TINTSETA SRL

TEXTILE INDUSTRY SINCE 1982

SUSTAINABILITY REPORT 2024

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INDEX

LETTER TO STAKEHOLDERS

Villa Guardia, Como
17/06/2024

Dear Stakeholders,
We are pleased to present to you the second Sustainability Report of the Tintseta Group, the result of the commitment and collaboration with employees, suppliers, and customers.

The company has focused and consolidated its improvement policy on sustainability, developing strategies that protect the Environment, Health, and Safety, with energy saving as one of the key objectives.

Aware that the implementation of sustainability goals is the result of collaboration, we have involved you in this project. The main focus is to offer high-quality processes by following an Environmental and Social Ethics Policy that is shared and respected by all partners.

Tintseta has identified and explored particularly relevant ESG (Environmental, Social, and Governance) issues, reporting on: activities carried out, the management of chemicals, waste, utilities, and employees.

The year 2024 was a challenging one for the entire textile sector, yet Tintseta nevertheless invested and achieved important milestones in the field of sustainability:

- It has improved the Chemical Inventory by committing to the purchase of only chemical products that comply with the latest version of the ZDHC MRSL. It has continuously trained the officially appointed Chemical Manager and has achieved the Excellence level of the 4sustainability Chemical Management Protocol;

- It has adopted the Ympact platform to make data relating to the main aspects of sustainability visible and shareable;

- It continues to monitor the wastewater from the production process by carrying out internal analyses and, twice a year, those required by the ZDHC standard according to the specific guidelines, publishing the results on the ZDHC Gateway portal;

- It uses the 4s CHEM+ module to obtain Performance InCheck reports that certify the level of compliance of the internal Chemical Inventory with the latest version of the ZDHC MRSL, subsequently publishing the content on the ZDHC Gateway portal;

- It has invested in projects aimed at reducing water and electricity consumption as well as atmospheric emissions;

- To support and promote the use of sustainable fabrics and processes with a reduced environmental impact, it has maintained the following certifications:
    - GOTS (Global Organic Textile Standard)
    - GRS (Global Recycle Standard)
    - Oeko-Tex standard by 100
    - For Textile
    - FSC (Forest Stewardship Council)

- It has implemented a Whistleblowing Policy to guarantee employees, collaborators, suppliers, and customers the possibility of making reports/concerns/complaints/suggestions in a completely anonymous manner.

READING GUIDE

This document constitutes the second edition of Tintseta S.r.l.'s Sustainability Report (hereinafter also referred to as "the company"). This guide is intended to serve as a support for the reader in understanding the document, the process implemented for its development, and the presentation of the related results.

The information provided covers the period from January 1st, 2024, to December 31st, 2024, and at the same time offers visibility on the environmental, social, and economic results for the previous two-year period 2022-2023, so as to ensure the reader has a full understanding of the trends observed in the company's performance.

The document was drafted with reference to the International Sustainability Reporting Standards issued by the Global Reporting Initiative (GRI)[1]. The GRI Standards covered within this Sustainability Report are listed in the GRI Content Index. Readers can refer to this index to easily locate the information of interest within the document. Further methodological information is available in the "Methodological Note" section of this document.

The Sustainability Report begins with this reading guide, which follows the Letter to Stakeholders.

The main body of the document is organized into six chapters:

·The **first chapter, "Tintseta S.r.l.",** presents the history of the company and the key milestones in its evolution. It refers to the company's production divisions, the products it offers to the market, and the certifications it holds.

The **second chapter, "Sustainability at Tintseta"**, illustrates the process that led to the creation of this document and the main actions carried out to identify the material topics for the company. This chapter also includes the company's sustainability strategy and a mapping of the Sustainable Development Goals (SDGs) to which Tintseta contributes through its operations.

[1] The Global Reporting Initiative (GRI) is an independent international initiative created with the goal of defining reference standards for public and private sector companies that report on the environmental, social, and economic impacts generated by their activities. The GRI Standards are globally recognized as the main reference in sustainability reporting and consist of universal and topic-specific standards related to the different dimensions of sustainability. The application of the GRI Standards is voluntary, but it allows organizations that comply with them to align with national and international best practices in sustainability reporting.

The **third chapter, "Corporate Governance",** describes the company's governance model and organizational system, as well as the methods adopted to ensure the ethical and transparent management of its business operations. This chapter also provides information regarding Tintseta's supply chain and its relationships with suppliers.

The **fourth chapter, "Products",** presents the main characteristics of the company's products, as well as the materials used in production processes.

The **fifth chapter, "Environmental Impact Management",** outlines the company's environmental management practices related to the impacts generated by Tintseta's activities in terms of energy and water resources, waste, and atmospheric emissions.

The **sixth chapter, "People at Tintseta",** describes the company's management and social impacts, particularly with regard to employees, as well as the tools implemented to improve their working and personal life conditions.

The document concludes with an Appendix section, which includes the Methodological Note, where information can be found on the materiality analysis process, the reporting scope, the calculation methods used, and any omissions or estimates made with reference to the coverage of the indicators included in the document. The Appendix also contains the GRI Content Index and Annexes, i.e., quantitative detail tables aligned with the requirements of the reported GRI disclosures.

The chapters also provide commentary on these data, including the use of highlights and graphs.

Additional details and information regarding the report and, more generally, Tintseta's approach to sustainability can be requested at: **michela.t@tintseta.it.**

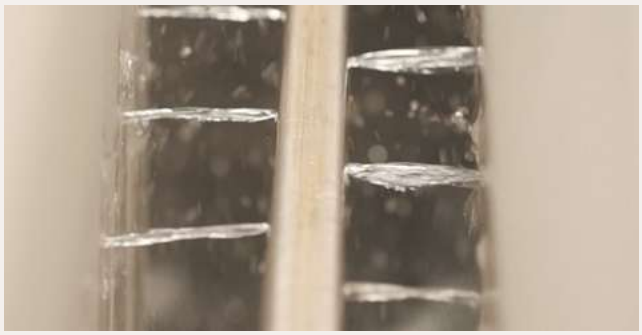
This document was approved by the Sole Director of Tintseta S.r.l. on **June 26th, 2025.**

TINTSETA S.R.L. PERFORMANCE HIGHLIGHTS IN 2024

Approximately 605 tons
of certified textile raw materials
used in production

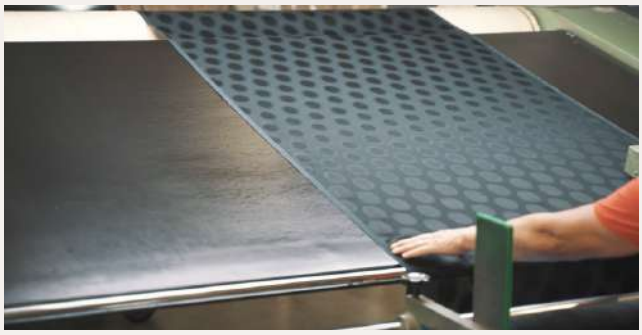
0 products returned by customers due
to non-compliance with product health
and safety requirements

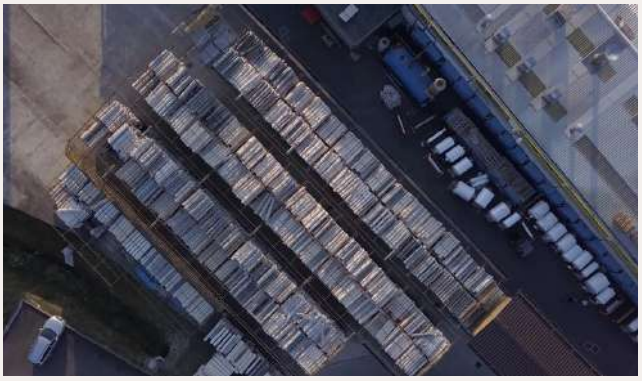
90% of the economic volume of
purchases of products and services
from Italian suppliers



95% of the chemicals used in production
are at the third level of compliance with
the ZDHC MRSL

99% of employees are
on permanent contracts



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1. Tintseta S.r.l.

1.1 Organization's History

Tintseta S.r.l., located in Villa Guardia, near Como, offers a wide range of services in dyeing, finishing, traditional printing, and ink-jet printing.

Founded in 1982 as a dyehouse specialized in silk, Tintseta has always combined tradition and innovation. Over the years, the company has evolved, adapting to the rapid changes in the industry and expanding its expertise to include a wide variety of fabrics and fibers. Today it represents an integrated textile hub, able to offer a complete and customized service, from dyeing to traditional and digital printing, thanks to a constant commitment to research and technological innovation.

With the goal of providing an increasingly comprehensive and cutting-edge service, Tintseta has invested in diversifying its activities. In addition to traditional dyeing, the company has introduced traditional printing (Tintseta, SARA division) and digital printing (Tintseta, INK division), equipping itself with state-of-the-art machinery. This evolution has allowed Tintseta to meet the demands of a market that is increasingly attentive to personalization by offering innovative solutions, as well as to sustainability through processes aimed at reducing environmental impact.

With more than 200 highly qualified professionals and a cutting-edge machine park, Tintseta is able to guarantee the highest quality and flexibility in the production of dyed and printed fabrics.
The company, listed in the register of "Qualified Suppliers for the FOR-TEXTILE trademark" and certified according to the most rigorous international sustainability standards in the textile sector (GOTS, OEKO-TEX, GRS, FSC)[2], is committed to offering sustainable, high-quality products made entirely in Italy.

Thanks to its flexibility and extensive experience in the fields of printing, dyeing, and finishing, the company can offer a highly specialized artisanal service, both for small quantities and for industrial lots.

Daily production can reach about **25,000 meters of solid fabrics**, between **70,000 and 100,000 meters of traditionally printed fabrics,** and between **10,000 and 25,000 meters of ink-jet printed fabrics**, depending on the type of fabric and design.

Each stage of production is entirely Made in Italy, ensuring excellence and quality in the final product.

[2] For further information, see Section "1.4. Certifications and initiatives"

1.2 Mission and Values

Tintseta S.r.l. places the utmost importance on principles of transparency and sustainability, steering its strategies based on the belief that ethics and profit must coexist. The company firmly believes that long-term economic development cannot be in conflict with social and environmental progress.

The company's mission is to meet customer needs while maintaining a balance between quality and sustainability, and recognizing the contribution of each individual as a key element for the company's continuous growth.

1.3 The production model

Tintseta operates as a subcontractor, playing a crucial role in the production process based on direct customer orders.

The clientele is mainly made up of converters, who act as intermediaries with major international fashion brands, the final recipients of Tintseta's products. These converters, mainly local, represent a solid foundation for the company's business, and over the years, long-lasting relationships characterized by mutual trust and daily communication have been established.

Similarly, the relationship with suppliers reflects this philosophy of local and long-term collaboration. They are also mainly located in the Como area and have worked with Tintseta for many years, contributing to the creation of an efficient and reliable production chain. The synergy developed is a key element in ensuring Tintseta's service excellence.

This strong bond with local customers and suppliers not only represents a competitive advantage but also strengthens the company's market position, allowing it to maintain high-quality standards and respond efficiently and flexibly to market needs.

Below are the three production lines of the Group:

Dyeing and Finishing – Tintseta S.r.l

This facility stands out for its ability to prepare, dye, and finish a wide range of natural, artificial, and synthetic fabrics, including silk, viscose, wool, linen, cotton, nylon, acetate, and polyester, both in pure form and blends. Primarily designed for shuttle-woven fabrics, both rigid and stretch, the facility is also equipped to handle knitwear items in small and medium quantities. For each item entrusted, a specific processing procedure is developed, rigorously tested, cataloged, and archived, thus ensuring consistent and high-quality reproducibility.

The scouring and preparation techniques adopted are carefully selected according to the type of fabric to be treated. For example, silk can be treated with olive-oil-based soap flakes or the latest-generation synthetic soaps in star or square formats, or subjected to continuous scouring for lightweight silks or blended fabrics. Additionally, the department is equipped to handle exceptionally wide fabrics and special fabric shrinkages.

The company is equipped with state-of-the-art wide and rope dyeing machinery, also capable of operating under pressure. The adoption of innovative air/water mixture dyeing procedures has reduced environmental impact and optimized energy consumption.

The finishing department, equipped with the most modern equipment, offers a wide range of treatments to achieve special effects on fabrics. Ongoing research and development on chemical products, including natural and recycled options, enables the creation of unique and sustainable finishes.

A state-of-the-art internal laboratory ensures the accurate setup of dyeing and finishing processes, as well as rigorous monitoring during production and of the finished product, verifying the chemical-physical characteristics required by standards.

The internal laboratory also manages sampling and recipe development. Specifically, sampling makes it possible to reproduce and show customers the exact color shade on the requested item and to create a reliable production recipe, later optimizing industrial production.

The facility's total production capacity is approximately **25,000 meters per day**, ensuring operational efficiency that meets the highest market demands.

Traditional Printing – Tintseta SARA Division

The Sara printing plant is equipped with state-of-the-art machinery that enables printing on a wide range of fabrics, including heavier ones. This versatility allows the company to operate in various sectors such as apparel, accessories, and home décor, effectively responding to the needs of a diversified market.

The washing systems, both wide and rope, are designed to handle all types of fabrics, ensuring a high standard of quality and performance.

A significant contribution to precision and production efficiency comes from the computerized color kitchen. This advanced system ensures reproducibility from sampling to production, optimizing lead times.

With a daily production capacity of **70,000 meters,** peaking at **100,000 meters,** the Sara printing plant positions itself as a key player in the sector, combining technology and sustainability to offer high-quality products.

Digital Printing – Tintseta INK Division

The Ink digital printing plant represents innovation in textile printing, leveraging cutting-edge machinery and technologies while integrating innovation and tradition.

The company has a highly sophisticated design, study, and development department always at the service of customers. This department can internally produce CDs with images, color variations using color masks, and channel polishing, also usable in traditional printing. A team of expert and highly professional workers collaborates directly within the company, ensuring personalized and high-quality service.

Various installed colorimetry software solutions allow for a rapid response to the most diverse printing requirements.

To maximize versatility, the company has chosen to adopt printing machines from different suppliers, each with unique characteristics and performance. This technological diversification makes it possible to offer a wide range of technical options, effectively and innovatively meeting customer needs.

The production capacity varies from **10,000 to 25,000 meters per day,** depending on the complexity of the design, ensuring flexibility and quality in every phase of the production process.


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MS
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1.4 Certifications and Initiatives

Tintseta S.r.l. integrates a focus on sustainability into its operational approach. This principle, constantly fueled by continuous research, is a driving force for the company's growth and development, enabling it to pursue increasingly ambitious goals in terms of social responsibility and environmental sustainability.

The company has adopted a series of initiatives and obtained certifications, both at a corporate level and for its products, which demonstrate its commitment to excellence standards.

For Textile[3] is a product and process certification system that evolved from the "Marchio Serico" (Silk Mark). It is based on a set of regulations, the application of which by companies aims to guarantee strict quality specifications for the finished product and the absence of substances that may be harmful to consumers. For Textile indicates and includes, alongside the place of origin, the guarantee that the labeled fabric comes from companies that adopt a quality code in their organization, purchasing, and final product control; it ensures the absence of toxic or harmful substances for the end user.

The company is committed to following the **4sustainability Chemical Management Protocol[4]** with the goal of completely eliminating toxic and harmful substances from production, through the adoption of the **ZDHC MRSL (Zero Discharge of Hazardous Chemicals).** The growing sensitivity to environmental issues has driven the company to systematically address the risks associated with the use of toxic and harmful chemicals by integrating targeted activities and controls into production processes to gradually eliminate their presence.

This commitment reflects a clear objective: to protect human health and the environment. To achieve this, the company has undertaken a structured path of adopting the **4sustainability® Chemical Management Protocol,** which concretely implements the ZDHC MRSL. This protocol allows for transparent and periodic monitoring and measurement of the level of regulatory compliance, ensuring a continuous improvement process in the management of chemical substances.

[3] All group divisions are For Textile certified
[4] All group divisions are committed to complying with this protocol.

The **OEKO-TEX STANDARD® 100 certification[5]** is one of the world's best-known certification systems for textile product safety. It is an independent standard that aims to ensure that textiles and textile products are tested for substances hazardous to human health.

The **GOTS[6] (Global Organic Textile Standard)** is an international standard for the certification of textile products made with organic natural fibers. Its main goal is to promote the responsible use of biological resources, reduce environmental impact, and protect workers' rights in the textile supply chain.

The **GRS[7] (Global Recycled Standard)** is an international standard for the certification of products made with recycled materials. Its purpose is to promote transparency, reliability, and integrity in the recycled products supply chain.

The **FSC[8] (Forest Stewardship Council)** certification is an international sustainable forest management standard. Its main purpose is to ensure that marketed viscose comes from certified forests managed sustainably, taking into account social, environmental, and economic aspects.

[5] All group divisions are OEKO-TEX® certified
[6] All group divisions are GOTS certified.
[7] All group divisions are GRS certified
[8] The FSC certification was obtained by Tintseta S.r.l. – Sara Division

2. Sustainability at Tintseta

2.1 Steps Towards Sustainability

Tintseta considers social and economic development, as well as respect for environmental principles, as fundamental elements of its corporate strategy. To pursue these objectives, it actively promotes the participation and engagement of all stakeholders: employees, who are the beating heart of the company; customers, who are made aware of the importance of sustainable practices; the production chain, which is encouraged to follow high environmental and social standards; and the entire community, with which the company maintains an ongoing dialogue, contributing to local development through social and environmental initiatives.

In this regard, the **Sustainability Policy[9]** is a fundamental tool for achieving the set objectives.

In particular, in its Sustainability Policy, Tintseta has defined several macro-objectives for managing and reducing environmental impacts, outlined below:

- Implement a chemical risk management system aimed at reducing the environmental impact resulting from the use of harmful chemical substances for humans and the environment in production processes and along the supply chain, in line with the progress of technical knowledge in the field, through the implementation of the ZDHC MRSL.

- Ensure constant monitoring as well as improvement of the quality of wastewater connected, directly and indirectly, to production.

- Inform and train employees about the sustainability activities promoted by the company through meetings and periodic gatherings, in order to encourage research and innovation.

- Seek regulatory compliance by constantly working with partners and suppliers who share the same values and strategic objectives, capable of responding to increasingly challenging market demands.

- Adopt advanced management techniques and tools aimed at the continuous improvement of sustainability performance.

[9] This policy can be consulted on Tintseta S.r.l.'s website

- Periodically share with stakeholders the results achieved and new improvement objectives set.

- Correctly and responsibly manage waste from the production process.

- Prioritize local partners in order to minimize environmental impacts related to material transportation along the production cycle.

- Seek productive and organizational solutions that ensure greater efficiency in production processes in order to reduce and/or minimize energy and water consumption and CO2 emissions into the atmosphere (e.g., replacing low-consumption boilers).

- Seek and prioritize solutions aimed at reducing waste production and/or increasing reuse and recycling practices.

- Implement activities to reduce single-use plastic in offices and production.

From an ethical and social perspective, Tintseta S.r.l. is committed to respecting workers' rights according to the **Universal Declaration of Human Rights,** the main conventions of the **International Labour Organization (ILO),** national legislation, and the conditions set out by national collective bargaining agreements regarding:

- Freedom of association and the right to collective bargaining

- Child labor

- Youth labor

- Forced labor

- Health and safety

- Prevention of any discrimination and abuse

- Regularity and transparency in employment contracts, working hours recording, and payment of due wages

2.2 Materiality Analysis

In 2023, the Group carried out its first Materiality Analysis, conducted in accordance with the GRI Standards reporting principles. This tool proved fundamental in identifying the material topics, i.e., those most relevant to the organization from an environmental, social, and economic/governance perspective.

The identification of these material topics provided a clear representation of the elements on which to focus efforts and set further objectives for the coming years.
Moreover, the definition of the materiality matrix made it possible to clearly outline the contents of this document.

The material topics, as well as the results achieved and future goals, have been linked to the **SDGs[10] (Sustainable Development Goals)** of the **2030 Agenda,** thus aligning Tintseta's activities with a shared path towards global sustainability.

Starting from the analysis of the specific sector, sustainability trends related to Tintseta's business area, company type, and comparison with similar companies, relevant topics were defined. These topics were then used for comparison with stakeholders and for the materiality assessment.
In particular, 16 potentially material topics emerged (divided into the following sustainability dimensions: environmental, social, economic, and governance topics), which were submitted for review by Top Management and stakeholders through a questionnaire.

The infographics below show the relevant topics that emerged for the fashion sector in relation to the Group's direct and indirect activities.

In particular, 4 Top Management representatives participated in the survey.

As for stakeholders, 24 complete responses were received to the questionnaires, divided as follows: 58% from suppliers and 42% from customers.

Through the analysis of the questionnaires, it was possible to identify the actually material topics.

The result of this analysis is the **materiality matrix,** shown in the infographic below.

[10]On 25 September 2015, the 193 Member States of the United Nations unanimously adopted the 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs), articulated into 169 Targets to be achieved by 2030. Italy played a central role in the negotiations and has made concrete commitments to pursuing the international goals. Given the scale of the challenge, every public and private actor, within their sphere of influence and action, is called to act.

ENVIRONMENTAL ASPECTS

- Energy efficiency and renewable energy
- Reduction of polluting emissions and climate change impacts
- Circular economy and waste management
- Chemical product management
- Water resources management
- Protection of biodiversity
- Usage of sustainable materials

SOCIAL ASPECTS

- Diversity e Inclusion
- Protection of employee health and safety
- Responsible supply chain management and traceability
- Enhancement and development of professional Growth
- Human Capital Wellbeing and Employee Support
- Product quality, safety, and innovation
- Support and development of local communities

ECONIMIC AND GOVERNANCE ASPECTS

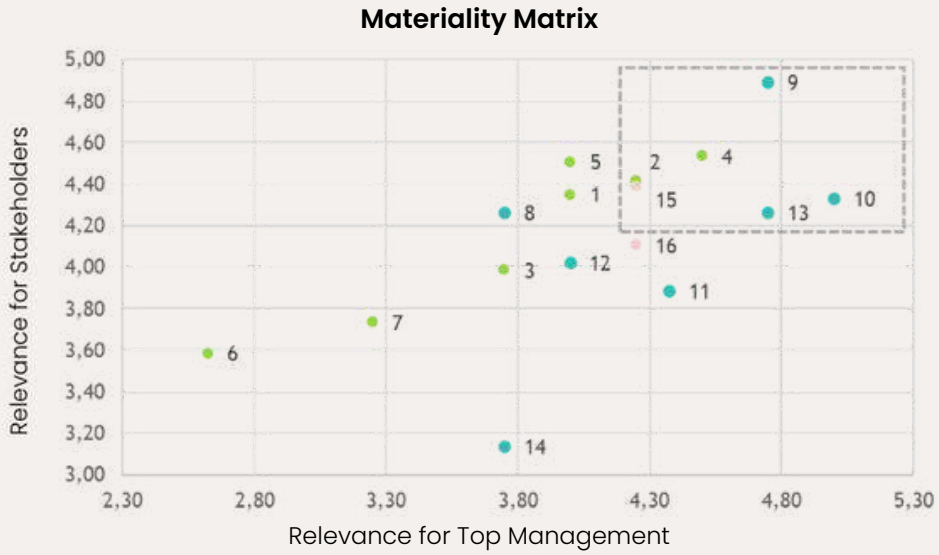
- Ethics, compliance, and business integrity
- Creation and distribution of economic value

In particular, 4 representatives of the Top Management responded on behalf of the Management.

24 complete responses to the questionnaires were obtained by the stakeholders,, divided as follows: 58% from suppliers and 42% from customers.

By analyzing the questionnaires it was possible to identify the actually material themes[11].

The result of this analysis is the **materiality matrix,** represented in the following infographic.



Environmental Topics:

2. Reduction of polluting emissions and impacts on climate change;
4. Chemical product management

Social Topics:

9. Protection of employee health and safety
10. Responsible supply chain management and traceability
13. Product quality, safety, and innovation

Economic and Governance Topics:

15. Ethics, compliance, and business integrity

[11] This was done by first calculating the average of the scores assigned by respondents to each topic for each of the two clusters involved, and then defining a materiality threshold to identify the priority topics for 2023.

The upper-right quadrant of the matrix highlights the 6 material topics, i.e., those that received an average score above the median from both Top Management and stakeholders.

The results of the materiality analysis were shared with Top Management and company executives for approval in 2023, and their relevance was also confirmed for 2024.

The materiality analysis process will be updated in the coming years to validate its content and reflect any changes that may occur over time.

2.3 The Relationship with Stakeholders

For the first Sustainability Report, a stakeholder engagement process was launched, starting with a careful mapping of the main stakeholders. The importance of building solid and transparent relationships with stakeholders was recognized, as their active involvement is fundamental for the company's sustainable success. Their contributions allow for the identification of priorities, the tackling of challenges, and the seizing of opportunities along the path toward more responsible management.

For this first edition, the stakeholders involved in the materiality analysis were customers and suppliers; however, in addition to these, employees and certification bodies also represent fundamental elements for the success of the company's strategy.

The infographic below illustrates the main communication methods together with the priority dialogue channels used.

Stakeholder	Stakeholders & Communication Channels	Communication Methods
Employees	1) Telephone contacts and e-mails 2) Periodic meetings 3) Corporate documentation and company website 4) Infinity portal	Used daily to communicate data and information regarding: employment relationships, agreements, circulars, scheduling of medical examinations and safety courses, delivery of PPE and various materials, and general information.
Customers	1) Telephone contacts and e-mails 2) Periodic meetings 3) Corporate documentation and company website	Used daily to communicate data and information regarding production and the services offered (e.g., expected delivery dates).
Suppliers	1) Telephone contacts and e-mails 2) Periodic meetings 3) Corporate documentation and company website 4) Safety portal	Used daily to agree on orders, interventions, and the resolution of issues.
Certification Bodies	1) Telephone contacts and e-mails 2) Periodic meetings 3) Corporate documentation and company website 4) On-site audits	Used daily to communicate data and information regarding: certifications, improvement measures, corrective actions, product and quality specifications, collaboration agreements, and acceptance of specifications.

2.4 The 2030 Agenda: Tintseta's Goals for a Sustainable World

The 2030 Agenda for Sustainable Development is an action plan for people and the planet, signed in September 2015 by the governments of the 193 UN member states. The Agenda sets out 17 Sustainable Development Goals (SDGs) and 169 associated targets within a comprehensive program designed to guide every actor globally along the path to be followed. Everyone, from individual citizens to public, private, and non-profit organizations, is called upon to contribute to achieving these development goals.

In order to respond to sustainable development needs, it was decided to link each material topic to the relevant Sustainable Development Goals, thereby highlighting the contribution that the company aims to make, and using it as a starting point for continuous improvement.

Below is a summary of the material topics divided by area and related to the relevant SDGs.

Material Topics	Description	Relevant SDG
Reduction of polluting emissions and climate change impacts	The company's commitment to measuring and reducing polluting emissions and implementing projects aimed at reducing direct and indirect greenhouse gas emissions is considered.	
Chemical products management	The company's commitment to the proper management of chemicals to reduce the presence of toxic and harmful substances, as well as to monitor its discharges containing chemical substances, is considered.	
Protection of employee health and safety	Refers to aspects concerning the protection of workers' health and safety in terms of prevention, training, management, and risk reduction, as regulated by the Consolidated Safety Act (Legislative Decree 81/2008).	
Responsible supply chain management and supply chain traceability	"Responsible supply chain management" refers to the selection and evaluation of suppliers based on factors related to compliance with social conditions and environmental protection, and not only on economic requirements. "Supply chain traceability" refers to the company's ability to map and monitor its production supply chain.	
Product quality, safety, and innovation	Refers to the control systems implemented by the company to ensure high quality and safety standards for its products.	
Ethics, compliance, and business integrity	Refers to the company's adherence to ethical standards and integrity in conduct, regulatory requirements, and market rules in which it operates.	

3. Corporate Governance

3.1 The Governance Model

Tintseta is a company incorporated as a Limited Liability Company (S.r.l.).

The ordinary and extraordinary management of the company is entrusted to the Sole Director, Roberto Cassina.

The company's management team consists of three directors, each responsible for a specific division. Each department within the divisions is led by a department head. In addition, a Sustainability Manager, a Workplace Safety Manager (RSPP), and an IT Manager have been appointed. Each division has an updated safety organization chart and governance system.

The Sole Director is directly responsible for defining the company's objectives, values, and strategies concerning its economic and sustainable development, while also managing the resulting economic, environmental, and social impacts.

Tintseta has adopted a structured and well-organized approach at all levels of the organization to ensure the implementation of its commitments to sustainability and responsible production.

The Management is responsible for defining short- and long-term objectives, as well as the essential policies and guidelines for a sustainable future. These guidelines are then translated into procedures and operating instructions, which are applied daily by department managers and all employees.

3.2 Tintseta's Fiscal Year

In 2024, the company achieved a turnover of **€22,664,769.**

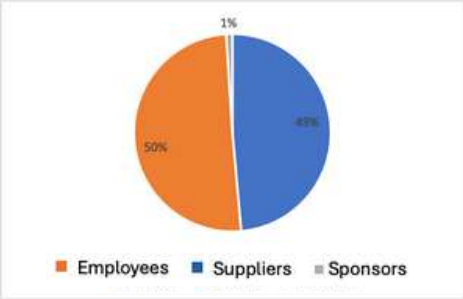
In 2023, the company's turnover was **€27,100,774,** while in 2022 it was **€33,967,833.**

Below is the breakdown of the economic value generated, with the aim of showing the distribution between the value allocated to the various categories of stakeholders and the value retained internally.

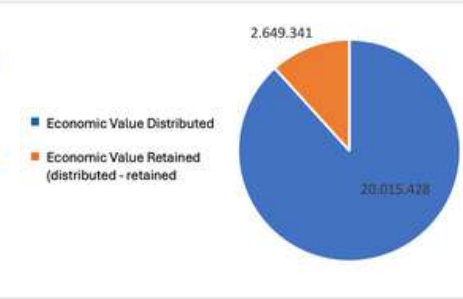
The fair distribution of value strengthens the link between the company and its surrounding environment, playing a crucial role in creating a favorable socio-economic development context.

Investments in employee training and development, for example, generate new opportunities for growth and career advancement. Collaboration with local suppliers helps build a stronger and more interconnected local economic system. Furthermore, the responsible distribution of part of the value generated towards public administration actively contributes to the creation of a healthy and prosperous environment.

Economic value distributed in 2024



Economic Value 2024



3.3 Ethics, Compliance, and Business Integrity

In Tintseta's corporate documentation, the **Whistleblowing Procedure[12],** together with the IT Platform adopted by the company for reporting, plays a crucial role. This document serves as a key reference, guiding the company in pursuing its business objectives while ensuring compliance with the fundamental principles of Social Responsibility.

Reports can be submitted in one of the following ways:

a) submission through the IT Platform (written channel);
b) submission via voice messaging through the IT Platform (oral channel).

The personal data acquired in this context are processed in full compliance with the General Data Protection Regulation (GDPR).

[12] The official document relating to the Whistleblowing Policy can be consulted on Tintseta S.r.l.'s website

Employees	Unit of measure	2024	2023	2022
Executives and managers informed about anti-corruption policies and procedures	N	3	3	3
Executives and managers informed about anti-corruption policies and procedures	%	100	100	100
Executives and managers trained in anti-corruption	N	3	3	3
Executives and managers trained in anti-corruption	%	100	100	100
Employees informed about anti-corruption policies and procedures	N	61	63	68
Employees informed about anti-corruption policies and procedures	%	100	100	100
Employees trained in anti-corruption	N	61	63	68
Employees trained in anti-corruption	%	100	100	100
Workers informed about anti-corruption policies and procedures	N	144	160	160
Workers informed about anti-corruption policies and procedures	%	100	100	100
Workers trained in anti-corruption	N	80	30	30
Workers trained in anti-corruption	%	56	19	18
GRI 205-2: Communication and training on anti-corruption policies and procedures				

Below are the findings achieved for the 2023 reporting year::

- No cases of corruption were identified;
- No legal actions were initiated against the organization for anti-competitive behavior, antitrust violations, or monopolistic practices;
- No privacy violations or customer data breaches were reported;
- No cases of non-compliance with confidentiality and information protection principles were identified.

3.4 Responsible Supply Chain Management and Traceability

In its relationship with suppliers, Tintseta requires each of them to adhere to the **ZDHC protocol[13],** be registered on the **Gateway platform[14]**, and adopt an environmental policy aligned with its standards.
The company works exclusively with suppliers who share the same environmental sustainability goals. Each supplier holds certifications, such as **GOTS** or **GRS**, which also include social and environmental audits.

Finally, all suppliers receive the company's Social and Environmental Policy.

Tintseta mainly sources from suppliers located in the Como area, with a smaller percentage of supplies coming from other provinces in Lombardy. Occasionally, it uses suppliers based in other Italian regions.

In 2024, the total economic volume of purchases of products and services amounted to **€9,373,351,** of which **90%** came from suppliers based in Lombardy.

This figure underscores the strong bond and shared interest with the local community.

€ 8.436.016

Total economic volume of local product and service purchases in 2024

[13] Zero Discharge of Hazardous Chemicals (ZDHC) is an international program aimed at guiding the textile, apparel, and footwear value chains towards the use of safe chemicals. Specifically, the program's mission is to lead the global value chain to achieve the highest standards of sustainable chemical management, promoting resource efficiency and circularity.
[14] The ZDHC Gateway is a database of chemicals considered safe, created to help textile brands and their suppliers make environmentally friendly choices.

4. Products

4.1 Product Quality, Safety, and Innovation

Tintseta places great emphasis on quality, safety, and customer satisfaction, which are fundamental principles guiding every stage of production.

Each process is carefully managed and constantly monitored in order to ensure high standards and excellent products. This rigorous approach is an essential requirement for the company's continued growth.

These considerations have a significant impact on both internal organization and external relations. Tintseta, in fact, takes direct responsibility for the selection and management of suppliers, ensuring that they share the same values of quality and reliability.

Achieving certain standards of excellence means meeting customer expectations in terms of functionality, reliability, and safety. In this regard, certifications such as **For Textile, 4sCHEM, GOTS, GRS, OEKO-TEX STANDARD 100, and FSC** play a crucial role, serving as guarantees and promoting a production approach focused on quality and sustainability.

Moreover, with specific reference to the chemicals used in the processing of final products, Tintseta has implemented specific procedures for their management, covering purchasing, storage, handling, intervention in the event of accidental spills, as well as the storage and disposal of related waste.
During 2024, there were no cases of non-compliance relating to failure to meet mandatory or voluntary regulations concerning the health and safety of sold products.

To this end, the company has adopted a specific procedure for managing non-conformities, which may concern finished products, processes, health and safety impacts, wastewater, and work environments.

A designated manager is responsible for handling non-conformities by collecting and recording all relevant data. They involve the necessary parties, such as suppliers, customers, and technicians, and coordinate the implementation of the required corrective actions. Each case of non-compliance is carefully recorded and documented.

Lastly, no cases of non-compliance concerning the information and labeling of products and services were identified.

4.2 Use of Sustainable Materials

Tintseta follows a procurement strategy focused on the use of materials that meet strict sustainability criteria, supported by certifications that guarantee their origin and reduced environmental impact.

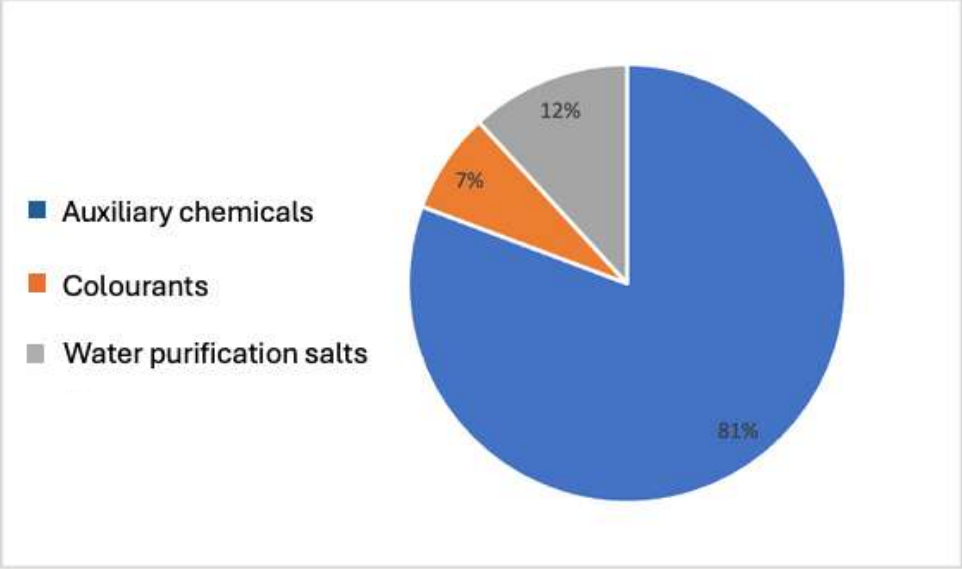
This approach translates into a more responsible production aligned with the company's principles of environmental protection and social commitment.

Within production, the company mainly uses textile raw materials and chemical products.

Regarding chemical products, in 2024, approximately **1,336,393 kg** of chemicals were used in production, **95%** of which were at the third level[15] of compliance with the **ZDHC MRSL.**

The chart below shows the breakdown by type of chemical products used by the company in 2024.

Chemical products used by Tintseta in 2024



[15] The levels of compliance with the ZDHC MRSL range from 1 to 3 and provide chemical product buyers with a merit rating on each product's compliance with the list of substances whose use in production is prohibited or restricted. The higher the level of compliance, the greater the assurance of transparency and accountability regarding the substance and its producer.

In addition to chemicals, the company uses different types of raw materials in production, primarily textiles composed of various fibers and auxiliary materials. The main types of textile fibers processed are:

- Silk
- Cotton
- Linen
- Viscose
- Acetate
- Wool
- Polyester
- Nylon
- Lycra

The following table shows the detailed quantities of textile raw materials used, by type of certification:

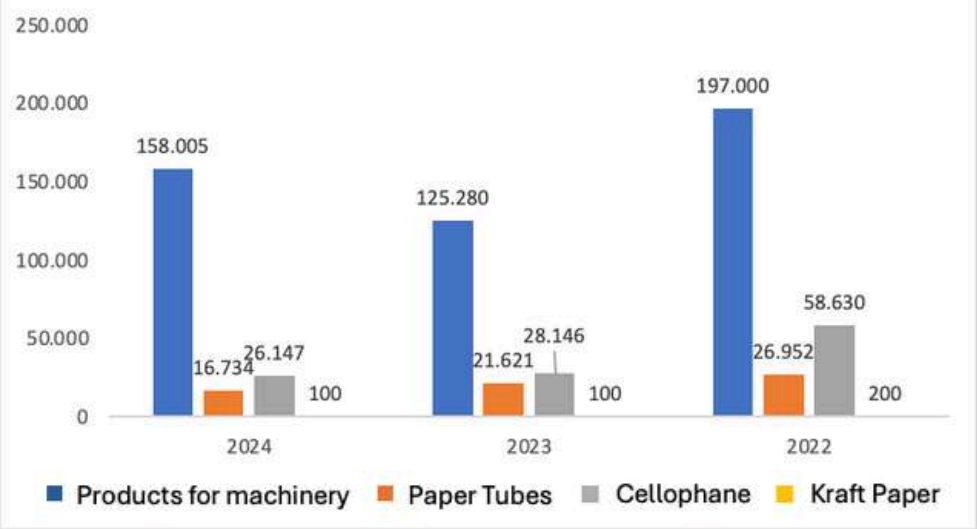
Certified Textile Raw Materials	Unit of Measurement	2024
GRS	Kg	265.991
GOTS	Kg	114.055
FSC	Kg	193.394
Oekotex	Kg	9.210
Europeanflax	Kg	22.582

The infographic below shows the details of sustainable textile raw materials for the year 2024:

Global Recycled Standard	*2.083.128 metri*
Global Organic Textile Standard	*831.068 metri*
FSC / Forest Stewardship Council	*1.421.468 metri*
OEKO-TEX Standard 100	*63682 metri*
European Flax	*40.473 metri*

Finally, the following table shows the remaining auxiliary raw materials used by the company in 2024:

Materials used (kg) by Tintseta during the three-year period



5. Environmental Impact Management

Tintseta recognizes the importance of respecting and protecting ecosystems and is committed to reducing the environmental impact of its activities.
The following sections, dedicated to the most significant environmental issues, provide detailed indications on reduction objectives related to these topics.

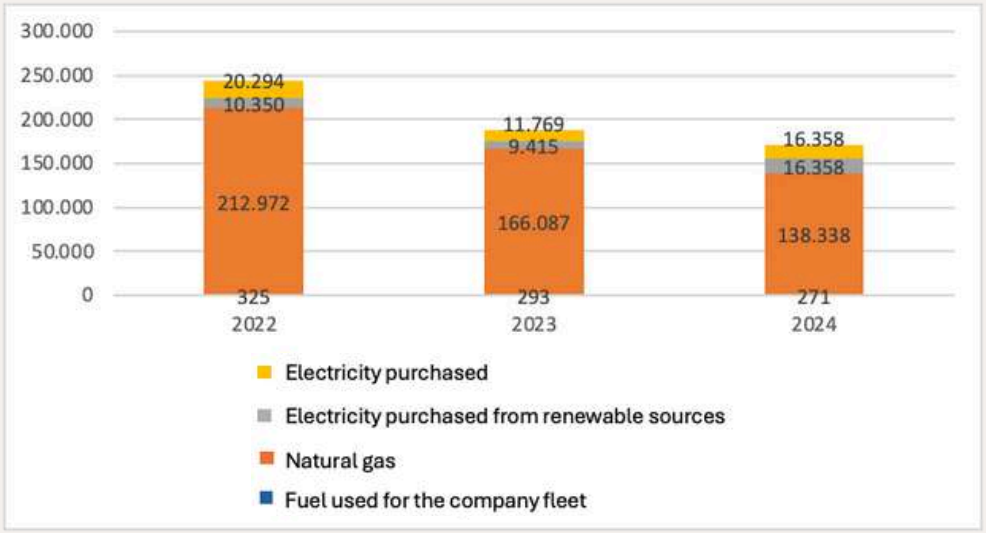
5.1 Reduction of Pollutant Emissions and Climate Change Impacts

This section provides an overview of the company's energy consumption as well as direct and indirect CO2-eq emissions.

Energy consumption is monitored in order to measure its magnitude and identify areas for improvement. Total energy consumption in 2024 amounted to **154,967.21 GJ[16]** (compared to 178,148.53 GJ in 2023), broken down as follows:

- **10.6%** from electricity purchased entirely from renewable sources;
- **89.3%** from natural gas used to power industrial boilers. The resulting steam is then used in processing machinery;
- **0.2%** from fuel used for the company fleet, which consists of 8 vehicles in total. All of this consumption comes from diesel.

Energy consumption in the three-year period, in Gj



[16] It is specified that the source for the conversion factors – from kWh, m³ and liters to GJ – is the database "UK Government GHG Conversion Factors for Company Reporting", in the versions specific to the reporting years.

To quantify greenhouse gas emissions, the methodology recognized by the Greenhouse Gas Protocol was used, which distinguishes emissions into "direct" and "indirect" categories (Scopes):

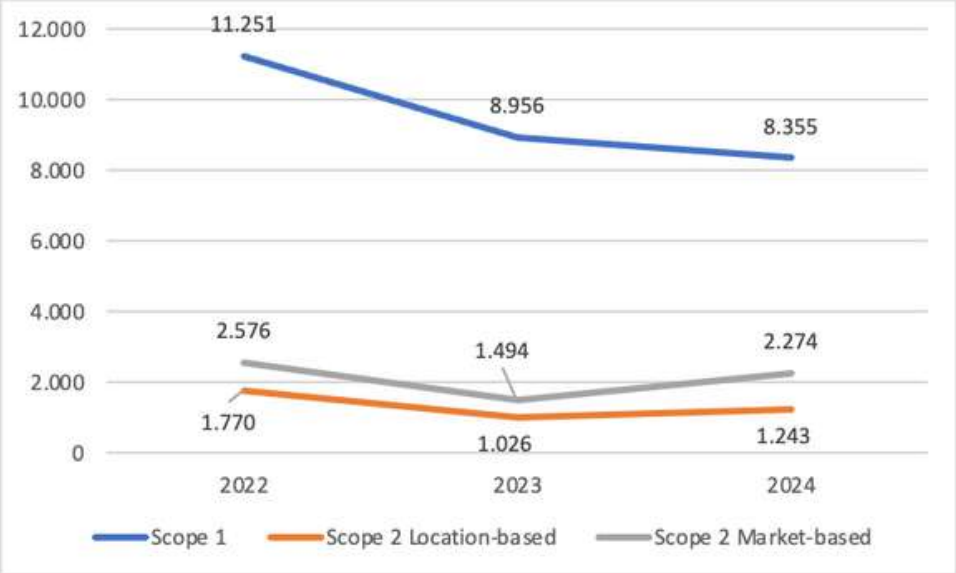
- ***Scope 1 –*** *Direct emissions, generated from sources owned or controlled by the company. For Tintseta, these emissions come from natural gas consumption and fuel for company vehicles;*

- ***Scope 2 - Indirect emissions,*** *resulting, for example, from the use of purchased electricity for lighting offices, facilities, and warehouses*[17].

The following is the breakdown of CO2 emissions for 2024:

- Direct emissions (Scope 1): **8,355 tCO2eq**
- Indirect emissions:
  - Scope 2 location-based: **1,243 tCO2eq**
  - Scope 2 market-based: **2,274 tCO2eq**

Direct and indirect CO2 emissions generated by Tintseta in the three-year period 2022-2024 (tCO2eq)



[17] It is specified that indirect CO2 emissions (Scope 2) can be calculated using two methodologies:
- Location-based: considers an average CO2eq emission factor of the national electricity grid (country where the consumption takes place).
- Market-based: considers electricity emissions based on the contractual form intentionally chosen by an organization. For example, in the case of energy from renewable sources, the CO2eq emission factor will be zero; in the case of other energy sources whose origin is not specified, a residual mix (defined at the national level) is used when the organization's emission intensity level is not specified in its contractual instruments.

Lastly, it should be noted that every year an independent body performs sampling to verify that the following atmospheric emissions comply with the parameters established by the AUA (Single Environmental Authorization):

- VOCs (Volatile Organic Compounds)
- Fine particulate matter
- NOx (Nitrogen oxides)

5.2 Chemical Products Management

The effective management of chemical substances is a key element for Tintseta.

This approach involves adopting strict protocols and procedures covering every phase of the chemical life cycle, from acquisition to proper disposal.

Such management not only ensures compliance with environmental and safety regulations but also protects workers' health and prevents possible negative impacts on the environment and health.
To this end, Tintseta has adopted the Chemical Management 4sustainability® Protocol, which integrates the practical implementation of the ZDHC MRSL (www.roadmaptozero.com) and transparently and regularly monitors the level of application.

The project included:

- Appointment of an internal Chemical Manager;
- Supply chain mapping, with the identification of chemical risk categories;
- Implementation of the ZDHC MRSL (Manufacturing Restricted Substances List);
- Creation of the Chemical Inventory and qualification of chemical products according to ZDHC Conformance Guidance;
- Definition of an internal Chemical Management procedure to ensure, among other things, compliant purchasing and controlled processes;
- Training of involved staff;
- Collection of information in management systems to ensure traceability;

- Development of a statistical sampling and control plan based on risk assessment;
- Use of a data management platform for constant performance evaluation;
- Continuous reporting for the identification of elimination and improvement plans.

To achieve the implementation level of the 4sustainability CHEM framework, the company was measured and evaluated through a specific assurance activity, carried out using a checklist containing the following sections:

1. EHS (Environment-Health & Safety);
2. Management System
3. Chemical Risk
4. Process Management
5. Output Management

Tintseta once again achieved the Excellence level for 2024. E-report available at the following link:: https://www.4sustainability.it/4sustainability-e-report-tintseta/#chemical-management

Supplier selection is carried out carefully, ensuring that they meet minimum requirements to provide suitable products. Suppliers must comply with the ZDHC protocol and REACH regulation, and they are required to propose increasingly sustainable solutions, including the possibility of replacing chemical products with alternatives that have a lower environmental impact.

The company also prioritizes collaborations with local and long-term suppliers.

Some customer specifications are stricter than the REACH regulation, highlighting the strong focus on quality and safety. Tintseta carefully selects all chemical products used in production processes, recording them in a Chemical Inventory.

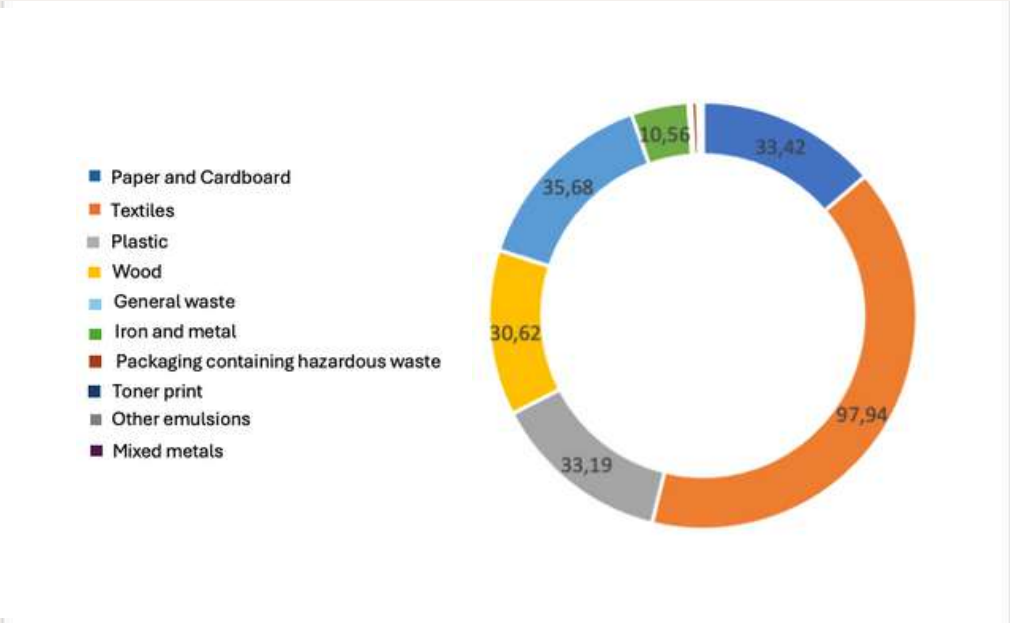
All products comply with the ZDHC protocol, with over 90% classified at the third level on the Gateway platform. Moreover, a continuous improvement plan is in place to further increase this percentage.
For products that do not reach the third level, tests are carried out on each batch, with the corresponding reports archived.

Each substance is accompanied by a safety data sheet and a technical data sheet, and the Chemical Inventory records the risk elements for humans and the environment.
In the event of spills or incidents, the sheets contain instructions on how to intervene safely.

5.3 Proper Waste Management

With regard to the waste generated during 2024, the following details its composition by waste type. The categories highlighted in the chart below represent the most significant in terms of total quantity produced.

Waste Composition in 2024 (ton)



The predominant waste type is textile waste, which accounts for 40.1% of the total waste generated in 2024, followed by unsorted waste (14.6%) and paper/cardboard waste and plastic waste, which represent 13.7% and 13.6% of total waste, respectively.

The composition of generated waste is shown in the following table:

Waste Composition (tons)[18]	2024	2023	2022
Hazardous waste	**2,64**	**7,99**	**4,45**
of which sent for disposal	0,57	2,48	0,00
of which not sent for disposal	2,07	5,51	4,45
Non-hazardous waste	**241,41**	**290,6**	**345,5**
of which sent for disposal	0	0	0
of which not sent for disposal	241,41	290,6	345,5
Total	**244,05**	**298,59**	**349,95**
% non-hazardous waste	**99%**	**97%**	**99%**

[18] It is specified that for the years 2023 and 2022, the data presented were updated following a change in the data collection methodology.
etodologia di raccolta del dato.

5.4 Water Resource Management

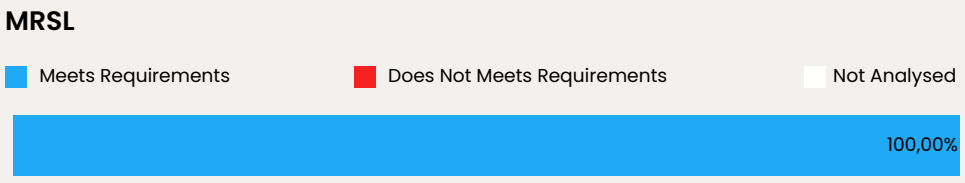
Water is an essential element at every stage of the production process and therefore requires careful and responsible use.

The water used in production processes is drawn from the Como municipal consortium; Tintseta records and monitors incoming water monthly based on documentation shared by the consortium.
As for wastewater, it is regularly monitored. Specifically, potentially hazardous substances are controlled and managed according to parameters defined by the Single Environmental **Authorization (AUA).**

Each month, the Como Acqua treatment plant checks a series of indicators, including: pH, color, total suspended solids, **BOD5, COD, aluminum, sulfides, sulfites, sulfates, chlorides, total nitrogen, animal and vegetable fats and oils, and total surfactants.**

In addition, Tintseta conducts weekly checks on the most critical parameters in its own laboratory. Wastewater analyses, carried out according to the **ZDHC Wastewater Guidelines,** are performed twice a year and published on the Gateway platform.

The results of these analyses for 2024 show full compliance with the **Wastewater Guidelines.**

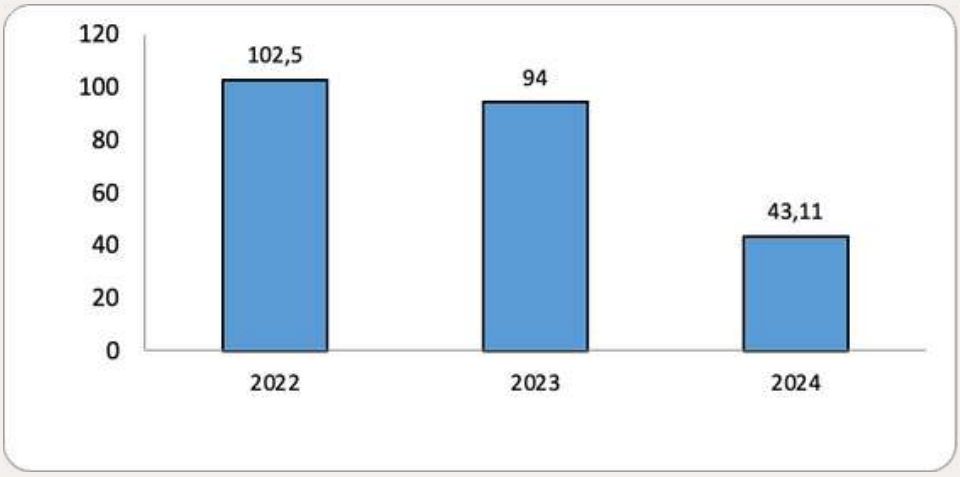


Regarding potentially hazardous substances contained in wastewater, Tintseta complies with current legal limits and, on a voluntary basis, applies the more stringent thresholds set by the ZDHC protocol.
The company also actively promotes partnerships with its chemical product suppliers to identify, test, and adopt auxiliaries and dyes with a lower environmental impact, especially those capable of effectively reducing water consumption during production processes.

Finally, systems for recovering heat from discharged hot water are in place. A **heat recovery system** has been implemented to reduce the energy required to reheat water and thus optimize energy consumption.

The following chart shows Tintseta's water consumption for the 2022–2024 period.

Water consumption in the three-year period (ML)

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6. People at Tintseta

Tintseta recognizes the fundamental value of its people, who are considered the driving force of the organization and key players in achieving common goals.

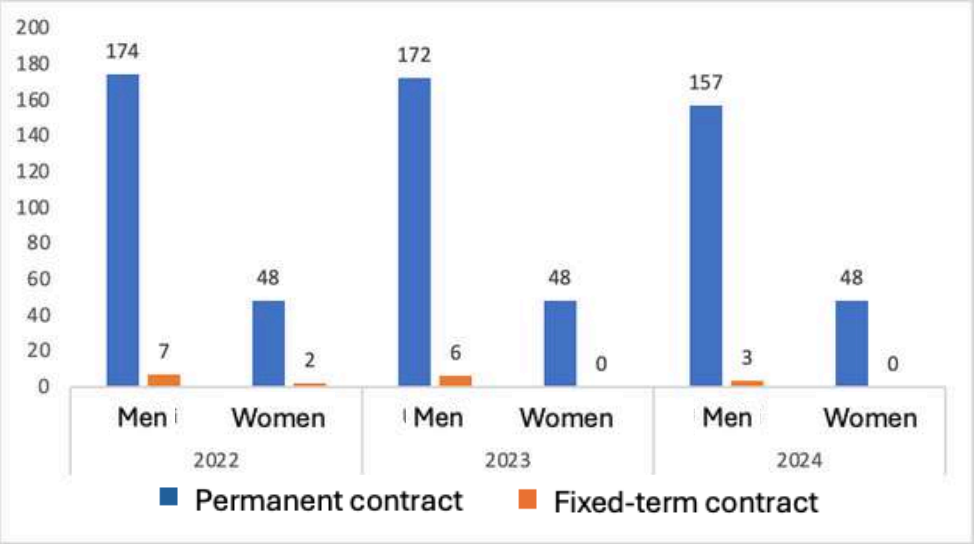
For this reason, the company is constantly committed to fostering an inclusive, stimulating, and respectful work environment, where every individual feels an integral part of the corporate project, recognized for their contribution, and supported in their professional growth.
An organizational culture based on collaboration and dialogue is promoted so that every voice is heard and every point of view valued.

As of 31 December 2024, Tintseta employs 208 people, 23% of whom are women.

Among the employees, 205 have permanent contracts (99% of staff), with a gender distribution of 77% men and 23% women.

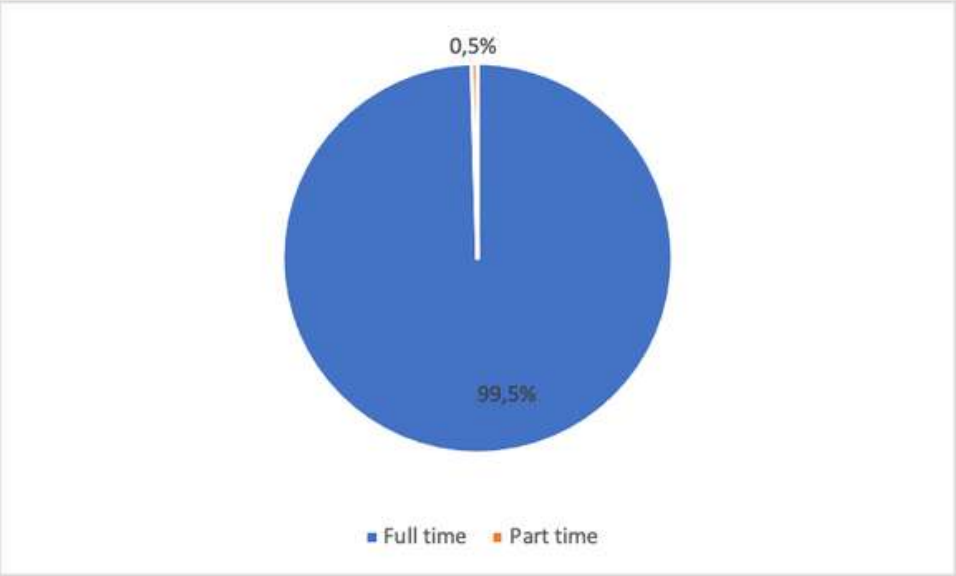
Moreover, 3 employees (1%) have fixed-term contracts.

Contract type, by gender, in the three-year period 2022-2024



The 99.5% of employees work full-time (160 men and 47 women); the remaining 0.5% work part-time.

Type of contract in 2024

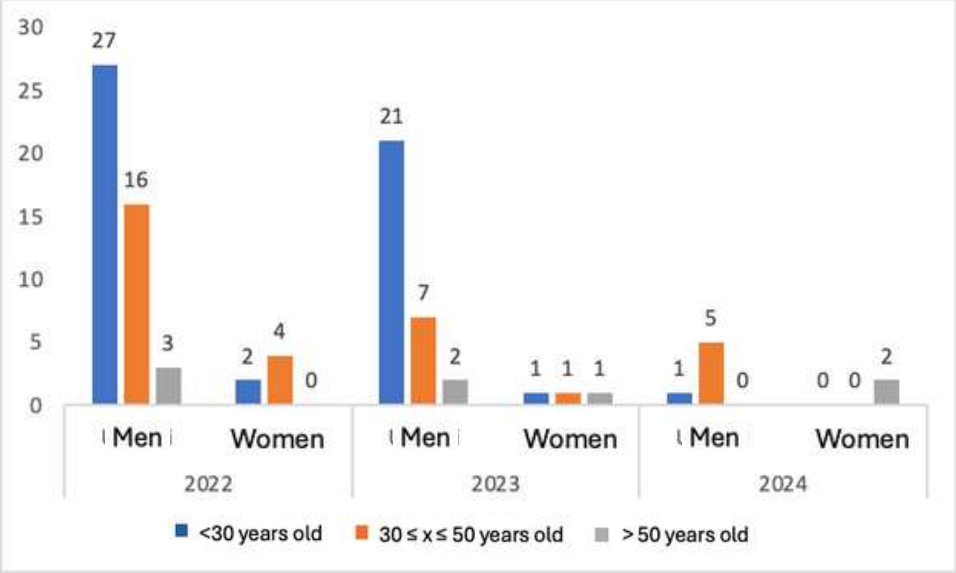


Managerial salaries are determined at the time of appointment with reference to the National Collective Bargaining Agreement (CCNL) for Industrial Executives, while for other roles the CCNL Textile Clothing Fashion agreement applies. No additional remuneration is provided beyond what is established by the employment contract and mutual agreements.

In addition, 100% of employees are covered by collective bargaining agreements.

In 2024, 8 new employees were hired (6 men and 2 women), corresponding to an inbound turnover[19] of 4%.

New hires, by gender (three-year period 2022-2024)



[19] Inbound turnover – or positive turnover rate – is the ratio between new hires as of 31/12 of the year under review and the number of employees as of 1/01 of the same year (assumed to be equal to the number of employees as of 31/12 of the previous year).

As for terminations, there were 28 departures (86% men and 14% women), resulting in an outbound turnover[20] of 12%.

6.1 Employee Health and Safety Protection

Tintseta is constantly committed to ensuring the health and safety of its employees, promoting a working environment that safeguards physical and mental well-being.

Through ongoing training, field inspections, and the adoption of strict safety protocols, the company maintains high safety standards.

Tintseta has a workplace health and safety management system. Specifically, through the Safety Solution Zucchetti platform, an integrated suite of software solutions, the company manages employee health and safety in compliance with Legislative Decree 81/08 on workplace safety.

The system is designed to ensure full control over each employee's health status, training, and the distribution of PPE[21]. It also manages all the necessary documentation related to external workers, in line with current regulations.

All workers and workplaces are included in the Risk Assessment Document (DVR). Each of the three production plants has its own DVR, which is periodically updated to reflect changing risks.

The DVR includes the appointment of supervisors, training of fire emergency and first aid teams, annual evacuation drills, chemical risk assessments, and evaluations of other risks present in the company.

To prevent workplace accidents, the company shares numerous Safety Operating Instructions with employees.

In the three-year reporting period, no cases of occupational disease or deaths from occupational illnesses were recorded.

[20]Outbound turnover – or negative turnover rate – is the ratio between terminations as of 31/12 of the year under review and the number of employees as of 1/01 of the same year (assumed to be equal to the number of employees as of 31/12 of the previous year).
[21] Personal Protective Equipment (PPE)

The table below shows the details of workplace accidents recorded during the three-year period:

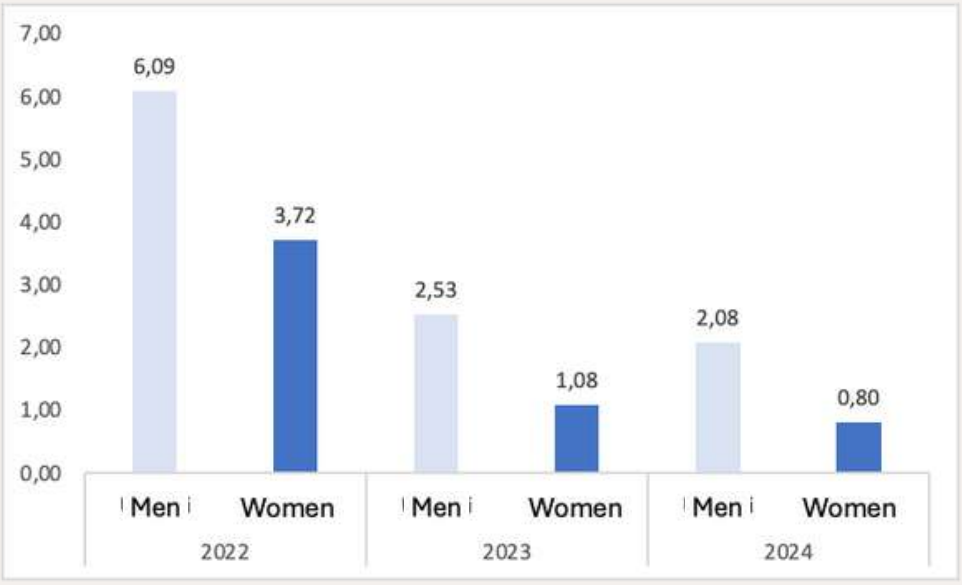
Workplace accidents	2024	2023	2022
Hours worked	307.934	343.901	371.312
Recordable workplace accidents (including deaths)	1	6	5
Workplace accidents with serious consequences (excluding deaths)	1	2	1
Deaths from workplace accidents	0	0	0
Recordable accident rate[22]	3,25	17,45	13,47

6.2 Employee Well-being and Support

IIn compliance with current regulations, Tintseta organizes training and refresher courses. All communications regarding health and safety at work are sent through the company portal, using emails and text messages. Additional information on these topics may also be posted on notice boards or communicated directly to employees.

Health and safety training is mandatory and is carried out either in-house or through authorized institutions, respecting legal deadlines. Training hours are always fully paid.

Average training hours by gender (three-year period 2022-2024)



[22] The workplace injury rate is the ratio between the total number of workplace injuries and the total number of hours worked, multiplied by 1,000,000, in accordance with the GRI guidelines.

The Prevention and Protection Service Manager (RSPP) plans the mandatory annual health and safety training, ensuring 100% of employees are properly trained.

As part of its commitment to greater transparency and awareness on pay equity issues, the company has chosen to report its gender pay gap for the reporting year. The table below highlights, for each professional category, the percentage ratio between the pay received by women and that of men, considering both base salary (RAL) and total compensation (RGA).

	2024		2023		2022	
Employee category	Base Salary	Remuneration	Base Salary	Remuneration	Base Salary	Remuneration
Executives & managers	*46%*	*48%*	*55%*	*53%*	67%	60%
Office staff	*95%*	*80%*	*92%*	*76%*	95%	76%
Factory workers	*91%*	*85%*	*96%*	*87%*	95%	79%

The health and well-being of employees is a top priority. For this reason, the company has signed an agreement with the Sanimoda supplementary health assistance fund, dedicated to workers in the fashion industry. Tintseta also provides employees with a list of healthcare providers (e.g., opticians, dentists, and pharmacies) with whom it has agreements or discounts.

Below is the list of employee benefits offered:

Type of benefit	2023
Life Insurance	YES, FOR EXECUTIVES
Health Assistance	YES
Disability or invalidity insurance coverage	YES, FOR EXECUTIVES
Parental leave	YES
Pension contributions	YES, FOR SANIMODA MEMBERS
Stock ownership	NO
Other	• Agreements or discounts with local partners • Christmas gift card

Appendix

Methodological Note

The 2024 Sustainability Report for Tintseta S.r.l. constitutes the second edition of the document dedicated to reporting the company's non-financial impacts.

This document is a voluntary publication, as Tintseta is not among the entities required to comply with Legislative Decree 254/2016.

The economic, governance, social, and environmental information contained in this document has been prepared in accordance with the GRI Standards (2021 version) using the "With reference to" reporting option.

For further details on the indicators included, please refer to the GRI Content Index.

This Sustainability Report is designed in line with the fundamental principles of the GRI (2021): Accuracy, Balance, Clarity, Comparability, Completeness, Sustainability Context, Timeliness, and Verifiability were the essential prerequisites for the identification and reporting of the contents of this Sustainability Report.

Materiality Analysis

The materiality analysis carried out in 2023, developed through structured phases aimed at identifying the relevant issues for Tintseta and its stakeholders, was considered valid by Company Management and therefore confirmed for the 2024 edition of the Sustainability Report.

The analysis process, also described in Section 2.2 Materiality Analysis, followed the steps below:

- Context analysis: The main national and international sources related to the textile sector, regulations, and market trends were analyzed in order to identify the main sustainability issues from both a current and future perspective.

- Materiality analysis questionnaire: The results of the context analysis formed the basis for the ad hoc development of a questionnaire aimed at identifying material issues, which was shared with the company's Top Management and a representative sample of the main stakeholders, specifically customers and suppliers. More detailed information is provided in Section 2.2 Materiality Analysis of this Report.

- **Matrix development:** The responses to the questionnaire made it possible to develop the materiality matrix for 2023. This matrix was then presented to Company Management, which validated the results.

Reporting Scope

The reporting scope of the 2024 Sustainability Report of Tintseta S.r.l. covers the period from January 1, 2024, to December 31, 2024.

This document collects data and information referring to the same scope as Tintseta S.r.l.'s Financial Report for economic, governance, environmental, and social aspects.

Data Collection and Calculation Methodologies

During the information gathering process, the company functions relevant for reporting in the economic, governance, social, and environmental areas actively participated.

In this Report, a thorough presentation of the various material topics was adopted, illustrating both the operational aspects and the strategic approaches adopted by the company, where possible and relevant.

The information and data are presented clearly, both graphically and textually, in the main document, with further details provided in the Annexes.

Each GRI indicator included is clearly referenced to ensure full transparency.

With reference to social data:

- The number of employees reported in GRI 2-7, GRI 2-8, and GRI 404-1 refers to the people employed as of 31.12.2023;

- The work-related injury rate, in GRI 403-9, is the ratio between the total number of work-related injuries and the total number of hours worked, multiplied by 1,000,000[23].

With reference to environmental data:

- Energy consumption, GRI 302-1: The conversion from the specific unit of measure of the energy source considered to GJ was carried out using the conversion factors defined by DEFRA - UK Government GHG Conversion Factors for Company Reporting for the years 2024, 2023, and 2022;

[23]In alignment with GRI guidelines.

- Direct CO2 emissions (Scope 1), GRI 305-1: The conversion from the specific unit of measure of the energy source considered to tCO2eq was carried out using the emission factors defined by DEFRA - UK Government GHG Conversion Factors for Company Reporting for the years 2024, 2023, and 2022;

- Indirect CO2 emissions (Scope 2): For indirect CO2 emissions calculated according to the "location-based" methodology, reference was made to the emission factors defined by DEFRA - UK Government GHG Conversion Factors for Company Reporting for the years 2024, 2023, and 2022; for calculations using the "market-based" approach, the residual mixes defined by the Association of Issuing Bodies (AIB) were taken into account.

This document was prepared with the methodological support of Process Factory S.r.l. and Message S.p.A. Società Benefit.

GRI Content Index

This Sustainability Report was prepared with reference to the 2021 version of the GRI Standards. Regarding the GRI Topic Standards, the following versions were used:

- GRI Standards Topic Standards 2016 (where not updated to a more recent version);
- GRI Standard 303 – Water and Effluents (2018);
- GRI Standard 403 – Occupational Health and Safety (2018);
- GRI Standard 207 – Tax (2019);

The table below provides information about the GRI disclosures used for the preparation of the 2024 Sustainability Report of Tintseta S.r.l., namely the list of Standards and related indicators covered in the document.

Statement of use of the GRI Standards	Tintseta S.r.l. has reported the information cited in this GRI Content Index for the period January 1, 2023 – December 31, 2023, with reference to the GRI Standards ("With reference to" option).
GRI 1 used	GRI 1: Foundation 2021

GRI STANDARD	Disclosure	Chapter	Comments
General Disclosures			
GRI 2: General Disclosures 2021	2-1 Organization details	Reading Guide, Chapter 1 Tintseta S.r.l.	Limited liability company, registered office in Villa Guardia, Como
	2-2 Entities included in the organization's Sustainability Report	Methodological Note (Reporting Boundary)	
	2-3 Reporting period, frequency and contact point	Reading Guide	
	2-4 Restatements of information	Chapter 5.3 Proper waste management, Annex	
	2-5 External assurance	-	The 2024 Sustainability Report was not externally assured
	2-6 Activities, value chain and other business relationships	Chapter 1 Tintseta S.r.l.	
	2-7 Employees	Chapter 6 People at Tintseta, Annex	
	-8 Workers who are not employees	Chapter 6 People at Tintseta, Annex	
	2-9 Governance structure and composition	Chapter 3.1 Governance model	

GRI STANDARD	Disclosure	Chapter	Comments
GRI 2: General Disclosures 2021	2-11 Chair of the highest governance body	Chapter 3.1 Governance model	
	2-12 Role of the highest governance body in overseeing the management of impacts	Chapter 3.1 Governance model	
	2-14 Role of the highest governance body in sustainability reporting	Chapter 3.1 Governance model	
	2-19 Remuneration policies	Chapter 6 People at Tintseta	
	2-20 Process to determine remuneration	Chapter 6 People at Tintseta	
	2-22 Statement on sustainable development strategy	Letter to Stakeholders	
	2-23 Policy commitments	Chapter 2.1 Steps towards sustainability	
	2-28 Membership associations	-	Tintseta S.r.l. does not belong to any associations
	2-29 Approach to stakeholder engagement	Chapter 2.3 Stakeholder relationships	
	2-30 Collective bargaining agreements	Chapter 6 People at Tintseta	

Material Topics			
GRI 3: Material Topics 2021	3-1 Process to determine material topics	Chapter 2.2 Materiality analysis	
	3-2 List of material topics	Chapter 2.2 Materiality analysis	
Economic Performance			
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	Chapter 3.2 Tintseta's fiscal year, Annex	
Procurement Practices			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3.4 Responsible supply chain management and traceability	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	Chapter 3.4 Responsible supply chain management and traceability, Annex	
Anti-Corruption			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3.3 Ethics, compliance and business integrity	

GRI STANDARD	Informativa	Capitolo	Commenti
GRI 205: Anti-Corruption 2016	205-1 Operations assessed for risks related to corruption	-	All operations over the three-year period were assessed for corruption risks
	205-2 Communication and training about anti-corruption policies and procedures	Chapter 3.3 Ethics, compliance and business integrity, Annex	
	205-3 Confirmed incidents of corruption and actions taken	-	No incidents of corruption occurred during the three-year period
Anti-Competitive Behavior			
GRI 206: Anti-Competitive Behavior 2016	206-1 Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	-	No legal actions were taken during the three-year period
Materials			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	Chapter 4.2 Use of sustainable materials, Annex	
	301-2 Recycled input materials used	Chapter 4.2 Use of sustainable materials, Annex	
Energy			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	Chapter 5.1 Reducing polluting emissions and climate change impacts, Annex	
Water and Effluents			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	Chapter 5.4 Water resource management	
	303-3 Water withdrawal	Chapter 5.4 Water resource management, Annex	
	303-4 Water discharge	Chapter 5.4 Water resource management, Annex	
	303-5 Water consumption	Chapter 5.4 Water resource management, Annex	
Emissions			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5.1 Reducing polluting emissions and climate change impacts	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	Chapter 5.1 Reducing polluting emissions and climate change impacts, Annex	
	05-2 Indirect (Scope 2) GHG emissions from energy consumption	Chapter 5.1 Reducing polluting emissions and climate change impacts, Annex	

GRI STANDARD	Disclosure	Chapters	Comments
Effluents and Waste			
GRI 306: Effluents and Waste 2016	306-1 Waste generation and significant waste-related impacts	Chapter 5.3 Proper waste management	
	306-2 Management of significant waste-related impacts	Chapter 5.3 Proper waste management	
	306-3 Waste generated	Chapter 5.3 Proper waste management, Annex	
	306-4 Waste diverted from disposal	Chapter 5.3 Proper waste management, Annex	
	306-5 Waste sent to landfill	Chapter 5.3 Proper waste management, Annex	
Suppliers			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3.4 Responsible supply chain management and traceability	
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	Chapter 3.4 Responsible supply chain management and traceability	
Employment			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6 People at Tintseta, Annex	
GRI 401: Employment 2016	401-1 New employee hires and turnover	Chapter 6 People at Tintseta, Annex	
	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	Chapter 6.2 Employee well-being and support, Annex	
Occupational Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6 People at Tintseta; Chapter 6.1 Protection of employee health and safety; Chapter 6.2 Employee well-being and support	

GRI STANDARD	Informativa	Capitolo	Commenti
Occupational Health and Safety			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	Chapter 6.1 Protection of employee health and safety	
	403-3 Occupational health services	Chapter 6.1 Protection of employee health and safety	
	403-4 Worker participation, consultation and communication on occupational health and safety	Chapter 6.2 Employee well-being and support	
	403-5 Worker training on occupational health and safety	Chapter 6.2 Employee well-being and support	
	403-6 Promotion of worker health	Chapter 6.2 Employee well-being and support	
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	Chapter 6.1 Protection of employee health and safety	
	403-8 Workers covered by an occupational health and safety management system	Chapter 6.1 Protection of employee health and safety	
	403-9 Work-related injuries	Chapter 6.1 Protection of employee health and safety, Annex	
	403-10 Work-related ill health	-	No work-related illnesses were recorded during the three-year period
Training and Education			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6 People at Tintseta	
GRI 404: Training and Education 2016	404-1 Average training hours per employee per year	Chapter 6.2 Employee well-being and support, Annex	
Diversity and Equal Opportunity			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 6 People at Tintseta	
GRI 405: Diversity and Equal Opportunity 2016	405-2 Ratio of basic salary and remuneration of women to men	Chapter 6.2 Employee well-being and support, Annex	
Customer Health and Safety			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4 Products; Chapter 4.1 Product quality, safety and innovation	
GRI 416: Customer Health and Safety 2016	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	-	No significant incidents of non-compliance were recorded during the three-year period

GRI STANDARD	Informativa	Capitolo	Commenti
Marketing and Labeling			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 4 Products; Chapter 4.1 Product quality, safety and innovation	
GRI 417: Marketing and Labeling 2016	417-1 Requirements for product and service information and labeling	Chapter 4.1 Product quality, safety and innovation	
	417-2 Incidents of non-compliance concerning product and service information and labeling	-	No incidents of non-compliance occurred during the three-year period
Customer Privacy			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 3.3 Ethics, compliance and business integrity	
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	Chapter 3.3 Ethics, compliance and business integrity, Annex	
Chemical Management			
GRI 3: Material Topics 2021	3-3 Management of material topics	Chapter 5.2 Chemical product management	

Annex

Chapter 3: Company Governance

Euro/000	2023	2022	2021
Economic value generated (revenues from sales and services, other revenues and income, financial income, gains/losses on exchange rates)	**22.664.769**	**27.100.774**	**33.967.833**
Revenues from sales and services	20.913.183	25.407.589	32.187.538
Other revenues and income	1.751.575	1.621.114	1.780.294
Income from equity investments	-	72.067	-
Other financial income	11	4	1
Economic value distributed to suppliers	**9.722.462**	**12.119.378**	**15.286.524**
Raw materials, consumables, goods	3.112.678	3.528.562	5.050.591
Services	5.879.941	7.818.850	9.489.652
Use of third-party assets	729.843	771.966	746.281
Economic value distributed to employees	**10.092.883**	**10.810.811**	**11.906.598**
Wages and salaries	7.348.787	7.935.063	8.729.889
Social security costs	2.198.021	2.302.398	2.559.808
Employee severance indemnity	546.075	573.350	616.901
Pension and similar obligations	-	-	-
Other costs	-	-	-
Economic value distributed to lenders (financial expenses)	**200.083**	**259.261**	**1.534.629**
Interest and other financial expenses	200.083	259.261	1.534.629
Economic value distributed to shareholders	**0**	**0**	**0**
Discounts	-	-	-
Economic value distributed to Public Administration	**0**	**30.359**	**168.143**
Current taxes	-	30.359	168.143
Taxes related to previous years	-	-	-
Contributions to authorities, various taxes, fines, and other charges	-	-	-

Euro/000	2023	2022	2021
Economic value distributed to the community and local areas	**0**	**0**	**0**
Contributions supporting local associations	-	-	-
Economic value distributed	**20.015.428**	**23.219.809**	**28.895.894**
Economic value retained (Economic value generated - Economic value distributed)	**2.649.341**	**3.880.965**	**5.071.939**
GRI 201-1: Directly generated and distributed economic value			

Employees	Unit of measure	2024	2023	2022
Managers and executives informed about anti-corruption policies and procedures	N	3	3	3
Managers and executives informed about anti-corruption policies and procedures	%	100	100	100
Managers and executives trained on anti-corruption policies	N	3	3	3
Managers and executives trained on anti-corruption policies	%	100	100	100
Employees informed about anti-corruption policies and procedures	N	61	63	68
Employees informed about anti-corruption policies and procedures	%	100	100	100
Employees trained on anti-corruption policies	N	61	63	68
Employees trained on anti-corruption policies	%	100	100	100
Factory workers informed about anti-corruption policies and procedures	N	144	160	160
Factory workers informed about anti-corruption policies and procedures	%	100	100	100
Factory workers trained on anti-corruption policies	N	80	30	30
Factory workers trained on anti-corruption policies	%	56	19	18
GRI 205-2: Communication and training on anti-corruption policies and procedures				

	2024	2023	2022
Total number of substantiated complaints received	**0**	**0**	**0**
of which received from external parties and confirmed by the organization	0	0	0
of which from regulatory bodies	0	0	0
Total number of detected customer data leaks, thefts or losses	0	0	0
Total	**0**	**0**	**0**
GRI 418-1: Substantiated complaints regarding breaches of customer privacy and loss of customer data			

Spending with local suppliers	Unit of measure	2024	2023	2022
Total procurement spending	**euro**	**9.373.351**	**10.308.580**	**13.565.890**
of which with local suppliers	euro	8.436.016	9.277.722	12.209.301
Percentage of spending with local suppliers	%	90,0	90,0	90,0
GRI 204-1: Proportion of spending on local suppliers				

Chapter 4: Products

Materials used (kg)	2024	2023	2022
Chemical auxiliaries	1.078.621	1.354.011	1.622.031
Colourants	99.767	124.938	165.140
Chemicals for machinery	557.371	125.280	197.000
Cardboard tubes	17	21.621	26.952
Cellophane	26.147	28.146	58.630
Kraft paper	100	100	200
Total materials used	**1.762.023**	**1.654.096**	**2.069.953**
of which recycled	**0**	**0**	**0**
GRI 301-1 Materials used by weight or volume			
GRI 301-2 Materials used from recycling			

Chapter 5: Environmental Impact Management

Energy consumption by source (GJ)	2024	2023	2022
Purchased electricity	**16.357,62**	**11.768,64**	**20.293,83**
of which from renewable sources	16.357,62	9.414,91	10.349,85
Natural gas	138.338,49	166.086,88	212.971,70
Fuel used for the company fleet	271,10	293,00	324,82
Diesel	271,10	293,00	324,82
Total energy consumption	154.967,21	178.148,53	233.590,35
Energy consumption from non-renewable sources	138.609,59	168.733,61	223.240,50
Energy consumption from renewable sources	16.357,62	9.414,91	10.349,85
Percentage of energy consumption from renewable sources on total	11%	5%	4%
GRI 302-1 Energy consumed within the organization			

Direct and indirect emissions (tCO2eq)	2024	2023	2022
Direct emissions Scope 1	**8.355,30**	**8.955,78**	**11.251,47**
from natural gas consumption	7.790,97	8.391,08	10.640,24
from use of ozone-depleting refrigerant gases	544,14	285,20	544,46
from fuel use for the company fleet	20,19	7.609,00	20,24
Indirect emissions Scope 2 (location based)	**1.243,31**	**1.026,49**	**1.770,07**
Indirect emissions Scope 2 (market based)	**2.274,46**	**1.493,96**	**2.576,19**
Total Scope 1 and Scope 2 emissions (location based)	**9.598,61**	**9.982,27**	**13.021,54**
Total Scope 1 and Scope 2 emissions (market based)	**10.629,76**	**10.449,74**	**13.827,66**
GRI 305-1 Direct GHG emissions (Scope 1)			
GRI 305-2 Indirect GHG emissions (Scope 2)			

Composition of waste generated (t)	2024	2023	2022
Paper and cardboard	33,42	39,1	42,5
Textiles	97,94	79	49,6
Plastic	33,19	42,8	60
Wood	30,62	31,2	42,4
Mixed waste	35,68	62,4	106,8
Iron and steel	10,56	36,1	44,2
Aqueous washing solutions and mother liquors	0	1,2	0
Organic waste containing hazardous substances	0	0,87	0
Insulating materials	0,57	0,2	0
Waste adhesives and sealants	0	0,21	0
Packaging containing residues of hazardous substances	1,11	4,57	3,45
Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing	0	0	0
Hazardous components removed from end-of-life equipment	0	1	1
Used printer toner cartridges	0,16	0	0
Other emulsions	0,12	0	0
Mixed metals	0,68	0	0
GRI 306-3: Waste generated			

Waste not destined for disposal [24]	2024	2023	2022
Hazardous waste	***2,07***	***5,51***	***4,45***
Preparation for reuse	0	4,57	3,45
On-site	0		
At an external site	0	4,57	3,45
Recycling	2,07	0,94	1
On-site	0		
At an external site	2,07	0,94	1
Other recovery operations (please specify)	0	0	0
On-site	0		
At an external site	0		
Non-hazardous waste	***241,41***	***290,6***	***345,5***
Preparation for reuse	0	0	**0**
On-site	0		
At an external site	0		
Recycling	241,41	290,6	**345,5**
On-site	0		
At an external site	241,41	290,6	**345,5**
Other recovery operations (please specify)	0	0	**0**
On-site	0		
At an external site	0		
GRI 306-4: Waste not destined for disposal			

[24] It is specified that for the years 2023 and 2022, the data presented were updated following a change in the data collection methodology.

Waste destined for disposal [25]	2024	2023	2022
Hazardous waste	***0,57***	***2,48***	***0***
Incineration	0	0	0
On-site	0		
At an external site	0		
Landfill disposal	0,57	2,48	0
On-site	0		
At an external site	0,57	2,48	0
Other disposal operations (please specify)	0	0	0
On-site	0	0	0
At an external site	0	0	0
Non-hazardous waste	***0***	***0***	***0***
Incineration	0	0	0
On-site	0	0	0
At an external site	0	0	0
Landfill disposal	0	0	0
On-site	0	0	0
At an external site	0	0	0
Other disposal operations (please specify)	0	0	0
On-site	0	0	0
At an external site			
GRI 306-5: Waste destined for disposal			

[25] It is specified that for the years 2023 and 2022, the data presented were updated following a change in the data collection methodology.

Water withdrawals (Megaliters)	2024	2023	2022
From non-water-stressed areas			
Surface water	0	0	0
Groundwater (wells)	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water resources (aqueduct)	342,11	417,0	477,5
From water-stressed areas			
Surface water	0	0	0
Groundwater (wells)	0	0	0
Seawater	0	0	0
Produced water	**0**	**0**	**0**
Third-party water resources (aqueduct)	0	0	0
Total water withdrawals	**342,11**	**417,0**	**477,5**
GRI 303-3 Water withdrawals			

Water discharges (Megaliters)	2024	2023	2022
Da aree non a stress idrico			
Surface water	0	0	0
Groundwater (wells)	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water resources and volume sent to other organizations, if applicable	299	323	375
Total water discharges			
Surface water	0	0	0
Groundwater (wells)	0	0	0
Seawater	0	0	0
Produced water	0	0	0
Third-party water resources (aqueduct)	0	0	0
Total water discharges	**299**	**323**	**375**
GRI 303-4 Water discharges			

Water consumption (Megaliters)	2024	2023	2022
From non-water-stressed areas	**43,11**	**94,00**	**102,5**
Water withdrawals	342,11	417,00	477,50
Water discharges	299,00	323,00	375,00
From water-stressed areas	0	0	0
Water withdrawals	0,00	0,00	0,00
Water discharges	0,00	0,00	0,00
Total water consumption	**43,11**	**94,00**	**102,50**
GRI 303-5 Water consumption			

Chapter 6: People at Tintseta

Employees by type of employment and gender	2024		2023		2022	
	Uomini	**Donne**	**Uomini**	**Donne**	**Uomini**	**Donne**
Full time	160	47	178	47	181	49
Part time	0	1	0	1	0	1
Total per gender	**160**	**48**	**178**	**48**	**181**	**50**
Total employees	**208**		**226**		**231**	
GRI 2-7: Employees						

Non-employee workers by type of contract and gender	2024		2023		2022	
	Uomini	**Donne**	**Uomini**	**Donne**	**Uomini**	**Donne**
Interns/trainees	0	0	0	0	0	0
Temporary workers	0	0	9	0	9	0
Other (please specify)	0	0	0	0	0	0
Total per gender	**0**	**0**	**0**	**0**	**9**	**0**
Total	**0**		**0**		**9**	
GRI 2-8: Non-employee workers						

New hires by age and gender	2024		2023		2022	
	Uomini	**Donne**	**Uomini**	**Donne**	**Uomini**	**Donne**
< 30 years old	1	0	21	1	27	2
Total < 30 years old	**1**		**29**		**22**	
30 ≤ x ≤ 50 years old	5	0	7	1	16	4
Total 30 ≤ x ≤ 50 years old	**5**		**20**		**8**	
> 50 years old	0	2	2	1	3	0
Total > 50 years old	**2**		**3**		**3**	
Total new hires by gender	**6**	**2**	**30**	**3**	**46**	**6**
Total new hires	**8**		**33**		**52**	
Incoming turnover	**4%**		**14%**		**24%**	
GRI 401-1: New hires and employee turnover						

Terminations by age and gender	2024		2023		2022	
	Uomini	**Donne**	**Uomini**	**Donne**	**Uomini**	**Donne**
< 30 years old	5	1	10	1	15	1
Total < 30 years old	**6**		**11**		**16**	
30 ≤ x ≤ 50 years old	10	2	10	2	8	3
Total 30 ≤ x ≤ 50 years old	**12**		**12**		**11**	
> 50 years old	9	1	13	1	10	1
Total > 50 years old	**10**		**14**		**11**	
Total terminations by gender	**24**	**4**	**33**	**4**	**33**	**5**
Total terminations	**28**		**37**		**38**	
Outgoing turnover	**12%**		**16%**		**17%**	
GRI 401-1: Terminations and employee turnover						

Type of benefits	2024
Life insurance	YES, FOR EXECUTIVE
Health care	YES
Disability or invalidity insurance coverage:	YES, FOR EXECUTIVE
Parental leave	YES
Pension contributions	YES, for employees enrolled in Sanimoda
Stock ownership	NO
Other	A Christmas gift card
GRI 401-2: Benefits provided to full-time employees but not to part-time or fixed-term employees	

Workplace injurie	2024	2023	2022
Number of hours worked	307.934	343.901	371.312
Number of recordable workplace injuries (including fatalities)	1	6	5
Number of workplace injuries with serious consequences (excluding fatalities)	1	2	1
Number of fatalities due to workplace injuries	0	0	0
Recordable injury rate[26]	**3,25**	**17,45**	**13,47**
GRI 403-9: Workplace injuries			

[26] The workplace injury rate is the ratio between the total number of workplace injuries and the total number of hours worked, multiplied by 1,000,000, in accordance with GRI guidelines.

Training hours by job category and gender	2024		2023		2022	
	Uomini	**Donne**	**Uomini**	**Donne**	**Uomini**	**Donne**
Executives and Managers						
Total Managers and Executives	2	1	2	1	2	1
Total training hours (by gender)	0	0	0	0	0	0
Average training hours	0	0	0	0	0	0
Employees						
Total employees	31	30	32	31	35	33
Total training hours (by gender)	46	20	3	15	141	92
Average training hours	1,5	0,7	0,1	0,5	4,0	2,8
Factory Workers						
Total factory workers	129	15	144	16	144	16
Total training hours (by gender)	291	17	447	37	961	94
Average training hours	2,3	1,1	3,1	2,3	6,7	5,9
Total employees	162	46	178	48	181	50
Total training hours	337	37	450	52	1102	186
Average training hours	**2,08**	**0,80**	**2,53**	**1,08**	**6,09**	**3,72**
GRI 404-1: Average annual training hours per employee						

	2024		2023		2022	
Employee categories	Base salary	Remineration	Base salary	Remineration	Base salary	Remineration
Executives and Managers	*46%*	*48%*	*55%*	*53%*	67%	60%
Employees	*95%*	*80%*	*92%*	*76%*	95%	76%
Factory Workers	*91%*	*85%*	*96%*	*87%*	95%	79%
GRI 405-2: Ratio of women's base salary and remuneration to men's						

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