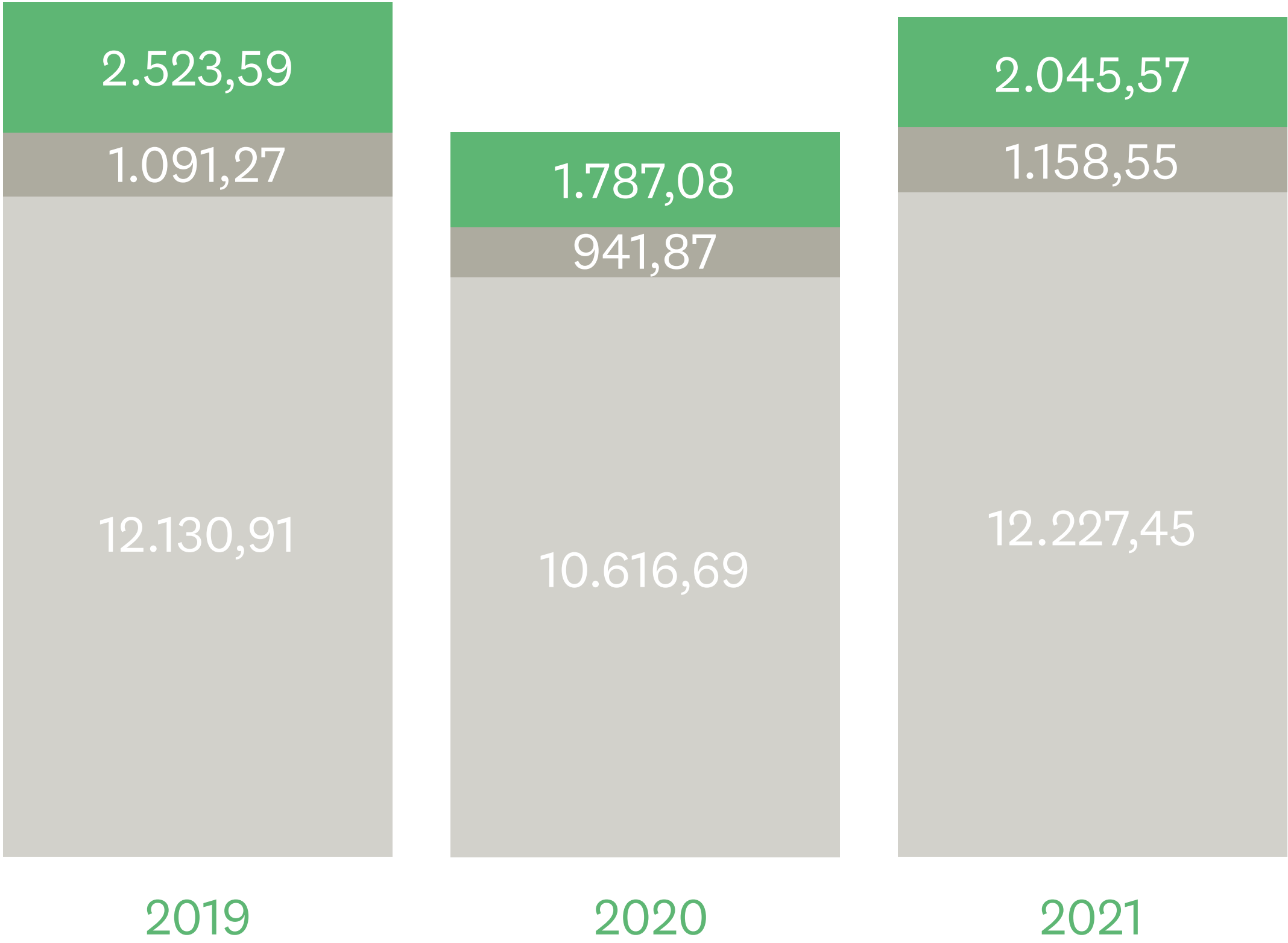
The following table shows the energy consumed by the Organization broken down by facility.

Data analyzed show that the Costa Masnaga facility is the most energy-intensive, overall absorbing 79% of the energy consumed by the company.

Energy consumption	u.m.	2019	2020	2021
Total Costa Masnaga	MWh	12.131	10.616	12.228
Total Garbagnate Monastero 13	MWh	1.091	942	1.159
Total Garbagnate Monastero 9	MWh	2.524	1.787	2.046
Total energy consumption	MWh	15.746	13.346	15.432

Total energy consumption in MWh in Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13.

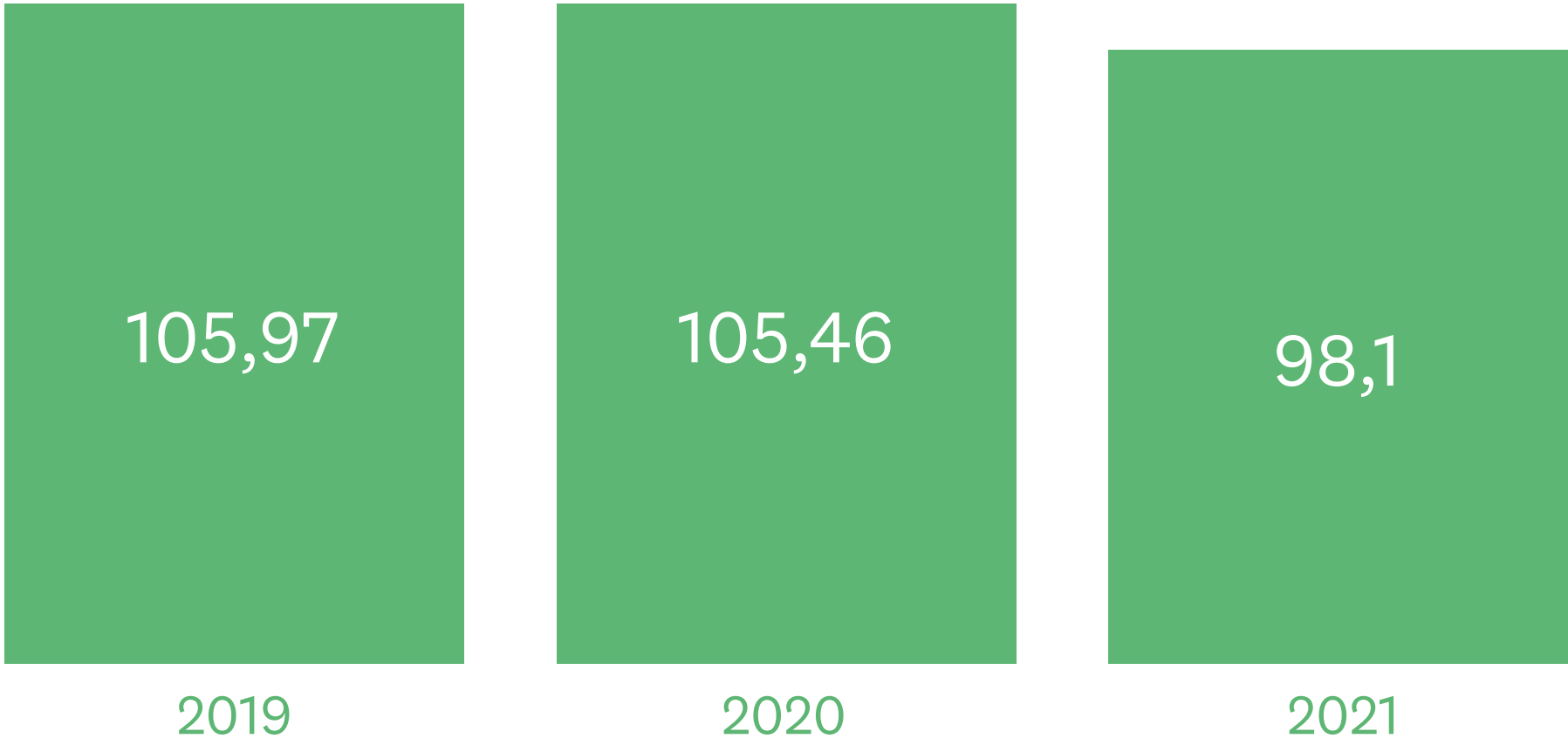
Total energy consumption in MWh in Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13



The trend of overall energy consumption proves to be stationary in the three-year reporting period, except for 2020, when company’s activities were reduced due to the Covid-19 pandemic.

Data on consumption compared to sales turnover shows a slight downward trend, equal to **8 kWh per 1.000 €** invoiced, which confirms the work done by the company for continuous energy efficiency.

Energy consumption compared to sales turnover in kWh / K€



Sources of energy are summarized in the following table:

	u.m.	2019	2020	2021
Total electricity purchased from the power grid	MWh	9.012	7.543	8.624
Total natural gas purchased	mc	6.315.617	5.082.793	6.075.081
Total production of photovoltaic systems	MWh	1.204	1.186	1.200

Total procured energy broken down by source in the 2019-2021 three-year period.

Clean energy: photovoltaic systems

Limonta installed solar panels on the Costa Masnaga, Garbagnate Monastero 9 and Garbagnate Monastero 13 facilities, equal to an **overall 3.400 kWp**.

The production of energy started on 1st February 2010.

The following table shows in detail the energy produced by the photovoltaic system installed in the Limonta S.p.A. facilities

	u.m.	2019	2020	2021
Costa Masnaga	kWh	214.603	213.696	220.816
Garbagnate Monastero n.9	kWh	550.987	537.749	542.360
Garbagnate Monastero n.13	kWh	438.048	434.074	436.936
TOTAL	kWh	1.203.638	1.185.519	1.200.112

The following chart shows steady production of the photovoltaic system in the three-year reporting period.



Total photovoltaic energy in kWh in the 2019-2021 three-year period.



Total photovoltaic energy broken-down by facility in kWh in the 2019-2021 three-year period

It has been calculated that in the year 2021, more than **1.2 million kWh** of electricity were produced from Limonta S.p.A photovoltaic plants, **avoiding the emission of 763 Tons of CO₂** equivalent.

Limonta S.p.A. photovoltaic systems are part of a global corporate strategy that provides for the installation of said systems on other facilities belonging to the Group, but which are outside the reporting scope of this report (associated companies).

The total energy produced is **more than 2,000,000 kWh**.

2Mln
2 MILLIONS KWH PRODUCED
BY PHOTOVOLTAIC SYSTEMS
THROUGHOUT THE GROUP

The trigeneration plant

A trigeneration plant was installed in the Costa Masnaga facility in the early '90s.

The trigenerator **produces electricity and thermal energy** from natural gas combustion processes (cogeneration) yielding high performance in term of energy efficiency. **Cold water for summer air conditioning** can also be produced by the same plant by combining it with absorption refrigerating units.

This plant has undergone a series of upgrades aimed at maximum efficiency, and it has brought a significant advantage in optimizing the use of energy in the company.

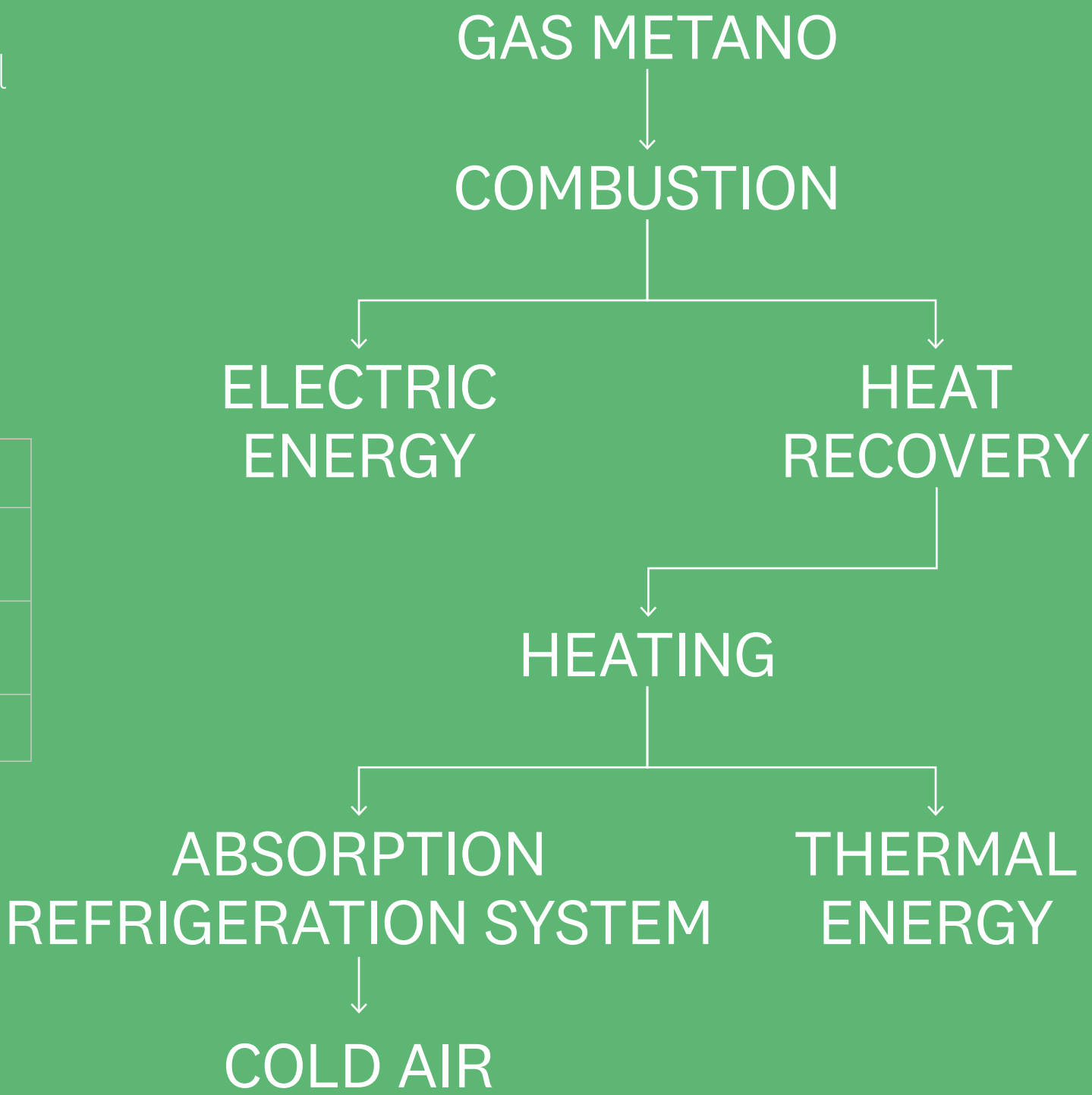
It was calculated that, thanks to trigeneration, **905 tons CO₂ equivalent** in 2021 and **2.748 tons CO₂ equivalent** were avoided in the three-year reporting period.

The above figures were calculated hypothesizing the impact in terms of tons of CO₂ equivalent, resulting from the withdrawal from the electricity grid of the same amount of energy produced by the trigenerator and comparing it the with the carbon footprint of the natural gas consumed by the plant.

The table below details the output of the trigenerator plant at the Costa Masnaga site, its efficiency, and the total CO₂ equivalent emissions avoided over the three-year reporting period.

	u.m.	2019	2020	2021
Production of trigenerator plant	MWh	5.800	5.023	5.891
Productivity of trigenerator plant	%	71	73	71
CO ₂ eq. emissions	tons CO ₂ eq.	1.139,46	704,30	904,67

The following figure shows how the trigeneration plant works:



3.2. Best environmental management techniques

The correct management of environmental issues in the Limonta S.p.A. facilities is based on a few fundamental elements, such as complying with all law regulations, employing the best available techniques to reduce the impacts on the environment and adopting management systems that can stimulate its continuous improvement.

These elements cannot exclude the competence and experience of the **Environment** and the **Technical Departments**, which are responsible for the operation of equipment and plants, the implementation of the **environment control and monitoring plan**, as well as the governance entrusted to the Manager of the Environment Management System, whose team oversees the management of environmental issues finalized at continuous improvement.

All manufacturing facilities are located in the region of Lombardy and have the environmental permits required by national and regional regulations in full compliance with the law. The facility in Costa Masnaga and one of the facilities in Garbagnate Monastero (SS 36 km 36 n.9) possess the **Integrated Environmental Authorization**. This permit specifies that company operations can be carried out provided that compliance with IPPC requirements (integrated prevention and reduction of pollution) related to industrial emission and environmental performances associated to the Best Available Techniques (BAT) is ensured.

A management system in conformity with the **UNI EN ISO 14001:2015** standard has been implemented since 2003 in the Costa Masnaga facility. In accordance with the principles of this standard an **assessment of relevant environmental aspects** is periodically performed to identify the most significant ones to be addressed with specific **improvement goals**.

The assessments developed in the past years have drawn attention to the following significant impacts:

- Emissions into the atmosphere (linked to production activities)
- Water discharge (from rainwater)
- Consumption of raw materials
- Waste production
- External noise
- Impacts on the environment from a possible fire.

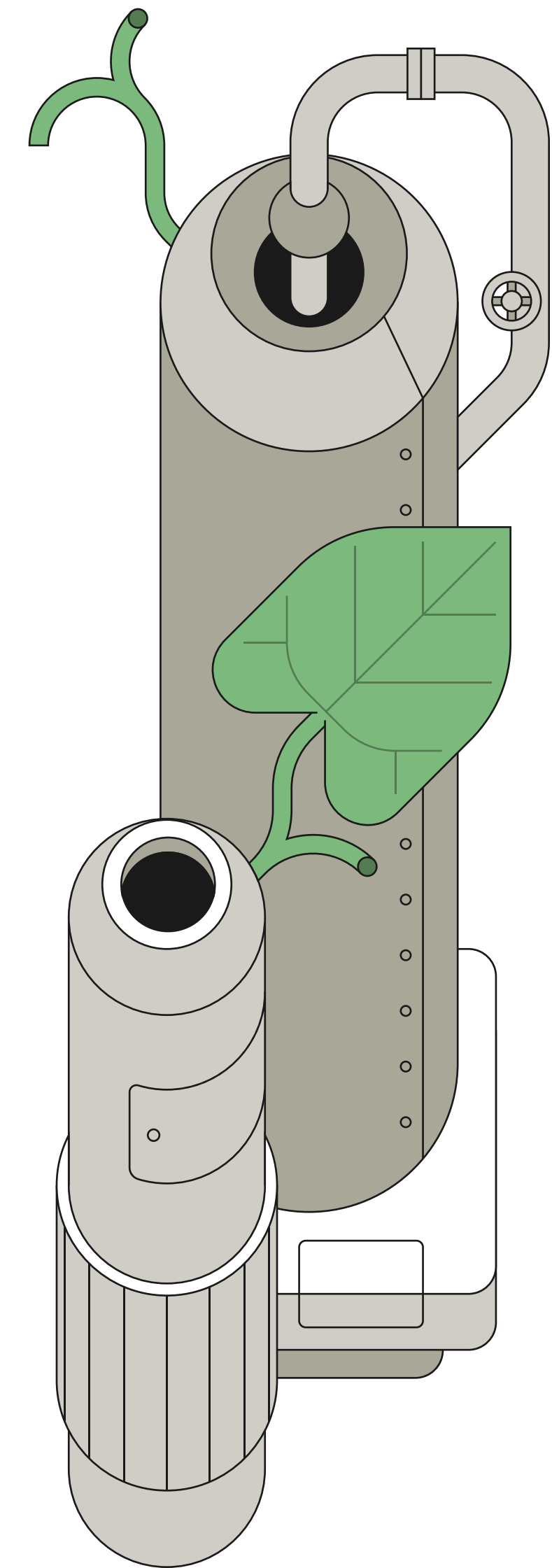
The management system also provides for additional fundamental elements aimed at the continuous improvement process of environmental performances:

- **personnel training**
- focus on **communication** inside the facility, between employees and towards interested parties
- formalization of the **methods of conduct** to be kept in the company to ensure maximum environment protection through specific procedures
- perform **internal audits** and checks by an accredited third party on an annual basis.

Significant environmental aspects

- Emissions
- Water discharge
- Waste
- Raw materials
- Noise

Non significant
environmental
aspects



3.3. Ghg emissions reporting

The company’s activities generate emissions into the atmosphere. Those of an industrial nature are authorized by control bodies and subjected to periodic analysis to ensure full compliance with applicable limits.

There are also several other activities, even if not strictly linked to the production process, which generate emissions into the atmosphere, such as the production of energy for heating or the use of fuels to transport raw materials and finished products.

Limonta performed an analysis on greenhouse gas (GHG) emissions produced by its activities. The study focused on the three-year period 2019 – 2021 in Costa Masnaga and Garbagnate Monastero and investigated the following emissions:

- Scope 1: natural gas consumption for the cogeneration plant and diesel consumption, new installation of equipment containing refrigerants
- Scope 2: electricity purchased (market based)

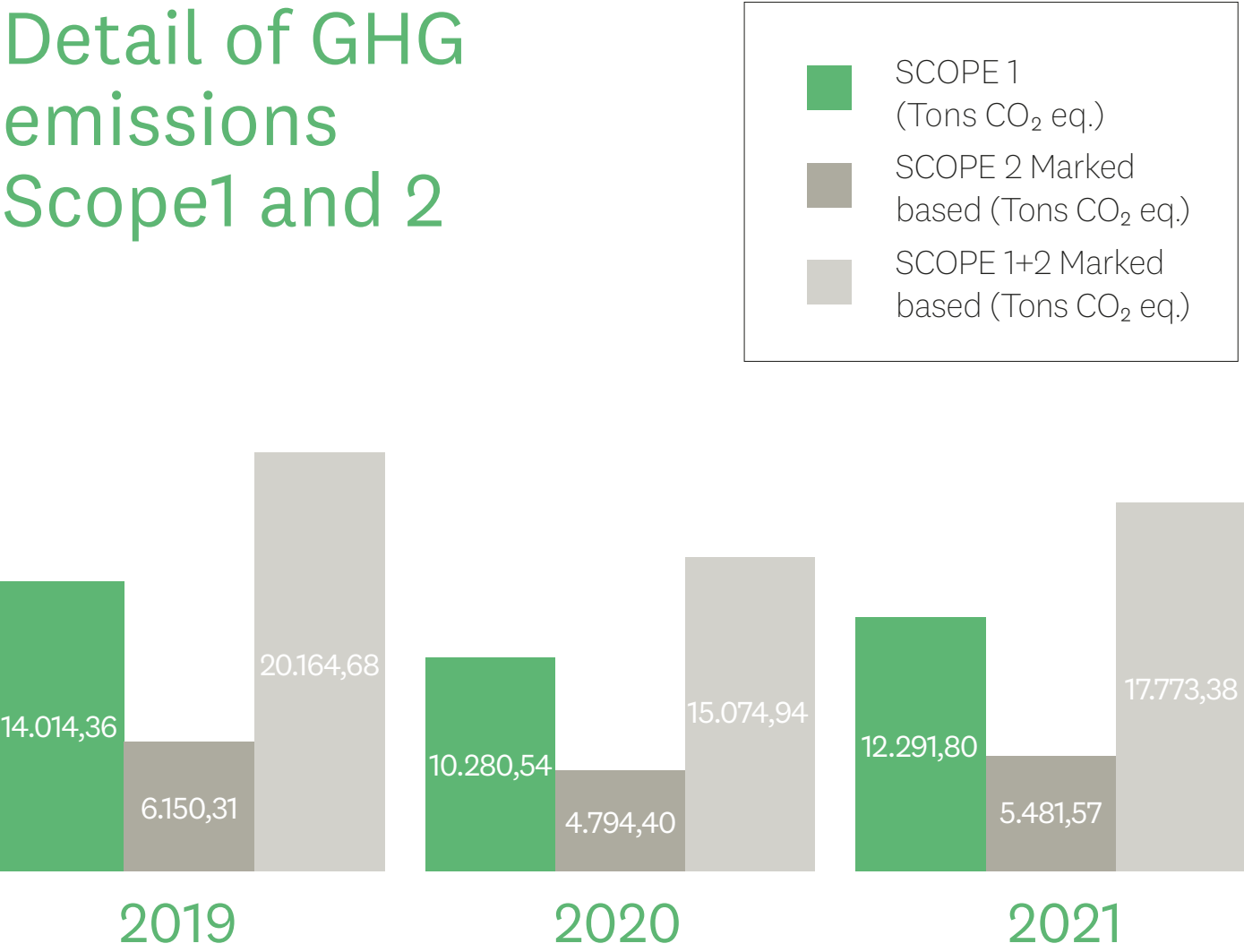
The following table shows the results of the analysis performed expressed in tons of CO₂ equivalent.

	u.m.	2019	2020	2021
LIMONTA S.p.A. SCOPE 1	tons CO ₂ eq.	14.014,36	10.280,54	12.291,80
LIMONTA S.p.A. SCOPE 2 MARKET BASED	tons CO ₂ eq.	6.150,31	4.794,40	5.481,57
LIMONTA S.p.A. SCOPE 1+2 MARKET BASED	tons CO ₂ eq.	20.164,68	15.074,94	17.773,38

Total photovoltaic energy in kWh in the 2019-2021 three-year period

2.391 tons
OF CO2 EQUIVALENT REDUCED
COMPARED TO 2019

Detail of GHG emissions Scope1 and 2

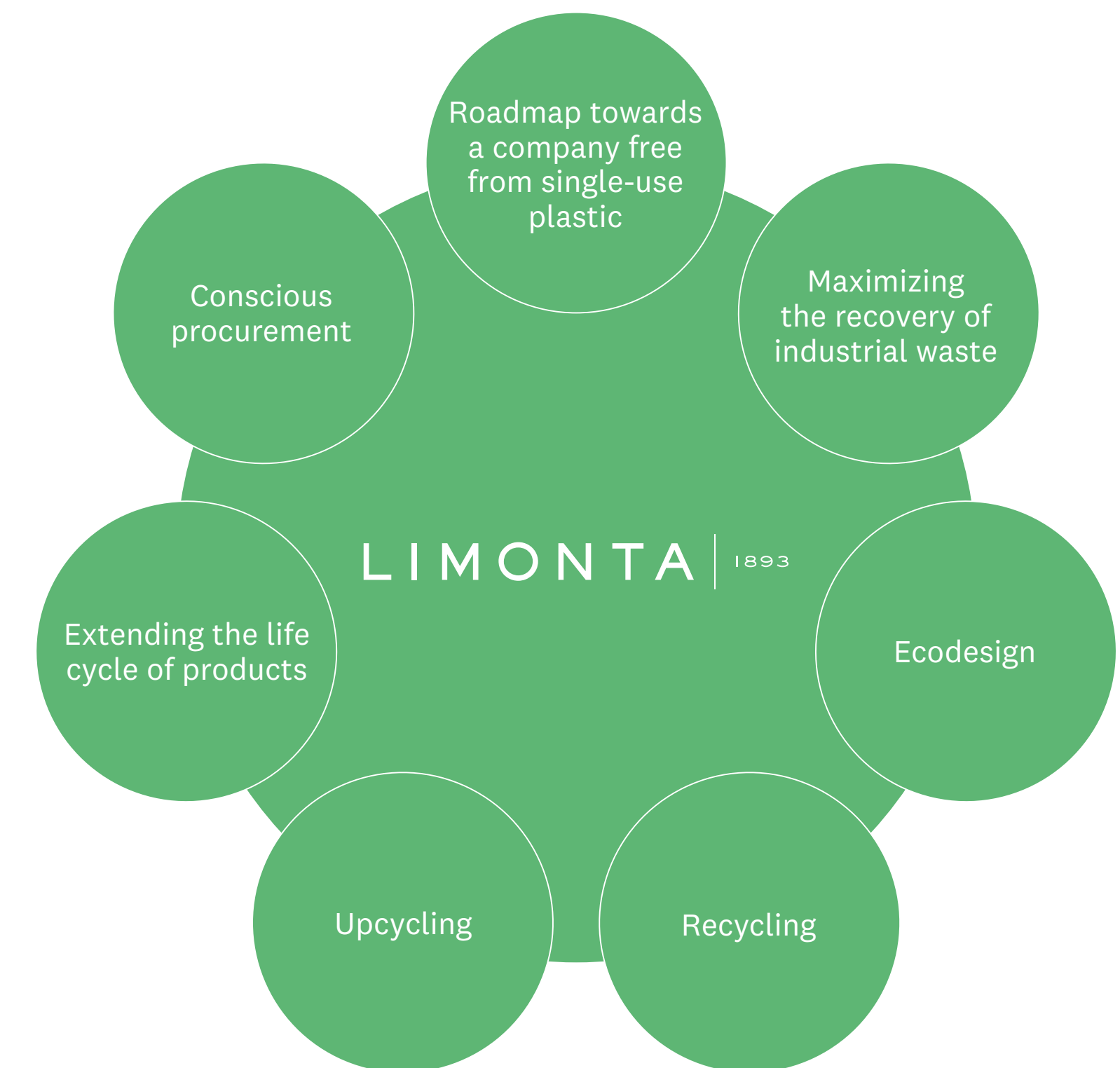
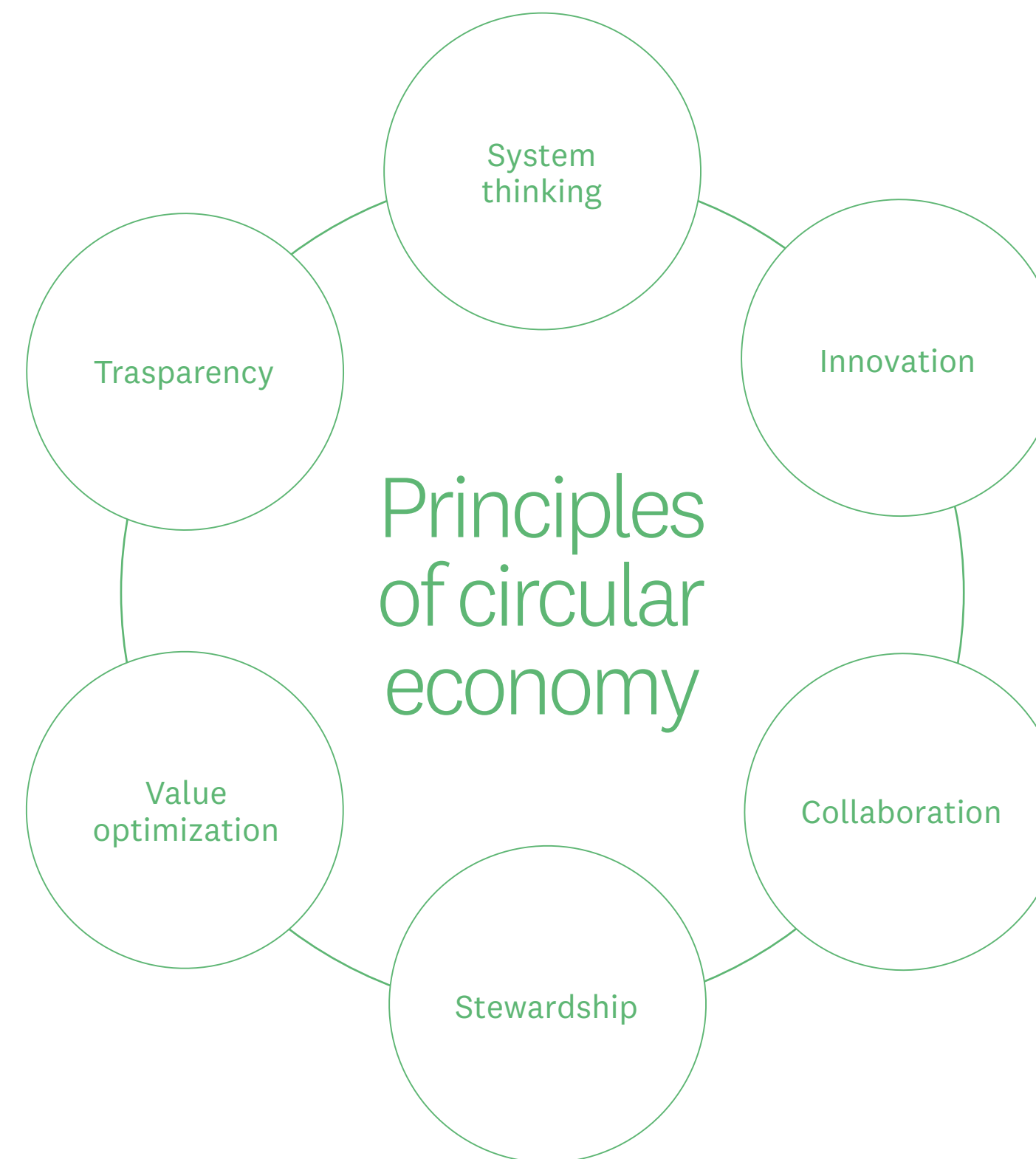


In 2021 there was a **reduction** in emissions equal to **2.391 tons of CO₂ equivalent compared to 2019**. This result was mainly achieved by increasing the use of electricity from renewable sources.

3.4. The circular value of materials

Each material has a value given by the substances that compose it and by the energy used to extract, process, and produce it. Being aware of this fact, Limonta has always strived to implement the principles of **circular economy**.

The company was inspired by the principles of circular economy in accordance to reference standard BS 8001:2017 focusing its commitment on a series of projects linked to the following themes:

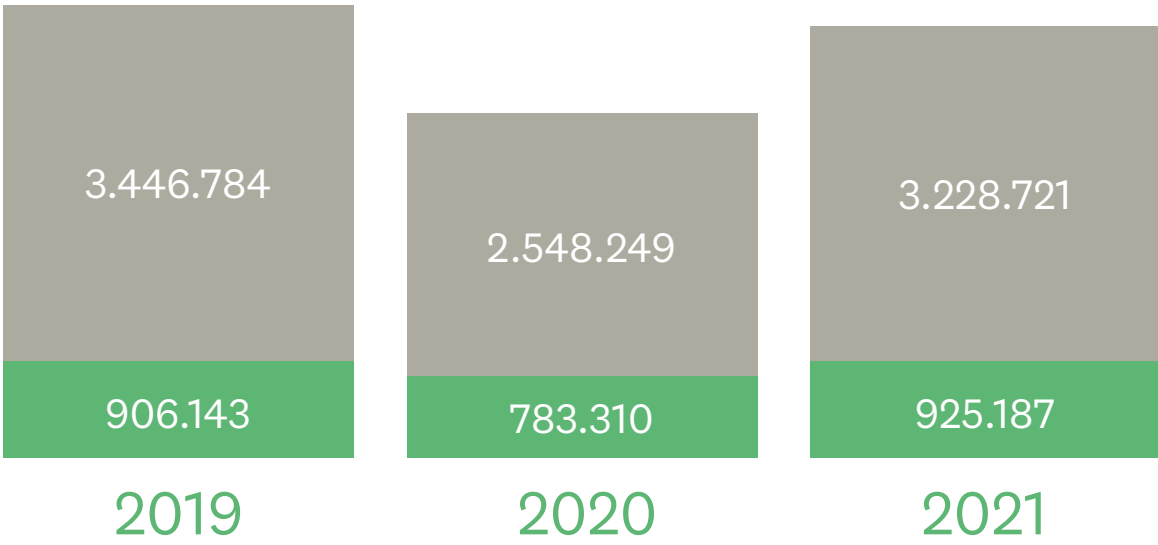


3.4.1. Maximising the recovery of industrial waste

The following table shows the quantities of waste produced by the company.

	u.m.	2019	2020	2021
Hazardous waste	Kg	906.143	783.310	925.187
Non-hazardous waste	Kg	3.446.784	2.548.249	3.228.721
TOTAL	Kg	4.352.927	3.331.559	4.153.908

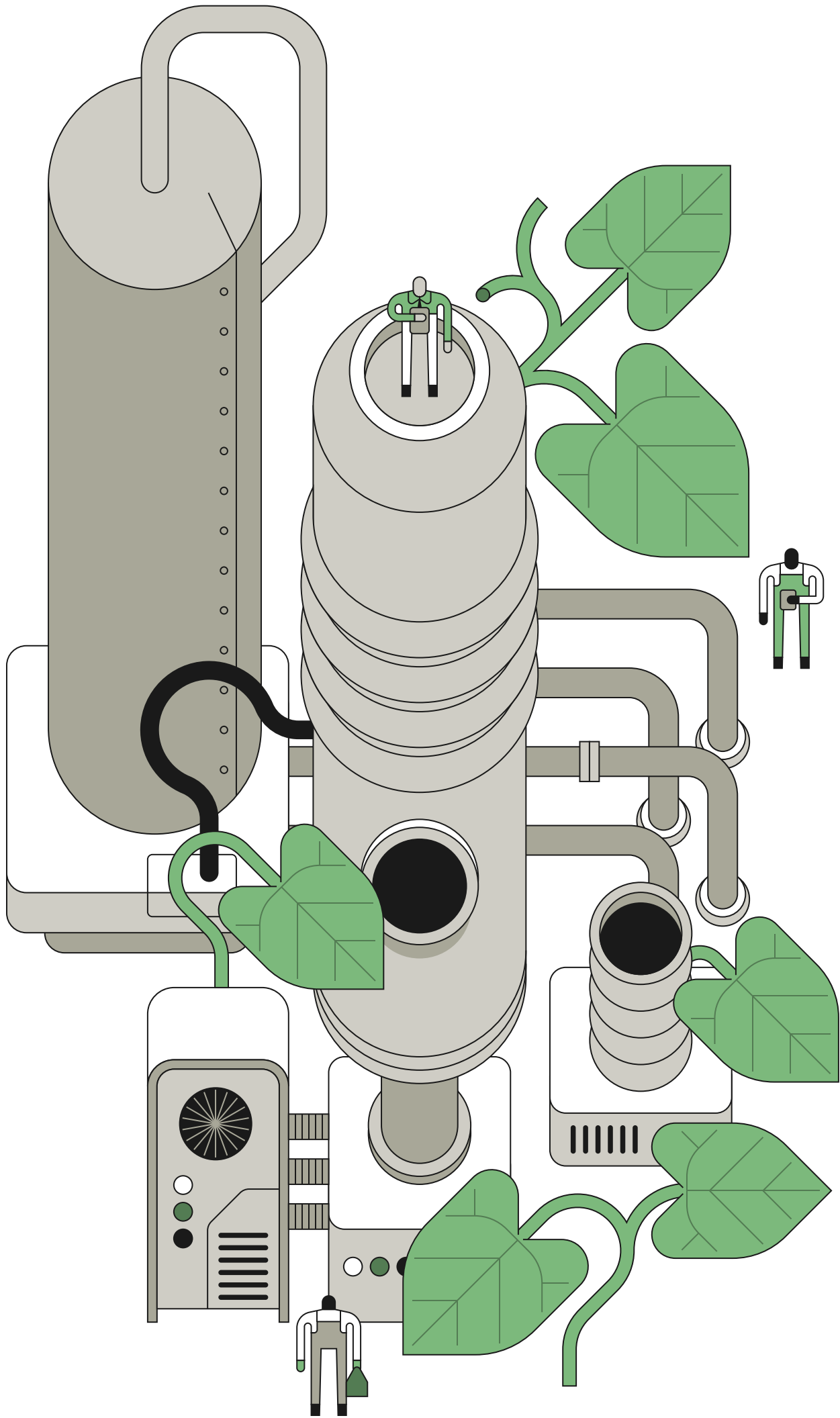
Total quantities of waste produced by the company in Kg. divided in hazardous and non-hazardous.



It is important to emphasize how the quantity of waste produced saw a progressive reduction over the three-year reporting period. In detail, there was a **decrease** in waste produced in 2021 compared to 2019 almost equal to **200.000 kg of waste**. The figure for 2020 was, on the other hand, influenced by the pandemic emergency, that saw a reduction in production volumes.

In a context of circular economy, the company has always given priority to recovering materials and energy rather than disposing of the same. In 2021 **68% of waste produced was sent to be recovered**.

200K
DECREASE OF KG OF WASTE
COMPARED TO 2019



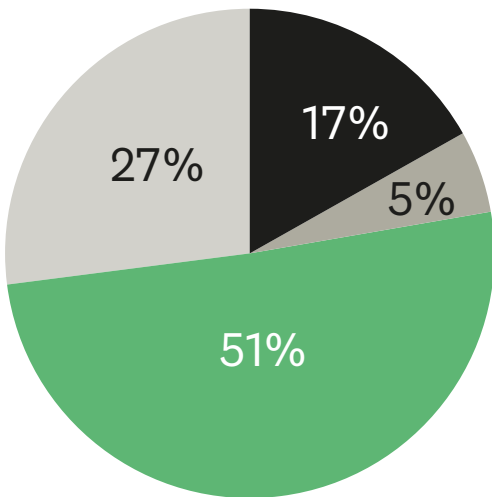
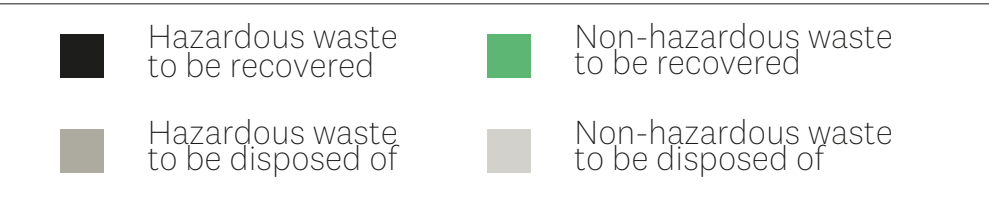
The following table shows details of the destinations and related quantities during the reporting period:

	u.m.	2019	2020	2021
Waste to be recovered	Kg	2.380.717	2.014.019	2.804.858
Waste to be disposed of	Kg	1.972.210	1.317.540	1.349.050

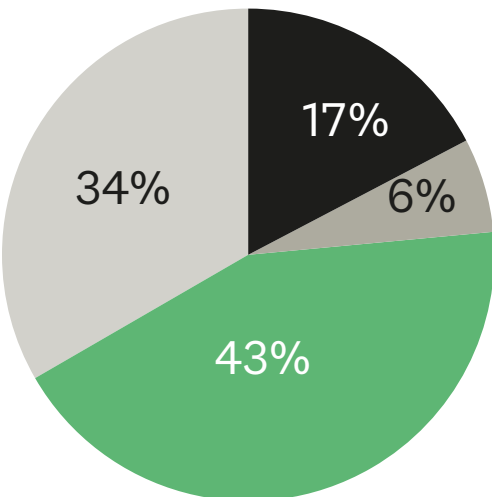
It important to note how the tangible approach to circular economy principles was practically applied: in the three-year reporting period the **volumes of waste to be recovered increased by 16%** in 2021 compared to 2019, with more than 400.000 kg of waste sent to be recovered.

16%
INCREASED
VOLUMES OF WASTE
TO BE RECOVERED

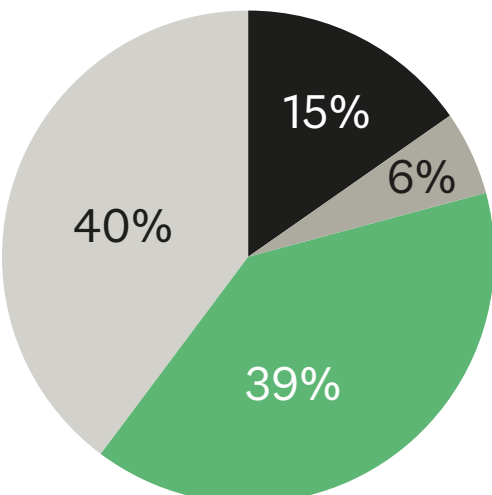
The following charts show this positive trend:



Wasted destination in 2021



Wasted destination in 2020



Wasted destination in 2019



3.4.2. Ecodesign

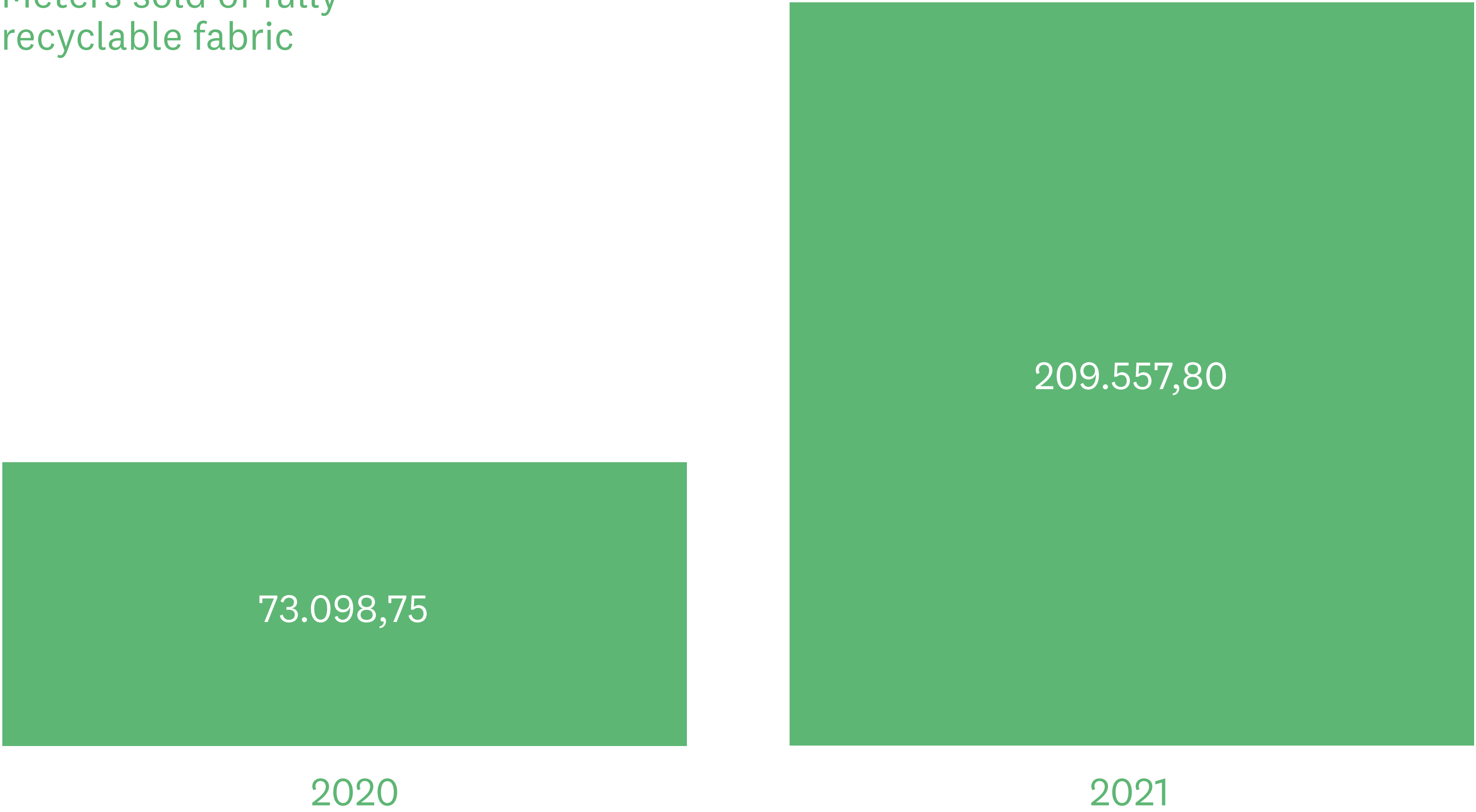
The ongoing cooperation with suppliers and partners has led Limonta to design, create and distribute material produced with a focus on ECO-DESIGN, with the aim **to reduce the use of virgin raw materials and favor recyclability at the end of a product’s life.**

A tangible example is the partnership between Limonta and Aquafil, a consolidated supplier of ECONYL, regenerated nylon yarn from waste material used as raw material instead of exploiting new resources.

DORRYL ECO and DOLMIAS ECO, two 100% pre- and post-consumer recycled Nylon fabrics, produced with a solvent-free water treatment and certified as fully recyclable at the end of life by Aquafil, were born from the close collaboration of the technical and productive departments.

209.557,80 meters were sold in 2021, a 186% increase compared to 2020.

Meters sold of fully recyclable fabric



3.4.3. Recycling

Limonta is proud to continue a collaboration started several years ago with a leading company in the production and marketing of infill granules for synthetic turf surfaces for sports facilities.

Pre-consumer industrial scraps of the coated, clotted and resin coated materials manufactured by Limonta, are collected and **converted into secondary raw material**, to become synthetic organic granules for sport fields all over the world.

Technology, innovation and respect for the environment are at the basis of this fully “Made in Italy” process, which prioritizes the creation of direct material recycling, all the granules are, in fact, made exclusively with raw material recovered from production scraps. Thanks to this collaboration more than 270 tons of material have been destined to this type of recovery, giving it new value. The granules can be vacuumed off the field when the synthetic turf reaches the end of its life and regenerated in a never-ending recovery cycle.





3.4.4. Upcycling

The principles of Circular Economy are put into practice when the components of a product are originally designed to adapt within a material cycle, ready to be useful again after the obsolescence of the product itself.

Following this paradigm, Limonta is committed to reducing production scraps to the minimum **reintroducing them into its production cycle whenever possible.**

A tangible example is given by **UNDERLAY**, a plastic material employed to produce coatings. All residual paste in the tubs is reused to produce flooring bases.

Approximately 30.000 kg of UNDERLAY paste in different compositions **were recovered** in 2021, with simultaneous reduction in the use of virgin raw materials.

3.4.5. Extending the life cycle of products

Giving new life to fabrics is one of the challenges of the textile sector, which is why Limonta tries to add value to unsold stock extending its life cycle as much as possible.

Obsolete and second-choice fabrics do not, therefore, become waste material, but are handled and marketed through a network of third-party companies, whose job is to put these materials, by many considered useless, back into the market.

This practice makes it possible **to extend the life cycle** of obsolete fabrics, without generating further impact on the environment at the production level, and to increase market awareness, selling a product at a lower price but still in line with its undeniable intrinsic quality and creativity.

247.648 meters and 192.290 kg of obsolete fabric were sold in 2021.





3.4.6. Conscious procurement

Being committed to creating durable and high-performance products with low environmental impact implies responsible sourcing, preferring raw material from renewable sources or recycled.

In the textile sector, Limonta's care in choosing **recycled yarns** is shown by the steady increase in the quantity of fabrics produced. In 2021, **2.042.155 meters of fabric were produced with recycled materials**, a 52% increase compared with the previous year, as detailed in chapter **par 4.5. Recycled fabrics: resource efficiency in a context of circular economy**

3.4.7. Roadmap towards a single- use plastic-free company

Limonta has decided to embark on a journey aimed at reducing single-use plastic in its offices by implementing a series of concrete initiatives, where virgin plastic is to be replaced with materials from renewable resources.



Water bottles Be|Limonta

As a first step, the “be Limonta” **water bottles** were distributed in all departments and offices, bottles to be filled at the water coolers installed throughout the company. The choice of water bottles was not accidental, and the benefit is twofold: in addition to reduced use of single-use-half-liter PET bottles, the water bottles were made in collaboration with **24Bottles**, a company which guarantees the planting of trees to compensate for CO₂ emissions resulting from their production. It was calculated that by using the 24Bottles, Limonta prevents emitting 2.000 kg CO₂ eq. per year.

Recyclable paper cups

Limonta is also committed **to replacing all plastic cups (water and coffee)** distributed by coffee machines and water coolers with **100% recyclable paper cups during the course of 2022.**

Sustainable packaging

The company has also started an important transition to more **sustainable packaging** by replacing all Society, Limonta's BtoC brand, packaging. The new packaging, designed to have the least possible environmental impact and at the same time perform its protection and information functions at best, was presented by Society during Fashion Week 2021.

The choice was to switch from **100% plastic packaging to 100% cardboard**, thus preferring a **100% natural, renewable, recyclable and biodegradable resource**. It was calculated, based on data from 2020, that the production in the environment of approximately 10.000 Kg. of plastic was avoided because of this choice.

The cardboard used to produce the packaging comes from responsibly managed **FSC certified** forests. All packaging is labelled with the necessary information to help the consumer dispose of/recycle the same.





HIGHLIGHTS



99%

OF SOLVENTS
RECOVERED



68%

OF WASTE PRODUCED SENT
TO BE RECOVERED IN 2021



4.011

TONS OF DMF
RECOVERED IN 2021



8.730

CUBIC METER OF WATER
RECOVERED IN 2021 IN THE
COSTA MASNAGA FACILITY
(15% OF TOTAL PROCURED)



1.668

TONS OF CO₂
EQUIVALENT AVOIDED
IN 2021



1,2Mln

KWH ELECTRICITY
PRODUCED BY
PHOTOVOLTAIC PANELS
IN 2021



50%

OF ENERGY CONSUMED
IN 2021 BY THE COSTA
MASNAGA FACILITY IS
SELF-PRODUCED



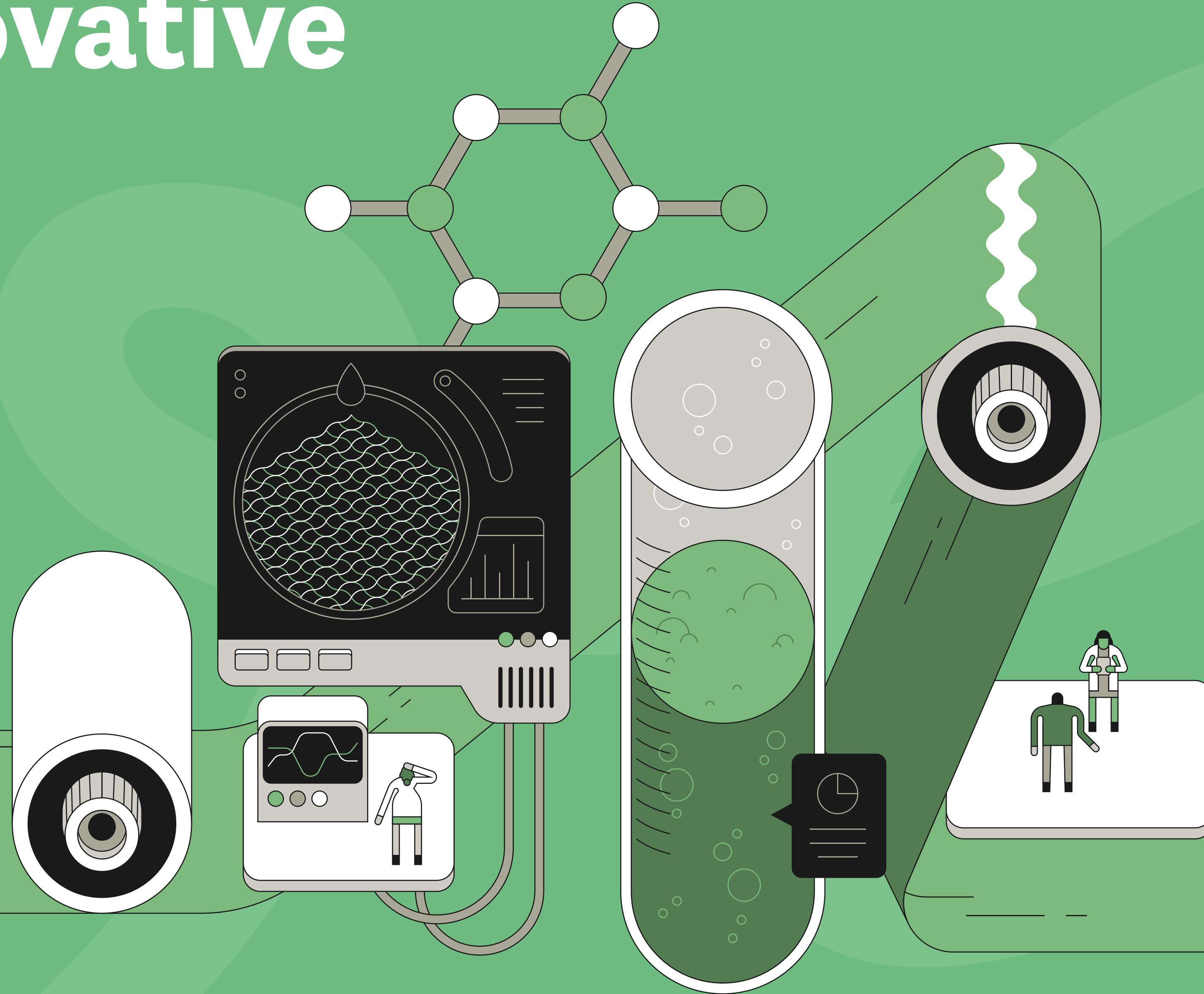
2.391

TONS OF CO₂
EQUIVALENT AVOIDED IN
2021 COMPARED TO 2019

IMPROVEMENT PLAN

SDGS category	Scope	Topics	Steps	KPI monitoring	Baseline	Target	2021 progress status
<div><div><div>12</div><div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div><div></div></div><div><div>13</div><div>CLIMATE ACTION</div><div></div></div><div><div>15</div><div>LIFE ON LAND</div><div></div></div></div>	Environment	Reduction of scrap materials	Increase the quantity of scrap material to be recycled	% of waste sent to be recoverd	2019 - 54,69% scraps to be recovered	ongoing increment	+13 % compared to 2019 (67,52%)
			Start material recycling projects	tons of products sent to be recycled	2019 - 0 tons	ongoing increment	270 tons of product sent to be recycled as football fields infill granules
			Installation of electric hand driers in restrooms to reduce the consumption of paper	number of hand towels used/year	2020 - 2 millions towels	2022 - 0 towels	installation of electric hand driers in progress
		Reduction of single-use plastic	Supply water bottles to employees	% of delivery to employees	2020 - 0%	2021 - 100%	goal reached
		Energy and water consumption	Reporting on GHG emission	% activity completed	2020 - 0%	2023 - 100% reporting on GHG emissions Scope 1,2,3	50% - reporting on GHG emissions Scope 1,2 years 2019,2020,2021
			Implementation of strategic plan to reduce CO ₂ eq. emissions	tons of CO2 eq. reduction compared to 2019	2019 - 20.164 tons CO2 eq. Scope 1 and 2	ongoing reduction	2.391 tons of CO2 equivalent reduction compared to 2019
			Substitution of light fixtures with LED in the manufacturing departments and external areas in the Costa Masnaga facility	% of LED light fixtures in manufacturing dept. and external areas	2019 - 30% LED light fixtures	2025 - 100% LED light fixtures	75% LED light fixtures
			Increased self-generated energy from renewable sources	kWh of self-generated energy from photovoltaics	2019 - 214,605 kWh (Costa Masnaga site)	ongoing increment	25%-approved budget for re-roofing of weaving department and installation of new photovoltaic system
			New energy saving compressor in Garbagnate Monastero	% activity completed	2020 - 0%	100% - 2022	100% goal reached
			Energy efficiency improvement of the air treatment unit in the Weaving department	% activity completed	2020 - 0%	100% - 2023	20% - selection of supplier and work order

Be|Innovative



Two totally different manufacturing companies, employing different technologies, coexist within Limonta for the production of **heddle and jacquard fabrics**, with related finishing processes, and the production of **coated, resin coated, clotted fabrics**, for a total of **220 looms, 8 release coating machines and 60 finishing plants**.

Limonta is, therefore, one of the most complete manufacturing companies in the sector in Europe, being able to internally cover the entire production chain, from warping, to weaving, to chemistry and ennoblement to the finishing touches.

The diversification of the weaving and ennoblement processes result in unique, versatile fabrics that are specifically developed to be also employed in other applications.

220

LOOMS

8

RELEASE
COATING
MACHINES

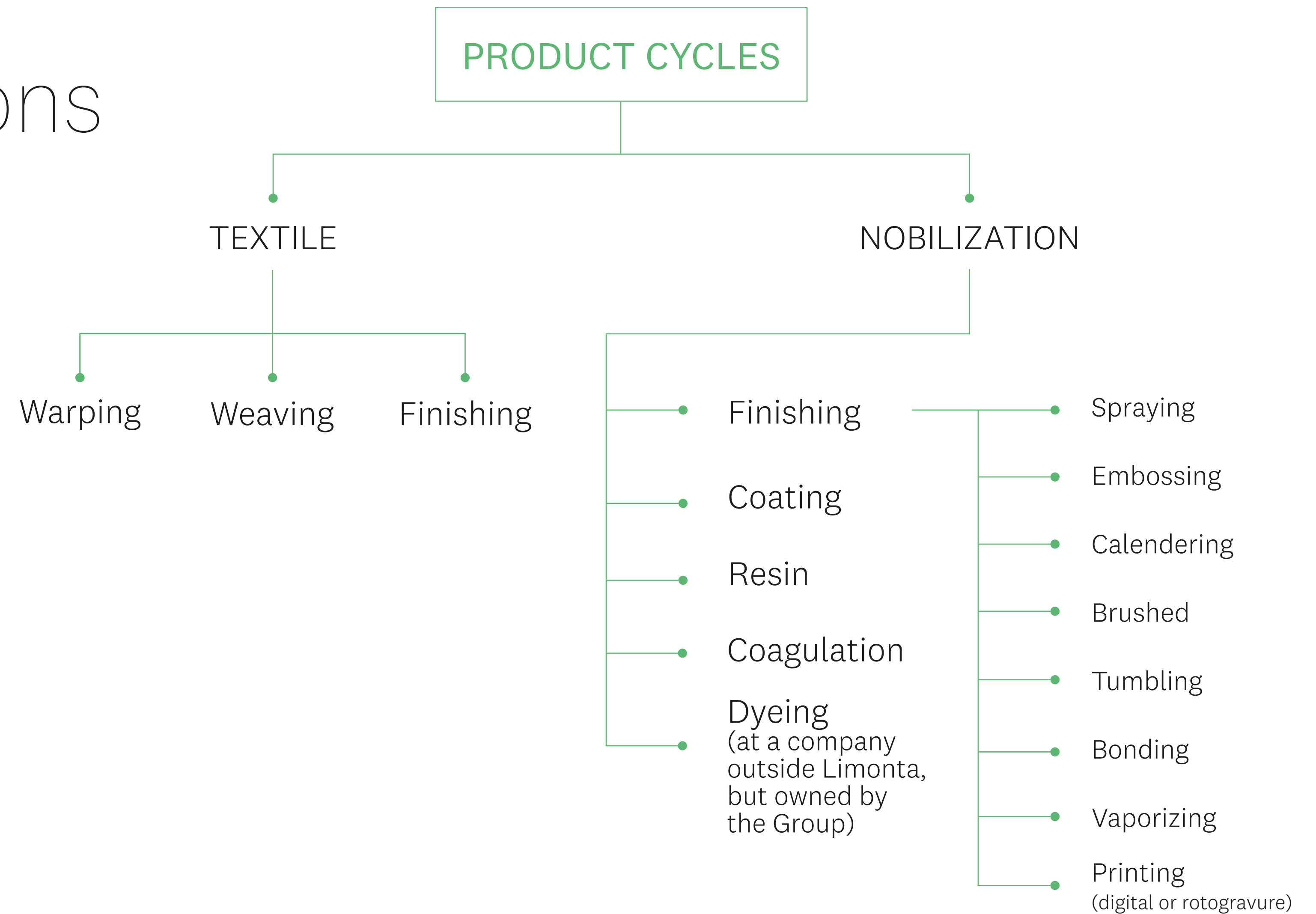
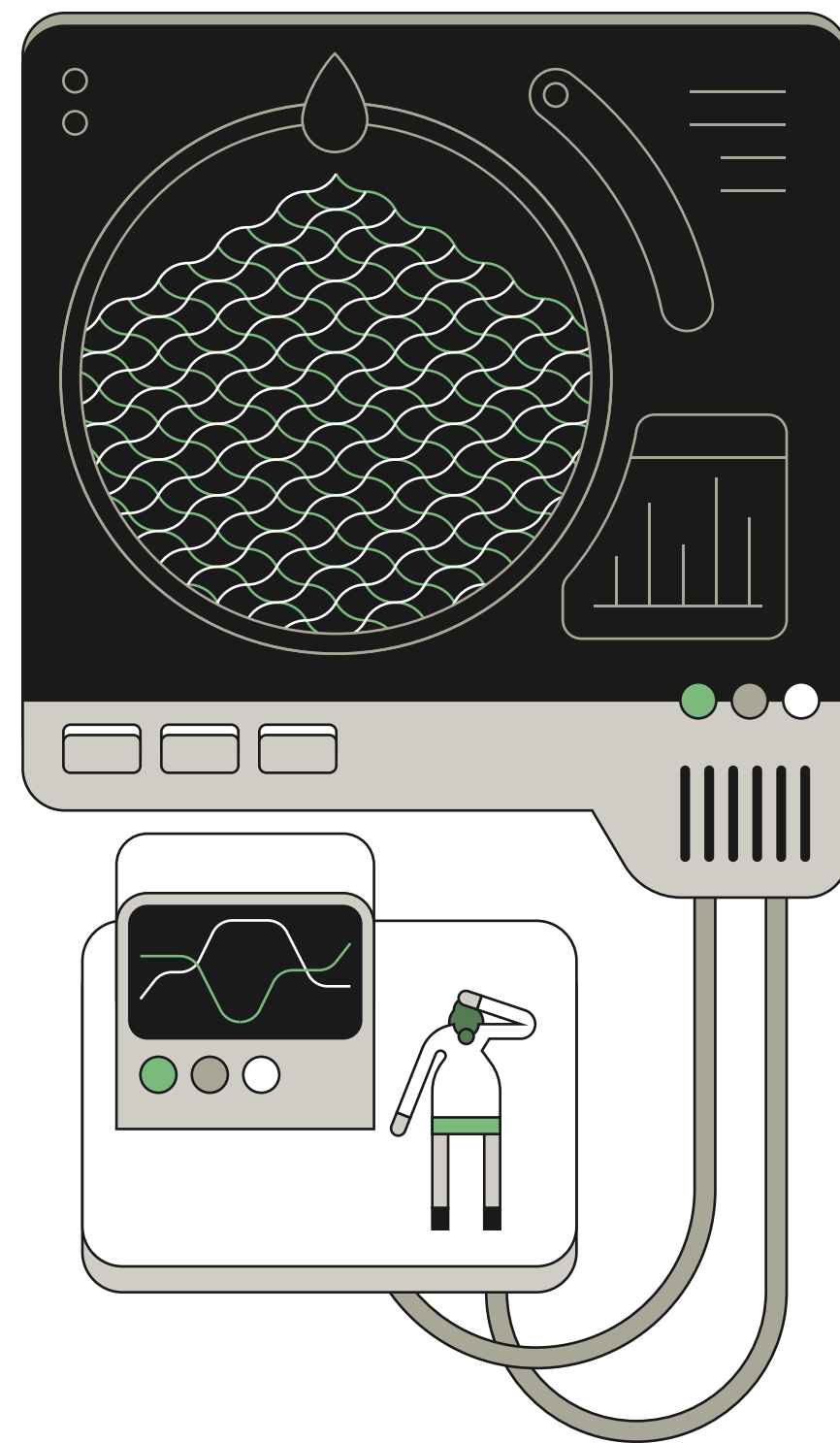
60

FINISHING
PLANTS

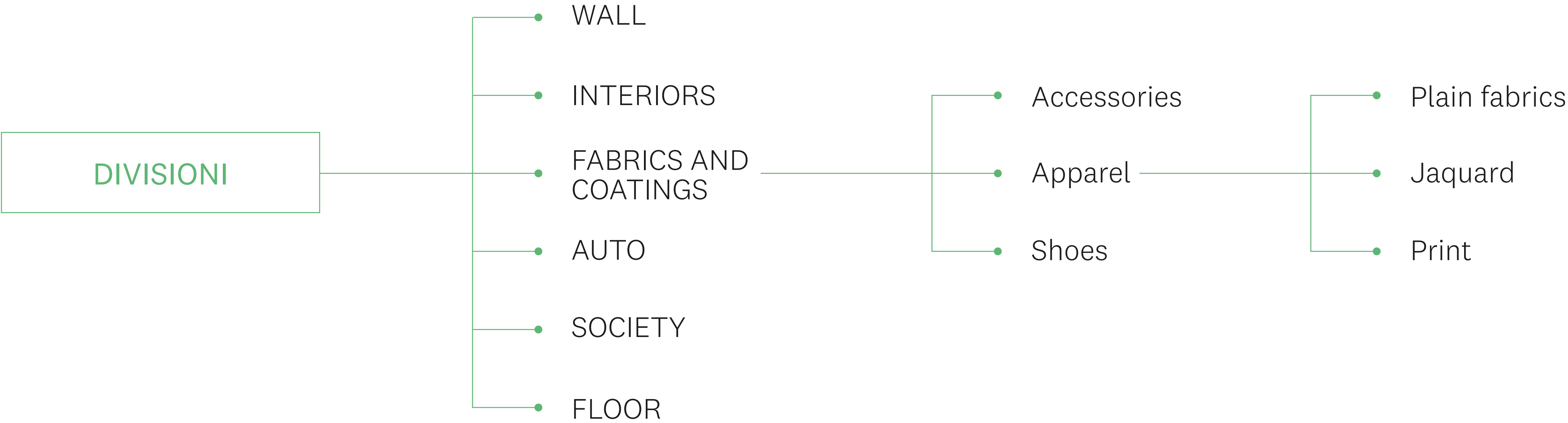


* For all the initiatives put in place by Limonta to contribute to the achievement of the Sustainable Development Goals, see “Limonta’s SDGs 2030 and applicability Table”

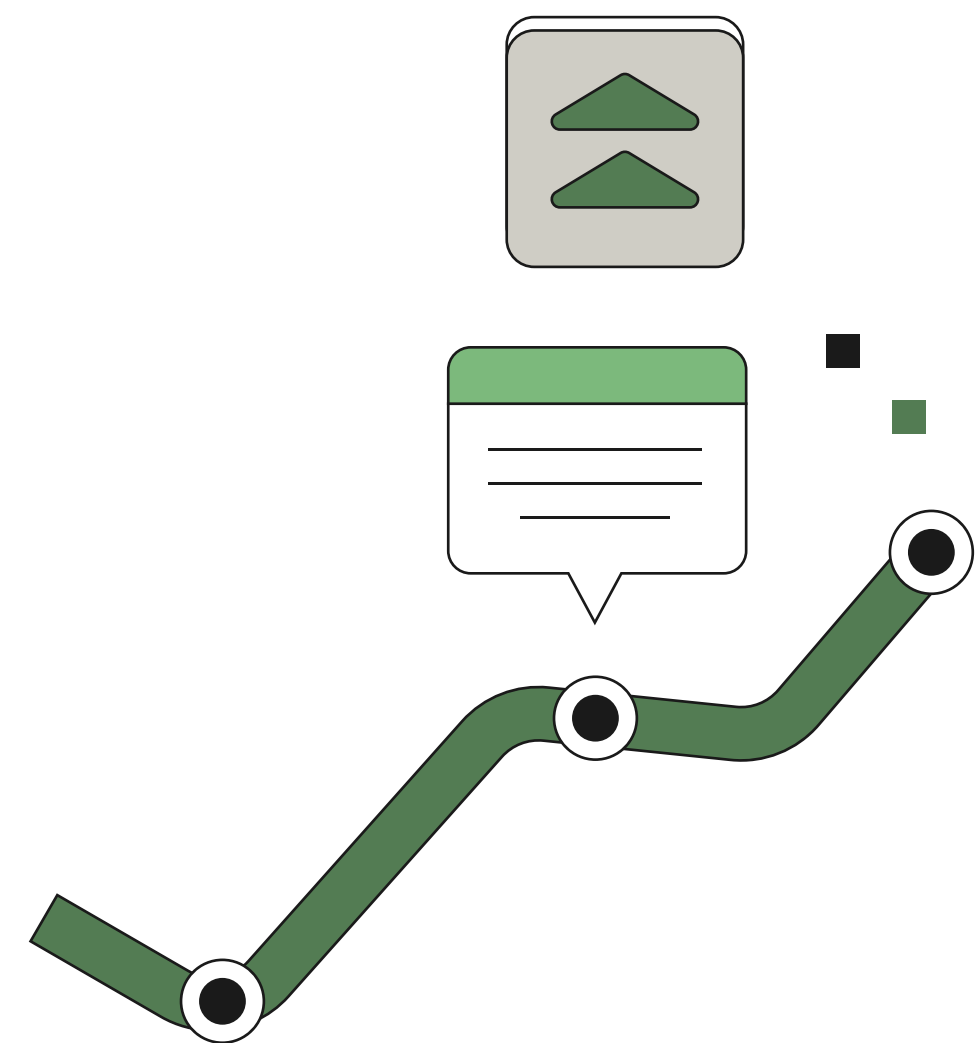
4.1. Production cycles and divisions



Due to its manufacturing versatility, the company targets highly diversified markets: textiles for apparel, accessories, shoes, home decor (Interiors division) wallpaper (Wall divisions) and Automotive



4.2. Market presence



Limonta's “**Made in Italy**” production is its main strategic asset.

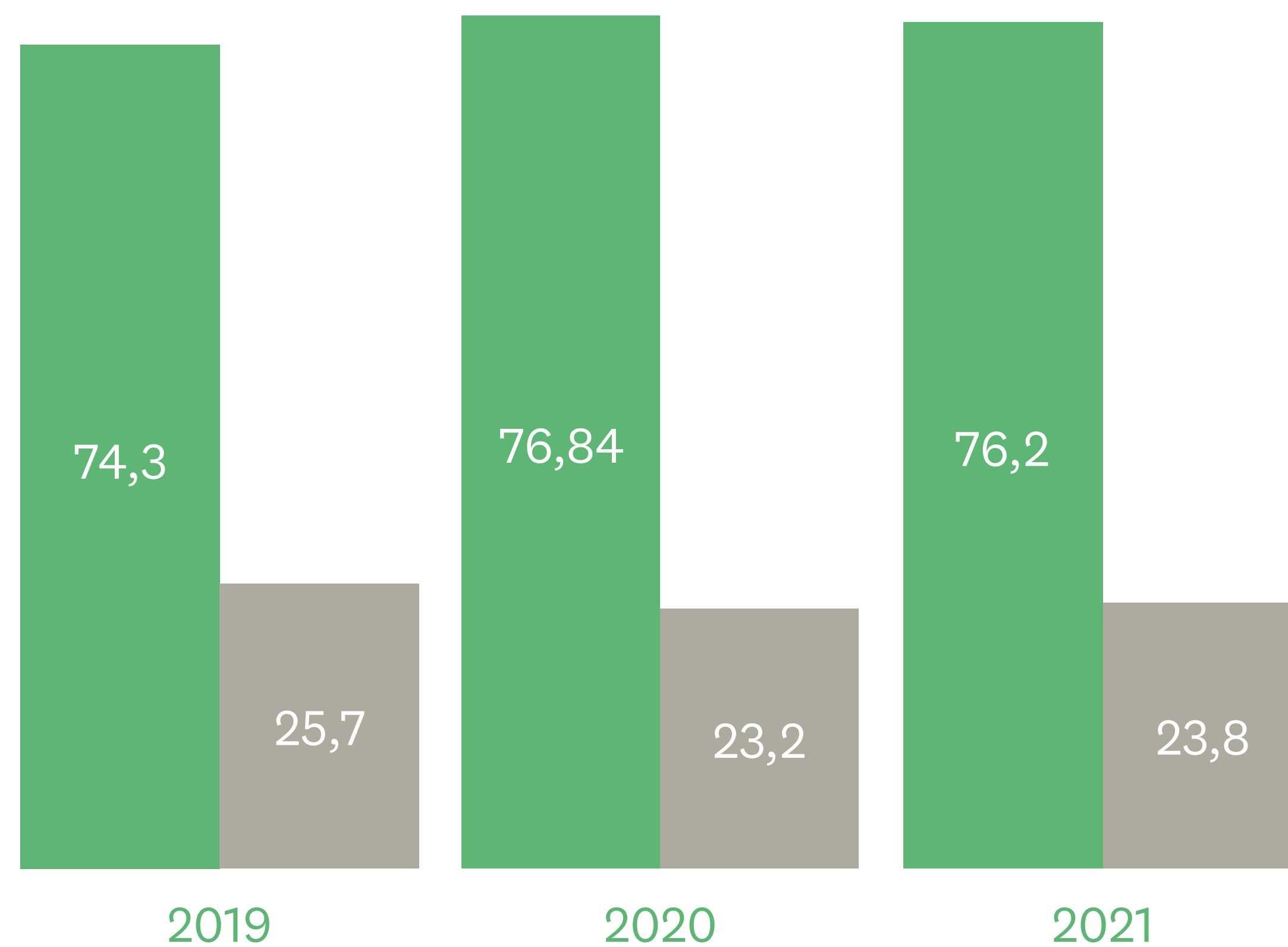
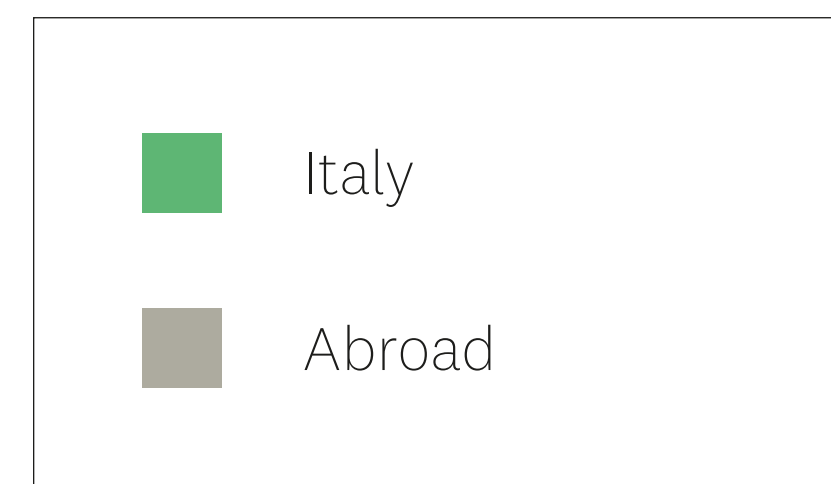
Its soul, deeply rooted in Italy, has a global market presence thanks to a structured internal commercial network.

Full control on the purchasing chain is also guaranteed by the fact that the company has always focused on short-distance procurement, not only to protect the environment and save economic resources, but also in search of the quality that characterizes Italian manufacturers.

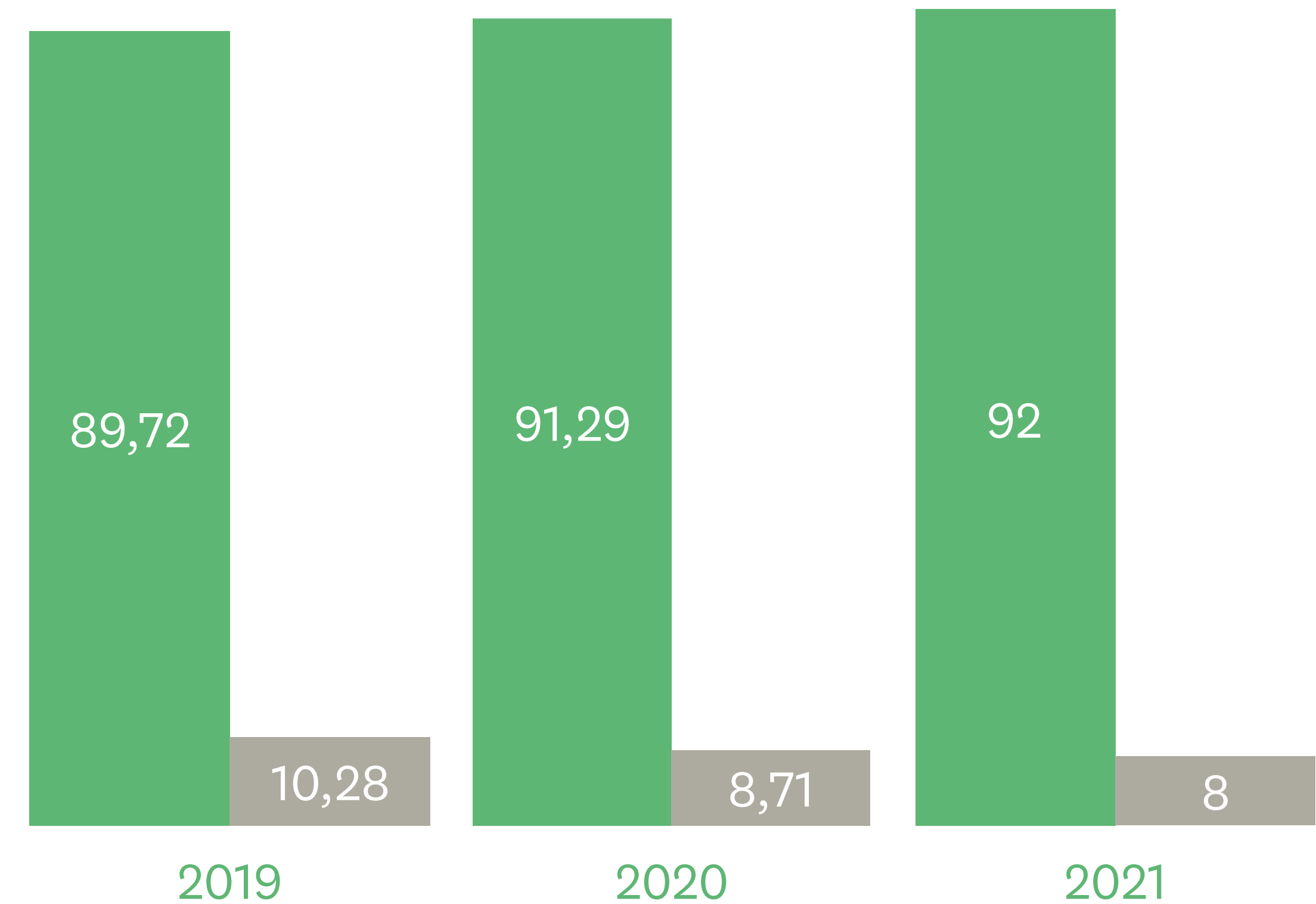
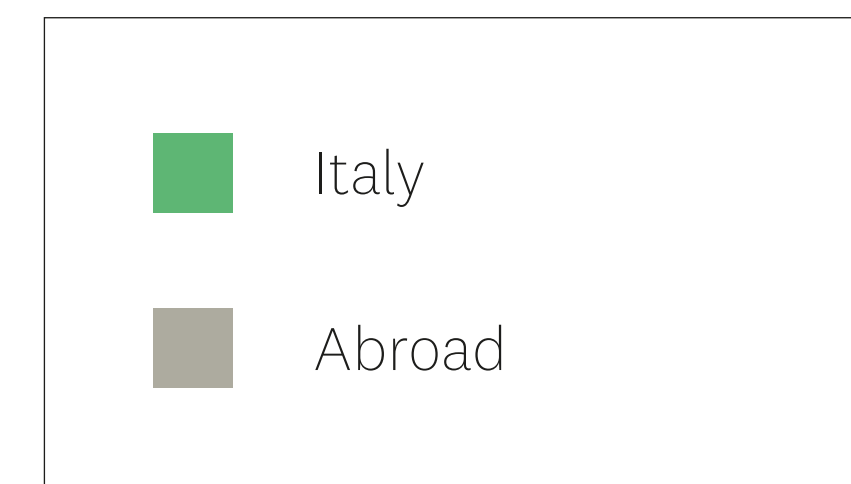
For this reason, most of the purchases of raw material, semi-finished products, auxiliary materials and goods, as well as the services to needed to run the company, are made in Italy, by partners whom Limonta relies on, and with whom we share a relationship of trust and collaboration. The trend is also confirmed in 2021, since approximately **76% of purchases of materials and good and approximately 92% of expenses for services are local.**

76% **92%**
OF PURCHASES OF
MATERIALS AND
GOOD ARE LOCAL OF EXPENSES
FOR SERVICES
ARE LOCAL

Purchases of raw materials and goods, by geographical area in the 2019-2021 three-year period.



Purchases of services by geographical area in the 2019-2021 three-year period



Given the strong diversification and verticalization, the company targets an international and heterogeneous market, in **the medium-high segment**, especially linked to **local and international brands**.

Limonta exports to approximately 90 countries in the world, 60% of which in the European continent.

A total of 9.500.000 linear meters of fabric and 4.875.000 linear meters of wallpaper in different heights were sold just in 2021.

9.500.000

LINEAR METERS OF FABRIC SOLD IN 2021

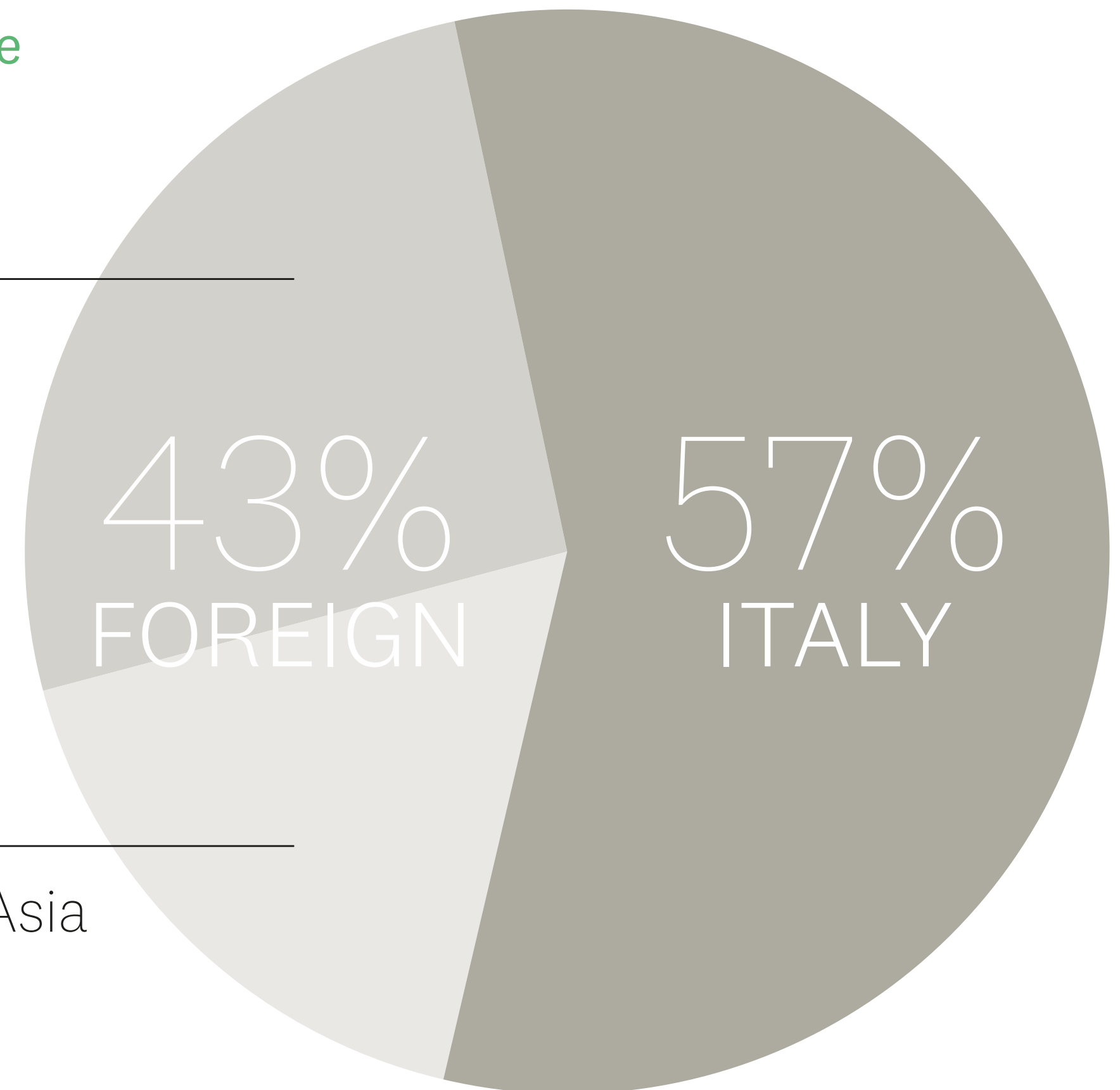
4.875.000

LINEAR METERS OF WALLPAPER IN
DIFFERENT HEIGHTS SOLD IN 2021

Limonta S.p.A. market presence

66% Europe

34% America/Asia





4.3. Product quality and certification

In 2021 we received two important certifications for the sustainability of our products.

For years Limonta has been focused on important international certifications and standards as a reference for innovative, sustainable and industrial products.

The basis for compliance with these standards is the **ISO 9001** certification, which Limonta has had for years, and which provides the reference model for the management of internal processes, striving for quality and continuous improvement of products.

The company has, so far, adhered to the following standards:

- **GRS – Global Recycled Standard - 2017**
- **CSI - Recyclable Plastic - 2018**
- **BCI – Better Cotton Initiative - 2019**
- **OEKO TEX Standard 100 - 2019**
- **ZDHC - 2019**
- **FSC MIX - 2019**
- **VEGAN - 2020**
- **GREENGUARD - 2021**
- **USDA - 2021**
- **SEAQUAL - 2021**

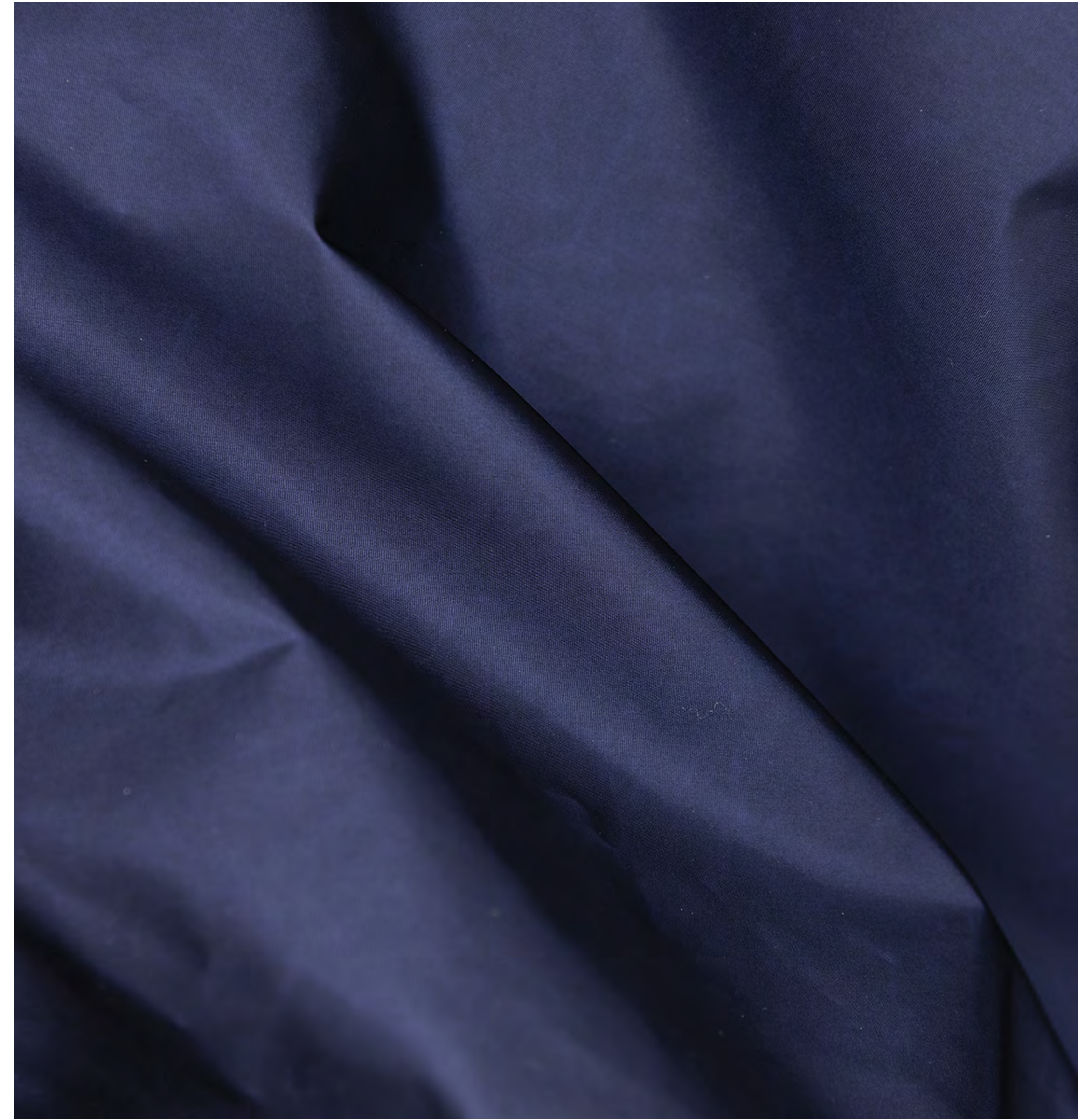


4.3.1. GRS – Global Recycled Standard: circular economy of materials

A textile certification that certifies the use of recycled fibers of any nature: cotton, wool, polyester and polymers. This standard promoted by the Textile Exchange, one of the most important international non-profit organizations for responsible and sustainable development in the textile sector, takes the concepts of circular economy inside manufacturing processes. Always proactive, Limonta obtained the **GRS certification for polyamide, polyester fabrics produced with recycled yarns in 2017**. The GRS standard provides for the issue of an environmental declaration, verified by an independent body after a preliminary audit and a subsequent on-site inspection, to add value and credibility to the certification.



Purchasing figures for fabrics produced with recycled materials have been constantly increasing since 2017, further evidence of how Limonta fully grasped the potentials of circular economy.





4.3.2. CSI Recyclable Plastic: recyclability certification.

Limonta's considerable commitment for EcoDesign and Circular Economy is also expressed by developing fully recyclable products. The company obtained a certification validated by a third-party body in 2018 that guarantees recyclability at the end of life for certain products. In detail, the materials “**Recyclable Iceberg PVC leaf for leather goods**” and “**Recyclable PVC**

leaf for synthetic turf for sports facilities floorings” were found in compliance with the requirements of the CSI Recyclable Plastic mark in conformity with rule 003/13.



4.3.3. Better Cotton Initiative: a platform for cotton sustainability

The Better Cotton Initiative is the largest cotton sustainability program in the world. Its goal is to improve the impact of global cotton production for the people who produce it, for the environment, and to ensure a future for the sector without depleting natural resources. It has a holistic approach that spans all three pillars of sustainability. Each one of the elements of the Better Cotton Initiative acts in an integrated manner involving the entire production chain, from farming to the final product. The system is designed to guarantee the exchange of good practices and to encourage the strengthening of collective actions for a sustainable product.

Limonta is also involved in this virtuous circle, listening to customers' requests who increasingly require sustainable and certified materials. For this reason, the company joined the international platform and can process and supply a BCI certified product to its customers, therefore keeping the "chain of custody" for cotton sustainability intact. Based on customers' requests, Limonta started to purchase BCI certified cotton fabrics.



4.3.4. OEKO TEX Standard 100: tested and certified sustainability

In 2019 Limonta was given the OEKO TEX Confidence in Textile certification. The standard provides for an independent certification that carries out a scientific check on the finished products in the textile sector at every stage of processing, as well as on the accessory materials used for said processes. The check is based on the application of scientific tests to determine the compliance with threshold levels of many chemical substances deemed dangerous for the environment and people's health and, in some cases, not yet regulated by law.

The standard furthermore establishes that any component (even accessory ones) must be in conformity with said requirements and that the company must include the requirements in specific procedures and commit and undersign binding agreements on conformity. These requirements contribute to guaranteeing a high and effective level of safety from the consumer's point of view.



4.3.5.

ZDHC – Zero Discharge Hazardous Chemicals: the roadmap for sustainable chemicals

The Zero Discharge of Hazardous Chemicals is a program started by some top-brand fashion houses on a global level. They focused on principles of transparency and the management of chemicals according to an integrated approach of prevention and precaution. The program is not only aimed at fashion brands, but also at manufacturing companies, of which Limonta is an integral part. All players in the supply chain, indirectly, must, in fact, comply with ZDHC standards to meet their customers' needs and, therefore, be considered "qualified suppliers".

In this context, Limonta has already been able to eliminate some types of harmful substances from the production cycle to comply with the "MRLS" (Manufacturing Restricted Substance List) that customers require. The company also **joined the ZDHC Gateway platform**, specifically created to simplify the research for alternative substances and offer a simpler way to record and find safer chemical solutions. Through the platform, Limonta can guarantee to its customers continuous improvement and the research for increasingly sustainable chemicals.

Ø ZDHC

ZDHC Gateway platform – sustainable chemicals and shared value

The online ZDHC Gateway platform helps to achieve a truly sustainable textile chemistry. For this reason, Limonta decided to join ZDHC Gateway, the first shared database in the world built to make chemical substances safer throughout the entire manufacturing chain. The creation of shared value, as the ultimate goal of the approach for corporate sustainability, is accomplished by joining this digital tool which simplifies the research for safer and sustainable chemical solutions for its manufacturing processes while reducing financial burdens.

The Platform consists of different modules that involve formulators of chemical substances, textile processing and finishing companies and marketing brands.

Chemical companies all around the world register themselves and their products in the ZDHC Gateway chemical module; chemical formulators can demonstrate the compliance of their product with the ZDHC platform MRSL committing to the reduction of dangerous chemicals; textile processing companies, such as Limonta, can ensure compliance with ZDHC standards and promote the use of safer chemical, showing their customers the results thus obtained.

4.3.6. FSC® Chain of Custody (License code FSC-C146657): Responsible paper supply chain

The FSC Chain of Custody certification guarantees the traceability of materials from FSC certified forests and is essential to be permitted to apply FSC labels on products.

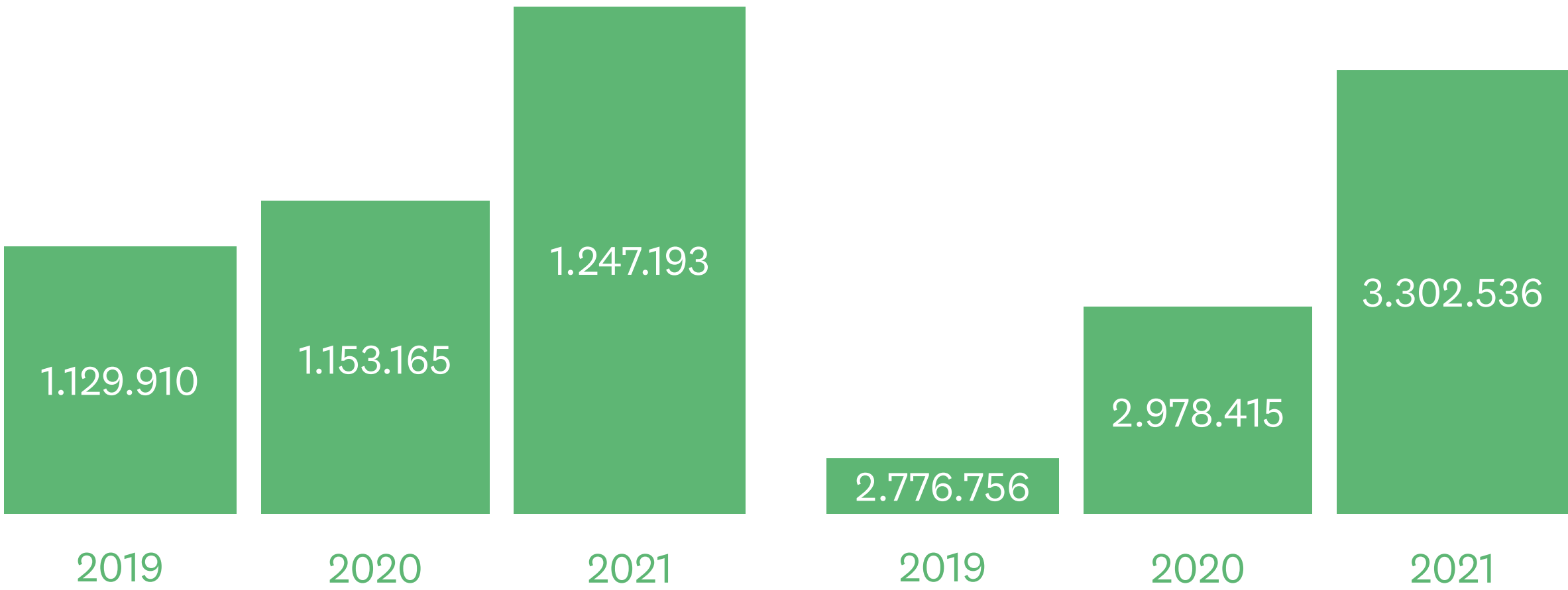
This certification, acquired by Limonta’s Wall division, can guarantee that the raw material used to produce our wallpaper is made with material that comes from well managed FSC certified forests, with recycled material or material from other certified sources.

The company has adhered to these product requirements, which represent one of the most accepted and best-known product certifications in the world, since 2019. The Limonta Wall division relies, in fact, on the use of CSF certified material, a practice continued in 2021.



The following table shows the FSCMIX certified production of materials processed by Limonta Wall for the 2019-2021 three-year period.

These materials, steadily increasing, are subdivided in **linear meter of paper (sum of 53-70 cm heights)** and **linear meters of non-woven fabric (sum of 53-70-106cm heights)**.



Total production of FSC paper in linear meters - 2019-2021 three-year period

Total production of FSC non-woven fabric in linear meters - 2019-2021 three-year period

4.3.7. VEGAN: certification for the protection of animals

In January 2020 Limonta obtained the Vegan certification for some families of coated products, which increased with the addition of new articles in 2021.

The procedural guidelines for the certification of vegetarian and vegan products were developed by ICEA together with LAV – League Against Vivisection, which has been promoting information campaigns in favor of 100% plant-based consumption since its establishment. Pigments, textile components, chemicals and dyes are inspected to check there are no traces of components of animal origin.

The products must also guarantee:

- compliance with product and process requirements specified by procedural guidelines
- truthful and verified labels to meet vegan/vegetarian consumers' requirements
- no ingredients and/or animal by-products for products in which their indication on the label is not required.

Limonta obtained the VEGAN certification for 9 families of products.



4.3.8. GREENGUARD: product certification for low chemical emissions

GreenGuard is an Environmental Product certification born in the United States and issued by the UL control organization.

It is an important certification, since it guarantees that products designed for indoor use comply with strict limits of chemical emissions, and that they, therefore, contribute to healthier living

environments. The certification measures the emission of approximately 400 harmful substances for every single product: from phthalates to benzene, from aromatic amine to formaldehyde.

In 2021 Limonta obtained the GREENGUARD Gold certification for 147 articles.



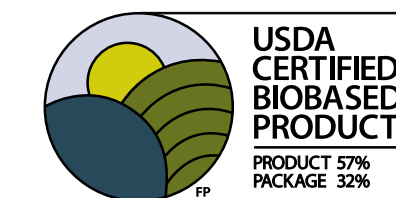
4.3.9. USDA Certified Biobased Product: the certification for Biobased content

The USDA certification is promoted by the USDA's BioPreferred® Program, a program first introduced in the United States in 2002 as part of the Farm Bill. It requires federal agencies and contractors to favor the purchase of Biobased products to increase their development, market and use.

The certification guarantees the exact Biobased content inside a given product, as defined by law. Biobased products contain renewable plant, marine and tree-based resources not derived from petroleum.

They supply an alternative to conventional petroleum-derived products and include a diverse range of articles, such as lubricants, detergents, ink, fertilizers and bioplastic.s

In 2021 Limonta obtained the Biobased certification for 4 families of products.



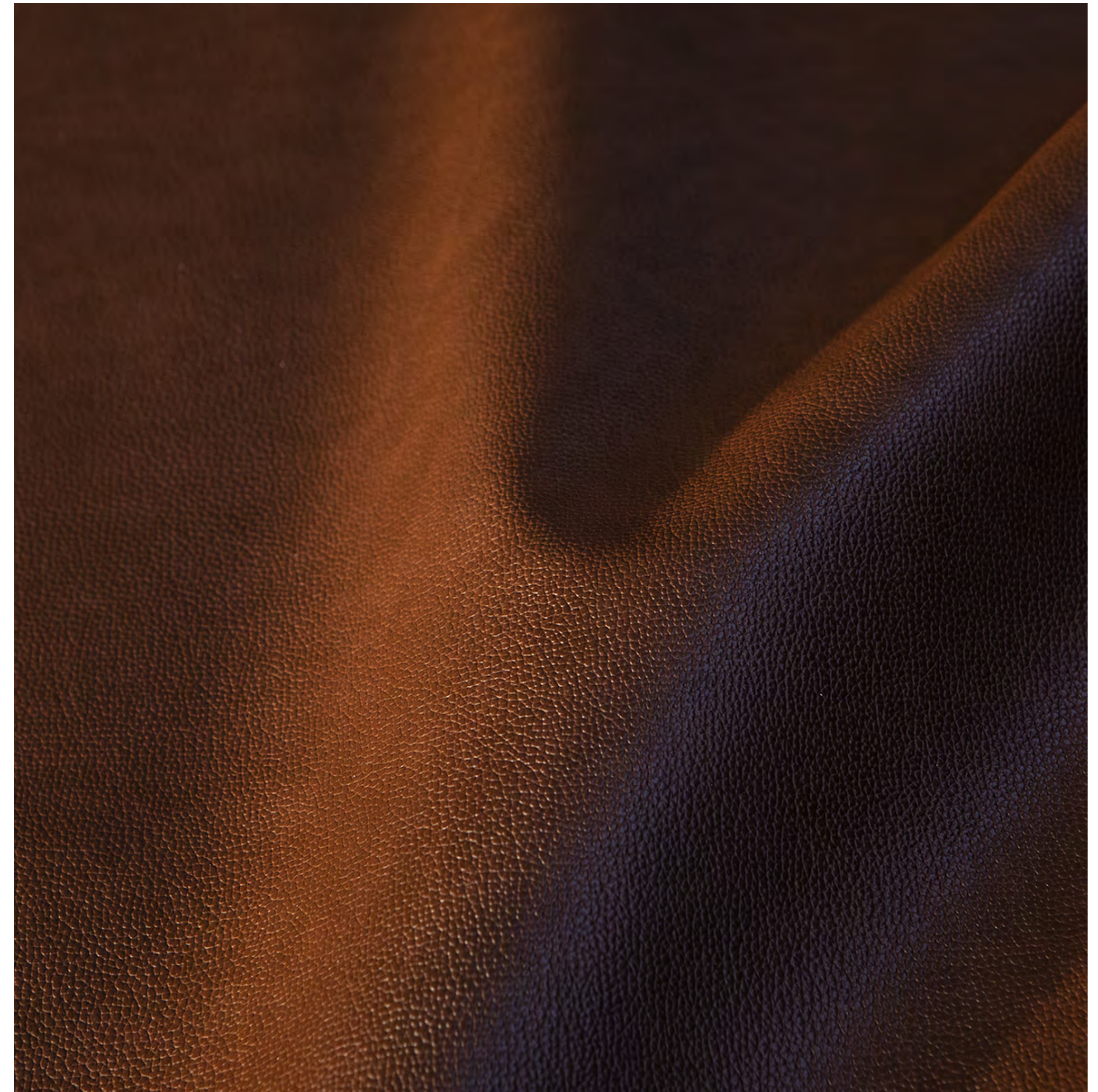
4.4. Innovative materials: CLIMA is the future

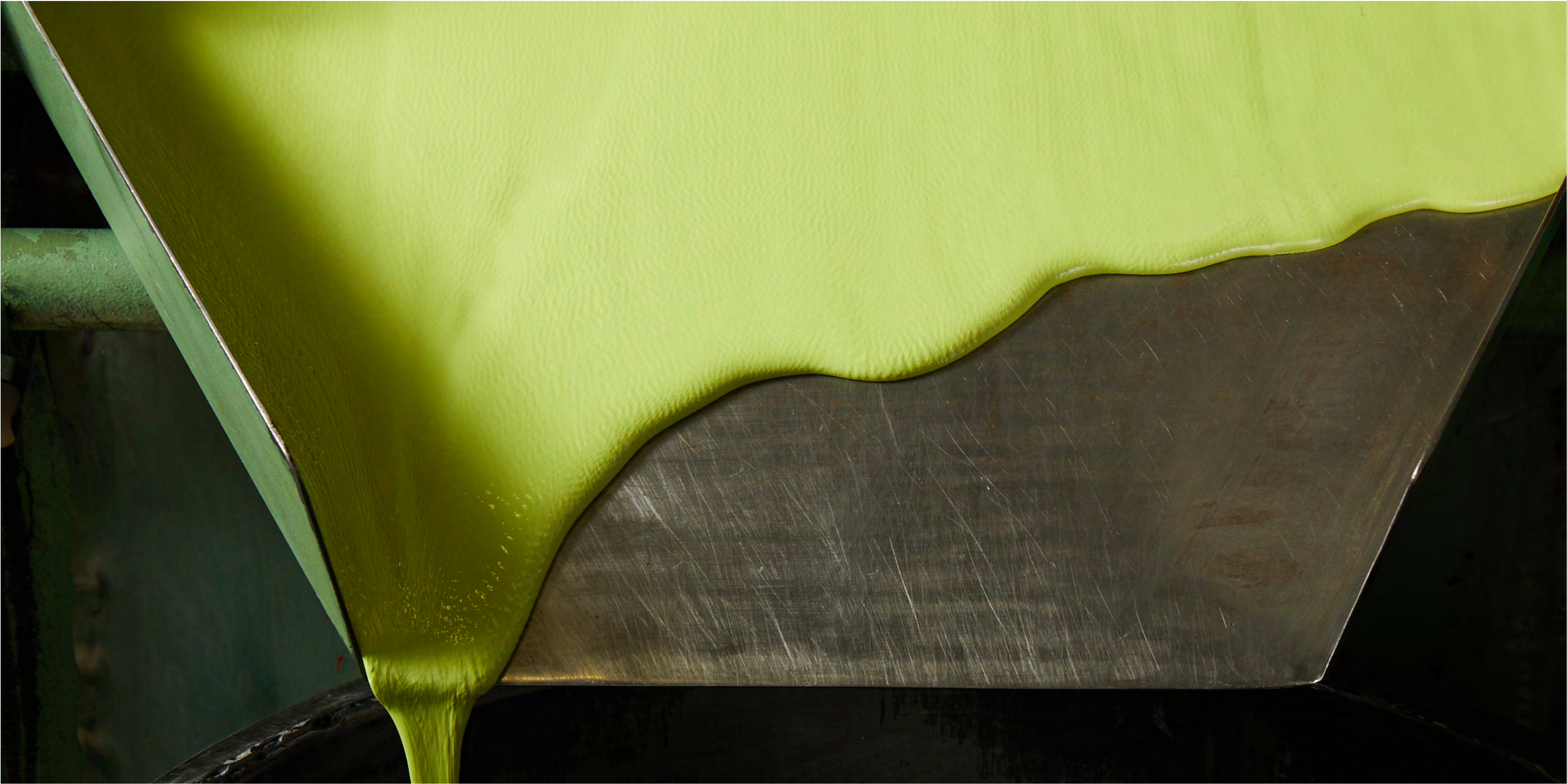
CLIMA was born from Limonta's will to become a trailblazer in the chemical-textile sector manufacturing chain, CLIMA is the **new, innovative alternative to traditional coated and coagulated fabrics**.

CLIMA articles are entirely made in Italy and are subjected to finishing processes where only raw materials, such as **Bio-Source polyurethane** and **Bio-Source plasticizers**, applied on different bases, such as GRS fabrics, polyester and recycled cotton or viscose, are used. The innovative technologies employed for their production create new forms of finishing while maintaining the same high technical performances required by the market.

Specific tests and analysis, to precisely measure the amount of Biobased content in each article, have been carried out on every CLIMA product.

The articles are USDA ac Vegan certified.

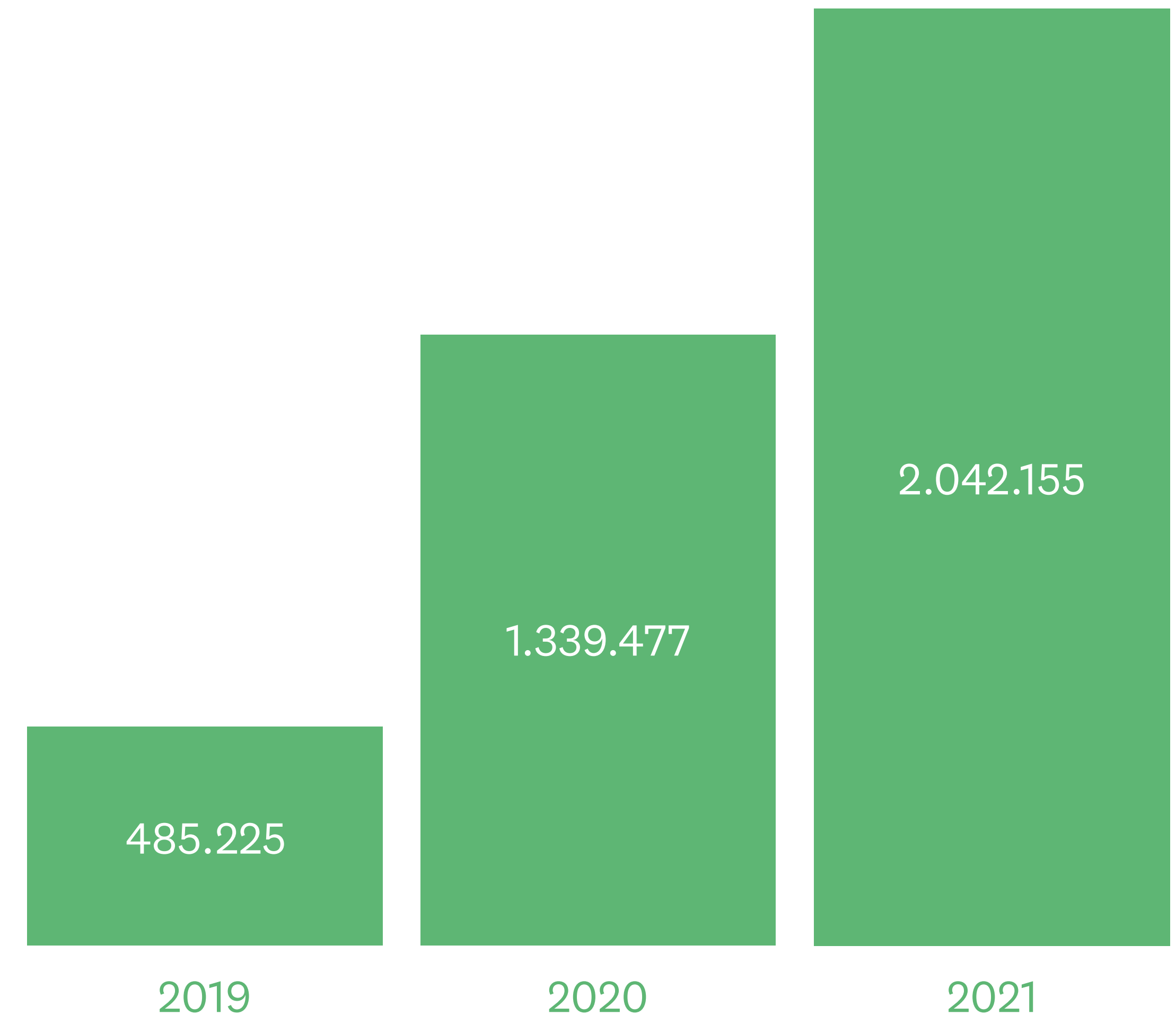




4.5. Recycled fabrics: resource efficiency in a context of circular economy

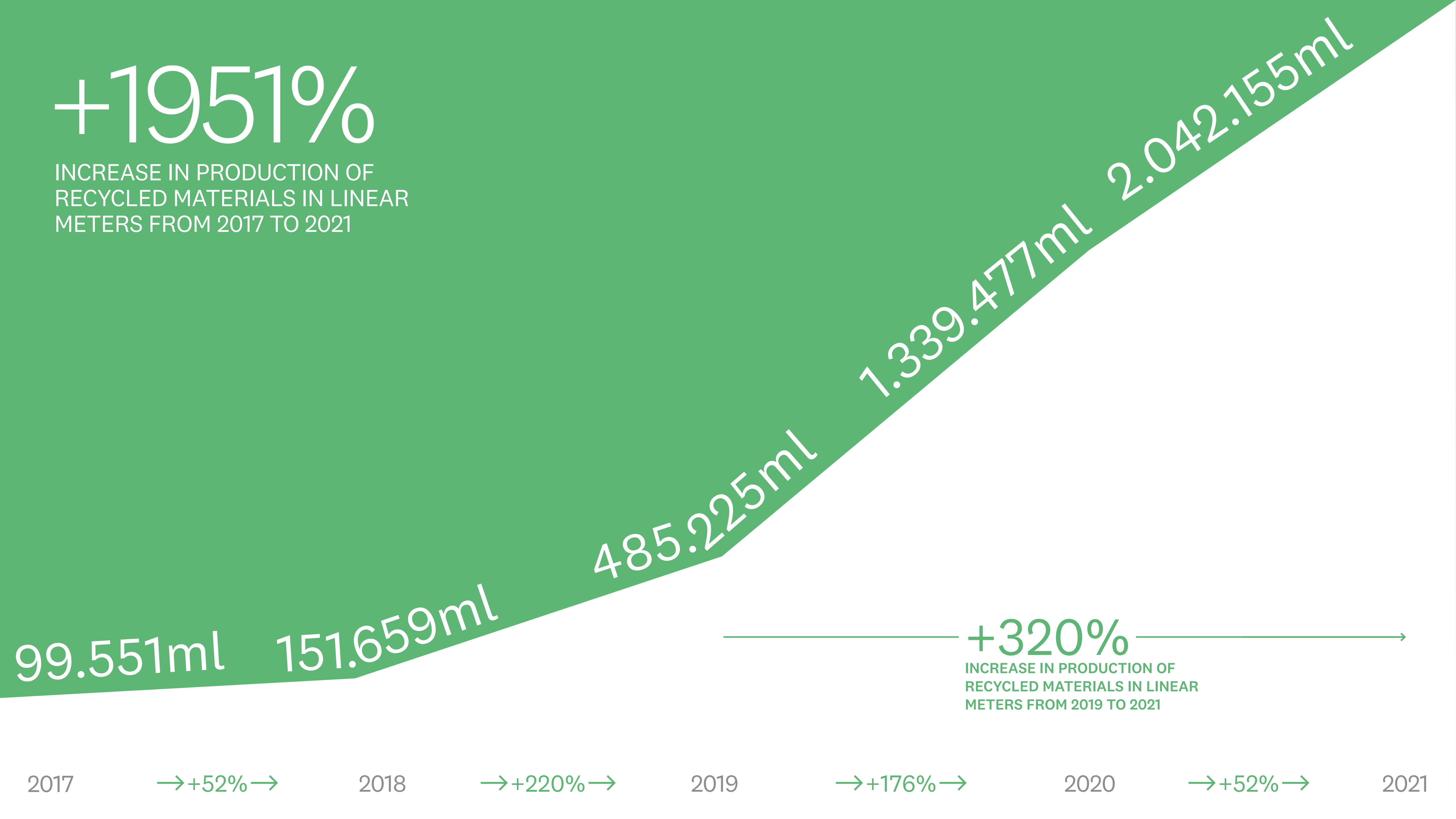
The attention shown by Limonta in choosing recycled fabrics is shown by the huge increase in production. From 2019 to 2021 we went from a production of 485.000 linear meters to 2.042.155 linear meter, with an increase of 52% in 2020 and of 320% in 2021.

Fabrics from recycled material
in linear meters - 2019-2021
three-year period



+1951%

INCREASE IN PRODUCTION OF
RECYCLED MATERIALS IN LINEAR
METERS FROM 2017 TO 2021



99.551ml 151.659ml

485.225ml

1.339.477ml 2.042.155ml

+320%

INCREASE IN PRODUCTION OF
RECYCLED MATERIALS IN LINEAR
METERS FROM 2019 TO 2021

2017

→+52%→

2018

→+220%→

2019

→+176%→

2020

→+52%→

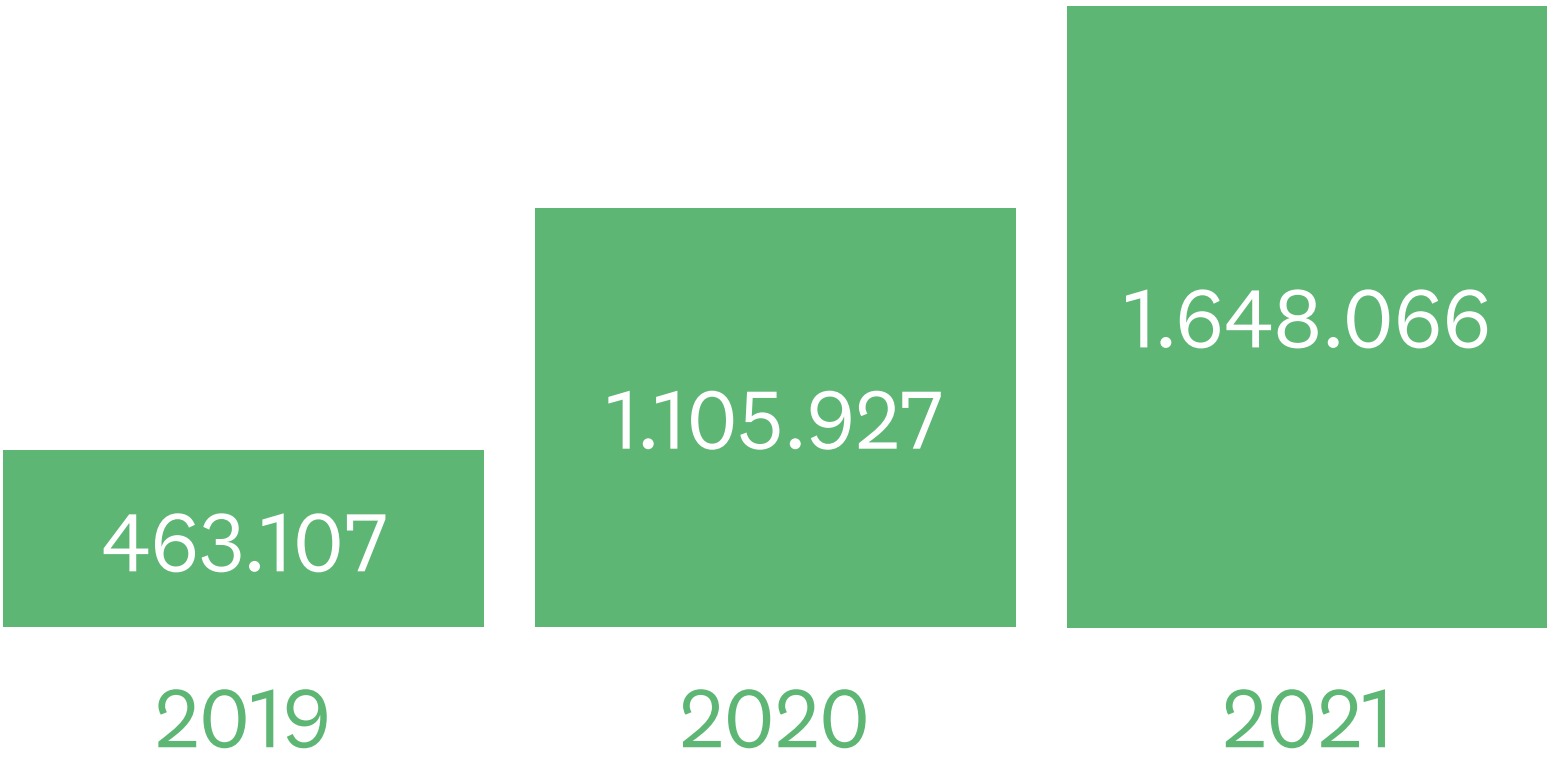
2021



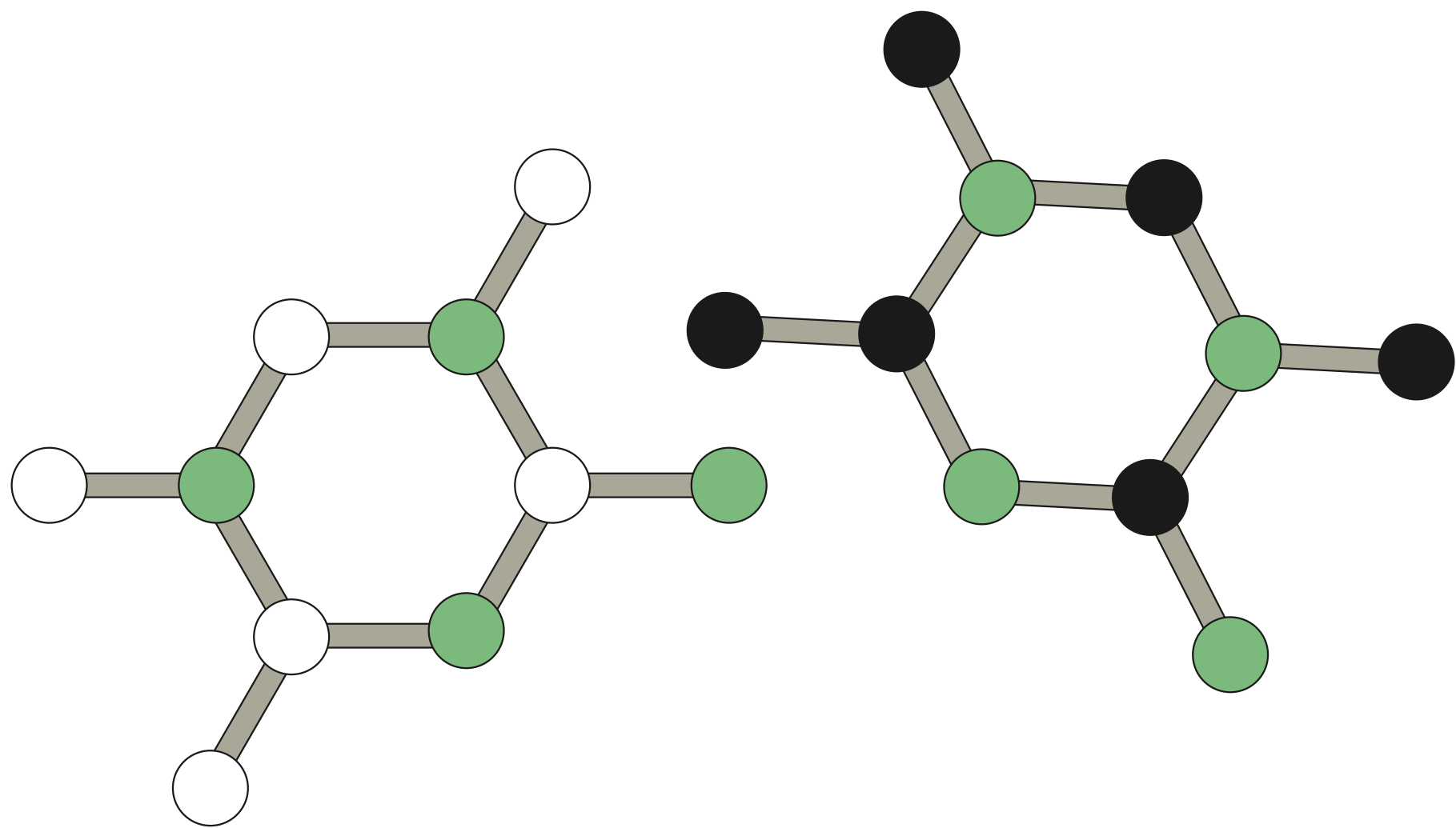
Of these, almost 100% is represented by **ECONYL**, a **100% regenerated Nylon yarn**, from **pre- and post-consumer** waste materials (such as fishing nets) at the end of their life cycle, which, instead of being disposed of, are retrieved and regenerated in a complex process of physicochemical decomposition.

ECONYL has the same identical characteristics of the material from virgin sources, but can be regenerated, recreated and remodeled a limitless number of times.

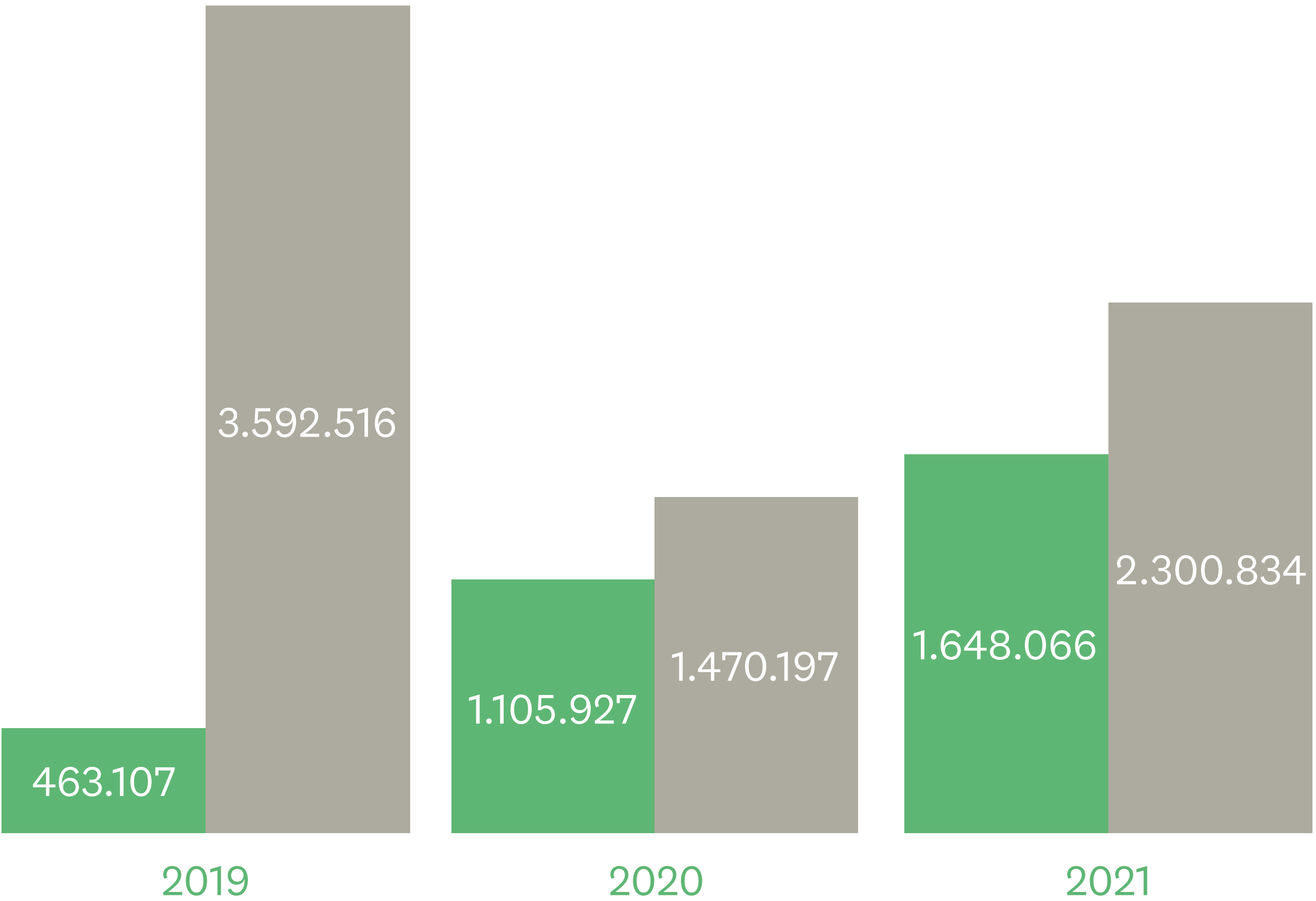
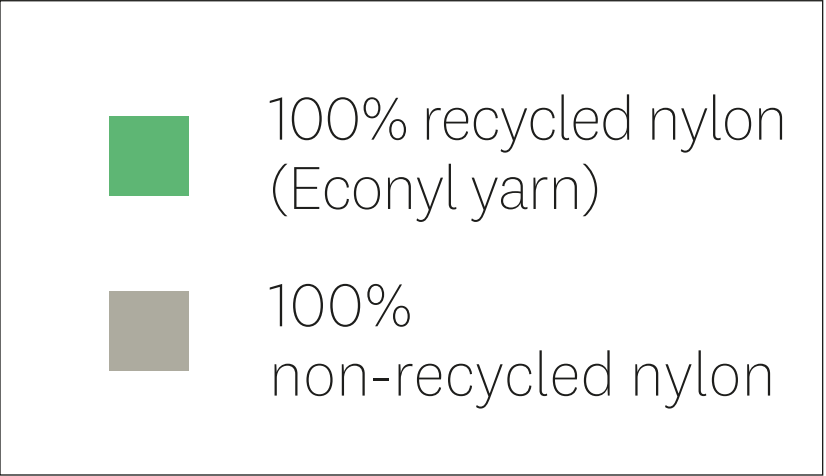
100% recycled nylon fabrics (Econyl) in linear meters - 2019-2021 three-year period



The following chart shows the production in linear meters of fabrics produced with 100% recycled Nylon and 100% non-recycled Nylon. It is to be noted that the noteworthy increment in the production of recycled nylon corresponds to the drop in production of non-recycled nylon.



Comparison between fabrics produced in 100% recycled nylon (Econyl yarn) and 100% non-recycled nylon in linear meters - 2019-2021 three-year period





FOCUS: SEAQUAL INITIATIVE

In 2021 Limonta signed the Seaqual Initiative agreement, a program that undertakes to clean the bed of the Mediterranean Sea with the help of 1500 fishermen, who collect litter, 10% or which consists of plastic bottles (PET). Through a complex process, the plastic is transformed into Seaqual Yarn, a 100% fully upcycled polyester

yarn which will be later processed internally by Limonta to obtain a recycled polyester fabric used by all group's divisions.

A transversal use suitable for all group's divisions: from interior design to apparel and accessories.

SEAQUAL INITIATIVE



SEAQUAL INITIATIVE works with ocean clean-up programs to remove marine litter.



Marine litter is sorted into different material types by SEAQUAL INITIATIVE partners.



SEAQUAL INITIATIVE partners wash and prepare each material.



Marine litter is transformed into Upcycled Marine Plastic by SEAQUAL INITIATIVE partners.

Research and Development for innovation

Limonta's innovation projects are due to the fundamental contribution of the Research & Development function. The company has a dedicated department with 30 full-time employees working on researching new materials and on development projects looking for new solutions to make processes more efficient.

With time this work has permitted to create more environment-friendly product prototypes that can offer the same quality performance.

In more detail, **Solvent Free** applications have been developed for the main manufacturing processes (coating, resin coating and printing). The absence of fluorinated compounds reduces the material potential greenhouse effect and its climate footprint. In addition to this research, the company is focusing on Biosource materials, i.e., materials of organic nature instead of their synthetic equivalents, to further reduce the impact on the environment.

HIGHLIGHTS



76%

OF PURCHASES FOR
MATERIALS AND GOODS
ARE WITH ITALIAN
SUPPLIERS



92%

OF EXPENDITURES FOR
SERVICES GENERATE IN
THE ITALIAN TERRITORY



220
8
60

220 LOOMS, 8 COATING
MACHINES AND 60
FINISHING PLANTS



9.500.000

LINEAR METERS OF
FABRIC SOLD 202



4.875.000

LINEAR METERS OF
WALLPAPER SOLD 2021



3

SYSTEM
CERTIFICATIONS



10

INTERNATIONAL CERTIFICATIONS
AND PROGRAMS FOR
THE SUSTAINABILITY OF
OUR PRODUCTS



+320%

INCREASE IN THE
PRODUCTION OF RECYCLED
FABRIC COMPARED TO 2019

IMPROVEMENT PLAN

SDGS category	Scope	Topics	Steps	KPI monitoring	Baseline	Target	2021 progress status
	Product	Recycled fabrics: resource efficiency in a context of circular economy	Increase the purchase of bio-based material for coatings and bio-based fabric backings	% biosource material purchases	2020 - 100kg biosource materials	ongoing increment	+25.300% purchased biosource materials
			Increase recycled textiles and fabric backings	% increase of purchased recycled fabrics	2019 - 485 tons purchased recycled mat.	ongoing increment	+320 % compared to 2019
			Research and development on product recyclability	number of 100% recyclable products	2020 - 0 products	ongoing increment	development of 2 - 100% recyclabe products (chapter 3.4.2 ECODESIGN)
		Recycled fabrics: resource efficiency in a context of circular economy	Conclusion of the LCA product project		2020 - 0 products that underwent LCA	2023	30% - data processing in progress
			Vegan certification	number of certified product families	2020 - 1 certified product family	ongoing increment	certification obtained for 5 product families
			Greenguard certification	number of certified product families	2020 - 0 certifications	147 products in 2022	in progress
			USDA certification	number of certified products	2020 - 0 certifications	4 product families in 2022	in progress

Be | Glocal



Think Global – Act Local: this is the spirit that inspires Limonta during the creative and productive stages and its approach to **Social Responsibility**. The company is active in the promotion of “**Made in Italy**” products, supports local communities and the development of the territory where it operates. For this reason, it was decided **to keep the historical manufacturing plants in the Lecco region** and to offer the opportunity for qualified work to people residing in the area.



* For all the initiatives put in place by Limonta to contribute to the achievement of the Sustainable Development Goals, see “Limonta’s SDGs 2030 and applicability Table”



5.1. On the front line for the territory

The bond between the company, the territory and local communities can only be permanent, especially for a business which started in Costa Masnaga, that build its strength with the contribution of people, which was able to create value for the community and the industrial district where it operates. Within this context of proximity and interdependence, Limonta is fully aware of its role and the contribution it can give to the local community both in economic and social terms.

With the purpose to contribute to the propagation of innovation and the culture of sustainability by creating value for the territory, the company has always been involved in sponsorships and donations with social and cultural objectives.

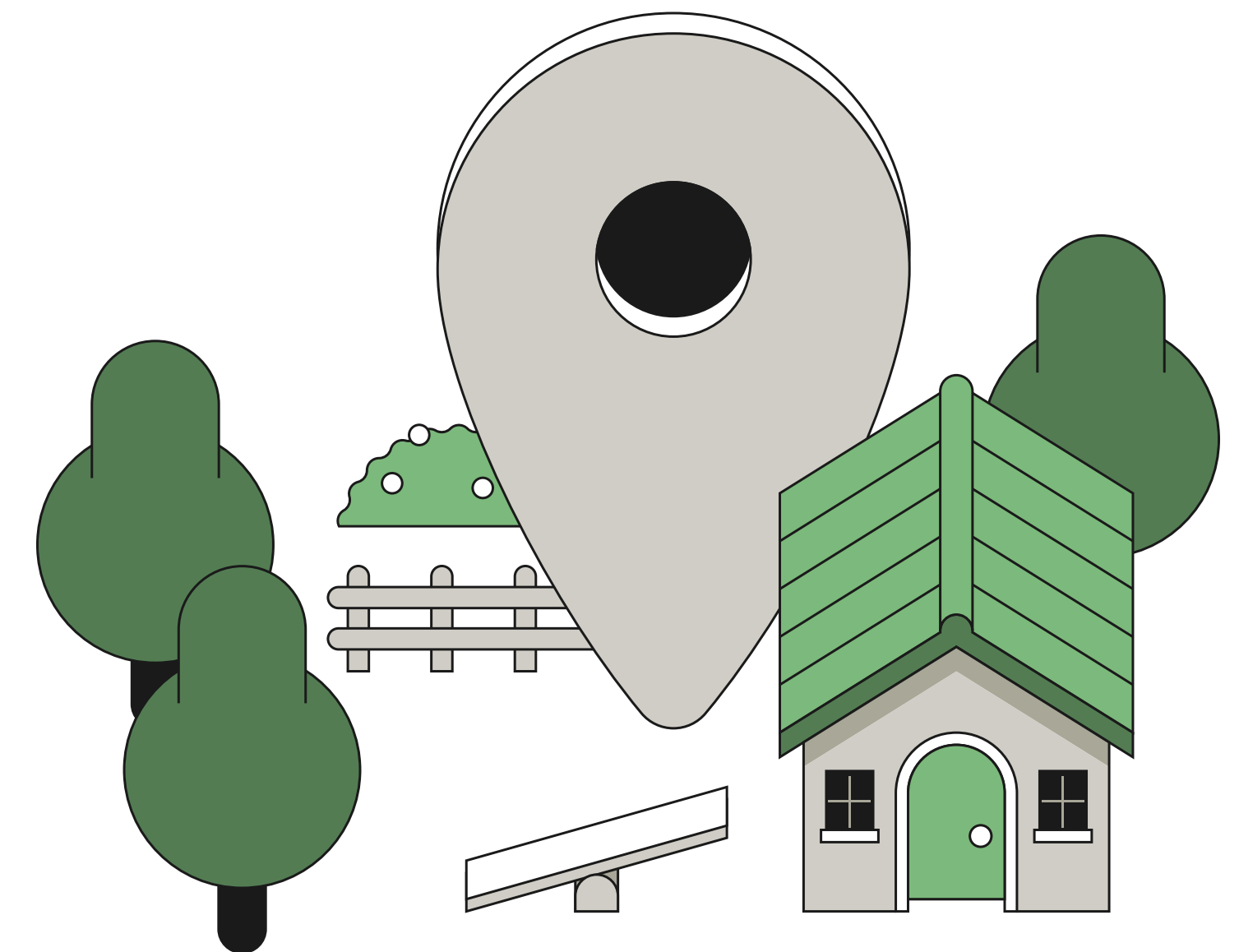
In 2021, Limonta committed to support several foundations, associations and nonprofit institutions working on humanitarian project in Italy and abroad. In detail, Limonta has been supporting for many years, together with other businesses in the area, through the **Fondazione Valduce**, the activities of **Villa Beretta**, an international research facility, dedicated to physical medicine and rehabilitation, which has

become a reference point at European level for the recovery of the best possible functional level for people with physical disabilities resulting from congenital or acquired conditions.

Limonta also works closely with the **S. Maria Assunta** parish in Costa Masnaga.

A particularly cherished project is the one started with the **Cooperativa sociale In-Presa** (social co-op) whose activities span from professional development, job placement, job orientation, educational support and aggregation for school-aged teenagers. Using the fabrics supplied by Limonta, it was possible to start a tailoring workshop to create clothes and small accessories, such as bags and purses.

Limonta also sponsors sports and cultural associations, with which it has an on-going consolidated relationship; among them the one with the **Associazione sportiva dilettantistica Basket Costa for l'UNICEF** (Costa Basketball Amateurs Sport Association) started almost 40 years ago around the local sports center. The goals and



the mission of the Association have never changed: the promotion of sports culture, including competitive sports, among young women, sometimes left on the fringes of sports activities. A vision of equal opportunities for both genders for a sustainable future.

On a cultural level, Limonta is committed both locally and on a national level. The donations to the **Corpo Musicale Santa Cecilia** (music association) are worth mentioning among the ones at local level. Strategic are the contributions to the **FAI Fondo Ambiente Italiano** (Italian Fund for the environment) which participates in the **Corporate Golden Donor** program, contributing to the restoration of environmental and architectural heritage assets open to the public.

In 2021 Limonta donated over 77.000 Euro to associations, supporting more than 10 high-social-value projects.



5.2. Limonta and art

Limonta has always chosen the artistic language as a privileged tool to interact with local communities and one of its goals is the promotion of culture both at national and international level. For this reason, the company started various artistic collaborations, which in the last few years have contributed to making Limonta's name known beyond its products.



“Experimenting Logomania”

In 2021 Limonta started a project in cooperation with the branch of the **Accademia Costume & Moda** in Rome, technical partner of the Industry Project by the students of the Master in Fabrics Innovation Design; “Experimenting Logomania” is the theme of the assignment given to the students to **create a monogram that could best represent the company**, using the know-how and the innovative fabric processing techniques made available by Limonta. The collaboration started last November with a students’ field trip to the company facilities; the Limonta Archive, a large collection of historical drawings,

raised considerable interest and was a source of inspiration for the development of the students’ projects.

The three winners, who distinguished themselves for their creativity and the research of possible textile applications in developing the theme, were offered the opportunity to study the various processing techniques, and the most deserving were given the opportunity to prepare samples of their work and do an internship in the company starting at the beginning of 2022.

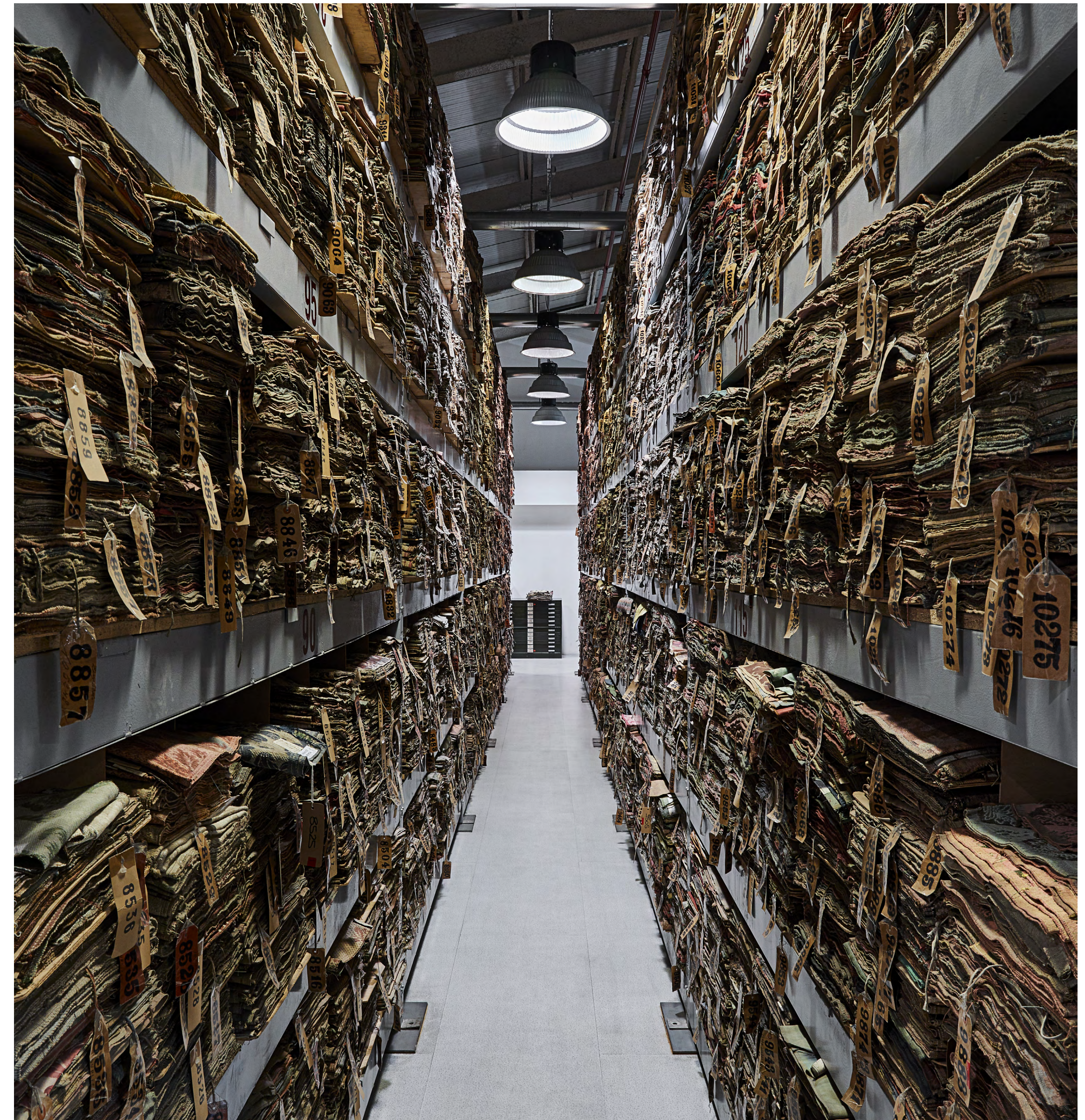
Limonta and its archive

Limonta opened its doors to the students of the **Exhibit Design course of the Second Year of the Two-Year specialization in Interior Design of the New Academy of Fine Arts in Milan (NABA)**, working on developing the concept of its “Museum/Archive”.

The project saw the students actively participating in various meetings/exchanges with the company via remote video calls, because the health emergency made the scheduled visits to Limonta’s premises in Costa Masnaga impossible.

At the end of the project, Limonta awarded a **scholarship** to the **five winners**.

The company’s heritage and its one-hundred-year history, with an archive consisting of **580.000 jacquard patterns** and **320.000 drawings for textile prints**, were fundamental for the success of the project. Collecting, enhancing, and preserving tradition and know-how were at the core of the concepts developed by the students who designed exhibition spaces that skillfully blend tradition and innovation, inside an abandoned industrial site located near the company’s headquarters in Costa Masnaga.



“Created in Italy – The attitude for the impossible”

Limonta, selected as an excellence of the Italian textile sector, participates in the “Created in Italy” – The attitude for the impossible” project, the theme of the exhibition, sponsored by the Ministry of Foreign Affairs and International Cooperation, curated by Golden Compass winners Odo Fioravanti, Giulio Iacchetti and Francesca Picchi, with the contribution of Mario Trimarchi for graphic and exhibition design, stages the passionate story of “Italian know-how”.

Dolmias, one of the products being showcased, is a high-tech nylon fabric, characterized by a unique silky texture, a shiny appearance and compact touch, which contributed to the success and history of the company and on which it continues to invest to find more sustainable solutions through the use of upcycled nylon, biopolymers and bio-based tech yarns.





“Acquaprofonda”

Limonta is supporting the theater project “Acquaprofonda” (Deepwater) by donating the fabrics needed to create the costumes for the actors on stage. “Acquaprofonda” is a contemporary play for kids, composed by Giovanni Sollima, a musical fairy tale on the pollution of our waters, coproduced by the Teatro Sociale in Como AsLiCo and the Teatro dell’Opera in Rome.

The costumes, worn by the leading character “Padron Bu” and his followers, were made with fabrics manufactured with nylon recycled from waste material found in the sea. Legambiente (Italian environmental association) is one of Limonta’s technical partners in this project to give us food for thought and ideas for future initiatives which will follow this production.

5.3. Communicating Limonta's world

With almost 130 years of history, Limonta is a business deeply rooted in its territory, which throughout the years, with the people that worked on its looms, its machines and in its offices, has become known locally and globally thanks to the work of its dedicated employees who shared their know-how, experience, products, and innovation with the rest of the world.

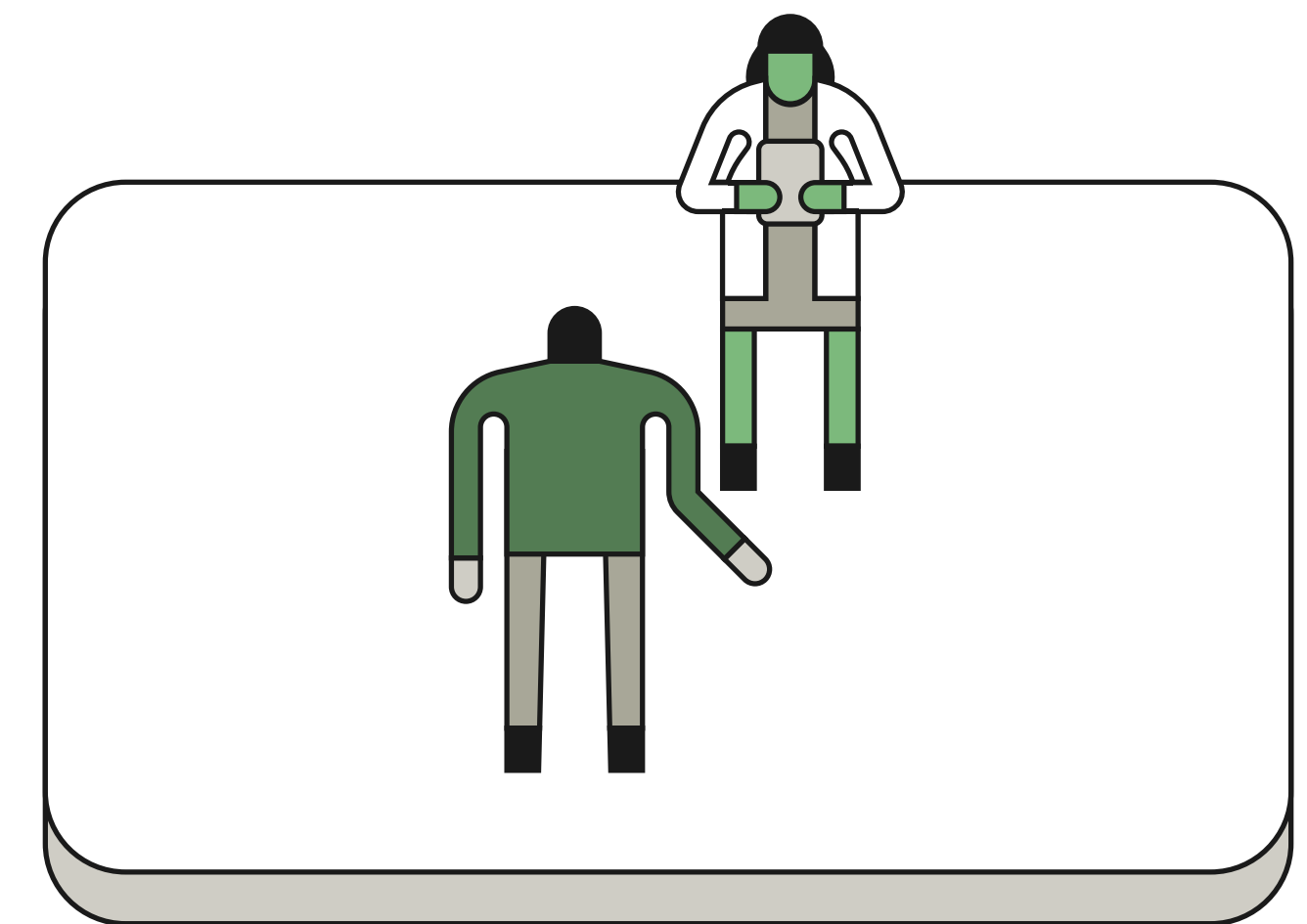
Limonta is, now more than ever, aware of how important it is to continue and strengthen the narrative of its commitment, to make its activities and the philosophy behind its projects known to all the stakeholders involved. For this reason, in the past two years, the company has started a rebranding strategy and boosted digital communication, improving its presence with a new corporate web site, launching an ecosystem of social networking channels which will allow collaborators and professionals to discover and stay updated on the activities of Limonta and its divisions.

This is how Limonta five “pillars” were born: **WORLD, CREATION, CARE, SOUL, STORIES**, the macro-areas that on the group's website take us through the traditional areas of a company's presentation: from the “about us”, to

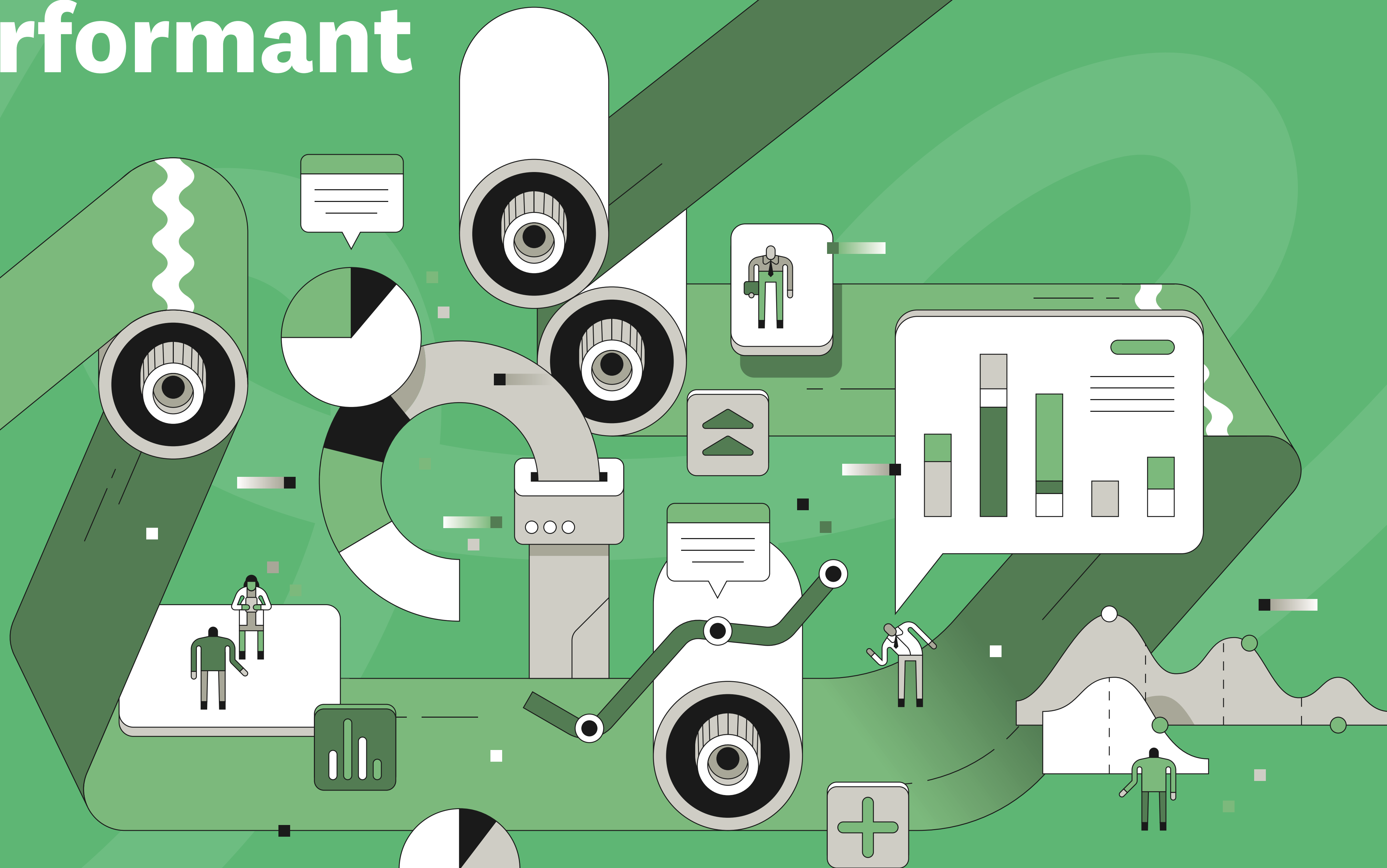
“production” to move on to “Research & development”, to finally arrive at the “be Limonta”, the soul of the company on environmental and social sustainability.

Two important communication projects from 2021 can be found in the “Stories” section: a “News” section, created with the objective to update its interlocutors on specific initiatives, projects and events of the various Limonta divisions; “LIMONTA BY LIMONTA” a creative project in which the company itself tells its story as seen through its eyes and its way of doing things, the “Made in Limonta” way. LIMONTA BY LIMONTA was conceived as a place “where material and industry meet creativity”, a full-screen section with random contents, spanning from video and photo projects based on a year worth of work, designed to inspire customers, and involve a heterogeneous audience of companies and creative brands that, in various capacities, work with Limonta.

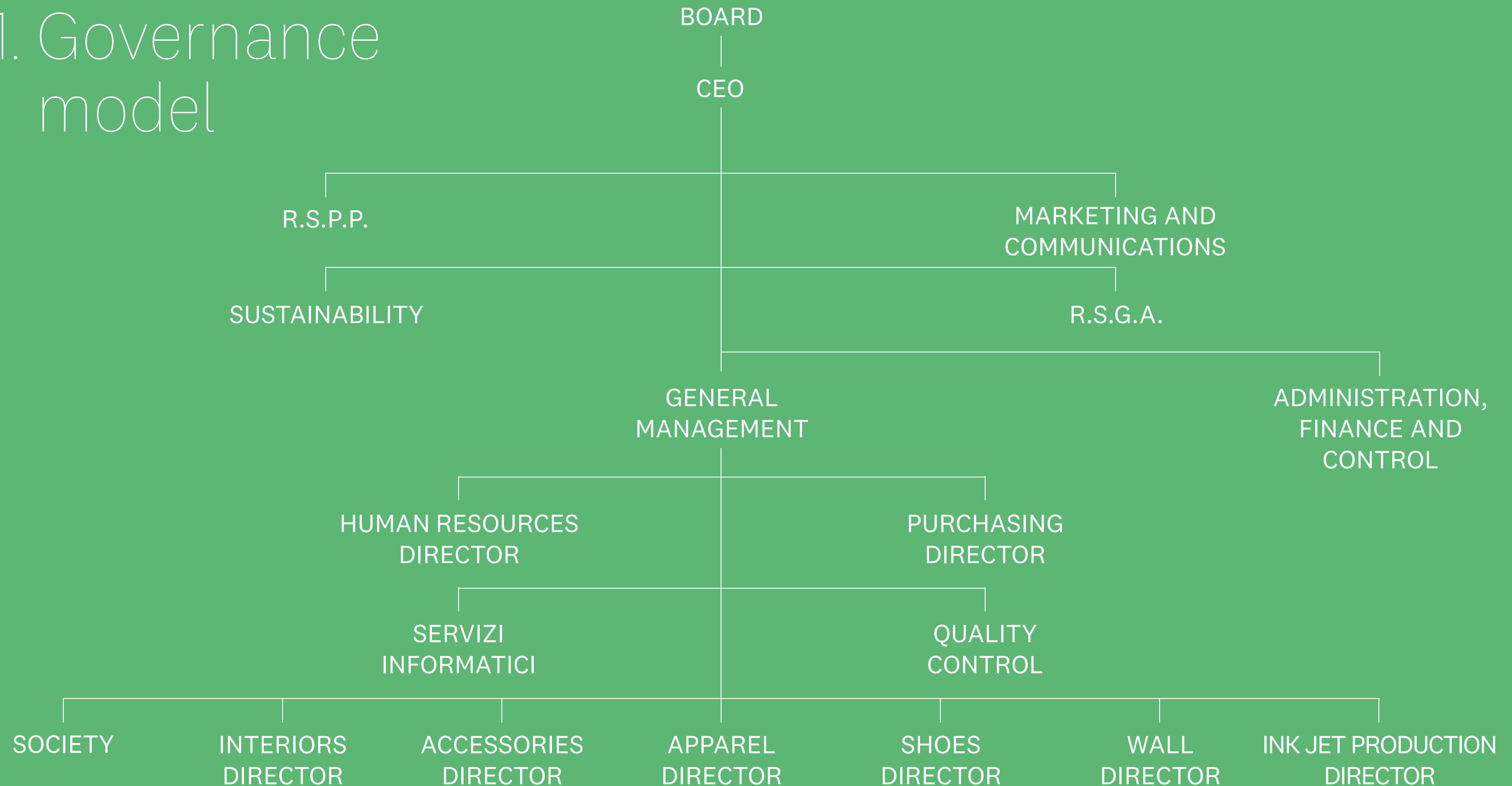
Limonta's Vimeo video channel was also launched in 2021, an archive where all video contents, which in different ways tell the story of the company and its divisions, are collected and shared with its public.



Be|Performant



6.1. Governance model

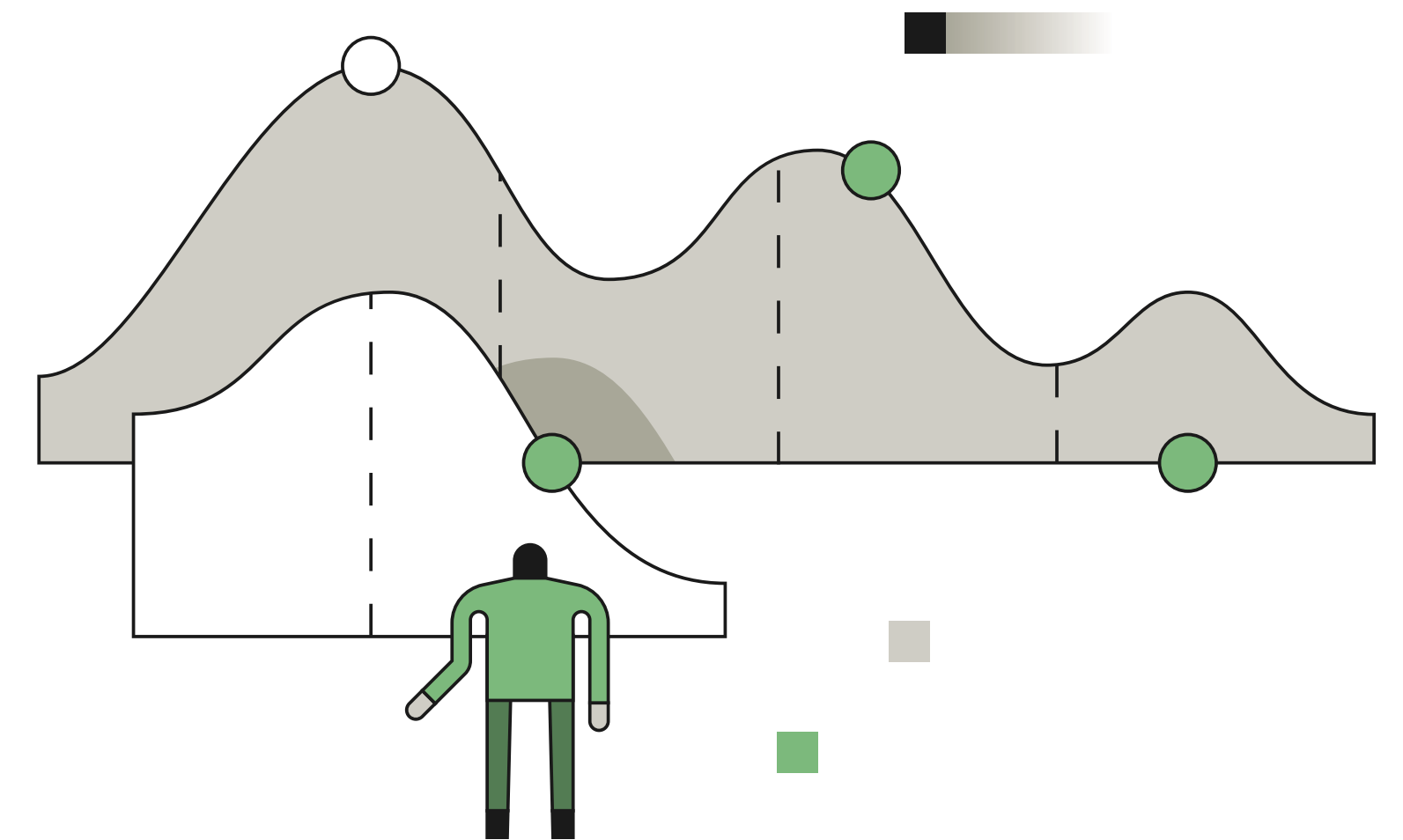


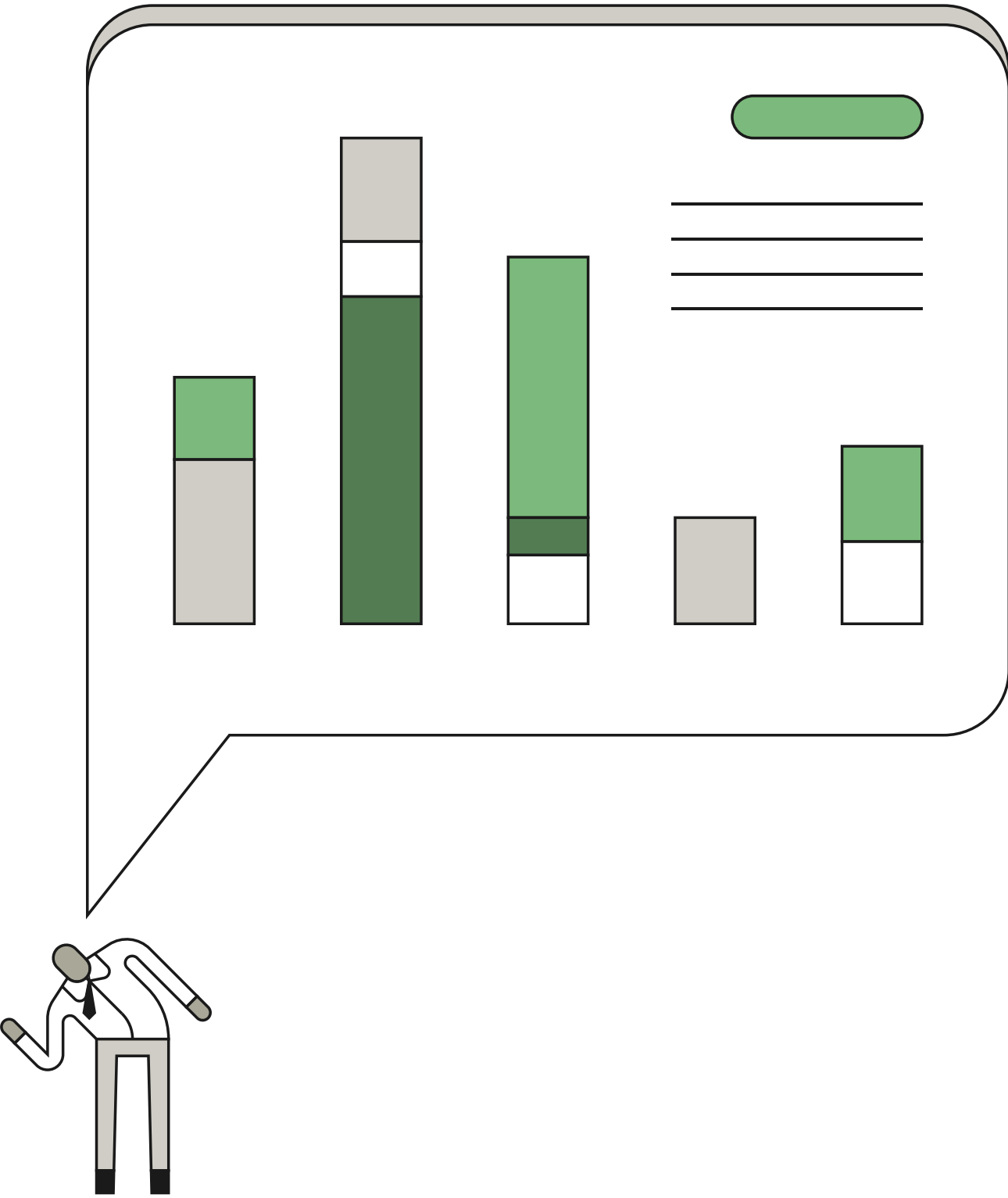
The corporate and decision-making structure is articulated to better look after operational and management activities.

The functional organization chart reflects the company's vertical integration and specialization of skills, and at the same time it shows it is adequately structured for decision-making process effectiveness.

The four functions of **Marketing and Communication**, **Head of Prevention and Protection Service (HPPS)**, **Sustainability and Environmental Management (REM)** report directly to the CEO.

The interconnection of the four functions shows the will to address socio-environmental issues at a strategic level, the Sustainability function can, therefore, efficiently and effectively discuss issues related to the environment, to occupational safety and communication. This shows that the Organization is particularly keen on having responsible communications inside and outside the company and properly emphasizing the efforts made towards the Stakeholders.





Work concerning the Health and Safety of Employees, as well as Environmental Management, respectively represented by the Prevention and Protection Service Manager (SPPS) and by the Environmental Management System Manager (REM) is at the center of the corporate structure and directly involved in the day-to-day management of sustainability.

The CEO is aided by a **General Manager**, who collects and manages operational decisions and directly liaise with the company management.

At the same level we find the **Administration, Finance and Control** function.

Immediately below we see the **Operational Departments**, subdivided in main type of product. Each Department has its own operational autonomy regarding production, sales management and the development of new products.

It is important to stress that the Operational Departments are not self-contained entities, they are interdependent and closely linked to one-another, especially the Research and Development functions, specialized in studying new products by type with a constant complementary work, side by side in exchanging ground-breaking trends and “contamination of ideas”.

6.2. Economic performance

Limonta’s history has been characterized since the beginning by a positive trend, both in economic terms and in terms of market recognition and presence in the territory.

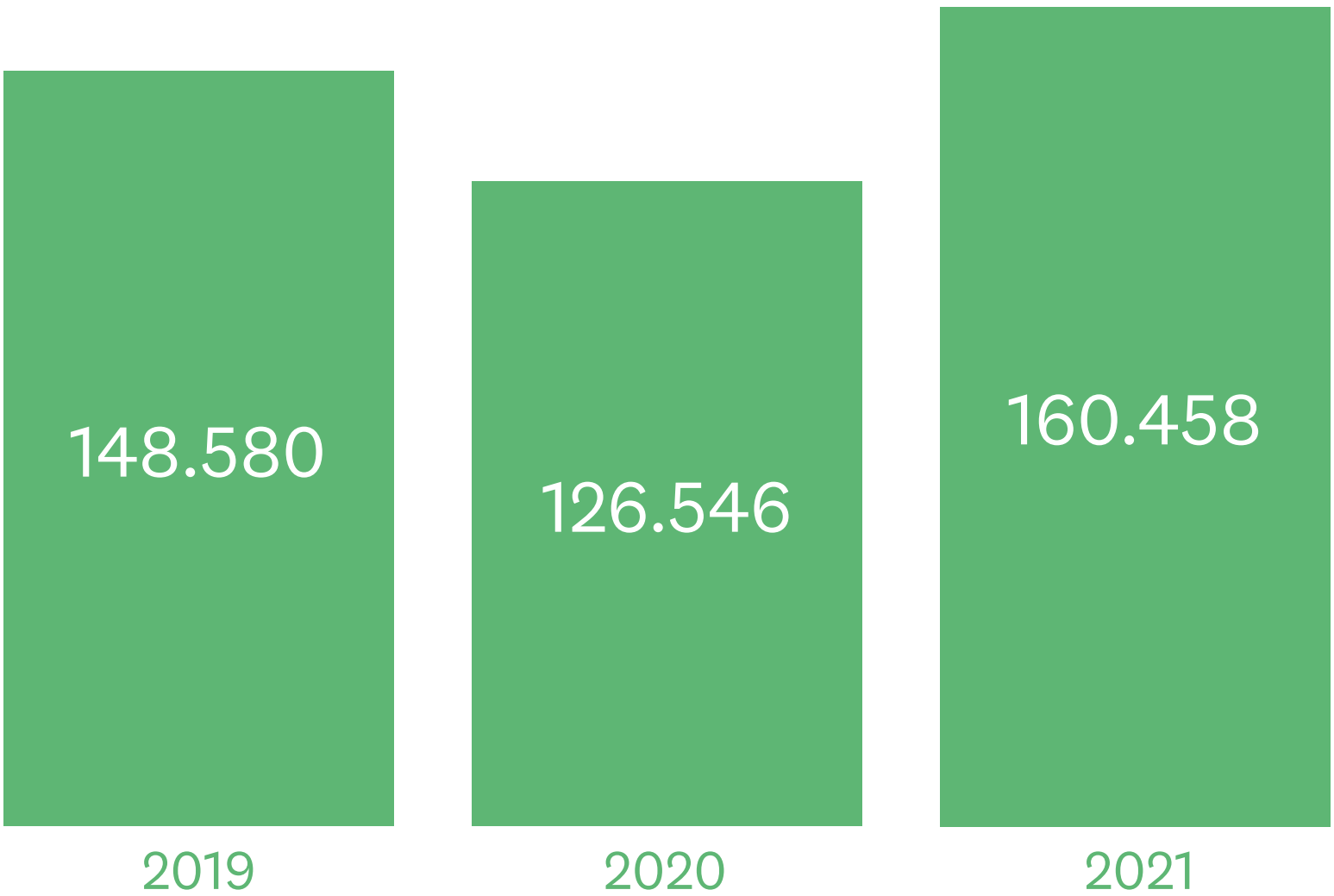
In line with the paradigm of sustainable development, Limonta understands that the perspective of medium-long term growth must be the goal behind its initiatives.

In 2021 the company generated about **160 million Euros**; this figure **is up 27% compared to 2020** (year in which there was a decrease due to the Covid 19 pandemic) and **8% compared to 2019**. The economic value directly generated was calculated by reclassifying the income statement. The main component of this value is revenues.

Economic performance in thousands of Euros in the 2019-2021 three-year period

Amounts in thousands of Euros	2019	2020	2021
Economic value distributed:	148.580	126.546	160.458
Economic value distributed:	133.833	111.198	195.872
- Operating costs	94.890	74.535	99.834
- Employees’ wages and benefits	33.774	28.953	32.716
-Payments to capital providers (partners’ dividends)	0	3.010	58.738
- Payment to the Public Administration and investments in the community	5.169	4.700	4.584

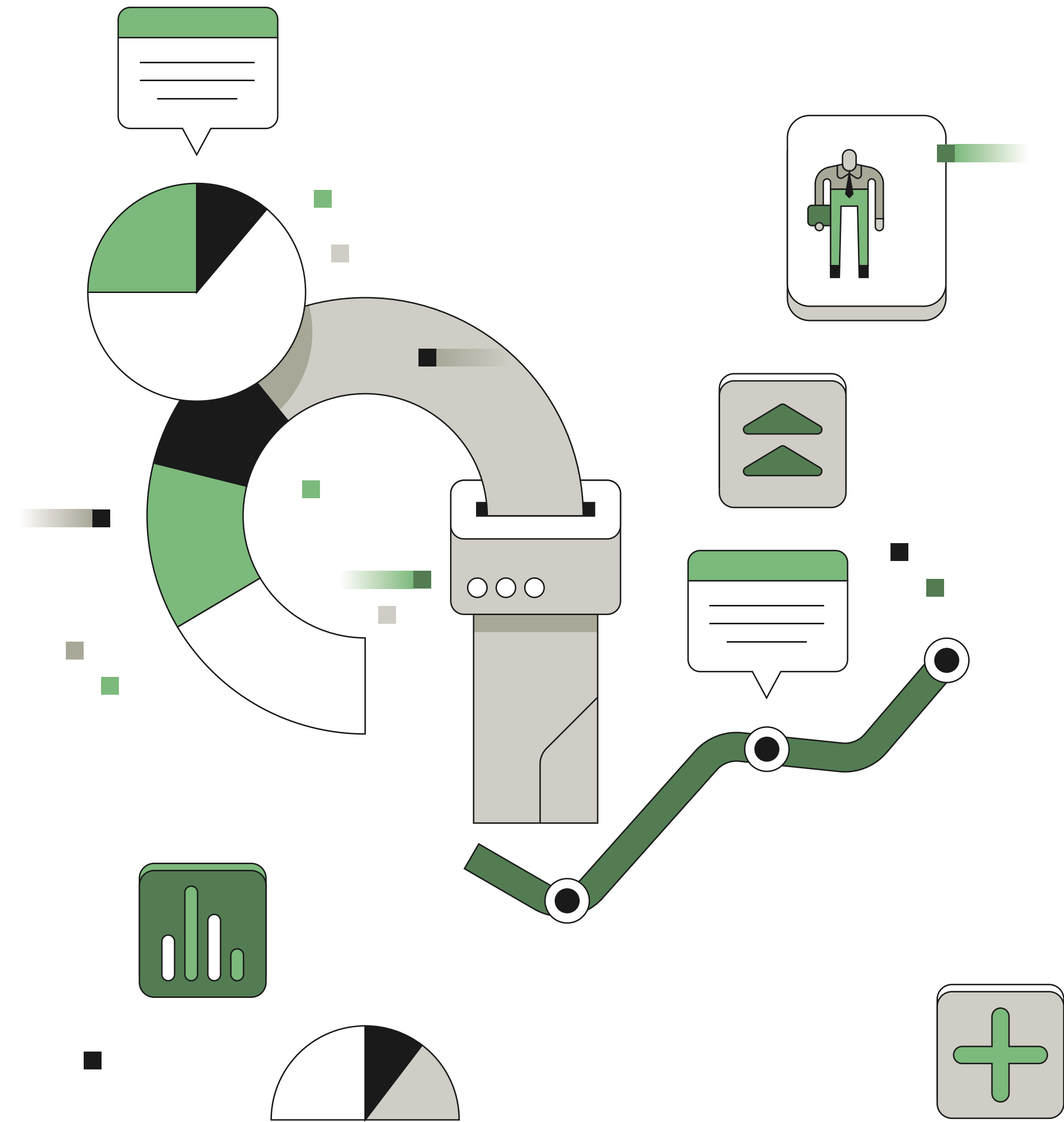
Economic value directly generated–revenues. 2019-2021 three-year period



The commitment to stakeholders and the balance of business management are also shown by the trend in the distributed economic value: in 2021 said value increased significantly compared to previous years following the extraordinary operation performed on company's capital, linked to the entry of **Tamburi Investment Partners** group as a new capital shareholder. (See Chapter 1.4)

The distribution to shareholders of dividends and profit reserves that occurred as a result of this operation had no impact on the financial stability of the company, which also benefitted from a significant capital increase that will support future company development policies.

The increase in operating costs and employee wages and benefits resulting from the increase in production value during the year also contributed to the increment of distributed economic value, in line with the development of the company.



LIMONTA'S SDGS 2030 AND APPLICABILITY TABLE

	<div>1</div> <div>NO POVERTY</div>	<div>2</div> <div>ZERO HUNGER</div>	<div>3</div> <div>GOOD HEALTH AND WELL-BEING</div>	<div>4</div> <div>QUALITY EDUCATION</div>	<div>5</div> <div>GENDER EQUALITY</div>	<div>6</div> <div>CLEAN WATER AND SANITATION</div>	<div>7</div> <div>AFORDABLE AND CLEAN ENERGY</div>	<div>8</div> <div>DECENT WORK AND ECONOMIC GROWTH</div>	<div>9</div> <div>INDUSTRY, INNOVATION AND INFRASTRUCTURE</div>	<div>10</div> <div>REDUCED INEQUALITIES</div>	<div>11</div> <div>SUSTAINABLE CITIES AND COMMUNITIES</div>	<div>12</div> <div>RESPONSIBLE CONSUMPTION AND PRODUCTION</div>	<div>13</div> <div>CLIMATE ACTION</div>	<div>14</div> <div>LIFE BELOW WATER</div>	<div>15</div> <div>LIFE ON LAND</div>	<div>16</div> <div>PEACE, JUSTICE AND STRONG INSTITUTIONS</div>	<div>17</div> <div>PARTNERSHIPS FOR THE GOALS</div>
Offers improvement opportunities of Corporate Welfare to all employees			×														
Constantly working on improving and increasing training hours offered to personnel				×													
Alwaays guarantees more equal opportunities and fights to reduce discrimination and inequality					×					×							
Regularly invests in the highest corporate standards to guarantee a safe work environment to its employees								×									
Works with partners to help more socially disadvantaged categories;	×	×														×	×
Creates value for the territory in which it operates and promotes initiatives for local communities								×	×								×
Invests in the future of younger generations, liaising with schools and national and international universities;				×	×			×		×							
Allocates steady resources to research and development									×								
Carefully checks suppliers with sustainability certifications												×		×	×		
Has started and continues on an improvement path to obtain product and process certifications in terms of environment, health-safety and social sustainability						×	×	×					×				
Constantly works to improve the impact of its activities on the environment by:																	
– mitigating the indirect effects of climate changes,													×	×	×		
– reducing energy and water consumption						×	×					×	×				
– responsibly managing cellulose-based procurement materials												×	×		×		
– responsibly managing auxiliary materials, such as chemicals												×	×				
– recovering production waste (e.g. used solvents)												×	×				
– committing to use recycled materials												×	×				
– maximizing waste recovery												×	×				
– applying eco-desing principles												×	×				

During the performance of its business activities every Organization interacts with its organizational, economic, environmental, socio-economic context both inside and outside its locations. The interaction with internal stakeholders (such as employees) or external ones (such as the environment, institutions, the community) are, therefore, ongoing and constant. The purpose of this Report is to examine from a quantitative point of view, with data, and qualitative point of view, with information, the impact the company has on social and environmental aspects, and it also represents a first step in formalizing the already profitable engagement relationship the Organization has with its stakeholders.

In compliance with the new GRI Standards guidelines, Limonta has identified and analyzed various Relevant issues that, in January 2021, were the subject of discussion with its main internal and external stakeholders. The pertinent SDGs have been associated to the material issues.

A.

1. Scope of the Report

The reporting scope is represented by Limonta S.p.A. in its 3 locations:

- **Via Battisti, 15, 23845 Costa Masnaga LC**
- **SS36, km 36, n. 13, 23846 Garbagnate Monastero LC**
- **SS36, km 36, n. 9, 23846 Garbagnate Monastero LC**

All its internal Divisions are also covered: Fabrics&Coatings, Interiors, Wall and Society.

The companies belonging to Gruppo Limonta 1983, that is Tessitura di Lurago, Tiba, Limonta Sport, Limonta Informatica, Aunde Italia are excluded from the scope of this report. The graphic detail of the Corporate organizational chart and the divisions are listed in Chapter 1. Information

related to the origin, business model, history and structure are also to be found in the chapter. Any external reference to Limonta S.p.A. is duly indicated in the text.

Data and information contained in the other chapters of the Report, as well as the reporting tables and the issues related to the materiality matrix, are, on the other hand, within the reporting scope of this Report, that is Limonta S.p.A.

The words “Limonta”, “the company”, “the organization” contained in the text of the Report and in this note, are to be intended as Limonta S.p.A with its previously listed production facilities.

B.

Materiality analysis and material aspects

As known, the materiality matrix represents the so-called “material”, or relevant, issues (according to the Materiality principle of a fine sustainability report) for Limonta S.p.A. and for its stakeholders.

Its graphic representation is the result of processes of consultations, analysis and assessment of sustainability aspect or issues, defined on the basis of a list drawn up by Limonta S.p.A. as all the issues adequate to its activities and which guarantee to cover all aspects of Sustainability. The issues found to be relevant considering the interest of the Organization and the stakeholders, are the ones designated as worthy of being reported. With the aim to be exhaustive in the reporting, some information relating to issues found to be less relevant than others might have been included in this Report.

The stakeholders’ engagement process has involved both internal and external stakeholders relevant to the company’s activities and sustainability issues.

The following activities were performed for the purpose of this report:

- Interviews with the managers of the main corporate functions with the purpose to investigate the main elements of their business, establish interest in sustainability issues and identify relevant projects/initiatives that can be the subject of specific reporting
- Interview with the workers’ representatives (in particular RSU and RLS) to verify the perception of sustainability issues for these stakeholders and identify relevant projects/ initiatives that can be the subject of specific reporting

- Interviews with external stakeholders to establish the external perception of company activities and understand the interest of external SH on sustainability issues

All interviews were conducted based on a “common questions” format, which represented a canvas from which reflections, points of interests and considerations on the issues were raised. The results of the interviews were shared with Corporate Management.

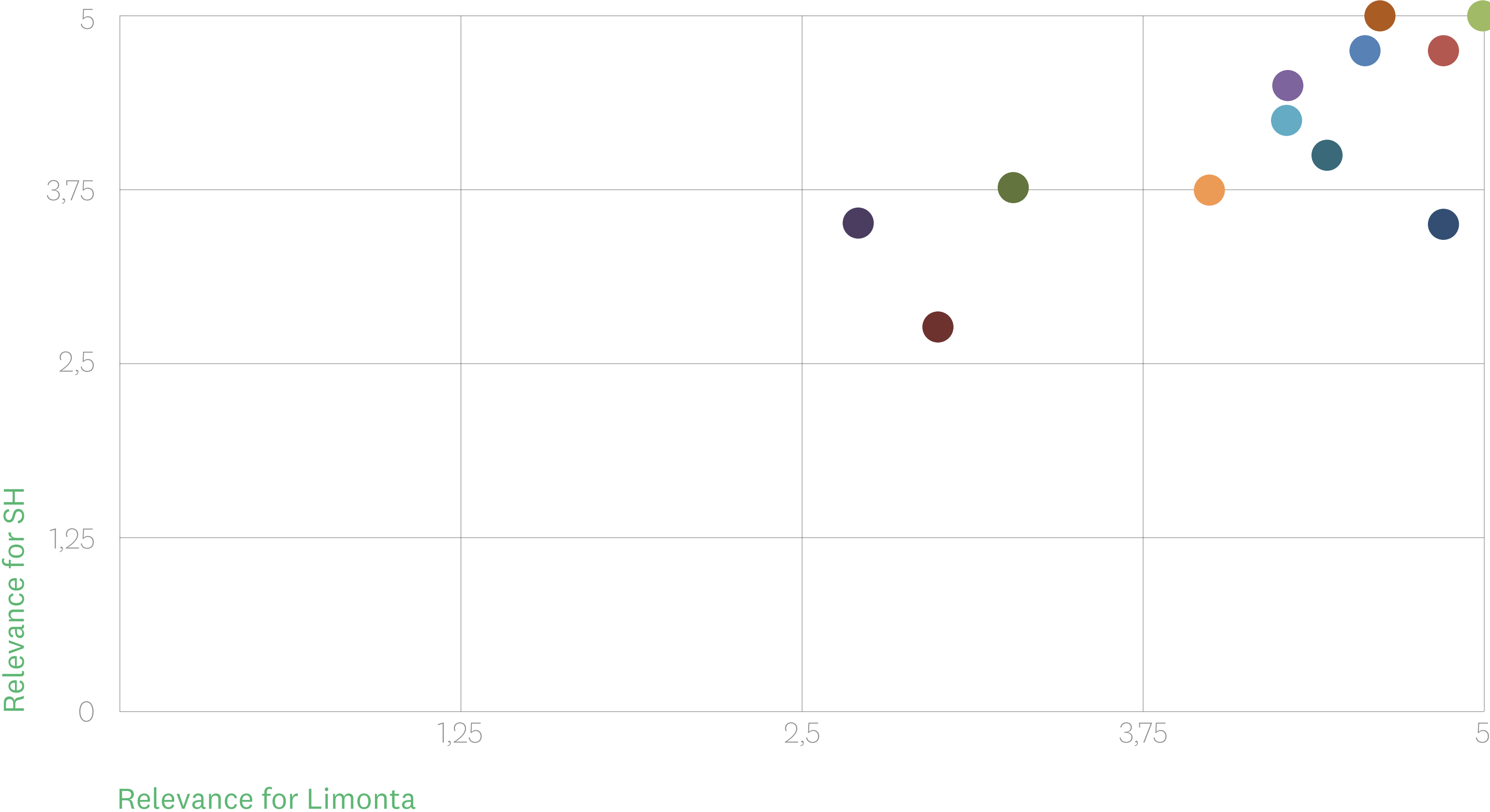
The following table lists all the relevant issues raised during the interviews with the stakeholders and the discussion with Corporate Management concerning the material issues of the GRI standards and their scope within the Report.

Material issues for Limonta	Material Issues GRI Standards	Scope	SDGS Relevance
Product quality, safety and performance	GRI 416-417	internal-external (customers or competent authorities or certification bodies)	12
Protection of human rights	GRI 412	internal	8
Occupational health and safety	GRI 403	internal	8
Business Continuity	GRI 103	internal	9
Economic performance	GRI 201-204	internal	8
Employees’ well-being	GRI 102 – 401 -405	internal	8
Relations with local communities	GRI 201	internal- external (local territory)	11
Compliance with laws and regulations	GRI 205-206	internal- external	9
Reduction of environmental impacts	GRI 301 – 302 – 303 – 305 – 306	internal- external (suppliers)	7-13
Inclusion and diversity	GRI 401 - 404	internal	5
Training and development of talents	GRI 405	internal	4
Circular Economy	Not reported by a specific indicator	internal- external	12

Table – Material issues and aspects and reporting scope

Materiality matrix

- Product quality, safety and environmental performances
- Compliance with laws and regulations
- Protection of human rights
- Reduction of environmental impacts
- Business continuity
- Occupational health and safety
- Economic performance
- Training and development of talents
- Employees' well-being
- Inclusion & diversity
- Partnerships and relations with local communities
- Circular Economy



This sustainability report follows a “**GRI Standards inspired**” approach, that is, it uses GRI standards requirements for sustainability reporting (GRI standards v.1) as a reference, but it does not claim to be exhaustive as far as being “in accordance” with the mandatory indicators to be reported. In some cases, further data on some company characteristics were included in addition to the ones required by GRI standards. This report was not audited by third parties, but being a first edition strongly pursued by Corporate Management, it represents the first step of a journey to improvement, that will take the company to have the contents of the document certified.

The Report is also formally approved by the Chief Executive Officer in his opening letter to stakeholders.

C.
3.Reporting data
and period

This report collects data from Limonta S.p.A. activities and processes in the Costa Masnaga, Garbagnate Monastero (Limonta 2) and Garbagnate Monastero 2 (Limonta Wall) locations.

The reporting period chosen for this report is 2019 to 2021. Data are updated on 31st December of every year. Some data are not included due to unavailability or due to the date of the financial statements of said data. All details are listed in the data reporting table of the Annex.

With a view to continuous improvement, in preparation for the next editions of the Report, the company is committed to providing increasingly accurate data for the chosen reporting period.

D.
4.Production

For the purposes of this report, if the terms “processing” or “production” are used, they also include fabrics or material produced by other companies belonging to the group, that have undergone at least one relevant treatment by Limonta S.p.A.



GRI 102 - MERCATI SERVITI			
EXPORT IN PERCENTAGE (%)	2019	2020	2021
ITALY	46	57	57
FOREIGN; OF WHICH	54	43	43
- EUROPE	50	60	66
- AMERICA/ASIA	50	40	34

GRI 102-7 ORGANIZATION SIZE			
	2019	2020	2021
TOTAL NUMBER OF EMPLOYEES	686	662	635

GRI 102-8 INFORMATION ON EMPLOYEES AND COLLABORATORS - GENDER			
TOTAL NUMBER OF EMPLOYEES BY GENDER	2019	2020	2021
MEN	480	454	431
WOMEN	206	208	204

GRI 204 – 1 PROCUREMENT PRACTICES				
PERCENTAGE OF EXPENDITURE TO LOCAL SUPPLIERS *	U. OF M.	2019	2020	2021
PURCHASES OF RAW MATERIALS SEMI-FINISHED, SUBSIDIARY, CONSUMPTION AND GOODS	%	74,3	76,8	76,20
COSTS FOR SERVICES	%	89,72	91,23	92

* “Local” in this definition is to be intended as “present on the italian territory”

GRI 301 MATERIALS- ADDITIONAL DATA				
MATERIALS PRODUCED	U. OF M.	2019	2020	2021
FABRICS				
WITH 65% BIO-BASED YARN	LINEAR METERS	12573	9260	10894
WITH WARPED 65% BIO-BASED YARN WOVEN WITH OTHER FIBERS	LINEAR METERS	0	0	0
WITH 100% BIO-BASED YARN	LINEAR METERS	240	0	232
WITH WARPED 100% BIO-BASED YARN WOVEN WITH OTHER FIBERS	LINEAR METERS	0	0	0
BIO SOURCE FABRICS (SUM OF 100% YARNS, 65% YARNS, WOVEN WITH OTHER FIBERS)	LINEAR METERS	12813	9365	11126
PLASTICIZED AND BIO-SOURCE COATED	KG	1000	N.D.	N.D.
BCI COTTON FABRICS	LINEAR METERS	4628	0	13380
GOTS COTTON	LINEAR METERS	568	489	826
50% GOTS COTTON AND 50% GRS RECYCLED POLYESTER	LINEAR METERS	2512	32779	200341
100% NYLON FABRICS (NON-RECYCLED)	LINEAR METERS	3592516	1470197	2300834
RECYCLED MATERIAL				
FABRICS FROM RECYCLED MATERIAL	LINEAR METERS	485225	1339477	2042155
100% ECONYL (RECYCLED NYLON) FABRICS	LINEAR METERS	463107	1105927	1648066
% OF ECONYL® YARN OUT OF TOTALS RECYCLED YARN	%	95,44	82,56	80,7
FSC MATERIALS				
PAPER				
H.53 CM	LINEAR METERS	751.360	637015	373.760,00
H.70 CM	LINEAR METERS	378.550	516150	873.433,00
TOTALE	LINEAR METERS	1.129.910	1153165	1.247.193,00
NON-WOVEN FABRIC				
H.53 CM	LINEAR METERS	1.647.600	1.193.950	1.982.485,00
H.70 CM	LINEAR METERS	374.016	365.065	403.193,00
H.106 CM	LINEAR METERS	755.140	1.419.400	916.858,00
TOTALE	LINEAR METERS	2.776.756	2.978.415	3.302.536,00

GRI 302-1 ENERGY – TAB.1-C ENERGY CONSUMPTION				
SELF-PRODUCED ELECTRICITY DIVIDED BY SOURCE	U. OF M.	2019	2020	2021
RENEWABLE				
SOLAR (PHOTOVOLTAIC)	KWH	1.203.638,00	1.185.519,00	1.200.111,92
NON-RENEWABLE				
FROM METHANE (COGENERATION)	KWH	5.799.785,00	5.023.303,00	5.890.822,50
PURCHASED ELECTRICITY DIVIDED BY SOURCE				
TOTAL	KWH	9.062.517,00	7.542.597,00	8.623.698,00
OF WHICH RENEWABLE PURCHASED	KWH	744.938,90	1.045.403,94	1.195.244,54

GRI 302-1 ENERGY – ADDITIONAL DATA				
SELF-PRODUCED ELECTRICITY DIVIDED BY SOURCE	U. OF M.	2019	2020	2021
TOTAL ELECTRICITY PURCHASED (TEP)*	TEP	811,82	675,67	772,51
SOLAR POWER PLANT PRODUCTION (TEP AVOIDED)	TEP	66,73	93,65	107,07
ENERGY CONSUMPTION BY SITE				
TOTAL COSTA MASNAGA (MWH)	MWH	12.131,00	10.616,00	12.227,45
TOTAL GARBAGNATE MONASTERO 1	MWH	1.091,00	941,87	1.158,55
TOTAL GARBAGNATE MONASTERO 2	MWH	2.523,00	1.787,08	2.045,57

GRI 303-3 WATER AND WATER DISCHARGE – WATER WITHDRAWAL				
TOTAL MEGALITERS OF WATER WITHDRAWAL FROM ALL AREAS AND BREAKDOWN OF THIS TOTAL ACCORDING TO SOURCE:	U. OF M.	2019	2020	2021
- GROUND WATER;	MC	33.227,00	24.506,00	26.086,00
WATER RESOURCES FROM THIRD PARTIES;				
- PUBLIC WATER WORKS	MC	25.813,00	22.463,00	31.103,00

GRI 303-4 WATER AND WATER DISCHARGE – WATER DISCHARGE				
TOTAL MEGALITERS OF WATER DISCHARGE IN ALL AREAS AND BREAKDOWN OF THIS TOTAL ACCORDING TO TYPES OF DESTINATION:	U. OF M.	2019	2020	2021
- PUBLIC SEWERS	MC	22.454,00	20.483,00	22.599,00

GRI 303-5 WATER AND WATER DISCHARGE – WATER CONSUMPTION				
WATER CONSUMPTION	U. OF M.	2019	2020	2021
- TOTAL MEGALITERS OF WATER CONSUMPTION IN ALL AREAS	MC	59.040,00	46.969,00	57.189,00
GRI 303-5 – ADDITIONAL DATA				
RECOVERED WATER	MC	9.641,00*	8.622,00*	8.730,00*

* Data relating only to the costamasnaga site

GRI 305-1 EMISSIONS – GHG EMISSIONS SCOPE 1				
	U. OF M.	2019	2020	2021
DIRECT GHG GROSS EMISSIONS (SCOPE 1)	TON CO2 EQ.	14.014,36	10.280,54	12.291,80

GRI 305-2 EMISSIONS – GHG EMISSIONS SCOPE 2				
INDIRECT GHG GROSS EMISSIONS FROM LOCATION-BASED ENERGY CONSUMPTION (SCOPE 2)	TON CO2 EQ.	2.542,43	2.025,94	2.227,50
INDIRECT GHG GROSS EMISSIONS FROM MARKET-BASED ENERGY CONSUMPTION (SCOPE 2)	TON CO2 EQ.	6.150,31	4.794,40	5.481,57

GRI 306-2 RIFIUTI				
WASTE BY TYPE AND DISPOSAL METHOD	U. OF M.	2019	2020	2021
TOTAL WEIGHT OF HAZARDOUS WASTE , BROKEN-DOWN ACCORDING TO THE FOLLOWING DISPOSAL METHODS:				
- RECOVERY	KG	665.443,00	576.860,00	699.187,00
- DISPOSAL	KG	240.700,00	206.450,00	226.000,00
TOTAL WEIGHT OF NON-HAZARDOUS WASTE BROKEN-DOWN ACCORDING TO THE FOLLOWING DISPOSAL METHODS, WHERE APPLICABLE:				
- RECOVERY	KG	1.623.554,00	1.437.159,00	2.105.671,00
- DISPOSAL	KG	1.731.510,00	1.111.090,00	1.123.050,00

GRI 401-1 EMPLOYEMENT				
NEW HIRINGS	U. OF M.	2019	2020	2021
TOTAL NUMBER AND RATE OF NEW HIRINGS DURING THE REPORTING PERIOD	NUM.	30	53	31
HIRINGS – UNDER 30 YEARS OF AGE	NUM.	30	28	31

GRI 403-9 OCCUPATIONAL HEALTH AND SAFETY – ADDITIONAL DATA				
OCCUPATIONAL ACCIDENTS	U. OF M.	2019	2020	2021
NUMBER OF ACCIDENTS/YEAR	NUM.	22	11	14
DAYS LOST DUE TO ACCIDENT/YEAR	NUM.	435	373	247
ACCIDENTS/YEAR FREQUENCY INDEX		20,86	13,56	14,06
ACCIDENTS/YEAR SEVERITY INDEX		0.41	0,46	0,25
NUMBER OF DIAGNOSED OCCUPATIONAL DISEASES /YEAR	NUM.	0	0	0

GRI 404 TRAINING AND EDUCATION				
AVERAGE HOURS OF ANNUAL TRAINING PER EMPLOYEE	U. OF M.	2019	2020	2021
A. AVERAGE HOURS OF TRAINING PROVIDED TO EMPLOYEES DURING THE REPORTING PERIOD,	NUMBER	1,9	2,6	3,8
PERCENTAGE OF EMPLOYEES WHO RECEIVE A PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT REVIEW				
TOTAL PERCENTAGE OF EMPLOYEES BY GENDER AND BY CATEGORY OF EMPLOYEES, WHO RECEIVED A PERIODIC PERFORMANCE AND PROFESSIONAL DEVELOPMENT REVIEW DURING THE REPORTING PERIOD.	%	0	0	0
GRI 404 TRAINING AND EDUCATION – ADDITIONAL DATA				
AVERAGE HOURS OF ANNUAL TRAINING PER EMPLOYEE	U. OF M.	2019	2020	2021
MANDATORY	NUMBER	5,1	2,6	2,7
NON MANDATORY	NUMBER	1,9	0	1,2

GRI 405 DIVERSITY AND EQUAL OPPORTUNITIES – ADDITIONAL DATA				
	U. OF M.	2019	2020	2021
TOTAL EMPLOYEES LIMONTA SPA**	NUM.	686	662	635
AGE GROUPS - MANAGERS AND MIDDLE MANAGERS				
- UNDER 30 YEARS OF AGE;	NUM.	0	0	0
- BETWEEN 30 AND 50 YEARS OF AGE;	NUM.	18	22	16
- OVER 50 YEARS OF AGE;	NUM.	23	24	25
AGE GROUPS – EMPLOYEES (INCLUDING MANAGERS AND MIDDLE MANAGERS)*				
- UNDER 30 YEARS OF AGE;	NUM.	82	72	60
- BETWEEN 30 AND 50 YEARS OF AGE;	NUM.	320	304	267
- OVER 50 YEARS OF AGE;	NUM.	284	286	308
GENDER – EMPLOYEES*				
MEN	NUM.	480	454	431
WOMEN	NUM.	206	208	204
HIRINGS				
HIRINGS PER YEAR	NUM.	47	53	31
SEPARATIONS PER YEAR	NUM.	61	77	58
OF WHICH DUE TO RETIREMENT	NUM.	48	20	26
OTHER REASONS	NUM.	13	57	32
TYPES OF CONTRACTS**				
FULL TIME	NUM.	633	609	581
PART TIME	NUM.	53	53	54
AGENCY WORK CONTRACT	NUM.	26	8	1
FIXED-TERM CONTRACT	NUM.	13	8	10
OPEN-END CONTRACT	NUM.	673	646	624
INTERNSHIP	NUM.	1	0	3
PART TIME WOMEN	NUM.	47	51	49
PART TIME MEN	NUM.	5	2	5
REMOTE WORKING (ACTIVATED DUE TO THE PANDEMIC)	NUM.	0	50	40

* Including agency workers
** Calculated at 31/12

GRI 405 DIVERSITY AND EQUAL OPPORTUNITES – ADDITIONAL DATA				
	U. OF M.	2019	2020	2021
AGE GROUPS – EMPLOYEES (INCLUDING MANAGERS AND MIDDLE MANAGERS)*				
- UNDER 30 YEARS OF AGE;	%	0	0	
- BETWEEN 30 AND 50 YEARS OF AGE;	%	43,90	47,83	39,02
- OVER 50 YEARS OF AGE;	%	56,10	52,17	60,98
GENDER – EMPLOYEES*				
MEN	%	69,97	68,58	67,87
WOMEN	%	30,03	31,42	32,13
TYPES OF CONTRACTS**				
FULL TIME	%	92,27	91,99	91,50
PART TIME	%	7,73	8,01	8,50
AGENCY WORK CONTRACT	%	3,79	1,21	0,16
FIXED-TERM CONTRACT	%	1,90	1,21	1,57
OPEN-END CONTRACT	%	98,10	97,58	98,27
INTERNSHIP	%	0,15	0,00	0,47

* Including agency workers
** Calculated at 31/12

GRI 416-2 CUSTOMERS' HEALTH AND SAFETY - PRODUCTS NON-COMPLIANCE				
NON-COMPLIANCE INCIDENTS CONCERNING THE IMPACT OF PRODUCT AND SERVICES ON HEALTH AND SAFETY	U. OF M.	2019	2020	2021
TOTAL NUMBER OF CASES OF NON-COMPLIANCE WITH REGULATIONS AND/OR SELF-REGULATORY CODES CONCERNING THE IMPACT OF PRODUCTS AND SERVICES ON THE HEALTH AND SAFETY DURING THE REPORTING PERIOD, FOR: - CASES OF NON-COMPLIANCE WITH REGULATIONS INVOLVING A FINE OR SANCTION;	NUM.	0	0	DATA NOT AVAILABLE
- CASES OF NON-COMPLIANCE WITH REGULATIONS INVOLVING A WARNING;	NUM.	0	0	DATA NOT AVAILABLE
- CASES OF NON-COMPLIANCE WITH SELF-REGULATORY CODES;	NUM.	0	0	DATA NOT AVAILABLE

GRI 417-2 MARKETING AND LABELLING - INFORMATION/LABELLING NON-COMPLIANCE				
NON-COMPLIANCE INCIDENTS CONCERNING INFORMATION AND LABELLING OF PRODUCTS AND SERVICES	U. OF M.	2019	2020	2021
TOTAL NUMBER OF CASES OF NON-COMPLIANCE WITH REGULATIONS AND/OR SELF-REGULATORY CODES REGARDING INFORMATION AND LABELLING OF PRODUCTS AND SERVICES, FOR: - CASES OF NON-COMPLIANCE WITH REGULATIONS INVOLVING A FINE OR SANCTION;	NUM.	0	0	DATA NOT AVAILABLE
- CASES OF NON-COMPLIANCE WITH REGULATIONS INVOLVING A WARNING;	NUM.	0	0	DATA NOT AVAILABLE
- CASES OF NON-COMPLIANCE WITH SELF-REGULATORY CODES;	NUM.	0	0	DATA NOT AVAILABLE

GRI NUMBER	INDICATORS	REFERENCE IN THE TEXT
GRI 102 GENERAL INFORMATION		
102-1	ORGANIZATION NAME	CHAPTER 1 PAR. 1.1. ORIGINS AND CORPORATE MODEL
102-2	ACTIVITIES, BRANDS, PRODUCTS AND SERVICES	CHAPTER 1 PAR. 1.1. ORIGINS AND CORPORATE MODEL
102-3	LOCATION OF MAIN OFFICE/HEADQUARTERS	CHAPTER 1 PAR. 1.1. ORIGINS AND CORPORATE MODEL
102-4	PLACE OF WORK	CHAPTER 1 PAR. 1.1. ORIGINS AND CORPORATE MODEL
102-5	NATURE OF OWNERSHIP AND LEGAL STATUS	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL
102-6	MARKETS SERVED	CHAPTER 4 PAR.4.2 MARKET PRESENCE
102-7	SIZE OF THE ORGANIZATION	CHAPTER 2 PAR2.1 LIMONTA AND ITS COLLABORATORS
	I. TOTAL NUMBER OF EMPLOYEES;	CHAPTER 2 PAR2.1 LIMONTA AND ITS COLLABORATORS
102-8	INFORMATION ON EMPLOYEES AND OTHER WORKERS	CHAPTER 2 PAR2.1 LIMONTA AND ITS COLLABORATORS
102-9	SUPPLY CHAIN	CHAPTER 4 PAR.4.2 MARKET PRESENCE
102-11	PREVENTIVE MEASURE PRINCIPLE	CHAPTER 1 PAR.1.4 TAMBURI INVESTMENT PARTNERS (T.I.P) JOIN THE COMPANY CHAPTER 6 PAR. 6.2 ECONOMIC PERFORMANCE
102-12	EXTERNAL INITIATIVES	CHAPTER 5 PAR.5.1 5.1 ON THE FRONT LINE FOR LOCAL COMMUNITIES PAR 5.2 LIMONTA AND ART
102-13	MEMBERSHIP TO ASSOCIATIONS	
102-14	STATEMENT FROM A SENIOR EXECUTIVE	LETTER TO STAKEHOLDERS
102-15	KEY IMPACTS, RISKS, AND OPPORTUNITIES	CAP.3 PAR. 3.1 TECNOLOGIA A SERVIZIO DELL’AMBIENTE
102-16	VALUES, PRINCIPLES, STANDARDS AND RULES OF CONDUCT	CHAPTER 1 PAR.1.3 VISION, MISSION AND VALUES
102-18	COMPOSITION OF THE HIGHEST GOVERNANCE BODY	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL
102-19	DELEGATION OF AUTHORITY	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL
102-20	RESPONSIBILITY AT THE EXECUTIVE LEVEL ON ECONOMIC, ENVIRONMENTAL AND SOCIAL ISSUES	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL
102-21	CONSULTATION WITH STAKEHOLDERS ON ECONOMIC, ENVIRONMENTAL AND SOCIAL ISSUES	METHODOLOGY NOTE
102-23	PRESIDENT OF THE HIGHEST GOVERNING BODY	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL
102-27	COLLECTIVE KNOWLEDGE OF THE HIGHEST GOVERNING BODY	CHAPTER 6 PAR 6.1 GOVERNANCE MODEL

102-32	ROLE OF THE HIGHEST GOVERNING BODY IN THE SUSTAINABILITY REPORT	METHODOLOGY NOTE
102-40	LIST OF STAKEHOLDERS	
102-43	STAKEHOLDERS’ ENGAGEMENT PROCEDURE	
102-44	RAISED ISSUES AND CRITICAL POINTS	
102-45	SUBJECTS INCLUDED IN THE FINANCIAL STATEMENT	
102-46	DEFINITION OF REPORT CONTENTS	
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