

SUSTAINABILITY REPORT

2025



Summary

Highlights	4
Letter to Stakeholders	5
Sustainability Developments in the Textile and Apparel Sectors	6
Our Sustainability Journey	7
Materiality Assessment	7

Chapter 01 - Our identity	21
1.1 - Business Model	23
1.2 - Over 50 Years of Growth and Innovation	26
1.4 - Governance	30

Chapter 02 - People	35
2.1 - People at the Heart of Our Business	37
2.2 - Training	44
2.3 - Diversity and Equal Opportunities	47
2.4 - Occupational Health and Safety	49

Chapter 03 - Product and Process	55
3.1 - Quality and Durability	57
3.2 - Safety	61
3.3 - Supply Chain	63
3.4 - Transparent Communication and Consumer Engagement	66

Chapter 04 - Environment	73
4.1 - Energy Resources and Atmospheric Emissions	75
4.2 - Materials	77
4.3 - Waste Management	81

Chapter 05 - Economic Value and Local Community	83
5.1 - Economic Performance and Business Continuity	85
5.2 - Community and Local Area Projects	86

Methodological Note	90
---------------------	----

Annex	91
General Disclosures	91
Economic Performance	93
Occupation	94
Occupational Health and Safety	98
Training and Education	99
Diversity and Equal Opportunities	101
Energy	103
Materials	106
Waste	110

GRI Content Index	Miniconf 2025	114
-------------------	---------------	-----

Highlights

		2023	2024	2025
Economic Value Generated and Distributed				
Economic Value Generated	EUR million	69,9	66,2	62,7
Economic Value Distributed	EUR million	67,9	65,3	61,6
Governance				
Management Systems	ISO 14001 Certified Environmental Management System			
Product Sustainability and Innovation				
Product and Material Certifications	BCI – Better Cotton Initiative			
Packaging	Carta FSC – Forest Stewardship Council			
Environment				
Direct Energy Consumption (Heating, Transport and Electricity)	GJ	7.260,9	7.878,5	8.600,3
CO ₂ eq Emissions (Scope1 + Scope2, Location-Based)	tCO ₂ e	673,9	543,3	582,4
Waste Sent for Recovery or Recycling	%	96,6%	99,2%	98,5%
People				
Employees	No.	432	424	401
Gender Equality: Female Employees	%	78,5%	78,3%	78,3%
Recorded Injuries	No.	4	3	2

Letter to Stakeholders

GRI 2-22 Statement on Sustainable Development Strategy

Dear Stakeholders,

Through this new edition of the Sustainability Report, we would like to share the journey Miniconf is undertaking to integrate sustainability into its decision-making, business processes, products, and relationships with people, the supply chain, and local communities.

2025 was a year of consolidation. We continued to measure our impacts, update our priorities, and strengthen our approach to ESG topics, in line with the 2024-2026 Sustainability Strategic Plan. This document represents Miniconf’s third Sustainability Report and outlines the main initiatives implemented and the results achieved during the year.

We operate in a sector facing significant challenges, including the responsible use of resources, product durability and safety, waste management, supply chain traceability, and evolving regulatory requirements. For this reason, our commitment remains focused on garment quality, care for people, dialogue with suppliers, and the reduction of environmental impacts.

During 2025, we updated our stakeholder engagement activities and confirmed the material topics underpinning our sustainability journey. We also continued to integrate the double materiality approach, considering not only the impacts generated by the Company but also the risks and opportunities that sustainability matters may represent for our medium to long-term development.

We are aware that sustainability requires a structured approach, transparency, and the ability to evolve. For this reason, we will continue to invest in product quality, training, process innovation, supply chain responsibility, and our connection with the local area where we were founded and have grown. Our goal is to continue creating value and distributing it responsibly among employees, customers, suppliers, partners, communities, and institutions.

We would like to express our sincere gratitude to all of you for your contribution and the trust with which you support Miniconf’s journey.

Yours sincerely,
Giovanni Basagni
Chairman - Miniconf S.p.A.

“Children inspire us
Values guide us



Sustainability Developments in the Textile and Apparel Sectors

The textile sector continues to be one of the industries receiving the greatest attention from both the European strategic and regulatory framework and numerous research initiatives. From a regulatory perspective, a significant development in 2025 was the approval of the new EU Waste Framework Directive. With regard to the management of textile waste, the Directive provides that, within 30 months of its entry into force, an Extended Producer Responsibility (EPR) scheme must be established. This will require manufacturing companies, including apparel and accessories producers, to assume responsibility for the management of waste resulting from the consumption of their products. The provisions will apply to all producers, including those operating online, regardless of their location. Member States will have until 17 June 2027 to transpose the Directive into their national legislation.



Among the sector publications released in 2025, one of the most noteworthy is undoubtedly Textile Exchange's Materials Market Report, which provides valuable insights into the sustainability landscape of different fibre types. With regard to cotton, Miniconf's most widely used fibre, the study highlights that virgin cotton fibre production decreased from 24.5 million tonnes to 24.1 million tonnes between 2022/23 and 2023/24. Cotton covered by recognised programmes reached a combined production volume of approximately 8.3 million tonnes in 2023/24, accounting for around 34% of all virgin cotton fibre, up from 31% in 2022/23. Better Cotton and its equivalents represented the majority of this 34%, accounting for approximately 23% of all cotton grown globally in 2023/24. Better Cotton alone, excluding its equivalents, represented around 9% of global cotton production in 2023/24. Recycled cotton had an estimated production volume of 0.3 million tonnes in 2024 (compared with 24.1 million tonnes of virgin cotton), corresponding to a market share of approximately 1% of total cotton production. Lastly, it is worth highlighting the publication of the draft GRI Sector Standard for Textiles and Apparel. This development reflects the growing focus of the reporting community on the textile sector. Its significance is evident when considering that the sectors previously covered by dedicated GRI Sector Standards include Oil and Gas, Coal, Mining, and Agriculture, Aquaculture and Fishing. The draft standard provides an important synthesis of publications and international initiatives relating to the textile sector, offering companies useful guidance not only for reporting purposes but also for understanding sector-specific sustainability issues.

These data and initiatives confirm the significant progress being made in sustainability across the textile sector, which Miniconf continuously considers as a benchmark in defining its future development objectives.

Our Sustainability Journey

GRI 3-1 Process for Determining Material Topics

The management of key environmental and social issues forms the foundation of our sustainability journey. We have chosen to report our commitment in these areas to all stakeholders, with the aim of accurately measuring our impacts on the environment and society while continuously striving to improve. To this end, we adopt the Global Reporting Initiative (GRI) Standards, an internationally recognised framework for sustainability reporting used by the majority of companies (Universal Standards 2021 version). We conduct our business each day in accordance with the principles of fair competition, honesty, integrity, fairness, and good faith. We have committed to building a robust and progressive sustainability journey, beginning with a medium-term assessment of our business activities. This has enabled transparent, effective and meaningful reporting on environmental, social and governance (ESG) matters, helping us identify priority areas for action based on a mapping of existing initiatives and an analysis of critical issues.

Miniconf's Sustainability Journey

- Our sustainability journey is structured around four main phases:
- Awareness-raising and internal assessment
 - Materiality assessment with stakeholder engagement (stakeholder engagement updated in 2025)
 - Preparation of the 2023 Sustainability Report
 - Definition of the Strategic Plan

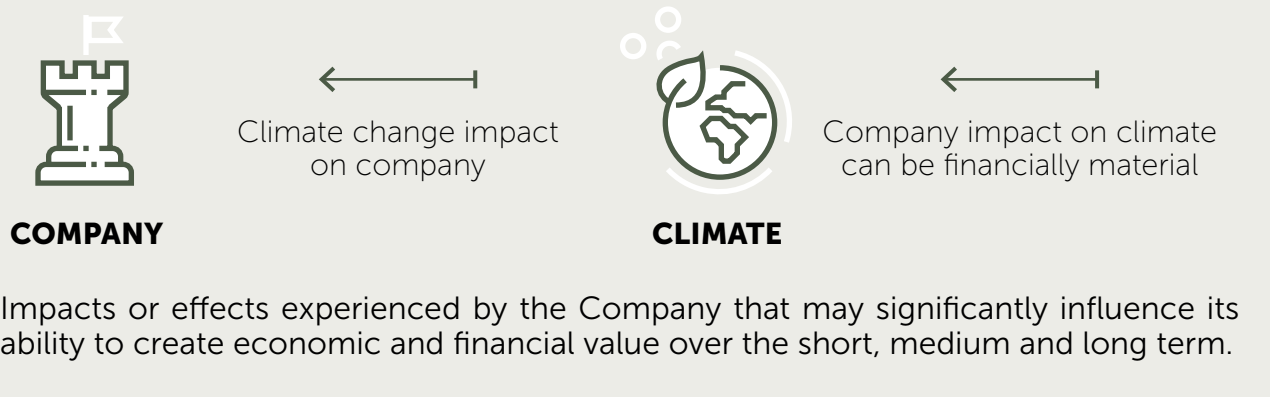
Materiality Assessment

GRI 2-29 Stakeholder Engagement Approach
GRI 3-1 Process for Determining Material Topics
GRI 3-2 List of Material Topics

For the third edition of our Sustainability Report, we confirmed the materiality assessment conducted during the previous reporting period, which included the integration of financial materiality topics into the materiality assessment in line with the requirements of the ESRS reporting standards. Although, as specified in the Methodological Note, this Sustainability Report has been prepared in accordance with the GRI Standards, we chose to broaden the assessment by considering not only impacts but also financially relevant risks and opportunities, following the double materiality approach. This decision was made in order to achieve a more comprehensive evaluation of sustainability matters. While impacts were assessed within the Company's operational boundary, risks and opportunities were analysed across the Company's value chain.

Financial Materiality Assessment

A sustainability matter is considered financially material if it generates, or could reasonably be expected to generate, significant financial effects for the undertaking. This occurs when a sustainability matter gives rise to risks or opportunities that have, or could reasonably be expected to have, a material influence on the undertaking’s development, financial position, financial performance, cash flows, access to finance, or cost of capital over the short, medium or long term. Risks and opportunities may arise from past or future events.



With regard to impact materiality, following an updated benchmark analysis that included a review of sustainability reports published by peers and an assessment of regulatory developments related to the European Green Deal, the process confirmed the material topics identified for 2023. However, we decided to update the assessment through a stakeholder engagement process involving a selection of customers and suppliers, specifically:

- Italian Trade Customers
- Export Trade Customers
- Italian Trade Customers
- Service Providers

Stakeholders were asked, through a questionnaire, to assess the relevance of the impacts mapped in 2023. The material topics identified and shared were therefore as follows:

Material Topics by Category		
Social	Environmental	Economic & Governance
Product Durability and Safety	Materials for Fabrics and Packaging	Cybersecurity
Employee Well-being and Equal Opportunities	Energy and Climate Change	Ethics and Compliance
Training and Skills Development	Waste	Support for Local Employment and Communities
Occupational Health and Safety		
Transparent Communication and Product Labelling		
Responsible Supply Chain		

The assessments collected from stakeholders highlighted that they did not identify any additional material topics to be considered in Miniconf’s reporting. On the contrary, Miniconf’s approach was confirmed to be comprehensive and inclusive, with the Company generally assigning higher materiality ratings to the identified topics than those assigned by stakeholders. This finding should not be interpreted as a misalignment, for two reasons: stakeholders inevitably have limited visibility of Miniconf’s activities and, consequently, of the impacts generated by the Company; furthermore, the fact that Miniconf assigned generally higher ratings to these impacts demonstrates a strong commitment to taking responsibility for them.

With regard to financial materiality, the starting point was an analysis of benchmarks and regulatory developments, which led to the confirmation of the risks and opportunities identified in 2024 through the involvement of the General Manager and the Head of Accounting.

Following this assessment, the risks and opportunities considered material are as follows:

Environmental Risks and Opportunities			
ESRS	Topic	Risk / Opportunity	Description
E1 - Climate Change	Energy costs within the supply chain	Transition Risk	Economic impact related to fluctuations in energy procurement costs.
	Climate change adaptation	Physical Risk	Economic impact related to the level of preparedness in managing risks associated with extreme weather events.
E5 - Resource Use and Circular Economy	Traceability	Risk	Costs incurred to perform controls and monitoring activities throughout the value chain.
		Opportunity	Improved oversight and understanding of the value chain, enabling the selection of more sustainable and responsible suppliers.
	Extended Producer Responsibility (EPR)	Risk	Uncertainty regarding the costs associated with participation in textile waste collection and recovery schemes.

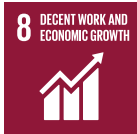
Social Risks and Opportunities				
ESRS	Topic	Sub-topic	Type of Impact	Description
S1 - Own Workforce	Working Conditions	Adequate Wages and Work-Life Balance	Risk	Economic impact linked to the organisation's ability or inability to attract or retain a skilled workforce whilst ensuring a good level of employee satisfaction
			Opportunity	
		Training and Skills Development	Risk	Economic impact in terms of the attractiveness of resources, linked to the level of up-to-date knowledge and skills of employees
			Opportunity	
		Health and Safety	Risk	Economic impact relating to the management of work-related accidents and illnesses
		Diversity & Inclusion	Opportunity	<i>Economic impact associated with the risk of incidents of discrimination occurring within the company, with the consequent possibility of having to pay compensation and a loss of attractiveness to new employees</i>
S2 - Workers in the Value Chain	Supply Chain	Working Conditions in the Supply Chain	Risk	<i>Economic impact relating to working conditions, including health and safety practices and respect for human rights, among workers within the supply chain.</i>
S4 - Consumers and End Users	Customer Relationship	Customer Quality and Satisfaction	Risk	<i>Economic impact arising from a situation of customer dissatisfaction, with particular reference to the issues of quality and the sustainability profile of the product</i>
	Market Trends		Risk	

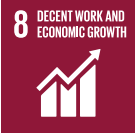
No material risks or opportunities were identified in relation to Governance matters.

In 2023, the analysis of the Business Plan and the collection of information for the Sustainability Report highlighted a strong short-term approach to ESG matters, with numerous initiatives already underway. During the initial phase, the initiatives launched were aligned with the material topics identified through the materiality assessment and further linked to the United Nations 2030 Agenda Sustainable Development Goals (SDGs). This work was presented in the first edition of Miniconf’s Sustainability Report, relating to 2023.

Based on this analysis, a Sustainability Strategic Plan was developed, setting out new actions to be implemented for each material topic over the 2024-2026 period, building on existing initiatives and reflecting internal priorities. The Strategic Plan adopts a medium to long-term perspective, incorporating an analysis of future European regulations relevant to Miniconf, such as the Ecodesign Regulation and the EU Strategy for Sustainable and Circular Textiles. In addition, it identifies potential voluntary initiatives and maintains ongoing alignment with the Sustainable Development Goals and their related targets.

		2024-2026 Actions	Long-Term: Anticipating EU Regulations		Long-Term: Voluntary Actions	SDGs - Targets	
ENVIRONMENTAL TOPIC	Materials for Fabrics and Packaging	Standardisation of shopping bag formats and specifications to support sales activities Accurate monitoring of material consumption through supplier collaboration and a shared web portal Reduction in the printing of promotional catalogues Improved colour approval process without the need for physical samples (saving time and costs) Continuation of the Better Cotton sourcing plan (100% BCI cotton by 2027)	- Eco-design of garments through collaboration with suppliers to develop products designed for recyclability. - Definition of environmental criteria for supplier assessment (e.g. CO₂ emission reductions, percentage of waste recovered, compliance with air and water emission requirements, presence of an Environmental Management System, etc.). - Identification of a traceability system aligned with EU Digital Product Passport requirements (mandatory from 2027).		Product Life Cycle Assessment (LCA), evaluating all environmental impacts associated with product manufacturing, not only GHG emissions (an initiative that may overlap with the Digital Product Passport).		12.2 By 2030, achieve the sustainable management and efficient use of natural resources.
	Energy and Climate Change	Calculation of Scope 1 and Scope 2 Carbon Footprint based on 2025 data	No specific EU ESG regulations or strategies currently directly affecting Miniconf in the areas of Energy and Climate.		- Implementation of greenhouse gas (GHG) offsetting initiatives. - Assessment of the potential use of distributed energy generated by the Ferrantina 3 photovoltaic system to meet the energy needs of Ferrantina 1 and the Ortignano headquarters.		13.2 Integrate climate change measures into policies, strategies and planning.
	Circular Economy and Waste	Printing only customs declarations relating to garment imports from countries where customs duties apply (paper reduction initiative). Recovery of production scraps for charitable initiatives (currently on hold pending further developments).	Membership in a consortium for the collection and recovery of textile waste		With regard to this topic, Miniconf considers compliance with EU regulations to be sufficiently ambitious in the long term.		12.5 Substantially reduce waste generation through prevention, reduction, recycling and reuse.

		2024-2026 Actions	Long-Term: Anticipating EU Regulations		Long-Term: Voluntary Actions	SDGs - Targets	
ENVIRONMENTAL TOPIC	Product Durability and Safety	• Increase in the number of controls, particularly on metal accessories. • Dedicated training programme for Company-owned store sales staff aimed at improving the customer purchasing experience and service quality. • Reduction of applied accessories on garments for the 0-24 months age range. • Elimination of drawstrings with cord ends for children aged 0-8 years. • Introduction of new mechanical risk assessment criteria for products intended for children aged 0-36 months. • Revision of the Quality Manual	• Eco-design of garments through collaboration with suppliers to develop products that are more durable and repairable		• Assessment of the quantity of garments returned by trade customers and consumers that could be repaired. • Subsequent evaluation of a garment repair service offering, subject to verification of the extension of the European "Right to Repair" Directive to the textile sector.		12.1 Implement the Ten-Year Framework of Programmes on Sustainable Consumption and Production.
	Employee Well-being and Equal Opportunities	• Achievement of Gender Equality Certification. • Creation of reintegration and refresher programmes for employees returning from maternity leave. • Expansion of webinar participation on equal opportunity topics to an increasing percentage of employees. • Inclusion within the Miniconf Library of publications relating to diversity, equal opportunities and non-discrimination.	• No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to employee well-being and equal opportunities		• Organise corporate volunteering initiatives during 2024-2026. • Introduce extra-work activities (team-building initiatives, primarily focused on environmental and social topics) involving employees and their families during 2025-2026.	 	8.3 Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation 10.2 Empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion, economic status or other condition
	Training and Skills Development	• New mentoring programme for younger employees. • New training programme for the development of internal Mentor roles. • New sector-specific training programmes including Coaching and Cross-Coaching initiatives for two business areas (Design & Merchandising and Production). • Training programmes for the Retail Team (Store Managers). • Specialist training on AEO and Customs procedures, aimed at developing dedicated experts and key contacts. • Advanced technical pattern-making training for the Pattern Development and Production Departments. • Youth Project: four working groups designed to encourage organisational integration and support new corporate projects related to workplace well-being and relationship improvement.	• No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to training		• Dedicated training programmes on Environmental Sustainability topics, including the sharing of environmental objectives. • Dedicated Diversity & Inclusion training initiatives, such as programmes focused on preventing all forms of discrimination in the workplace, in line with obligations arising from Gender Equality Certification.		4.4 By 2030, substantially increase the number of young people and adults with relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

		2024-2026 Actions	Long-Term: Anticipating EU Regulations		Long-Term: Voluntary Actions	SDGs - Targets	
ENVIRONMENTAL TOPIC	Occupational Health and Safety	• Purchase of two wearable upper-limb exoskeletons for testing across various production activities. • Purchase of forklifts/scissor-lift platforms equipped with photocell technology to enable load handling at appropriate working heights. • Assessment, together with the Occupational Physician, of the purchase of lumbar support belts for use during container unloading activities. • Reduction of the average weight of packages received in production through direct engagement with suppliers and reduction of the weight of customer packages prepared by Miniconf. • Development of specific procedures for package handling, aimed at ensuring compliance with weight-lifting limits for different worker categories and promoting work at ergonomically appropriate heights. • Installation of 12 ceiling fans in sewing, quality control and statistical control departments to improve the workplace microclimate during summer months. • Installation of pulley-assisted support rods at ironing stations to reduce physical effort during ironing operations.	• No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to Occupational Health and Safety		• Collection and analysis of occupational safety data provided by suppliers (already in place) and identification of assessment criteria for supplier evaluation on this topic. • Promotion of health-related initiatives extending beyond work-related matters (e.g. health monitoring programmes and prevention initiatives addressing risks not directly linked to work activities).		8.8 Protect labour rights and promote safe and secure working environments for all workers
	Transparent Communication and Product Labelling	• Extension of Better Cotton (BCI) labelling to Ducati and Roy Roger's licensed collections. • Identification of BCI, iDOzero and Animal Friendly garments within the MiniconfShop online outlet.	• Introduction, ahead of the EU Ecodesign Regulation requirements, of a product traceability system and sharing of product manufacturing information with consumers		• With regard to this topic, Miniconf considers compliance with EU regulations to be sufficiently ambitious in the long term.		12.8 By 2030, ensure that people everywhere have the relevant information and awareness for sustainable development and lifestyles in harmony with nature

		2024-2026 Actions	Long-Term: Anticipating EU Regulations		Long-Term: Voluntary Actions	SDGs - Targets	
ENVIRONMENTAL TOPIC	Cybersecurity	- Implementation of a new security policy to prevent the use of unauthorised external storage devices (e.g. USB drives) through Windows GPO and/or Sophos Endpoint. - Reduction of the Company policy period for deactivating unused accounts from six to three months. - Reduction of the Company password change cycle from six to three months. - Evaluation of a centralised management solution for corporate mobile devices. - Assessment of an enhanced data encryption configuration extending protection to all Company laptop hard drives.	No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to Cybersecurity		Achievement of ISO/IEC 27001 certification for Information Security Management		16.10 Ensure public access to information and protect fundamental freedoms, in accordance with national legislation and international agreements
	Ethics and Compliance	- Assessment of the adoption of the Organisational Model pursuant to Legislative Decree 231/2001. - Update of the Code of Conduct and ongoing certification procedures.	No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to Ethics and Compliance		Application for the Italian Legality Rating		16.5 Substantially reduce corruption and bribery in all their forms
	Support for Local Employment and Communities	Sustainability training initiatives for local secondary schools, focused on the textile and apparel sector.	No EU ESG regulations or strategies directly affecting Miniconf have been identified in relation to Local Employment.		Formalisation of a policy/procedure governing charitable donations and contributions		11.4 Strengthen efforts to protect and safeguard the world's cultural and natural heritage

CHAPTER 01

Our identity



1.1 - Business Model

GRI 2-1 Organisational Details
GRI 2-6 Activities, Value Chain and Other Business Relationships
GRI 2-28 Membership Associations

Miniconf S.p.A. has been operating in the childrenswear sector for more than fifty years, specialising in clothing for infants, children and teenagers aged 0 to 16. Established in the 1970s as a small artisanal workshop, the Company has maintained strong roots in Ortignano Raggiolo, in the Province of Arezzo, growing over time to become one of Italy’s leading childrenswear companies.

Today, Miniconf is present in numerous international markets, including Spain, Greece, Russia, Portugal, Germany, Austria and several countries in the Balkan region, and produces approximately 5 million garments each year.

Garments Produced Each Year (Average)	Stores, Shops and Corners (Average)	International Sales Subsidiaries	Number of Employees (Average)	Percentage of Female Employees (Average)
5 million	2.000	1	350	78%

The production process begins with the collection design phase, followed by sample development, which is entrusted to external suppliers but continuously monitored by internal teams. Once the sample collection sales phase has been completed, the production and distribution of the ordered garments commence.

The final stages of the production process are also carried out at the Ortignano headquarters and include quality control, any necessary garment reconditioning activities, ironing, packaging, and the preparation of customer orders. Finished products are then stored in the Company’s warehouses located in La Ferrantina, a short distance from the main headquarters, from where they are shipped to points of sale through the support of qualified logistics partners.

The Company’s headquarters host its main strategic and operational functions, including Management, Design, Production, Administration, Sales, Marketing, IT, and Human Resources.

The brand portfolio includes the proprietary brands Sarabanda, Minibanda, and iDO, each characterised by a distinct style identity and market positioning. These are complemented by licensed brands developed in collaboration with partners such as Roy Roger’s and Ducati, which have chosen Miniconf for its well-established expertise in childrenswear. The collaboration with BasicNet for the production and distribution of the Superga Kidswear brand came to an end with the FW24 season.



Brands



sarabanda

Sarabanda – “Every day is a special day” is a brand with a strong identity and contemporary elegance, characterised by carefully crafted garments that are refined yet practical and comfortable.

Inspired by the latest trends, its collections offer coordinated pieces designed to accompany children at school, during leisure time and on special occasions.



minibanda

Minibanda – “Timeless style that inspires emotion” dresses the youngest children, from 0 to 24 months, with collections featuring a delicate and distinctive aesthetic that combines comfort, quality and attention to detail in a style designed to delight from first sight.



iDO

iDO – “The right style for every occasion” is a dynamic and contemporary brand dedicated to active children and teenagers.

Its collections, created by Italian designers, interpret international childrenswear trends with a strong focus on quality, comfort and durability.

For children aged 0-24 months, the iDOmini line is also available.



Ducati – “For youngsters who will go far” – added to the Miniconf portfolio starting from the Autumn/Winter 2022 collection, the brand offers a sporty and contemporary range designed for children and teenagers aged 3 to 16 years, alongside a collection dedicated to the newborn segment.

The collections combine practicality, comfort and a dynamic spirit.



ROY ROGER'S KIDS

Roy Roger's Kids – Introduced into the portfolio of licensed brands with the Autumn/Winter 2024 season, the brand is distinguished by collections that celebrate denim and ready-to-wear garments inspired by Roy Roger's iconic style. The brand's heritage washes and authenticity are the distinctive features of its childrenswear offering.

Miniconf operates through a multi-channel distribution model. The iDO mono-brand network includes directly operated stores, franchised outlets and factory outlets, which manage the sale of products from previous seasons. The multi-brand channel, which features all the Company's brands, primarily serves specialist retailers and major retail chains. This physical presence is complemented by digital channels, including third-party marketplaces and proprietary e-commerce platforms. The combination of physical and digital channels enables the Company to engage with a customer base consisting primarily of families, particularly parents aged between 30 and 50, who value quality, style, comfort and garment durability. Gift purchases also represent an important segment of demand.

At the international level, Miniconf maintains a direct presence in Russia through a dedicated organisation, with the headquarters of its sales subsidiary MinRus located in Moscow. During 2025, the Company's subsidiary Miniconf Iberica, based in Spain, ceased operations; the distribution of the brands in the Spanish market is now managed with the support of local sales agencies. Miniconf is a member of Confindustria and Confimprese.

1.2 - Over 50 Years of Growth and Innovation

Over 50 Years of Growth and Innovation

Miniconf's story began in 1973, when its current Chairman, Giovanni Basagni, decided to seize an important entrepreneurial opportunity: the contract production of "thirty thousand shirts at one thousand lire each". This bold decision led him to leave his previous employment and launch a new business that would soon experience rapid growth.



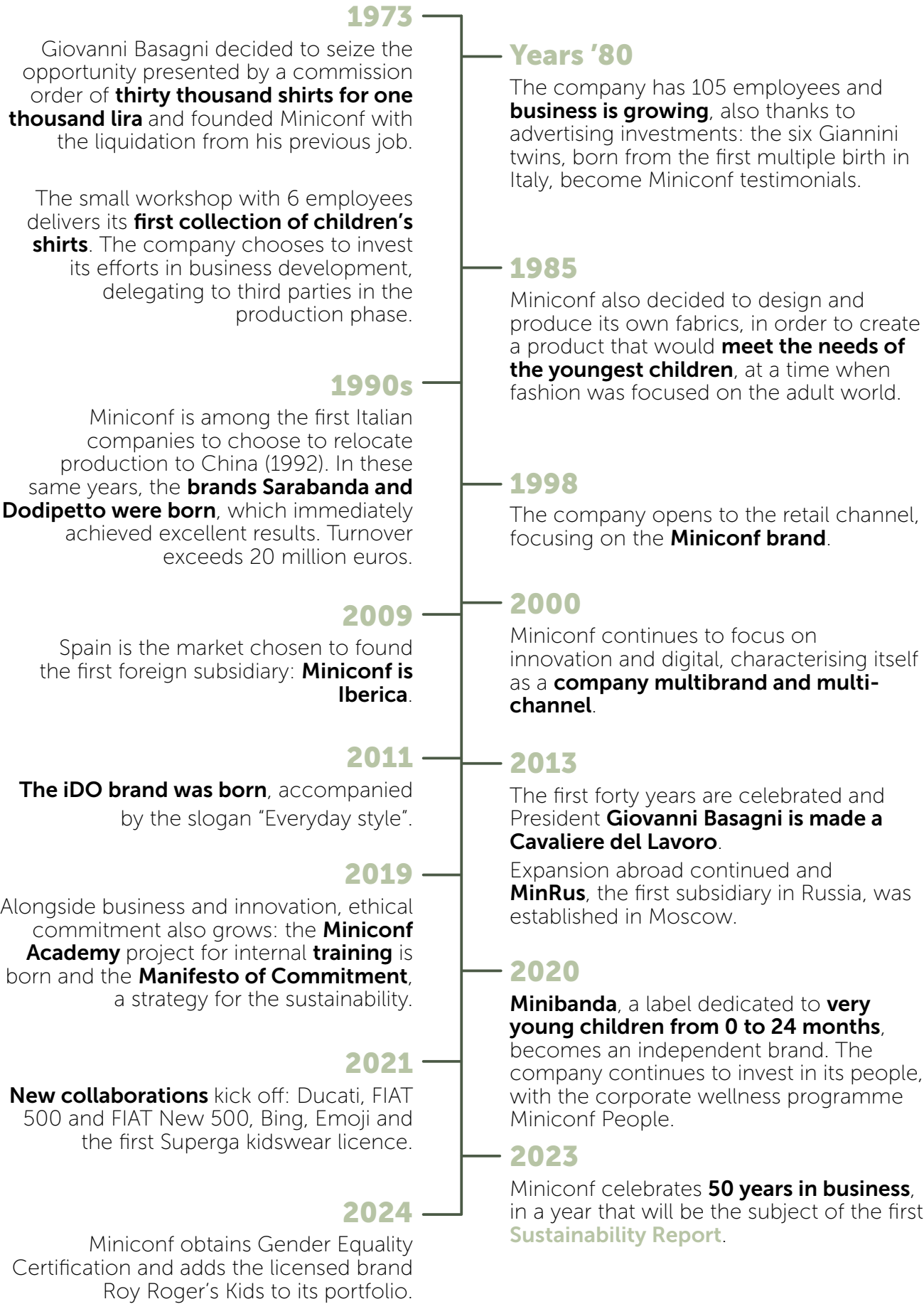
For over 50 years, we've grown through entrepreneurship, innovation, and people

Within just a few years, what had started as a small artisanal workshop evolved into a structured manufacturing business, employing more than 100 people by the 1980s. During the 1990s, Miniconf embarked on an international development path through the relocation of production activities to Asia, initially focusing mainly on China. During this period, the Company experienced significant growth, surpassing €20 million in turnover and consolidating its development trajectory through continuous attention to innovation, digitalisation and the evolution of its distribution channels. In 2009, Miniconf opened its first international subsidiary in Spain, followed in 2013 by the establishment of its Russian office. In the same year, on the occasion of the Company's 50th anniversary, Giovanni Basagni was awarded the honour of Cavaliere del Lavoro. The 2000s marked a new phase of growth, characterised by expansion into new markets, the enlargement of the brand portfolio and the launch of strategic partnerships.

At the same time, Miniconf strengthened its commitment to people and environmental sustainability. In 2019, the Company launched the Miniconf Academy, dedicated to employee training and development, and introduced its Commitment Manifesto, which sets out the Company's roadmap towards a tangible reduction of its environmental impact. These initiatives represent the natural evolution of values that have always been part of Miniconf's identity and ultimately led to the voluntary publication of its first Sustainability Report in 2023.

That same year, Miniconf celebrated its first 50 years of business, looking to the future with responsibility and vision. In 2024, the Company also obtained Gender Equality Certification, a particularly significant achievement for an organisation whose workforce is largely composed of women. This milestone enabled Miniconf to embark on a structured and continuous improvement journey in the field of Diversity & Inclusion (D&I), further strengthening its commitment to building an increasingly inclusive corporate culture.

Timeline



1.3 - Company Values

GRI 2-29 Stakeholder Engagement Approach

Our Mission

We aim to make every child’s day as enjoyable and comfortable as possible. Children already have a big job to do: growing up. That is why what they wear should enhance their personality, adapting to different occasions and individual needs. We select safe materials and manufacturing processes. The Sarabanda, Minibanda and iDO brands, each with its own identity and market positioning, share the same policies and the same commitment to reducing environmental impact.

Our Vision

We aspire for our brands to be part of every child’s wardrobe from birth onwards, while strengthening our position as a leading name in the childrenswear sector. Through our brands, we seek to build a genuine connection with people by offering products that combine style, quality and emotion. We will continue to grow by taking inspiration from children and by maintaining an ongoing dialogue with the market, our partners and our employees, because we believe that listening is a fundamental driver of innovation and continuous improvement. For more than 50 years, Miniconf has grown guided by a vision and a mission founded on clear and shared values: respect, loyalty and transparency. These principles guide every decision we make and strengthen the sense of belonging that characterises our Company. Over time, we have built a business model aimed at achieving a balance between economic performance, social responsibility and commitment to the local community.



The future of Miniconf, just like the future of a country, is its children. Not believing in children means not believing in the future

Giovanni Basagni
Chairman Miniconf



Respect, loyalty and transparency have always guided the way we do business

Over time, we have built a business model aimed at achieving a balance between economic performance, social responsibility and commitment to the local community. At the heart of the way we operate are people and the environment in which they live, work and raise their families, both of which are essential to generating long-term value. Our roots lie in the Casentino valley, a landscape surrounded by forests and nature that has always inspired our respect for the local area and its communities. For us, putting people first means promoting their well-being, valuing their skills and talents, and ensuring the highest standards of safety for everyone who interacts with Miniconf: employees, suppliers, partners and consumers who choose and wear our garments.



Stakeholder Engagement

Ongoing dialogue with stakeholders is a cornerstone of the way we do business and is reflected in a range of practical engagement tools and initiatives.

- Employee engagement is supported by an internal corporate portal through which we regularly share information, updates and content relating to Company life, promoting transparency and participation.
- With our trade customers, including distributors and retailers, we maintain a dialogue focused on understanding market needs and building shared strategies. In this context, the B2B PartnerLab portal plays an important role by providing dedicated services for replenishment management, sell-out monitoring, shipment and documentation management, as well as training and marketing support tools. The platform also serves as a channel for discussion on sustainability issues across the value chain.
- Dialogue also extends to financial institutions, with whom Senior Management maintains ongoing engagement aimed at sharing business performance, development strategies and market developments, including key ESG best practices and the KPIs used in corporate assessments.
- Finally, Miniconf maintains a strong connection with the Casentino area through partnerships with local organisations such as Prospettiva Casentino, an association committed to promoting sustainable development and educational initiatives. The Company also supports the Municipality of Ortignano Raggiolo and the local school, as well as numerous community associations, with particular attention to projects dedicated to children and to enhancing the local community.



Listening, quality and durability guide the way we innovate and create long-term value

Our business model is based on an approach founded on continuous innovation and dialogue, guided by the principle of “listening carefully in order to respond effectively.” Listening to our employees, together with ongoing engagement with customers and consumers, enables us to understand market developments and to view change as an opportunity for growth and improvement.

Supporting this approach requires careful oversight of the entire production chain, from design through to the delivery of the finished product. Thanks to the expertise we have developed over time, we work closely with our suppliers, monitoring the different stages of the process and ensuring high quality standards throughout the value chain. The way in which each garment is produced is also a key element of our sustainability vision. Creating durable products that maintain their quality, comfort and safety over time, even after repeated wear and washing, means making a tangible contribution to reducing waste and environmental impact. Our garments are designed to accompany children through different moments of their daily lives and to be reused over time, being passed on between siblings or friends, thereby extending their lifecycle.

1.4 - Governance

- GRI 2-9 Governance Structure and Composition
- GRI 2-10 Nomination and Selection of the Highest Governance Body
- GRI 2-11 Chair of the Highest Governance Body
- GRI 2-12 Role of the Highest Governance Body in Overseeing the Management of ESG Impacts
- GRI 2-13 Delegation of Responsibility for Managing ESG Impacts
- GRI 2-14 Role of the Highest Governance Body in Sustainability Reporting
- GRI 2-15 Conflicts of Interest
- GRI 2-16 Communication of Critical Concerns
- GRI 2-17 Collective Knowledge of the Highest Governance Body
- GRI 2-18 Evaluation of the Performance of the Highest Governance Body
- GRI 2-19 Remuneration Policies
- GRI 2-20 Process to Determine Remuneration
- GRI 2-23 Policy Commitments
- GRI 2-26 Mechanisms for Seeking Advice and Raising Concerns
- GRI 2-27 Compliance with Laws and Regulations
- GRI 3-3 Management of Material Topics
- GRI 205-3 Confirmed Incidents of Corruption and Actions Taken
- GRI 206-1 Legal Actions for Anti-Competitive Behaviour, Anti-Trust and Monopoly Practices

Our governance structure is based on the interaction and collaboration of three bodies: the Board of Directors, the Strategic Committee and the Management Committee. The Strategic Committee was established in 2022, while the Management Committee has always been active within the Company. Both were formally recognised by the Board of Directors in 2024.

The Board of Directors is the governing body responsible for approving, with any necessary amendments, the strategic guidelines proposed by the Strategic Committee, which serves as the Company's steering body. The Strategic Committee is responsible for developing the strategic guidelines that form the foundation of the three-year Development Plan, which is updated annually. Responsibility for implementing the Plan, described in detail below, lies with the Management Committee. The Chairman of the Board of Directors is also the Company's founder, serves as Chief Executive Officer and chairs the Strategic Committee.

The Board of Directors is also responsible for reviewing and approving sustainability-related information. Furthermore, it oversees the decisions and activities of both the Management Committee and the Sustainability Group, within their respective areas of responsibility, with regard to the Company's economic, environmental and social impacts. During 2025, no incidents of corruption were recorded, nor were any legal actions relating to anti-competitive behaviour reported.

The Development and Sustainability Plan

Miniconf's strategic decisions are based on the Business Development Plan, prepared by Executive Management and submitted to the Board of Directors for approval. The Board contributes through observations, recommendations and, where appropriate, proposals for amendment. Its role is to support the assessment of the Plan's robustness and consistency.

Business performance is continuously monitored through a periodic "rolling review" process, during which the Board analyses any deviations from established objectives and identifies the corrective actions required.

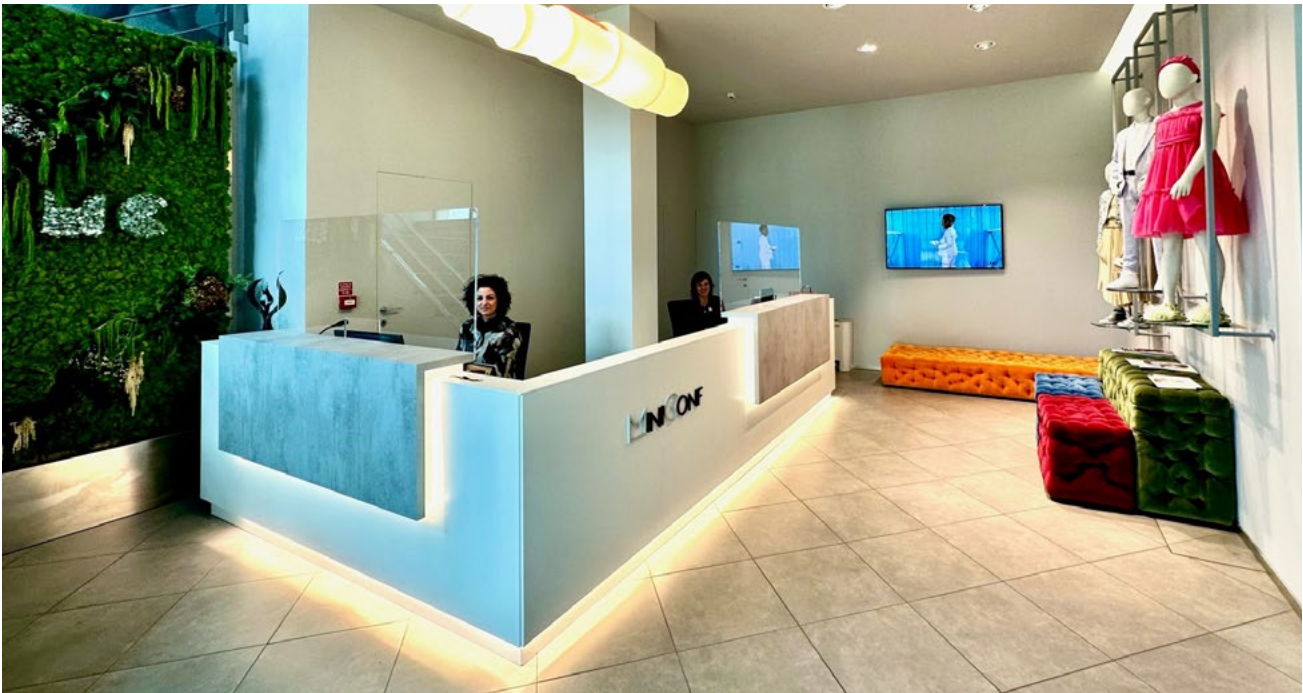
Alongside the Development Plan, the Company prepares a Corporate Sustainability Plan, which forms an integral part of the Sustainability Report and is therefore subject to approval by the Board of Directors.

In this case, coordination of activities is entrusted to the Sustainability Group, which meets on average six to eight times per year to monitor the implementation of the defined guidelines.

The Sustainability Group includes key organisational figures, including:
the Chief Executive Officer;
the Environmental Manager;
the Marketing Manager;
the Trade Marketing Specialist;
an external consultant specialising in compliance, quality, safety and sustainability.

Through approval of the Plan and oversight of its implementation, the Board of Directors entrusts the Sustainability Group with the management of environmental, social and governance (ESG) impacts, ensuring that these topics are integrated into the Company's decision-making processes.

Although there is no specific ESG training programme for Board members, ongoing updates and discussions take place through the activities of the Sustainability Group, of which both the Chief Executive Officer and the Chairman of the Board are members.



With regard to the operation of the internal governance system, the Company's Articles of Association provide that the Board of Directors is elected by the Shareholders' Meeting every three years. The Board currently consists of four voting members and two independent external advisers, selected based on their expertise and knowledge of the Company. These external advisers participate in Board meetings but do not have voting rights. Their role is to ensure an independent perspective within the Board and to challenge and assess the effectiveness of Company strategies.

These positions were introduced in 2015 following participation in Borsa Italiana's Elite Programme, designed to support companies in their approach to capital markets.

The four voting members are also Company shareholders, and three of them hold executive positions within the organisation, specifically:

- the Chief Executive Officer;
- the General Manager Finance, HR & IT;
- the Health and Safety Manager appointed by the Employer.

As a result, the Board comprises three executive members and three non-executive members, the latter not being involved in the Company's day-to-day operations.

The Chairman of the Board and founder of the Company also serves as Chief Executive Officer and chairs the Strategic Committee. The Board delegates responsibility for monitoring and implementing both the Development Plan and the related Sustainability Plan to the Management Committee, which is chaired by the General Manager.

Oversight of the Board of Directors is exercised by a Board of Statutory Auditors, composed of three statutory auditors who have no other relationship with the Company.

The Strategic Committee meets approximately once a month and is composed of the Chief Executive Officer, the General Manager, and a Strategic Adviser. The Chief Executive Officer acts as Chair of the Committee, which may also draw on the expertise of external advisers (other than those serving on the Board of Directors) or Company employees for specific matters.

The Management Committee is chaired by the General Manager. Its permanent members include:

- the Chief Operating Officer (COO);
- the Italy Sales Director;
- the Human Resources Manager;
- the Merchandising Manager;
- the Marketing & Communication Manager;
- the Senior Business Analyst & Controller.

This composition ensures that all major business functions are represented within the Management Committee. The Committee meets approximately every two weeks. Additional employees are frequently invited to participate in meetings in order to discuss and make decisions on specific topics.

Among the bodies contributing to Company life, it is important to mention the presence of a Unitary Trade Union Representation (RSU), consisting of six representatives elected by all employees, whether union members or not. Miniconf has also appointed a Head of the Prevention and Protection Service (RSPP), responsible for coordinating, under the Company's responsibility, occupational health and safety prevention and protection activities.

Remuneration Policies



Miniconf's Board of Directors does not provide for variable remuneration schemes or compensation linked to the achievement of specific objectives. Consequently, no formalised performance evaluation system is applied to the Board itself. Board members serving as Chairman and Vice Chairman receive remuneration in their capacity as Directors. All other Board members, whether voting or non-voting, receive a fixed fee related to the position they hold. At Company level, remuneration policies are defined by the General Manager in collaboration with the Human Resources Manager. For management positions, the process also involves the Chief Executive Officer and the Board of Directors.

Remuneration policies are primarily based on:
the role performed;
the level of responsibility;
the strategic relevance of the position within the organisation.

Each year, Miniconf carries out a structured internal performance assessment process, known as the People Development Process (PDP), based on dedicated evaluation forms focused on employee growth and development. This tool enables Management and Human Resources to assess remuneration adjustments and define professional development paths, taking into account input from Directors and Department Managers.

For new hires, remuneration proposals are also benchmarked against market data provided by specialised external consultants, ensuring consistency and competitiveness with prevailing market conditions.

As part of our commitment to combining business growth with ethical conduct, we work daily to ensure transparency, fairness and full compliance with applicable regulations. We promote an approach based on openness and information sharing with all stakeholders, providing the information necessary to identify and assess any potential conflicts of interest.

Within the Company, any concerns or critical issues are reported directly to the Management Committee, even in the absence of a formalised procedure. Employees may also refer to:

- RSU representatives;
- the Workers' Safety Representative (RLS);
- the Human Resources Manager;
- to report concerns or request discussion and support.



In December 2023, Miniconf implemented the procedures required under whistleblowing legislation, introducing a dedicated system for reporting misconduct or non-compliant behaviour identified within the workplace.

At the same time, the Company initiated a review process regarding the adoption of the Organisational Model pursuant to Legislative Decree 231/2001, with support from specialised consultants in corporate administrative liability.

The Company has also adopted an Environmental Policy, through which it defines its commitment to:

- pursuing eco-design solutions for products;
- complying with environmental legislation;
- reducing impacts throughout the entire product life cycle.

Miniconf has been ISO 14001 certified since 2003. Supporting these principles of integrity and

CHAPTER 02

People



2.1 - People at the Heart of Our Business

- GRI 2-7 Employees
- GRI 2-8 Workers Who Are Not Employees
- GRI 2-30 Collective Bargaining Agreements
- GRI 3-3 Management of Material Topics
- GRI 401-1 New Employee Hires and Employee Turnover
- GRI 401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees
- GRI 401-3 Parental Leave

People are the foundation of Miniconf’s success. The Company invests in professional development, fostering an inclusive working environment based on respect for diversity, equal opportunities and the enhancement of individual skills. Our aim is to create a collaborative and welcoming workplace where everyone can fulfil their potential and contribute to the organisation’s growth.



Great things are never accomplished by one person alone, but by a group of people who share values and goals

Steve Jobs

Miniconf expects its employees and collaborators to demonstrate integrity, respect and transparency, values that are essential to building long-lasting relationships founded on mutual trust. Our relationship with people is based on continuous dialogue and clear, accessible communication. All Company procedures, including those relating to personnel management, are available on the corporate portal and are shared with every new employee from the moment they join the Company. The portal also contains operational and organisational documentation, including organisational charts, the Environmental Policy and Environmental Management System

procedures. Key HR activities, such as attendance management, leave requests, business travel and welfare initiatives, are supported by the HR Infinity Zucchetti platform. In 2025, the Company further strengthened its internal communication tools by introducing a new mobile-accessible application designed to present the organisation interactively through multimedia content. The tool is intended for employees, new hires, partners and stakeholders, with the aim of facilitating integration and enhancing understanding of the Company. Our focus on people begins during the recruitment phase. Recruitment processes involve defining the required profile and activating targeted sourcing channels, including headhunting, internal databases, professional platforms and advanced digital tools. The selection process consists of several stages, including remote and in-person interviews, and assesses technical competencies, interpersonal skills and alignment with Company values. Since 2024, a structured candidate feedback system has been introduced to monitor the quality of the recruitment experience in terms of satisfaction, inclusiveness and respect for the individual. New hires are supported through a structured onboarding programme lasting approximately six weeks, designed to facilitate full integration into both the role and the Company environment. As part of a continuous improvement approach, development began in 2025 on a dedicated “Welcome Kit”, aimed at helping new employees understand Miniconf’s values, policies and organisational culture. Miniconf also maintains an ongoing relationship with seasonal employees, who are engaged during peak production periods, particularly in logistics activities. The Company prioritises the renewal of contracts with already trained personnel, ensuring operational continuity and efficiency.



Artwork Presented by Employees for the 50th

These contracts, which generally last around eight months, reflect the seasonal nature of the business.

Given the characteristics of the local area, Miniconf promotes the development of internal talent by supporting career progression and professional growth towards positions of greater responsibility. Only when suitable profiles cannot be identified internally is recruitment extended beyond the Company and the local area.

The Company considers local employment to be of strategic importance, recognising its connection with the local area as a key factor in ensuring business continuity, organisational stability and the sustainable development of its business model.

In 2025, there were 51 new non-seasonal fixed-term hires, only one of whom was recruited as a production worker from the Casentino area. The remaining 50 contracts related to office employees based at the Company headquarters and to staff employed in Company-owned stores located in other Italian provinces.

With regard to permanent employment, 20 new employees joined the Company: 13 office employees from the Casentino area, one from outside the valley, and seven recruited for the retail store network.

The seasonal workforce included 129 production workers from the Casentino area,

confirming the strong link between the Company and the local community, particularly during peak production periods. Alongside professional development, Miniconf places great emphasis on corporate welfare, recognising it as a key driver of employee well-being and work-life balance. In 2025, the Company once again implemented a welfare plan available to employees meeting the eligibility criteria set out in the second-level collective bargaining agreements signed on 18 July 2024. The plan is consistent with, and complements, the provisions of the renewed National Collective Labour Agreement (CCNL) for the Textile, Clothing and Fashion Industry, which applies to all employees.

The services available under the welfare plan are described in the dedicated section below.

Welfare Platform and Employee Benefits

Miniconf's corporate welfare plan offers a wide range of services designed to support the well-being of employees and their families.

The main benefits available through the corporate welfare platform include:

- reimbursement of family education expenses;
- fuel, grocery and shopping vouchers;
- reimbursement of school meal costs;
- travel, wellness and leisure packages;
- reimbursement of babysitting and elderly care services;
- healthcare services, including medical examinations and diagnostic tests;
- gym, swimming pool and sports activity memberships;
- vouchers for cinemas, museums and cultural initiatives.

The annual welfare allowance varies according to length of service and attendance at work:

- €450 for employees with at least 12 consecutive months of service;
- €350 for employees with between 6 and 12 months of service;
- €250 for employees with between 4 and 6 months of service.

These amounts may be supplemented by up to an additional €200, in line with the provisions of the National Collective Labour Agreement (CCNL) for the Textile, Clothing and Fashion Industry.

In 2025, the retirement bonus was also renewed. This benefit is granted to employees approaching the end of their career with the Company, including both permanent and seasonal employees, as a recognition of the contribution they have made over the years.

In 2025, Miniconf participated in a structured survey on organisational well-being and the psychosocial dimensions of work, conducted in collaboration with Stymulus, the University of Bologna and the Public Administration, entitled "The Psychosocial Dimensions of Mental Well-being".

The findings identified several areas for further analysis and improvement over the following two-year period, particularly with regard to internal and external communication and organisational processes. Specific insights emerged from the retail network, whose operational methods and working environments differ from those of the corporate headquarters. The results were consistent with previous work-related stress assessments, which had not identified any significant issues, confirming a good level of organisational balance.

A key aspect of Miniconf's commitment is the promotion of work-life balance, which is considered a fundamental driver of employee well-being and organisational sustainability. The Company evaluates requests for part-time employment, where compatible with operational requirements and the needs of the relevant business area, in order to respond to specific family or health-related needs.

Particular attention is devoted to supporting parenthood. New mothers may request part-time working arrangements until their child's first birthday. Thereafter, employees with children attending the school in San Piero in Frassino (Ortignano Raggiolo, Arezzo) may temporarily benefit from a reduced working schedule (08:00-16:30), designed to support family management until the completion of primary education. This arrangement also includes a flexible start time of up to 29 minutes, recoverable at the end of the working day.



Taking care of people is the first step towards taking care of the business

Richard Branson

In line with this commitment, Miniconf actively supports the local community through financial contributions to the San Piero in Frassino school, helping to cover the costs of before- and after-school services (07:30-08:00 and 16:30-17:00) and funding educational enrichment projects, including music activities and art workshops. This initiative provides tangible support to employees' families as well as to the wider local community.

The Company has also introduced a structured return-to-work procedure following maternity leave, which includes the assessment of temporary needs, training requirements and periodic follow-up meetings. The same approach is adopted for employees returning after extended absences, ensuring a gradual and effective reintegration into the workplace.

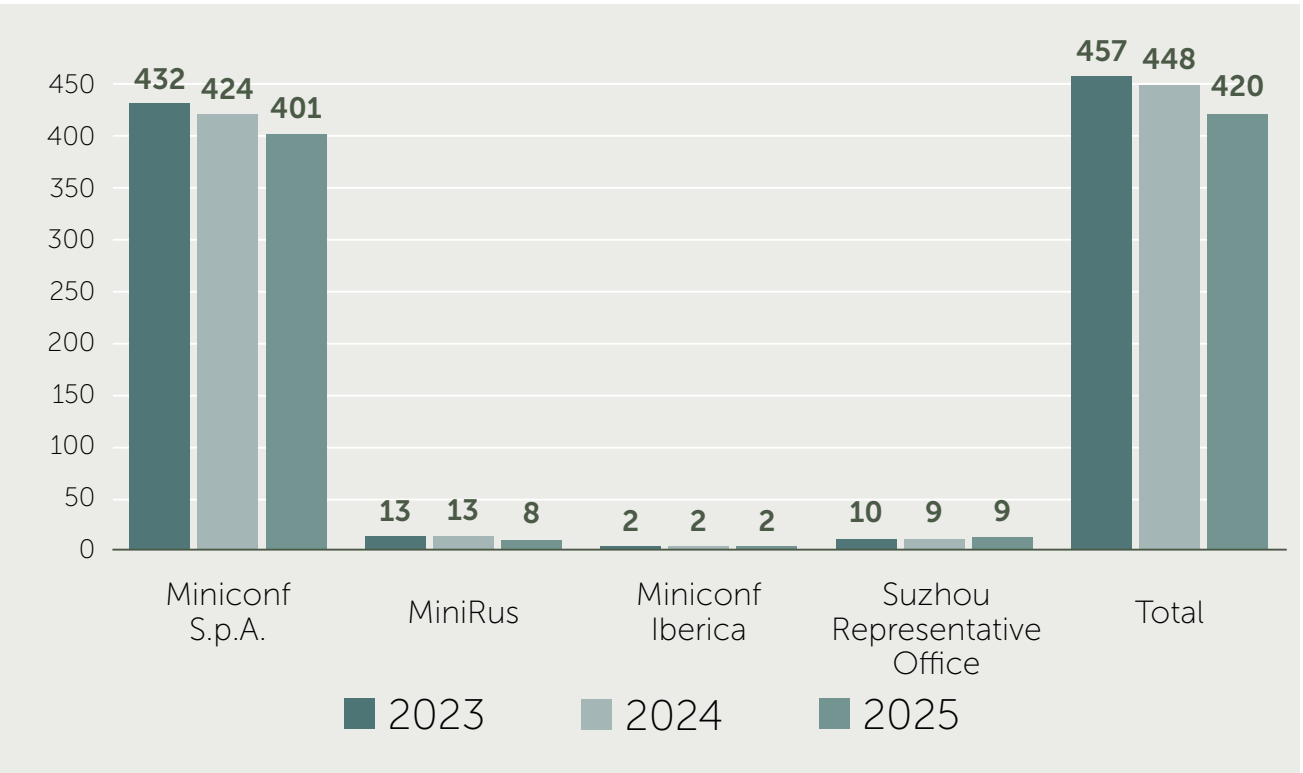
For employees whose roles allow it, remote working arrangements are available for up to one day per week in connection with project-based activities that can be carried out remotely. Access is subject to employee request and compliance with the Company's smart working policy.

To further support parenthood, employees with children up to 13 years of age may, in the event of a child's illness, work remotely for up to two days per week, helping them to manage family responsibilities more effectively. Finally, office-based employees benefit from a flexible arrival time of up to 29 minutes, with the time recovered at the end of the working day, in accordance with the Company's HR policy, further demonstrating Miniconf's commitment to organisational flexibility.

Miniconf for Culture

Among the initiatives dedicated to personal development and corporate culture, Miniconf continued its corporate library project in 2025. Launched in 2022 and open to all employees, the library includes more than 60 titles covering technical subjects, soft skills, current affairs, diversity, equal opportunities and non-discrimination. Miniconf also supports the development of employees' children's skills and cultural awareness through Intercultura scholarships, which provide the opportunity to take part in an overseas summer language immersion programme, with accommodation either with host families or in residential colleges.

Fig. 1 - Total Workforce by Subsidiary and Total Workforce (2023-2025)
(Number of Employment Contracts)



The reduction in headcount affected both the female and male workforce. The number of female employees decreased from 351 to 329, while male employees declined from 97 to 91. Despite the overall reduction, the gender composition remained substantially unchanged: in 2025, women continued to represent 78% of the total workforce, compared with 22% men.

Fig. 2 - Total Employees (All Locations) Over the 2023-2025 Period, by Gender (Number of Employment Contracts)

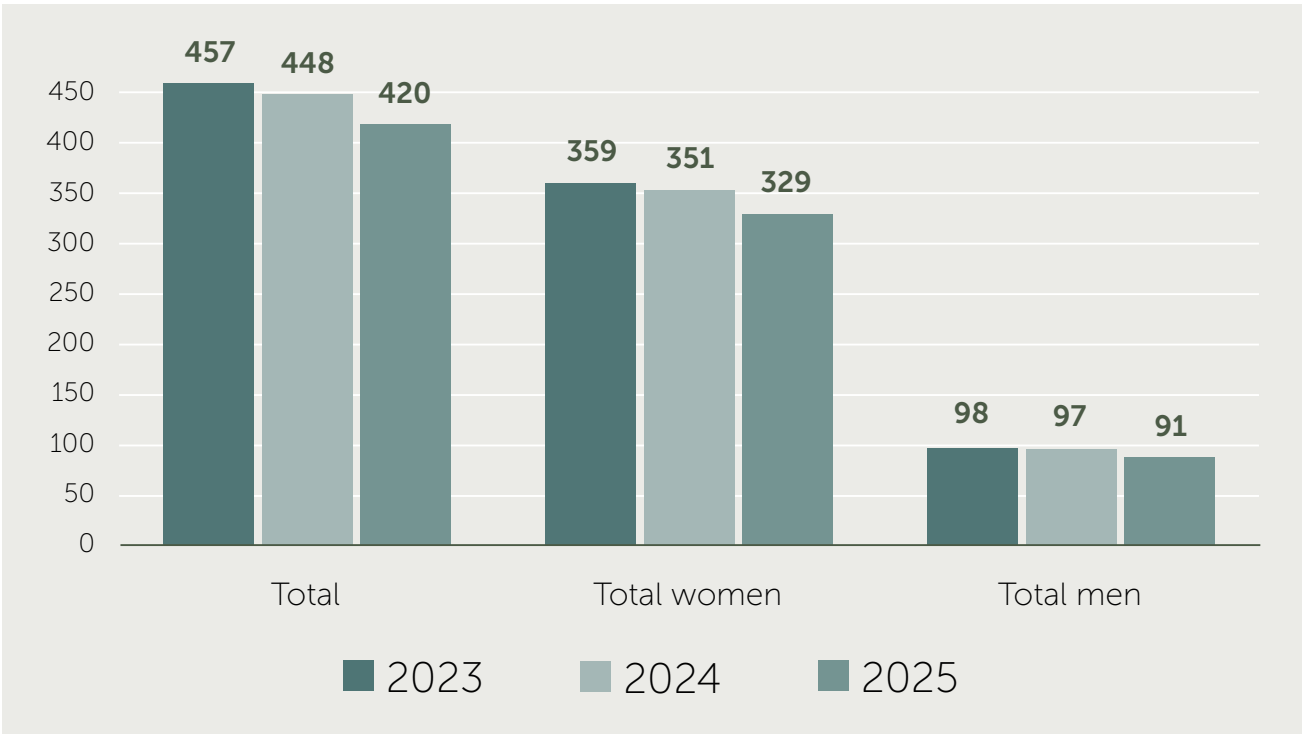
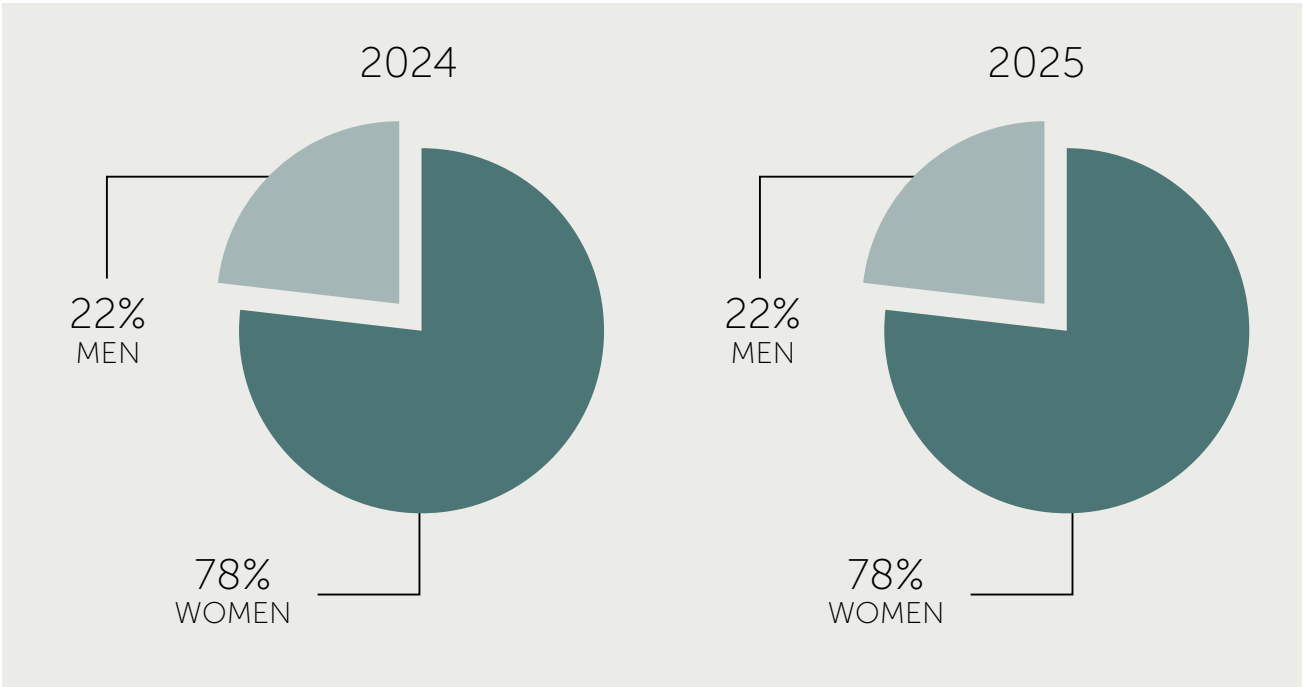


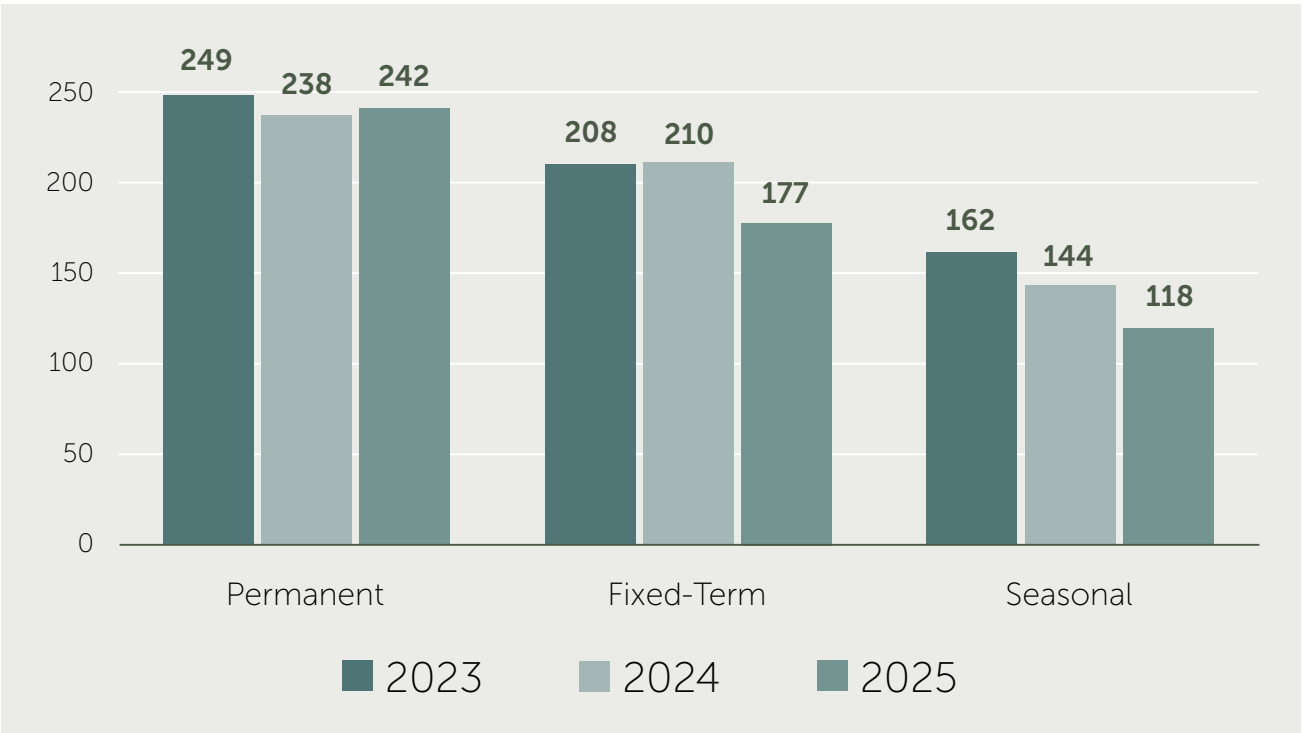
Fig. 3 - Gender Distribution in 2024 and 2025



Active employment contracts within the Company are primarily divided into three categories: permanent-term, fixed-term, and seasonal contracts. Employees on seasonal contracts are mainly engaged during peak production periods, associated with internal goods handling activities, which are concentrated over approximately eight months of the year, in line with the seasonal nature of the business. In 2025, the stable component of the workforce strengthened further, with permanent contracts increasing by 2%, from 238 to 242 employees. At the same time, the number of fixed-term contracts decreased from 210 to 177 (-16%), while seasonal workers declined from 144 to 118 (-18%) (Fig. 4).

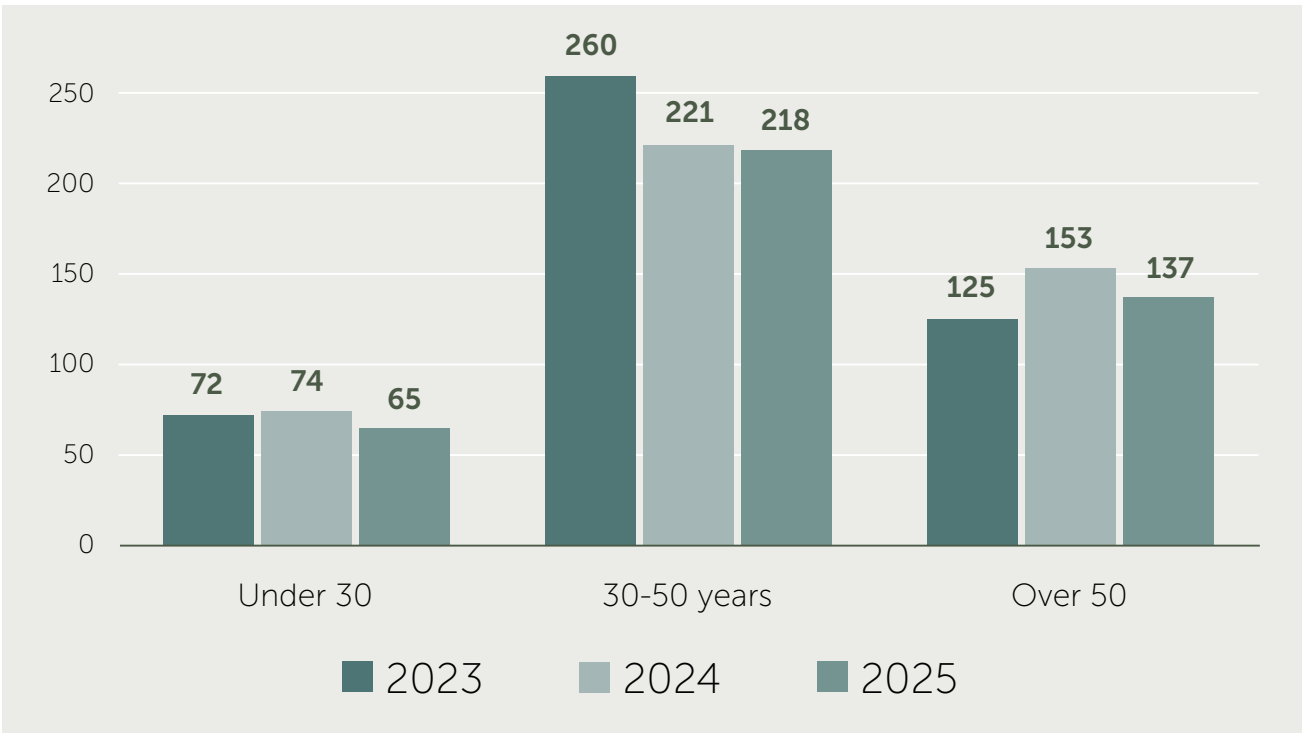
A total of 286 employees were employed on full-time contracts, while 115 employees worked on part-time contracts.

Fig. 4 - Number of Permanent, Fixed-Term and Seasonal Contracts Over the 2023-2025 Period



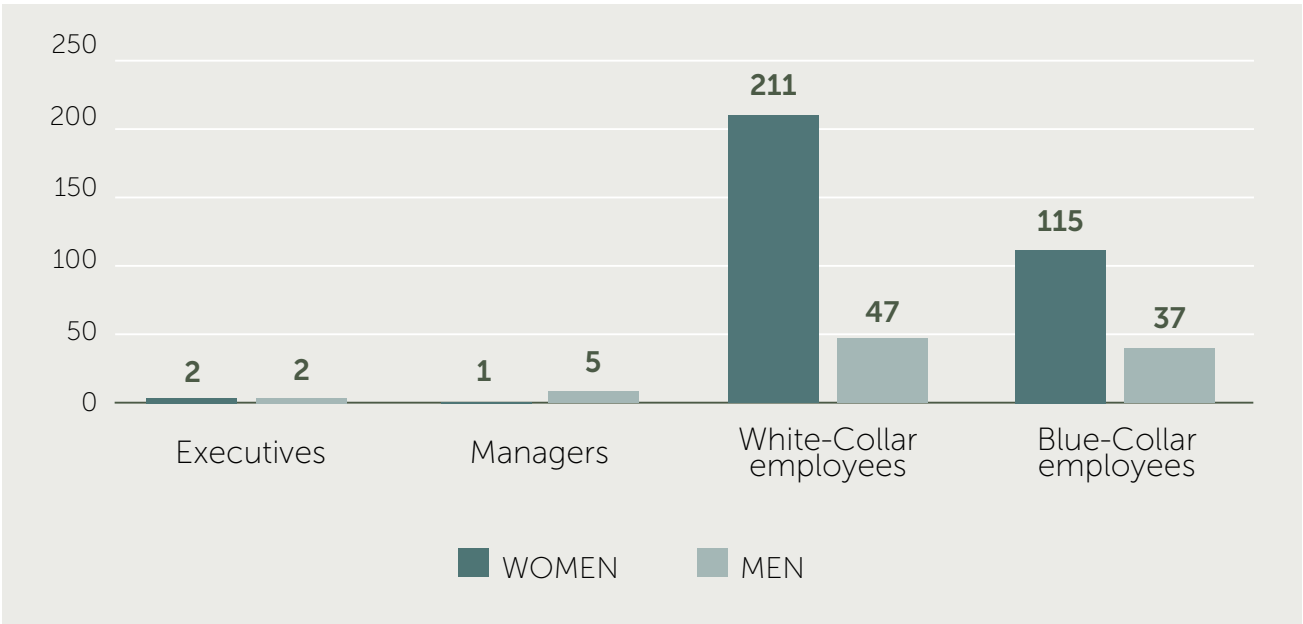
The 30-50 age group remained the largest and substantially stable segment of the workforce, decreasing slightly from 221 to 218 employees, followed by employees aged over 50 (137 employees). Employees under 30 years of age represented the age group experiencing the most significant decline, decreasing from 74 to 65 employees (-12%) (Fig. 5).

Fig. 5 - Employees (Number of Employment Contracts) by Age Group Over the 2023-2025 Period



The distribution of employees by gender and employment category confirms the predominance of women within Miniconf’s workforce, particularly among white-collar employees, where there are 211 women compared with 47 men, and among blue-collar employees, where women number 115 compared with 37 men. Within senior and middle-management positions, considering both the headquarters and the Group companies, executive representation is evenly balanced between men and women (two executives per gender). Among middle managers, however, there are five men and one woman (Fig. 6).

Fig. 6 - Employees (Number of Employment Contracts) by Gender and Employee Category in 2025



The Board of Directors is the Company’s highest governance body and is responsible for defining Miniconf’s strategic, organisational and business guidelines. It is composed of four members, of whom 75% are men and 25% are women, with a predominance of members belonging to the over-50 age group.

For Miniconf, the recruitment of employees from different age groups and genders represents not only an ethical commitment but also a strategic opportunity to strengthen the Company’s capabilities, diversity and competitiveness. In 2025, 200 new employees joined the Company, of whom 129 were hired under fixed-term seasonal contracts. This type of contract is necessary to manage the alternation between peak workload periods and slower business periods. Regardless of contract type, the majority of new hires were women, primarily within the 30-50 and over-50 age groups.

Employee departures are part of the normal workforce cycle experienced by organisations of all sizes. At Miniconf, this dynamic is significantly influenced by the seasonal nature of many employment relationships. During 2025, a total of 141 employment contracts ended, of which 129 were related to the expiry of seasonal contracts. In some cases, the same employee may be counted more than once during the year due to the duration and recurrence of individual assignments.

In 2025, the Company’s turnover rate, calculated on the basis of hires and departures, continued to be strongly influenced by the use of seasonal labour. Excluding seasonal employees, the overall turnover rate stood at approximately 29.33%. The corresponding hiring rate and departure rate were 25.09% and 4.24%, respectively.

When seasonal employees are also included, the overall turnover rate reached 85.04%, substantially in line with the 2024 figure. Specifically, the hiring rate was 49.88%, while the departure rate reached 35.16%.

A further factor affecting employee turnover relates to staff employed in retail stores. In this area, post-pandemic changes in employee retention patterns have been observed, largely due to the nature of retail work itself.



Innovation emerges when people are given the opportunity to share ideas and experiment

Peter F. Drucker

The main factors negatively affecting employee retention are extended opening hours, weekend shifts, and work on public holidays, particularly within shopping centres and outlet stores.

To strengthen employees' sense of belonging and support retention, Miniconf launched in 2023 a project involving 35 employees under the age of 35, promoting integration, collaboration and organisational well-being.

In 2025, a process aimed at integrating working groups was initiated, fostering synergies around strategic topics such as Company values and artificial intelligence.

Among the main initiatives carried out were:

- Run for Love in support of the Meyer Foundation;
- Company sports tournament and other sporting initiatives;
- Birthday Project;
- Corporate Timeline Project;
- Welcome Kit;
- Collaborations in the field of Artificial Intelligence (e.g. with the Politecnico di Milano).

During the year, additional initiatives were promoted, including Art Day, Corporate Mini Olympics, volunteering activities, event organisation projects and initiatives related to the implementation of Artificial Intelligence.

At the end of 2025, the Young Employees Group was dissolved and reorganised according to a more integrated model focused on continuity, participation and innovation.

Starting in 2026, two new groups will be established:

Events & Engagement, dedicated to event organisation and internal employee engagement;

Digitalisation & AI, focused on the development of digital and training projects.

2.2 - Training

GRI 3-3 Management of Material Topics

GRI 404-1 Average Hours of Training per Employee per Year

GRI 404-2 Programmes for Upgrading Employee Skills and Transition Assistance Programmes

GRI 404-3 Percentage of Employees Receiving Regular Performance Reviews

For Miniconf, training represents a key strategic driver for supporting people's growth and strengthening the organisation's competitiveness. The Company promotes an inclusive, stimulating and development-oriented working environment in which skills are continuously enhanced and valued.

Alongside the mandatory training required under Legislative Decree 81/2008, a structured annual training plan is developed based on an analysis of internal training needs. This process relies on the mapping of business areas and the integration of information generated through the performance evaluation system and individual development plans. The process is supported by dedicated planning activities, including budget definition, periodic monitoring and final review, with particular attention given to onboarding programmes and role transitions.

The training offering is broad and includes both technical skills, such as foreign languages, digital tools and regulatory updates, and the development of soft skills and managerial capabilities, including leadership, team management and problem-solving.



This approach strengthens cross-functional competencies and supports the evolution of the organisation in a consistent and sustainable manner.

During 2025, Miniconf also promoted specific initiatives that helped make training increasingly practical and connected to both the local community and the academic world. These included the PNRR "Village Attractiveness" Project, which featured a two-week corporate training programme focused on the production supply chain, from fabric to finished garment, as well as collaboration with the University of Florence within the Fashion System Design course, including the hosting of students at Company facilities.



Investing in people's skills is the most effective way to build lasting value

Peter F. Drucker

Thanks to this approach, all planned training programmes for 2025 were completed. Cross-functional internal projects were developed, including working groups and initiatives dedicated to younger employees, while topics related to inclusion and gender equality were incorporated into training programmes, further strengthening alignment with Company values.

Alongside training activities, Miniconf adopts a structured performance management system, the Performance Development Process (PDP),

which serves as a key tool for employee development. The process involves all employees, with the exception of blue-collar workers, and includes the assignment of objectives at the beginning of the year, an interim review with the line manager, and a final evaluation. A dedicated assessment framework is applied to seasonal employees, taking into account performance, collaboration and the ability to integrate within the team. In 2025, all established objectives were fully achieved, confirming the effectiveness of the system.

As part of its continuous improvement approach, Miniconf plans to evolve the model in 2026 by introducing a new PDP form that is simpler and more effective, together with stronger integration between performance evaluation, training and skills development. The objective is to make the process increasingly effective in supporting the growth of employees.

Also in 2026, Miniconf intends to further enhance training quality by introducing more structured tools to assess training effectiveness, including support from external partners, and by promoting more flexible and accessible learning formats, such as learning capsules and thematic discussion sessions.

Overall, the approach adopted reflects the Company's commitment to building an increasingly integrated, advanced and human capital-focused system, in which training, performance and professional growth are closely interconnected.

Training and Skills Development 2024 and 2025

During the 2024-2025 period, Miniconf strengthened its commitment to the professional and personal development of its people through training programmes aimed at enhancing technical, managerial and transversal skills.

In 2024, the Company delivered mentoring programmes for new junior employees, cross-functional coaching initiatives, training courses for Store Managers, advanced technical training activities, and updates on customs AEO compliance, digital tools and Artificial Intelligence. Awareness-raising initiatives on gender equality were also carried out. All planned activities were successfully completed.

During 2025, Miniconf continued to expand its training offering by introducing on-the-job training programmes, specialist training for the Retail, Logistics and Production functions, as well as ongoing updates on product safety and product quality. Several projects have already been extended into 2026. Continuous learning therefore remains a strategic lever for both people development and the strengthening of organisational capabilities, supporting sustainable growth over the medium to long term.

In a changing world, the ability to learn is the most important capability of all
Alvin Toffler

In 2025, Miniconf delivered 2,403 hours of voluntary training, representing a 10% increase compared with 2024, despite the slight reduction in workforce size. The largest share of training hours was dedicated to white-collar employees, who received a total of 1,894 training hours, of which 1,600 hours were provided to female employees and 294 hours to male employees.

The increase is also reflected in the average number of training hours per employee, which rose to 5.72 hours in 2025, compared with the previous year. The figure amounted to 5.60 hours for women and 6.15 hours for men, representing an overall increase of 18% compared with 2024 (Figs. 7-8). The growth was particularly significant among Managers and Blue-Collar Employees. For the latter category, the trend reflects the cyclical and planned nature of training programmes, which are organised according to operational requirements and recurring deadlines.

Fig. 7 - Average Training Hours per Employee by Gender, 2023-2025

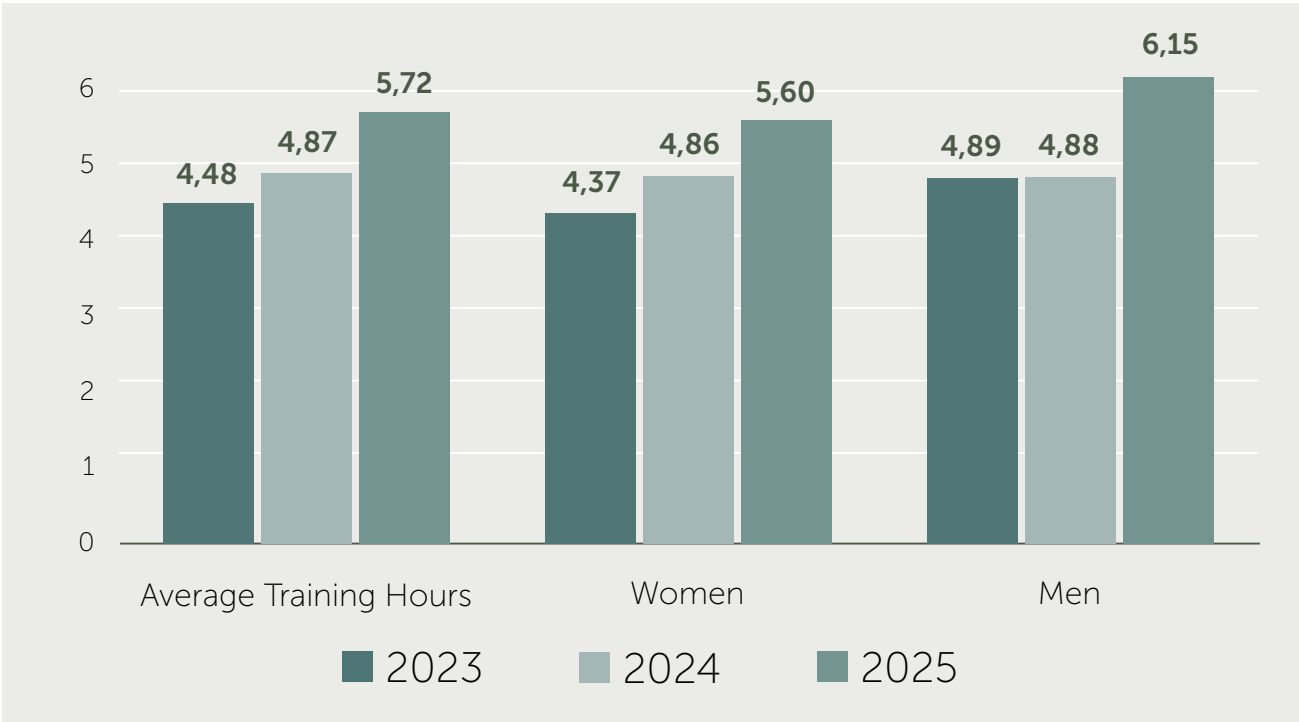
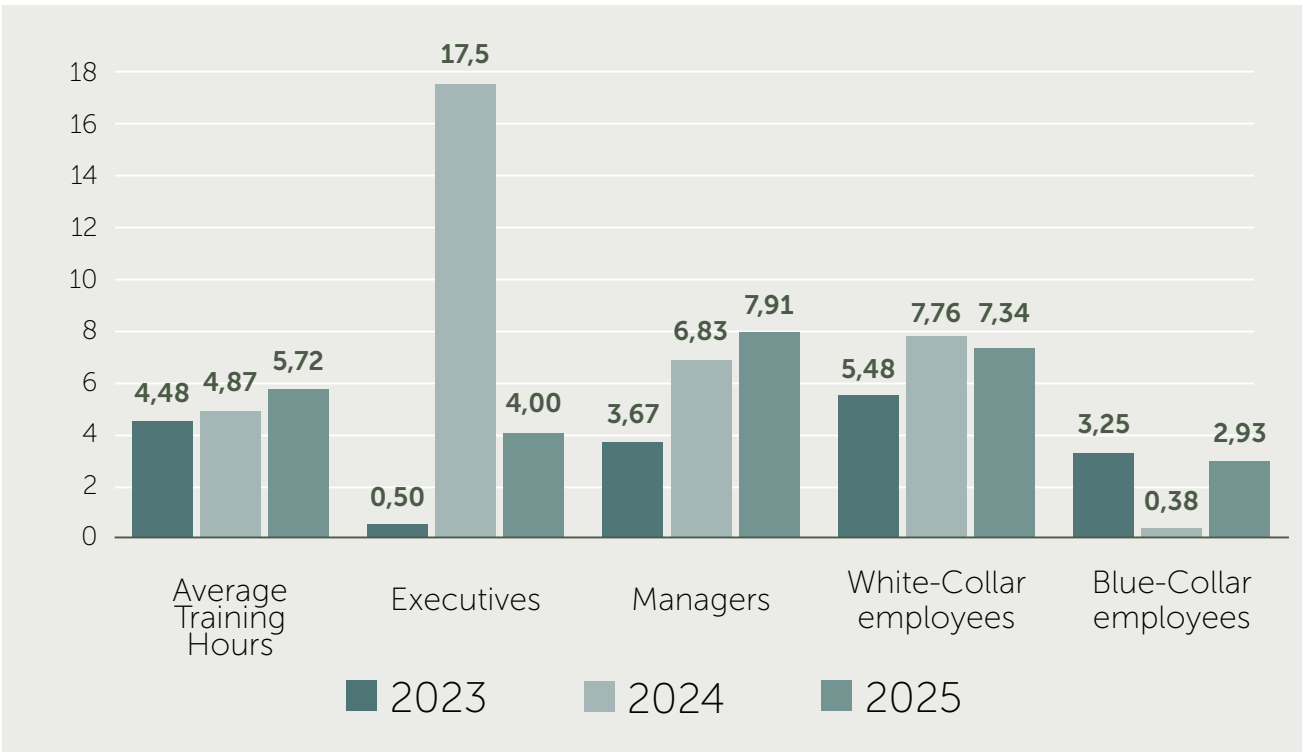


Fig. 8 - Average Training Hours by Employee Category, 2023-2025



Within the overall training programme, 760 hours were dedicated to technical and operational skills; 747 hours focused on health and safety, environmental management, quality and sustainability; 145 hours were devoted to integrity, compliance and risk management; and 712 hours covered interpersonal, organisational, language and digital skills. In addition, 11 hours were dedicated to gender equality training and 27 hours to Artificial Intelligence (AI) training.

2.3 - Diversity and Equal Opportunities

GRI 3-3 Management of Material Topics
GRI 405-1 Diversity in Governance Bodies and Among Employees



Miniconf recognises and values diversity, inclusion and equal opportunities as fundamental elements of its organisational model. The Company promotes an open, welcoming and respectful culture in which every individual can freely express their uniqueness.

Within this framework, Miniconf actively opposes all forms of discrimination, ensuring that access to employment, professional development and career progression are based exclusively on merit, skills and performance, without barriers related to gender, ethnic origin, religion, sexual orientation, age, disability or any other factor unrelated to professional qualifications.

This commitment is also reflected in ongoing awareness-raising and training activities aimed at preventing situations of discomfort, harassment or violence, while fostering a



*Inclusion is not merely a value;
it is a daily responsibility that
guides every organisational
decision*

Miniconf

strong culture of respect throughout the organisation.

This approach was formalised through a structured programme that culminated in the achievement of Gender Equality Certification (UNI/PdR 125:2022) in June 2024. Among the key objectives of the system is the reduction of the gender pay gap, monitored through both quantitative and qualitative indicators to ensure pay equity for equivalent roles and responsibilities.

Since 2023, Miniconf has also developed dedicated career development paths for young employees and new hires, fostering a merit-based and inclusive culture. Particular attention is given to employees returning from maternity leave and those returning after extended absences through the PRACAS (Post-Maternity and Extended Absence Reintegration Programme), which provides structured and personalised support.

To support the growth of an inclusive corporate culture, the Company promotes:

- webinars and training programmes on Diversity & Inclusion (D&I) topics;
- widespread awareness-raising initiatives;
- the expansion of the corporate library with content dedicated to diversity, equity and inclusion.

During 2025, this commitment was further strengthened through:

- the dissemination of informational videos addressing harassment prevention;
- a training programme on aggression risk prevention in collaboration with Casentino Combat (involving 20 employees and accompanied by informational materials distributed across the entire workforce);
- workshops on well-being, health and parenting in collaboration with USL Arezzo;
- webinars on respectful and inclusive language in partnership with Fondazione Libellula;
- the integration of gender equality and inclusion training into mandatory health and safety programmes;
- the update of the Risk Assessment Document (DVR) to include risks related to harassment, aggression and digital environments.

Looking ahead to 2026, Miniconf intends to further strengthen and expand these initiatives through:

- analysis and monitoring of the gender gap and pay transparency;
- enhanced internal communication and awareness initiatives (e.g. HR Informa);
- webinars and training programmes developed together with Fondazione Libellula;
- the introduction of a policy governing the use of digital tools;
- family engagement initiatives such as "Children at Work";
- projects dedicated to International Women's Day (8 March).

2.4 - Occupational Health and Safety

GRI 3-3 Management of Material Topics

GRI 403-1 Occupational Health and Safety Management System

GRI 403-2 Hazard Identification, Risk Assessment and Incident Investigation

GRI 403-3 Occupational Health Services

GRI 403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety

GRI 403-5 Worker Training on Occupational Health and Safety

GRI 403-6 Promotion of Worker Health

GRI 403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked to Business Relationships

GRI 403-8 Workers Covered by an Occupational Health and Safety Management System

GRI 403-9 Work-Related Injuries

Miniconf recognises the value of its people and is committed to safeguarding the physical and psychological well-being of all employees. Occupational health and safety are fundamental principles, protected through preventive measures, continuous training programmes and ongoing dialogue with all relevant stakeholders.

The Company adopts a structured system of internal procedures, in compliance with Italian Legislative Decree 81/2008, designed to ensure safety across all operational activities. The occupational health and safety management system covers the entire workforce.

The Company's safety job classification framework identifies ten homogeneous worker groups, to which each employee is assigned upon recruitment or when changing role, according to the relevant training and operational requirements. The system ensures the active involvement of Workers' Safety Representatives (RLS), supervisors and dedicated health and safety personnel.

Alongside regulatory requirements, including the use of personal protective equipment (PPE), Miniconf promotes specific training activities and an extensive occupational health surveillance programme. In 2025, 183 medical examinations were carried out, confirming the Company's ongoing commitment to protecting employee health.

Employee health protection is further enhanced through access to the Sanimoda supplementary healthcare fund, connected to the UniSalute network, which provides



*The right to a safe and healthy
working environment is a
fundamental human right*

International Labour Organization (ILO)

employees with reimbursement schemes, medical examinations, diagnostic services and prevention programmes. Additional benefits are available through the Confindustria Toscana Sud - Aon platform, which offers supplementary healthcare and pension services.

During 2025, the Company also promoted awareness initiatives in collaboration with the local health authority, addressing topics such as nutrition, prevention, particularly women's

health, and parenting, thereby contributing to the promotion of a broader culture of well-being.

Risk Assessment Document (RAD)

The Risk Assessment Document (RAD) represents the primary tool for the prevention of workplace accidents at Miniconf. It is prepared for each facility and each Company-owned retail store, including locations where work activities are only occasional, and is updated periodically or whenever operating conditions change.

Alongside the general Risk Assessment Document, the Company prepares specific assessments for particular situations or worker categories, in compliance with applicable legislation.

Among these are:

- Risk Assessment for Pregnant Workers (updated in 2025);
- Noise Risk Assessment;
- Vibration Risk Assessment;
- Work-Related Stress Risk Assessment;
- Biomechanical Overload Risk Assessment;
- Electromagnetic Fields Risk Assessment;
- Artificial Optical Radiation Risk Assessment;
- Mechanical Risks Assessment (updated in 2025);
- Workplace Microclimate Risk Assessment (updated in 2025);
- Chemical Exposure Risk Assessment (updated in 2025);
- Display Screen Equipment (DSE) Risk Assessment;
- Fire Risk Assessment;
- Harassment Risk Assessment (including digital harassment risks, updated in 2025);
- Aggression Risk Assessment.

All personnel involved in health and safety management receive training in accordance with applicable regulations. Miniconf also relies on the support of LASI, a consultancy company specialising in occupational health and safety. During 2025, guidelines were developed governing access to Company premises by children and accompanying adults during photographic shoots, and dedicated training was delivered to employees involved in garment stain-removal activities.

At sites subject to Fire Prevention Certification (CPI), and in accordance with the 2025-2027 Emergency Plan, practical drills were carried out, including:

- evacuation exercises;
- spill response simulations;
- fire and gas leak management exercises;
- systems inspections;
- first-aid activities.

Each year, between November and December, the Company holds its annual health and safety meeting, attended by key members of the organisational structure. On this occasion, a formal report is prepared covering:

- activities carried out during the year;
- updates to Risk Assessment Documents (RADs);
- training delivered and occupational health surveillance activities;
- a summary of workplace accidents and occupational illnesses.

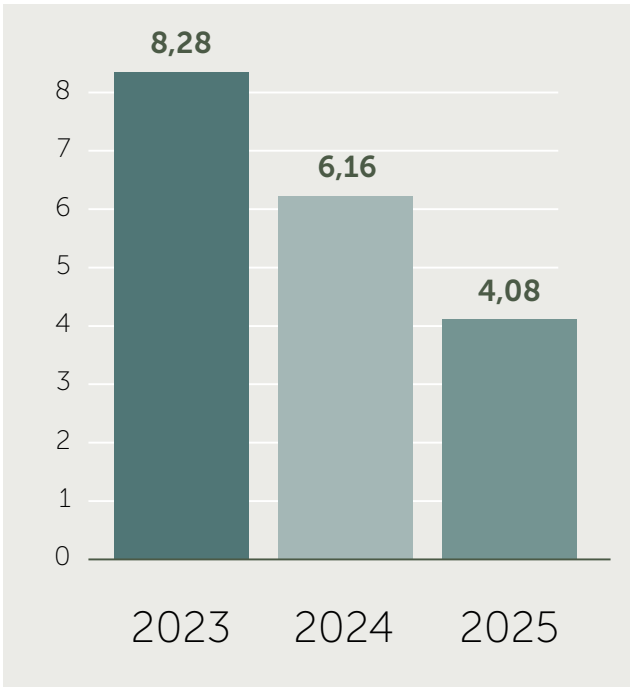
The meeting serves as an important forum for discussion and the identification of improvement actions, taking into account observations submitted by the Workers' Safety Representatives (RLS). To ensure transparency and accessibility, Miniconf provides employees with a dedicated portal containing health and safety documentation, organisational charts and key communications. This information is complemented by workplace noticeboards displaying, among other things, the composition of emergency response teams at each site.

In 2025, the downward trend in recorded workplace accidents continued, with 2 incidents reported, representing a 33% reduction compared with the 3 incidents recorded in 2024 and a 50% reduction compared with the 4 incidents recorded in 2023.

This trend confirms a progressive decrease in the overall number of incidents recorded over the three-year period.

The improvement is also reflected in the Lost-Time Injury Frequency Rate (LTIFR), which measures the number of accidents per million hours worked. In 2025, the frequency rate stood at 4.08, compared with 6.16 in 2024 and 8.28 in 2023, confirming the Company's improving performance in the area of occupational health and safety (Fig. 9).

Fig. 9. Lost-Time Injury Frequency Rate at Miniconf S.p.A., 2023-2025



Miniconf promotes a structured and continuous approach to the prevention of workplace injuries and occupational illnesses, with particular attention to musculoskeletal risks associated with non-ergonomic postures, repetitive movements and manual handling activities. No claims relating to occupational diseases attributable to Company activities were recorded in either 2024 or 2025. The Company adopts an integrated ergonomic prevention system, which includes periodic workstation assessments, the provision of suitable equipment, job rotation and the introduction of technical solutions and support devices aimed at reducing physical strain. Within this framework, the Risk Assessment Document (RAD) relating to manual handling activities was updated and a specific procedure was introduced for the management of heavier loads. This was accompanied by practical measures, including:

- reducing the average weight of loads handled;
- improving operational procedures for load handling activities.

At the same time, technical improvements were implemented across Company workplaces, including enhancements to workplace microclimate conditions, the introduction of ergonomic equipment for office environments, and the optimisation of selected operational processes to reduce physical strain.

In 2025, the system was further strengthened through 683 hours of health and safety training, involving all relevant Company roles, including supervisors, Workers' Safety Representatives (RLS) and emergency response teams. The training programme included both mandatory training courses and specialised health and safety programmes.

Occupational health surveillance, managed by the SAPRA Group, ensures monitoring of the entire workforce, including seasonal employees, through periodic medical examinations tailored to the specific risks associated with each role.

The system is also based on a culture of active listening and continuous improvement through:

- collection of reports and observations, including anonymous submissions;
- analysis of workplace accidents and near misses;
- timely implementation of corrective actions relating to processes, work environments, equipment and training.

This commitment extends throughout the supply chain. Miniconf requires partners and suppliers to comply with its Code of Conduct, which is monitored through independent audits, and adopts coordination tools such as DUVRI (Interference Risk Assessment Documents) to manage risks arising from interactions between different organisations operating within the same workplace.

Further improvement initiatives planned for 2026 include:

- updating workplace safety signage;
- defining procedures for the management of visitors and suppliers;
- improving microclimate conditions within production departments;
- introducing automated solutions to reduce physically demanding activities;
- updating emergency evacuation plans for retail stores.

Overall, Miniconf confirms a proactive, structured and continuous improvement-oriented approach, aimed at ensuring the safety, health and well-being of people across all areas of the organisation.

CHAPTER 03

Product and Process



3.1 - Quality and Durability

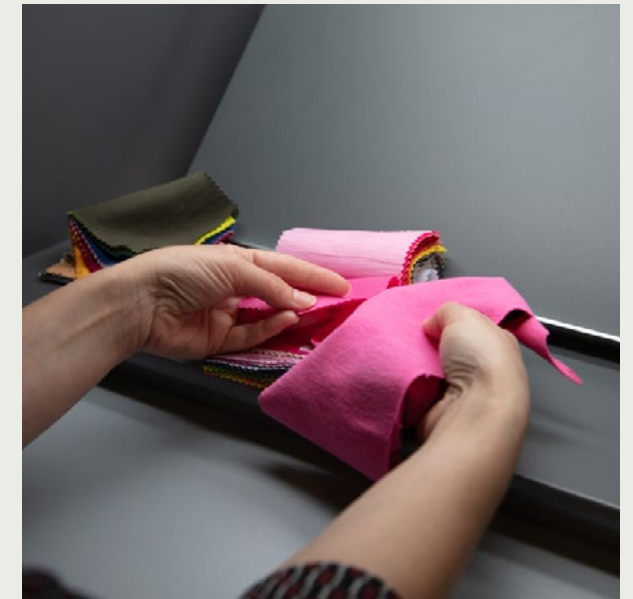
GRI 3-3 Management of Material Topics

GRI 417-1 Requirements for Product and Service Information and Labelling

We believe that garment durability is a fundamental element in delivering high-quality products and contributing to a more responsible production model, both environmentally and socially. For this reason, we have always been committed to ensuring that our garments meet high standards of quality and safety throughout their entire life cycle, while also encouraging their reuse among siblings, cousins and friends. Recognising that long-lasting performance is closely linked to the quality of materials and the care taken during manufacturing processes, the Company developed a structured product evaluation programme. This led, in 2011, to the creation of the Standard Life Cycle (SLC), an internal reference system designed to monitor and ensure the strength and longevity of garments over time. By anticipating future regulatory developments within the sector, this approach is aligned with the principles introduced by European Ecodesign regulations, with which increasing convergence is expected from 2026 onwards.

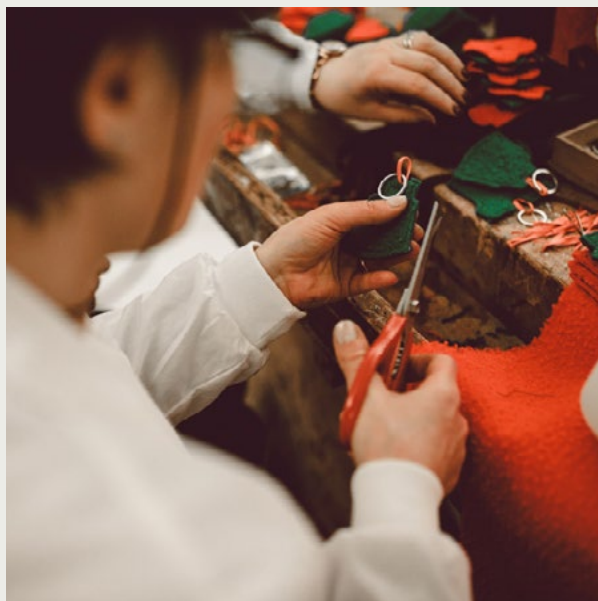
The Standard Life Cycle

As the first step in developing the SLC (Standard Life Cycle), we defined the concept of durability by referring to leading international guidelines and creating a process capable of simulating, under laboratory conditions, the actual use of garments by children through specific tests carried out by accredited organisations. The objective is to verify product durability over time by assessing garment condition after a predetermined number of uses, taking into account the specific requirements of children's clothing, which differ significantly from those of adult apparel.



Based on this methodology, we established the number of cycles required to reproduce a garment's expected life cycle, taking into consideration variables such as: frequency of use; duration of use; wearing conditions; maintenance and care practices.

These parameters are calibrated according to product type. For example, the performance criteria applied to sportswear differ from those used for formal garments. On this basis, a minimum number of SLC cycles has been defined that each garment must successfully complete in order to be considered durable, without compromising either safety or quality.



To make the process more representative of actual conditions of use, in 2019 we introduced a Monitoring Programme based on a panel of parents with diverse backgrounds and profiles, which was renewed again in 2025. Participants are provided with a selection of garments that have already been laboratory tested and are asked to evaluate them from both an aesthetic and functional perspective. Through a structured questionnaire, which also includes assessments of the garments' potential for reuse, we collect valuable insights that support the continuous improvement of the Standard Life Cycle (SLC). This approach contributes to extending product lifespan and aligning our practices with leading sustainability standards and best practices. In 2025, the panel of "users" was temporarily suspended and replaced by a durability benchmarking activity based on the comparative analysis of a selection of garments from competing brands.

This assessment further strengthened the quality positioning of Miniconf products.

At the same time, a study was launched to develop a Durability Assessment Protocol based on objective data generated through technical testing. The aim is to complement the qualitative panel-based approach with a quantitative measurement system, in line with emerging methodologies within the sector.

The new protocol retains the core principle of the Standard Life Cycle (SLC), namely the evaluation of a garment at the end of its expected life cycle, while incorporating measurable parameters such as:

- resistance to pilling;
- tear resistance;
- abrasion resistance;
- colour fastness;
- resistance to the detachment of small components.

These aspects are also highly relevant from a product safety perspective.

The results achieved in 2025 confirmed the high level of quality and durability of Miniconf products, including in comparison with other companies operating in the sector. Looking ahead, the primary area of development concerns alignment with future European regulatory requirements. The Company plans to implement the specifications contained in the delegated acts associated with the Ecodesign Regulation, further strengthening the integration between its internal assessment models and regulatory requirements.

The attention we devote to ensuring product quality is reflected in our prompt and transparent complaint management process, which varies according to the sales channel involved.

Within the retail channel, 95% of complaints are submitted directly by the end customer to the Store Manager, who handles the case by offering either a replacement of the defective product or a voucher of equivalent value, redeemable within 30 days. Store Managers complete a dedicated reporting form, which is subsequently forwarded to the Commercial Quality Representatives. These representatives classify reports according to whether they relate to quality or safety issues. The information collected is used both to ensure a timely response to customers and to support the continuous improvement of internal processes.



The remaining 5% of complaints are managed through the Company's dedicated email channels and handled by the Retail Department. Although a structured register for the aggregated monitoring of complaints is not currently in place, the approach adopted is strongly focused on customer satisfaction, with response times generally ranging between 24 and 48 working hours. Within this framework, two dedicated training sessions were delivered in March and September for Company-owned stores, focusing on product knowledge, sales techniques, customer management and KPI analysis. At the same time, the mystery shopping programme was confirmed and carried out through two annual cycles. This methodology involves visits by undercover auditors to retail stores in order to objectively assess service quality, customer interaction and compliance with Company standards.



Stores were also provided with continuous digital learning content, including product videos, fabric glossaries, sales support materials, as well as resources dedicated to the selling ceremony and social media usage. These initiatives were complemented by the National Retail Convention, which brought together partners and directly operated stores for training and knowledge-sharing sessions aimed at making the in-store experience more distinctive and recognisable.

The strengthening of local retail oversight was also supported by the consolidation of the Area Manager team, which consisted of four professionals in 2025. This enabled closer support to stores and intensified activities related to training, monitoring and operational assistance. Overall, these initiatives helped improve perceived service quality and ensure greater consistency in the customer

experience across the entire retail network.

Looking ahead, the Company plans to introduce a structured sales ceremony in 2026, with the aim of making the sales experience increasingly distinctive and aligned with the values of the brand, while further strengthening customer relationships and competitive positioning.

The wholesale channel is supported by the Multi-Brand Back Office Department, which monitors orders throughout their entire lifecycle, from receipt through to delivery to trade customers. The same department manages and records operational claims, including delivery delays, courier losses and discrepancies between delivered goods and customer orders, using dedicated management tools.

With regard to product quality issues, the Multi-Brand Back Office Department collects customer reports, verifies them with the Quality Control Department, and provides feedback to the customer. The procedure includes a detailed analysis of reported issues, which may involve sampling garments from warehouse stock and performing tests on the reported anomalies. The process concludes with the collection of the garment, approval of the claim, management of credit notes, and registration of the returned item.

During 2025, Miniconf further strengthened its structured quality data collection system through the use of Microsoft Forms, building on the work initiated in 2024. This tool enables more systematic monitoring of reports and supports internal analysis activities.

In 2025, 186 product quality reports were recorded. The main categories of issues were:

- minor defects (e.g. small holes or pulled threads), accounting for 30% of reports;
- fit and sizing issues (18%);
- material-related defects (e.g. pilling or discolouration), accounting for 10% of reports.

During the same year, 1,715 credit notes were issued, corresponding to a total of 8,953 returned garments, broadly in line with previous years (1,678 in 2024; 1,907 in 2023; 1,838 in 2022). Returns related to quality issues remained limited, representing approximately 0.2% of garments sold, confirming the maintenance of a high level of product quality.

At the same time, the Company continued to develop its monitoring tools. The CMR application, introduced in 2024 for managing logistics-related issues, is currently being enhanced through the implementation of reporting functionalities designed to improve the analysis of collected data.

The e-commerce channel also contributes to complaint management through its customer service team, operating via email and telephone support. In cases involving logistics or labelling errors, replacement garments are provided. For quality-related issues, an internal assessment is carried out and, depending on the circumstances, either a replacement product or a discount code is offered. Where reports involve product safety aspects, a dedicated procedure is activated, including collection of the garment from the customer, laboratory testing, and, where necessary, the definition of corrective actions.

Overall, the initiatives developed between 2024 and 2025 strengthened the Company's ability to monitor customer reports in a structured manner and to address issues promptly, contributing to the continuous improvement of processes and the maintenance of high quality standards.

3.2 - Safety

GRI 3-3 Management of Material Topics

GRI 416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services

GRI 418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Loss of Customer Data

Attention to product quality cannot be separated from a rigorous assessment of product safety, a fundamental aspect in the children's apparel sector. In this area, Miniconf adopts a structured approach based on three key dimensions: design safety, mechanical safety and chemical safety.



With regard to design safety, the Company operates in compliance with major international regulations, integrating safety requirements from the earliest stages of product design and development. To support this process, specific training programmes have been implemented for technical and creative personnel. Prototypes undergo preventive assessments by specialised technicians, who introduce any necessary improvements during the design phase itself.

All styles are also subject to a systematic Risk Assessment process aimed at identifying and evaluating potential risks, taking into account factors such as intended use, age group and product characteristics. This approach makes it possible to define targeted design interventions and control plans throughout the entire production process.

With regard to mechanical safety, assessments are carried out in accordance with European and international standards, including EN 14682, with particular attention to components that could present detachment hazards or other safety risks during use. Specialised technical staff work alongside designers from the earliest development stages to prevent potential issues and ensure product compliance.

During 2025, continuing the work initiated in 2024, Miniconf further strengthened its efforts to reduce mechanical risks, particularly for products intended for children under 36 months of age, through the gradual elimination of non-functional and purely decorative accessories, such as metal plaques and drawstrings with cord ends.

Starting with the 2025 collections, a more restrictive policy was also introduced regarding the use of customised metal tags in order to minimise product safety risks:

Up to 24 months: use prohibited.

24-36 months: permitted only in low-risk areas and subject to prior assessment.

Over 36 months: permitted only where a detachment resistance of $\geq 70N$ is guaranteed.

With regard to chemical safety, Miniconf requires its suppliers to comply with stringent standards based on international regulations, including the REACH Regulation (2006), through the application of its own Restricted Substances List (RSL), which defines requirements for both products and manufacturing processes.

Compliance checks are carried out directly in the Company's main sourcing countries, namely China, Bangladesh and Türkiye, through accredited laboratories belonging to internationally recognised networks such as Bureau Veritas, Intertek and TÜV SÜD. Additional testing is also conducted in Italy by qualified laboratories. These activities are supported by an external consultant specialised in product safety and regulatory compliance.

To complement these controls, Miniconf operates a Due Diligence programme managed by an independent third party. The programme includes the selection of product styles and the execution of compliance checks and testing throughout the supply chain.

In 2025, 100% of the collection was subject to chemical and mechanical safety assessments, with tests carried out on a statistical sampling basis and no cases of non-compliance identified. This result demonstrates the effectiveness and maturity of the Company's control systems.

In 2024, by contrast, a single case of non-compliance was identified. However, the issue was detected and managed before the product was placed on the market, confirming the effectiveness of the prevention and control measures in place.

Overall, these results confirm the robustness of the model adopted and the Company's ability to identify potential issues promptly and intervene effectively throughout the production process.

In line with this ongoing commitment, Miniconf intends to continue strengthening its control activities by progressively expanding the scope of verification, with particular attention to new product categories and new suppliers. At the same time, the Company plans to further enhance its monitoring and risk-prevention tools, with the objective of ensuring increasingly high standards across the entire value chain.

During 2025, following a verification review conducted by the Italian Customs and Monopolies Agency (ADM) on one of Miniconf S.p.A.'s import declarations, a sample was taken of accessory item 4.A090/00, consisting of a fuchsia pink stuffed fabric toy sold together with a girls' fuchsia pink padded jacket.

Laboratory tests performed by ADM found the product to be non-compliant with clause 5.2.c of UNI EN 71-1:2018. Following the laboratory findings, Miniconf immediately implemented all actions necessary to safeguard consumers, including the immediate withdrawal from the market of the product concerned.

As of July 2026, the matter remains under review by the competent authorities.

Cybersecurity

The protection of privacy and the proper management of corporate and personal data are key elements of Miniconf's cybersecurity approach. Cybersecurity strategies are tailored to the types of data processed and are based on measures including:

- 

CyberCNS
- data encryption;
 - access control systems;
 - digital identity management;
 - dedicated protocols for the protection of information systems.

The objective is to ensure the confidentiality, integrity and availability of information while preventing unauthorised access, inappropriate disclosure or data alteration. Cybersecurity risks are assessed through automated monitoring and analysis tools, including:

- reports generated by the Fortinet FortiGate 200E firewall;
- alerts from antivirus systems;
- the CyberCNS vulnerability assessment platform, which enables continuous mapping of vulnerabilities and prioritisation of remediation activities.

During 2025, in continuity with the initiatives described in the previous reporting period, the Company maintained and strengthened its principal security controls. Among the most significant measures, two-factor authentication (2FA) was introduced for VPN-SSL access, initially based on email-delivered tokens, with the objective of migrating in 2026 to integrated solutions such as FortiToken.

Further improvements completed during 2025 included:

- reducing the deactivation period for inactive accounts;
- revising password management policies;
- continuing assessments for the introduction of additional security tools, including:
- email protection solutions;
- encryption extended to Company devices;
- controls on the use of external storage devices.

In 2025, Miniconf experienced a cybersecurity incident related to a ransomware attack, which resulted in the encryption of part of the Company's systems and the potential exfiltration of data. The incident, detected in mid-August 2025, was managed through containment and investigation activities that ensured the continuity of critical operations. Subsequent analyses revealed that the attack had been preceded by suspicious activities associated with an initial system compromise and lateral movement within the network.

The data potentially affected included:

- personal information relating to customers;
- supplier and employee data;
- Company documentation.

Following the incident, incident response procedures were activated and additional security enhancement measures were launched.

3.3 - Supply Chain

GRI 2-6 Activities, Value Chain and Other Business Relationships
GRI 3-3 Management of Material Topics
GRI 308-1 New Suppliers Screened Using Environmental Criteria
GRI 414-1 New Suppliers Screened Using Social Criteria

For the production of finished garments, Miniconf sources products from suppliers specialised in the childrenswear segment, with manufacturing facilities located in several countries. In particular, China and Bangladesh account for approximately 75% of total production, while additional sourcing takes place in Laos, Türkiye, Pakistan, Egypt, Morocco and Myanmar. A limited share of production is entrusted to Italian partners.

For transportation activities, the Company works with both Italian and international service providers, while technical consultancy services for garment quality control are mainly entrusted to specialised international companies.



Not where we produce, but how we produce

For on-site quality inspections, Miniconf relies on its partner Movimoda, an international company specialising in quality control, garment reconditioning and logistics services for the fashion industry. Movimoda carries out inspections on both raw materials and finished products, applying control methodologies based on Acceptable Quality Limit (AQL) statistical sampling or, where necessary, 100% lot inspections. Activities are performed by qualified

technicians directly at manufacturing sites, particularly in China and Bangladesh, ensuring compliance with the standards required by Miniconf. Suppliers of products and services not directly related to garment production are predominantly based in Italy.

Supplier Relationships

Although Miniconf does not have a formalised supplier selection and management process, it primarily works with long-standing suppliers with whom it has developed well-established, long-term relationships. Partner selection is based on criteria such as reliability, service quality and pricing consistency in relation to market conditions. These criteria are complemented by additional strategic considerations, including suppliers' expertise in specific product categories and the presence of an integrated production supply chain within the same country, factors that contribute to operational continuity and efficiency. In supplier selection, particular attention is also paid to respect for human rights, working conditions, and occupational health and safety, in line with the Company's Code of Conduct. Further details are provided in the section dedicated to the assessment of suppliers' social and environmental performance.

Assessment of Suppliers' Social and Environmental Performance

In addition to monitoring the quality and safety of supplied products, Miniconf also assesses the social and environmental performance of its business partners. The process is based on the Company's Code of Conduct and Quality Manual, both of which include dedicated sections on supplier qualification and auditing activities. In 2023, Miniconf established a multi-year programme of social audits for garment suppliers, with the objective of progressively strengthening oversight across the supply chain. Audits cover a broad range of topics, including social aspects, health and safety issues, as well as matters related to the environment and biodiversity, climate change, business ethics and responsible sourcing, in line with the requirements of the Quality Manual.

From a social perspective, particular attention is paid to:

- child labour;
- workplace conditions (cleanliness, maintenance, lighting, safety and machinery condition);
- workload management.

From an environmental perspective, the key aspects assessed include:

- water recycling practices;
- management of production and non-production waste.

Audit activities involve all new suppliers classified as children's apparel manufacturers during the qualification phase. Failure to comply with the required standards may result in the termination of the business relationship. These qualification audits are complemented by periodic audits of existing suppliers.

Audit activities are carried out by Bureau Veritas, an internationally recognised independent organisation. Following the 12 audits conducted in 2024 across countries including Bangladesh, China, Myanmar, Pakistan and Türkiye, 11 audits were completed in 2025, focusing primarily on suppliers located in Bangladesh and China, in line with the defined objectives. During the same year, Miniconf also conducted its first environmental audit in Bangladesh, representing a further step towards strengthening environmental oversight throughout the supply chain.

The auditing programme is based on several complementary tools:

Factory Assessment (desk-based), using questionnaires completed by suppliers to collect information on social and environmental topics;
Factory Audits, consisting of on-site inspections at manufacturing facilities;
the Clarity digital platform, which allows audit reports to be stored and non-conformities to be analysed in a structured manner.

The results of audits are shared internally with the relevant Company functions and serve as the basis for continuous improvement initiatives.

Suppliers are supported through communication and guidance activities and are included in subsequent audit plans to verify the effective implementation of corrective actions. At the same time, Miniconf is developing structured compliance targets aimed at making supplier performance measurement increasingly systematic and further strengthening the responsible management of its supply chain.

Alongside production, logistics represents a key element in ensuring the efficiency and sustainability of the entire supply chain, both inbound and outbound. To manage these activities, Miniconf works with specialised external service providers. In particular, logistics operations and on-site quality inspections are entrusted to Movimoda Logistic Evolution through its international branches, while chemical safety testing is carried out by accredited laboratories such as Bureau Veritas and Intertek. To support monitoring and compliance activities, the Company also relies on an external consultant specialised in product safety, ensuring compliance with applicable regulations and the continuous improvement of quality and safety standards.



With regard to inbound logistics, the majority of goods, approximately 85-90% of total volumes, originate from the Far East, particularly Bangladesh and China, with smaller volumes sourced from Pakistan, Myanmar, India, Laos, Türkiye and Egypt. Shipments are primarily transported by sea under FOB (Free on Board) terms, with the exception of flows originating from Türkiye, which are unloaded at the ports of La Spezia, Genoa, Ravenna and Koper before being transported by road to Miniconf's warehouses in Ortignano. Air freight is limited to exceptional cases, accounting for approximately 3% of total volumes and mainly used to address urgent requirements or delivery delays. Suppliers located in Türkiye, representing between 6% and 9% of total volumes, operate under CPT terms through a combination of road transport, including Less Than Truckload (LTL) services, and maritime transport via Ro-Ro ferries to the ports of Trieste and Bari, followed by road delivery to the logistics centre. Collaboration with suppliers in Egypt reached approximately 2% of total production in 2025, with shipments transported by sea to Italian ports. A residual share of 1-2% is represented

by Italian companies with outsourced production abroad, which arrange direct delivery to the Ortignano site.

With regard to outbound logistics, products are processed at the Ortignano site and subsequently transferred via internal shuttle services to the La Ferrantina warehouses, located approximately 7 km away, where final shipments are prepared.

Shipments are divided between:

the Italian market, accounting for approximately 87% of volumes;

international markets, representing the remaining 13%.

In Italy, deliveries are primarily managed through BRT, FERCAM, ARCO and Poste Italiane, with average delivery times within 72 hours.

DHL is used for more remote destinations, while occasional local deliveries are carried out using Company vehicles, particularly in connection with new store openings.

International shipments are mainly transported by road using express services, while selected extra-European destinations, including Japan, India and the United Arab Emirates, are served through air freight. A residual portion consists of sample collections and low-value goods managed through international express couriers, primarily DHL and FedEx, and, for principal routes, air transport.

Miniconf is committed to the continuous improvement of logistics efficiency and sustainability. Within inbound logistics, activities are underway to optimise container loading in order to reduce environmental impacts. At the same time, the Company is evaluating the adoption of lower-impact transport solutions, including the use of Sustainable Aviation Fuel (SAF) for air freight and biofuels or carbon offsetting mechanisms for maritime transport.

With regard to outbound logistics, information relating to logistics operators is currently being collected and analysed in order to develop a comparative assessment of their sustainability performance. For both inbound and outbound logistics, supplier engagement activities have been launched to collect CO₂ emissions data, supporting the development of structured monitoring and reporting systems.

With regard to fixed costs, namely production factors that do not vary according to production or sales volumes, Miniconf relies on suppliers of goods and services that support business activities but are not directly connected to manufacturing or logistics processes. These suppliers are predominantly based in Italy, while international sourcing is limited to specialised consultancy services, such as quality control activities, and the supply of specific accessories.

3.4 - Transparent Communication and Consumer Engagement

GRI 3-3 Management of Material Topics
GRI 417-1 Requirements for Product and Service Information and Labelling
GRI 417-2 Incidents of Non-Compliance Concerning Product and Service Information and Labelling
GRI 417-3 Incidents of Non-Compliance Concerning Marketing Communications

Transparency is one of the values that guides the way we operate. For this reason, we consider it essential to ensure clear, accurate and consistent communication across all marketing channels, thereby building lasting trust with our customers and supporting the responsible development of our business. The communication strategy relating to sustainability topics is defined jointly by the Sustainability Group and the Marketing Department as part of the Company's three-year Development and Sustainability Plans. It includes the creation of dedicated communication materials addressing environmental and social topics. These include garment hangtags, point-of-sale materials, digital content and social media activities.



The Marketing Department works closely with external partners and consultants to develop communication tools that present Miniconf's quality standards and sustainability commitment in a simple, transparent and effective manner. At the same time, guidelines governing the application of sustainability-related hangtags are defined and shared with the Import and Production Department.



Clear and consistent communication is the first step towards building trust and demonstrating our commitment to sustainability

Once products arrive at the Company, they are subject to sample-based inspections carried out by the Statistical Quality Control Department, which also verifies the correct application of sustainability-related labels and hangtags, including Better Cotton, Animal Friendly and iDO Zero. These checks are performed by comparing products against the approved reference sample and are conducted according to criteria based on Acceptable Quality Limit (AQL) tables, proportionate to the size of each production batch. Although not formally documented within a specific procedure, this process is structured and well established.

Product communication is also designed to ensure consistency across physical and digital channels. Garments identified through dedicated sustainability hangtags are promoted using the same visual identity on the websites ido.it, sarabanda.it and the MiniconfShop online outlet. In 2025, no incidents of non-compliance relating to product information and labelling, nor any cases concerning marketing communications, were recorded.

Sustainability Certifications and Initiatives

Below is an overview of our main sustainability initiatives:

DURABILITY - In 2025, Miniconf launched a communication project that places garment durability at the heart of its brands' values, as well as at the centre of the European Union's Ecodesign Regulation. Miniconf sees garment durability as a reflection of its commitment to quality and environmental responsibility, believing that extending the life of products through a second use helps reduce waste and pollution.

A high-quality garment can outlast seasonal trends and become a valuable resource as it is passed from one child to another. This vision underpins the Company's commitment to conscious consumption, where garment quality and durability represent not only environmental and product-related values, but also social ones. Infinite Love, Miniconf's new campaign, is a genuine declaration of love expressed through garments designed to stand the test of time while maintaining safety, quality and durability.

The project was launched through an event held at the Arezzo flagship store, which also featured the participation of a mother influencer who shared her personal experience with attendees. During the second half of the year, children themselves became the protagonists of the video interviews, providing even more direct and engaging stories. In March 2025, Share the Style by iDO was launched, involving stores of the iDO brand in an initiative dedicated to wardrobe decluttering and garment sharing. A reusable cardboard box, displayed in all shop windows and distributed within stores, became the symbolic element through which the brand invited mothers to reflect on the importance of sharing garments: a simple social and environmentally responsible gesture that encourages the reuse of clothing. The campaign was also promoted through the brand's social media channels and through collaborations with selected content creators. During the second half of the year, the initiative was extended to several multi-brand stores operating in international markets.

INFINITE
LOVE
STORY

RAISING AWARENESS AMONG YOUNGER GENERATIONS – Collaboration with local schools continued throughout 2025 through educational programmes focused on sustainability issues within the textile sector. Several classes from the Scientific High School of Poppi (Arezzo) were directly involved.

HUMANA PEOPLE TO PEOPLE – In September 2025, Miniconf launched an initiative across its iDO mono-brand stores in partnership with the non-profit organisation Humana People to People Italia, with the aim of promoting a more responsible, circular and people-focused approach to fashion. The partnership is built upon shared values: care for the environment, attention to people and the promotion of the circular economy.

Humana eco-boxes were installed in all iDO-branded stores for the collection of second-hand iDO garments that remain in good condition.

This practical initiative is based on a simple principle: durable, high-quality iDO garments can accompany more than one child throughout their lifetime. The initiative benefits everyone involved. Customers who donate at least three iDO garments receive a discount voucher redeemable in-store, encouraging conscious reuse and extending the life cycle of garments.

The collected items enter Humana's traceable reuse and recovery chain, contributing to the support of the organisation's environmental and social projects in Italy and around the world.



To further enhance the positive impact of the Share the Style by iDO initiative, Miniconf provided financial support to the "Growing Together" project, implemented in Zimbabwe in the districts of Bindura and Shamva as part of the Child Aid Programme managed by DAPP Zimbabwe (Humana Italia's partner organisation). The objective is to improve the quality of life of the most vulnerable children through education, nutrition, healthcare and social inclusion. Humana collection boxes were also introduced at Miniconf's headquarters and warehouses, enabling all employees to contribute to the initiative. In this case, the collection was extended to adult clothing of any brand, provided the garments were still in good condition. The partnership with Humana resulted in the collection of 600 kg of clothing, helping to avoid the emission of 5,411 kg of CO₂ and saving 3,993,459 litres of water.

MINIORTO – In September 2025, MiniOrto was officially inaugurated, a dedicated area for children and young people created within the Ancient Garden of the Franciscan Friars at the Sanctuary of La Verna (Arezzo). The restoration of the Ancient Garden is a project promoted by the Casentinesi Forests, Monte Falterona and Campigna National Park in collaboration with the Franciscan community and the In Quiete Cooperative.



Miniconf supported the project through the creation of the MiniOrto, an educational space designed to help younger generations develop a closer connection with environmental stewardship and learn about native plant species that have supported the local area for centuries.

The historic Garden of Simples was traditionally cultivated during the Middle Ages by monks and friars in proximity to sacred sites. Medicinal and aromatic herbs were grown for the preparation of remedies used to care for fellow friars and people in need, contributing to the development of modern pharmacology and medicine. Miniconf views the Garden of Simples as a place rich in history and hope for the future, where children can learn about the natural environment that surrounds them and develop a deeper appreciation and respect for nature. Through the involvement of local schools in dedicated educational workshops, the MiniOrto aims to become a living space for learning and awareness. Miniconf contributed to this important initiative both as a sponsor and through the direct participation of several employees who supported the restoration activities.

GENDER EQUALITY – In 2024, Miniconf achieved Gender Equality Certification in accordance with the UNI/PdR 125:2022 standard, awarded by Certiquality.



UNI/PdR 125:2022

This certification represents an important recognition of our commitment to fostering an inclusive, equitable working environment that values and promotes female talent. More than 75% of the workforce is composed of women. The certification is the result of a structured programme involving all Company functions, assessed against key indicators including: culture and strategy, governance, HR processes, equal opportunities, pay equity, support for parenthood and work-life balance. Miniconf has established a Gender Equality and Inclusion Committee with the objective of ensuring the implementation and continuous improvement of the Gender Equality Management System (GEMS) and related Company policies. Initiatives supporting work-life balance include: Flexible starting times; Smart working arrangements; Part-time employment opportunities; Flexible working arrangements for new mothers; Financial support for before- and after-school services; Scholarships for employees' children, in collaboration with Intercultura. The Gender Equality Policy is published on the Company website (www.miniconf.it) within the Responsibility section and has also been communicated through public relations activities, digital channels, corporate social media platforms and the mono-brand retail network.



BCI – Since 2020, we have been a member of Better Cotton (BCI), a global non-profit organisation that promotes more sustainable cotton production by addressing the environmental and social impacts associated with cotton cultivation and processing.

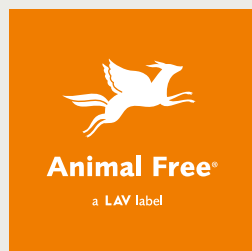


Under the Better Cotton guidelines, garments may carry the Better Cotton logo in proportion to the volume of Better Cotton sourced. Specifically, the label may be applied when the quantity of Better Cotton purchased represents at least 10% of total cotton procurement, based on the previous year's sourcing volume. The Better Cotton labelling requirements also allow the label to be used on products where cotton is the predominant fibre. During 2025, 66% of the cotton purchased by Miniconf was sourced through Better Cotton, enabling the Company to achieve the target set for the year.

ANIMAL FRIENDLY FASHION – For many years, we have pursued a path towards fashion that is increasingly respectful of animal welfare.

In 2013, we joined the international Fur Free programme, coordinated in Italy by LAV (Lega Anti Vivisezione). This formalised a decision that had always been reflected in our practices: not using animal fur in our collections.

In 2018, we discontinued the use of animal leather, and in 2021 we phased out goose down. With this decision, Miniconf achieved the VVV rating, the second-highest level within LAV's Animal Free Fashion ethical rating system. This milestone was celebrated through a joint press release issued together with LAV.



Starting from the Spring/Summer 2023 collection, we introduced the "Animal Free" label, owned by LAV, on all Sarabanda and Minibanda products featuring padding (such as jackets, blankets, thermal accessories and comforters), garments made primarily from faux leather or faux fur, and accessories made from faux leather or faux fur, including belts and bags. Each year, photographic documentation of all products carrying this label is submitted to LAV for verification.

As part of our commitment to Animal Friendly fashion, we also introduced the iDO Zero label from the Spring/Summer 2023 collection onwards for all padded jackets within the iDO brand: zero down, zero cold, zero stress.

Promoting sustainability within the Company is an integral part of our commitment. To strengthen environmental awareness among employees, in February 2022 Miniconf launched a partnership with Treedom S.r.l. aimed at creating the Miniconf Forest through the planting of 470 trees in Kenya.

The trees were dedicated to employees and their children aged between 3 and 14 and symbolically gifted on the occasion of their birthdays as a gesture of environmental responsibility and active engagement.

The Miniconf Forest can be viewed on the Company's website (www.miniconf.it) and on the Treedom platform (www.treedom.net) through the page dedicated to the initiative

Miniconf Code of Conduct

During 2024, Miniconf carried out a review of its Code of Conduct, accompanied by targeted communication activities addressed to all stakeholders. The updated document incorporates commitments relating to animal welfare, inclusion policies and gender equality.

Since its foundation in 1973, Miniconf has operated in the childrenswear sector with a strong focus on social responsibility. For the Company, acting responsibly means building relationships based on fairness, collaboration and mutual trust with all partners who share its values.

The Code of Conduct is the instrument through which these principles are formalised, promoted and shared both internally and externally, reinforcing the ethical culture that guides every aspect of the Company's activities.

To assess the effectiveness of sustainability-related communication, Miniconf periodically monitors the tools and content used. This process involves store managers, franchise partners and area managers through online surveys aimed at gathering feedback, measuring satisfaction and identifying opportunities for improvement.

The feedback collected enables the Company to continuously update and optimise communication materials, visual content and communication methods, making them increasingly clear and effective.



Thanks to the partnership with Treedom, the Miniconf Forest was created, with trees dedicated to Miniconf employees and their children

This focus on transparent communication has delivered positive results: throughout 2025, no instances of non-compliance or reported breaches relating to marketing and communication activities were identified.

Miniconf nevertheless remains committed to a continuous improvement process through the implementation of new initiatives planned for the coming year and outlined below.

2026 Objectives

The Infinite Love Story by Sarabanda and Share the Style by iDO campaigns will continue throughout 2026.

In particular, the iDO campaign will focus on the importance of garment care as a key factor in extending product longevity.

Through both digital content and dedicated in-store initiatives, we will provide consumers with practical guidance on the daily care and maintenance of childrenswear garments, encouraging more conscious consumption habits and supporting the extension of product life cycles.

CHAPTER 04

Environment



Since 2003, Miniconf has operated an Environmental Management System certified in accordance with the UNI EN ISO 14001 standard. Over more than twenty years, environmental awareness and responsibility have evolved into a core corporate value, formally recognised and expressed through our Commitment Manifesto, launched in 2019, and now serving as a key driver of the differentiation strategy we call Sustainability.

Each year, we prepare an Environmental Report which, based on an analysis of the context in which the Company operates and of its production processes, provides an overview of trends relating to products manufactured, the type and quantity of waste generated, and the consumption of key resources (energy, natural gas, diesel fuel and water) over the previous three years. The report provides important insights and identifies opportunities for improvement. These improvement actions are incorporated into the Objectives Plan, which is shared with Executive Management and aligned with the Industrial Plan, enabling the system to translate the Company's commitment to sustainable business practices into concrete actions.



Miniconf Headquarters - Ortignano (Arezzo), Italy



We have been ISO 14001 certified since 2003

4.1 - Energy Resources and Atmospheric Emissions

GRI 3-3 Management of Material Topics
GRI 302-1 Energy Consumption Within the Organisation
GRI 305-1 Direct GHG Emissions (Scope 1)
GRI 305-2 Indirect GHG Emissions (Scope 2)
GRI 305-7 Other Significant Air Emissions



The conscious, sustainable and responsible use of resources lies at the heart of our commitment to the environment

Our commitment to the environment is primarily reflected in the efficient and responsible use of resources.

At the headquarters located in Ortignano, the main energy sources are electricity for production and office activities, diesel fuel used for space heating and for ironing operations on part of the garments produced, and LPG used for canteen services.

Since 31 August 2023, a photovoltaic system has been in operation at the headquarters. In addition, two electric vehicle charging stations (serving four charging points) were installed

and became operational on 30 October 2025.

At the other Company sites (Ferrantina 1, Ferrantina 2 and Ferrantina 3), where storage and distribution activities are carried out, the main energy sources are natural gas for space heating at Ferrantina 1 and Ferrantina 2, and electricity for operational and office activities at all three sites, as well as for heating at Ferrantina 3.



The photovoltaic system will, at full capacity, provide approximately half of the energy required by the Company headquarters

Since 2012, a photovoltaic system has been operating at the Ferrantina 3 site, capable of meeting the energy requirements of both Ferrantina 2 and Ferrantina 3, which are located in close proximity to one another.

In 2025, the photovoltaic installation at Ferrantina 3 was expanded. The extension became operational on 1 January 2026 and is expected to generate approximately 279,000 kWh per year.

It is important to highlight that in 2025, self-generated renewable electricity accounted for 70% of the total electricity demand across all Company sites, further reinforcing Miniconf's commitment to the sustainable

use of resources.

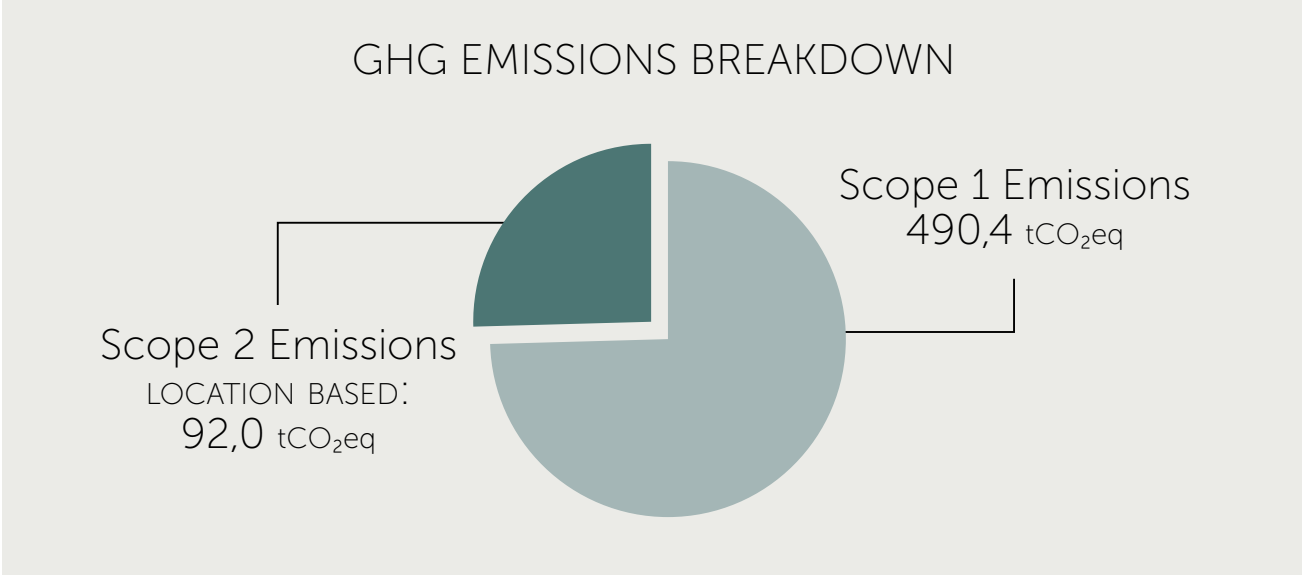
Our environmental focus is therefore directed towards the future and towards identifying ways to mitigate and contain climate change impacts associated with Miniconf's activities.

In this regard, Miniconf continues to calculate its greenhouse gas emissions (Scope 1 and Scope 2) in accordance with the GHG Protocol methodology for the years 2023, 2024 and 2025.

Scope 1 emissions refer to direct emissions generated from sources owned or controlled by the Company.

Scope 2 emissions (calculated in this Report using the location-based method) refer to indirect emissions for which Miniconf is responsible as a result of the generation of the electricity purchased and consumed by the Company.

The data relating to these emissions are presented in the charts below, which illustrate the breakdown of emissions by Scope 1 and Scope 2, the trend in emissions over the 2023-2025 period, and the evolution of carbon intensity, calculated as total Scope 1 and Scope 2 (Location-Based) CO₂ emissions per 1,000 garments produced



As is evident from the charts, total CO₂ emissions amounted to 582.4 tCO₂e in 2025, an increase compared with 543.4 tCO₂e in 2024. This increase was primarily due to the greater need, compared with the previous year, to replace the refrigerant gases used in the heat pump at the Ferrantina 3 facility, a factor that alone accounted for more than 50 additional tonnes of CO₂ emissions. Smaller increases were also associated with diesel consumption, following the installation of a more powerful ironing tunnel, and natural gas consumption, which is used for heating warehouse facilities and therefore depends directly on the number of months during which the warehouses are in operation. Emissions from mobile sources, namely transport activities under Miniconf’s direct control, decreased during the year.

Reducing emissions associated with heating the Company headquarters presents certain challenges, due both to the absence of a natural gas distribution network in the area and to the age of the existing heating system, which currently makes the use of diesel fuel necessary.

With regard to electricity consumption, Miniconf’s significant investment in photovoltaic energy represents a proactive measure to mitigate, that is, reduce, CO₂ emissions. Scope 2 emissions decreased by 22% compared with 2024, partly as a result of the significant reduction in the AIB emission factor used for calculating this category of emissions.

The positive contribution generated by Miniconf is twofold:

avoiding CO₂ emissions through the consumption of self-generated electricity, thereby reducing the need to purchase electricity from providers whose energy mix includes fossil fuel sources; feeding a portion of self-generated electricity into the national grid, thereby making renewable energy available to the wider system.

In 2025, the amount of CO₂ emissions avoided through Miniconf’s self-generation of renewable electricity amounted to 112.1 tonnes.

Greenhouse gas emissions are not the only atmospheric emissions generated by Miniconf’s activities, although they are certainly the most significant. Other emissions originate from the garment stain-removal plant located at the Ortignano facility, which operates under an Integrated Environmental Authorisation (AUA).

The system consists of two workstations where operators prepare stained garments, apply stain-removal agents using spray guns and subsequently dry the treated items. The emissions generated during the process are extracted and conveyed through a filtration hood equipped with activated carbon filters, designed to retain as many pollutants as possible before release into the atmosphere. The replacement of activated carbon filters is carried out at intervals determined primarily by the amount of stain-removal agent used and by the results of the annual emissions analyses required under the conditions of the Environmental Authorisation.

In 2025, the Tuscany Regional Authority revised both the category of pollutants subject to monitoring, shifting from VOCs (Volatile Organic Compounds) to solvents, and the applicable regulatory limit, which was set at 4,000 g/h for solvents.

Considering that stain-removal activities totalled 32,461 minutes during 2025 and that the value recorded during laboratory testing was 7.51 g/h, the total quantity of solvents emitted during the year is estimated at 4.06 kg.

4.2 - Materials

GRI 3-3 Management of Material Topics
GRI 301-1 Materials Used by Weight or Volume

Our commitment to environmental sustainability is also reflected in the careful selection and monitoring of the materials used both in product manufacturing and packaging.

The main materials used in our fabrics include cotton, wool, viscose, linen, polyester, polyamide and elastane, while low-density polyethylene bags are used for packaging. Corrugated cardboard is used for boxes, and polystyrene for hangers.

Miniconf markets finished products and relies on external suppliers for garment manufacturing; therefore, it does not exercise direct control over the origin of textile raw materials. Nevertheless, the Company pays particular attention to the sourcing of cotton, the primary material used in its collections, through its membership of Better Cotton (BCI), which promotes environmental and social sustainability standards throughout the supply chain.

In 2025, 66% of the cotton purchased by Miniconf was sourced as Better Cotton, compared with 59% in 2024, reflecting further progress towards the Company’s responsible sourcing objectives.



Foto Credit: BCI/Seun Adatsi. Info: Tata Djire with BCI Farmers/women leaders in the community. They stand in a cotton field holding the freshly-picked harvest. Location: Kolondieba, Mali. 2019

How a Miniconf Garment Comes to Life



The process of assessing, monitoring and improving materials, both textile and packaging, is an integral part of garment development, from the initial concept through to the creation of the final product. The process begins with the work of the Merchandiser, the professional responsible for planning the collection by analysing market needs and developing a collection framework organised by price range and product category.

Subsequently, in collaboration with the Style Department, the first collection boards are created, containing the garments that will form part of the collection. Following internal approval, these concepts become final projects and are transferred into a technical specification sheet, which is then sent to the supplier responsible for producing the garment. Once the technical specification has been issued, production begins and the Company receives the first prototype approximately three weeks later. This prototype does not necessarily reflect the final fabrics and colours, as it is produced using the raw materials available at that time. It is then returned to the supplier together with any required modifications. The approval process then begins. This mainly concerns the selection of fabrics and colours, verification of sizing and pattern specifications, and assessment of the garment's overall appearance.

The supplier subsequently produces the final sample, which is presented to the sales network during the collection launch. The next step is the assignment of production to the manufacturing facility. Serial production of the garment is not always entrusted to the same supplier that produced the sample collection, although this is the case in most instances.

The production process then follows a path similar to that adopted for the sample collection. Fabrics and colours undergo a further approval phase, measurements are checked again, and a Pre-Production Sample is produced. Finally, the production order is issued to the supplier, who proceeds with manufacturing and shipping the garments to Miniconf's warehouses.



Process Flow

- Definition of the collection project, within which individual garments are developed, each designed to meet specific functions and occasions of use.
- Selection of the style and materials.
- Development of the prototype specification sheet, including garment measurements, material details, graphic elements (where applicable), colours and accessories.
- Submission of specification sheets to suppliers.
- Receipt of the prototype (normally not produced using the final fabric or colour).
- Review and correction of the first prototype, including measurement checks and overall assessment of the garment.
- Return of the prototype to the supplier with any required modifications.
- Receipt of the first sample garment for final approval (Pre-Production Sample).
- Production of sample duplicates and launch of the sales campaign.
- Quality control and compliance checks against product safety requirements.
- Creation of the Bill of Materials containing all production details required by the supplier.
- Development of patterns for all size ranges.
- Launch of colour-specific materials once the sales campaign has begun.
- Issuing of production orders to suppliers, including size and colour specifications.
- Receipt of the complete size range for final inspection and adjustments.

Materials purchased directly by Miniconf consist primarily of packaging materials and promotional items. The Company pays close attention to the impacts associated with the use of these materials and seeks to mitigate them through a range of actions, including the digitalisation of paper-based sales documentation and the use of FSC-certified paper packaging.

During 2025, additional controls were introduced regarding promotional merchandise used for events and shop displays. Specifically, suppliers are required to provide a Declaration of Conformity and, where necessary, the appropriate composition label. This documentation is then reviewed by the Company's specialist consultant. Orders are placed only after receiving a positive assessment.

In addition, the Company is evaluating the adoption of wider adhesive tape (for example, increasing the width from 55 mm to 75 mm) in order to almost completely eliminate the use of plastic strapping.

In recent years, Miniconf has implemented further measures aimed at improving the sustainability of its packaging. Hangers are now manufactured from recycled plastic, while packaging bags, previously made from virgin materials, are now produced using recycled PE-LD plastic. All packaging materials include clear information on composition and recycling symbols, thereby supporting correct disposal by the final consumer.

From a technical perspective, throughout 2024 Miniconf continued the project to integrate colour approval technologies into its operational processes and IT systems. These technologies allow suppliers to obtain colour approval without sending physical samples, resulting in significant time and cost savings.

To support this process, spectrophotometric devices were introduced, enabling suppliers to independently measure colours and verify their compliance with Miniconf's standards, thereby eliminating the need to ship physical samples. During 2024, initial parameters were also defined to prevent unnecessary sample submissions: if the required specifications are not met, suppliers can immediately reproduce the colour without waiting for approval from Miniconf personnel.

Since 2022, Miniconf has also implemented an early production launch mechanism, activated before the end of the sales campaign. This system was introduced to address increasing supply chain lead times and ensure delivery schedules remain aligned with market expectations.

This strategic service will continue to be developed, alongside the ongoing enhancement of material consumption monitoring activities. This process, known internally as Bill of Materials Valuation, is carried out in collaboration with the supply chain and involves recording, through the web portal shared with suppliers, the consumption associated with each raw material. Looking ahead, Miniconf is introducing artificial intelligence-enabled models to further improve the efficiency and optimisation of this strategic process.



Use of packaging bags made from 70% recycled plastic



Use of hangers made from 100% recycled plastic; surplus hangers are sorted for reuse or recovery



Introduction of approximately 20,000 paper bags for e-commerce shipments, replacing plastic bags



Reuse or recovery of boxes received with incoming supplies. All boxes are FSC-certified



Implementation of a Better Cotton (BCI) sourcing plan, aimed at reaching 100% of the Company's cotton requirements by 2027

4.3 - Waste Management

GRI 3-3 Management of Material Topics
GRI 306-1 Waste Generation and Significant Waste-Related Impacts
GRI 306-2 Management of Significant Waste-Related Impacts
GRI 306-3 Waste Generated
GRI 306-4 Waste Diverted from Disposal
GRI 306-5 Waste Directed to Disposal

The management of all waste generated, the vast majority of which is non-hazardous, is carried out with great care. The authorisations of both waste transporters and receiving facilities are always verified prior to waste transfer.



In 2025, 37.6% of imported cardboard was reused

In terms of weight, the main waste stream consists of paper and cardboard generated both from office activities and from the packages received at the Ortignano site containing garments (production items and samples) supplied by vendors. This waste stream accounts for almost 86% of the total waste generated.

As described in the previous section, packaging materials are reused whenever possible for the shipment of products to customers in Italy

and abroad. When reuse is not feasible, the materials are managed as waste. In 2025, of the 164,000 kg of cardboard imported together with garments, 102,280 kg was managed as waste and sent for recovery, while 61,720 kg was reused, representing 37.6% of the total.



Over 98.5% of the waste generated during the year was sent for recovery

The second largest waste category by weight is plastic packaging, generated both by office activities and by production-related operations, such as damaged garment bags and offcuts produced by automated bagging machines.

Damaged hangers are collected by the supplier and recovered for the manufacture of new hangers. During 2025, 991.5 kg of hangers were collected, while 10,331.5 kg of plastic waste was sent for recovery.

Hazardous waste, which is also destined for recovery, accounted for less than 1% of total waste generated in 2025, a slightly higher percentage than in 2024.

Overall, more than 98.5% of the waste generated in 2025 was sent for recovery.

For the textile and apparel sector, waste management extends beyond the handling of waste generated within the Company itself.

Since 1 September 2025, Miniconf has partnered with Humana People to People Italia, an organisation that has been active since 1998 in the fields of solidarity, sustainable development and social inclusion. The partnership focuses on the collection of used clothing through two channels:

- Internal collection, through the placement of two collection boxes at the Company headquarters and one collection box at the Ferrantina warehouses, where employees can donate used clothing, including adult garments, of any brand, provided they are in good condition.
- In-store collection (at iDO and Casa del Bambino stores), where customers may bring at least three clean iDO garments in good condition, placed in transparent bags, and receive a €5 voucher redeemable in-store.

CHAPTER 05

Economic Value and Local Community



5.1 - Economic Performance and Business Continuity

GRI 3-3 Management of Material Topics

GRI 201-1 Direct Economic Value Generated and Distributed

As described in Chapter 1, the Business Plan represents Miniconf's primary strategic planning tool. Developed by Management on the basis of the guidelines defined by the Board of Directors, the Plan is updated annually and submitted to the Board for approval, which evaluates its content, objectives and any corrective actions required.

The 2026-2028 Business Plan is built around several key strategic priorities:

- consolidating the Italian wholesale market by strengthening relationships with existing customers;
- expanding international wholesale sales, particularly through direct customers;
- growing the mono-brand franchise network while simultaneously improving the efficiency of the retail format;
- introducing a new licence or new brand from 2027 onwards.

Sustainability, innovation and people development also play a central role within the Plan, in line with the Company's ESG objectives. Planned investments focus on strengthening information systems, logistics innovation and enhanced supply chain management, with the aim of improving efficiency, quality and competitiveness. The economic value generated and distributed, calculated on the basis of the consolidated income statement, reflects Miniconf's ability to create value and redistribute it among its key internal and external stakeholders. Economic value generated includes net revenues, incorporating both operating and financial income, net of credit losses. Economic value distributed includes the costs incurred in relation to the various stakeholder categories. The residual amount represents economic value retained, which includes depreciation and amortisation, provisions, and deferred tax assets and liabilities.



	2023	2024	2025
Direct Economic Value	69.993.211 €	66.239.710 €	62.663.124 €
Revenue from Sales and Services	69.308.558 €	64.303.312 €	62.061.558 €
Changes in Inventories and Work in Progress	-931.848 €	1.004.969 €	-950.139 €
Capitalised Internal Work	0	0	0
Other Income and Net Operating Revenue	1.248.208 €	592.674 €	1.267.344 €
Financial Income	299.941 €	254.457 €	124.059 €
Adjustments to the Value of Financial Assets	68.352 €	84.298 €	160.302 €
Economic Value Distributed	67.981.574 €	65.353.583 €	61.552.099 €
Economic Value Retained	2.011.637 €	886.127 €	1.111.025 €

5.2 - Community and Local Area Projects

GRI 3-3 Management of Material Topics
GRI 203-2 Significant Indirect Economic Impacts, Including the Extent of Impacts



Miniconf shares and reflects the values of the territory that hosts it

sporting initiatives, with particular attention to projects aimed at children and young people in the Casentino region. In November, an assessment of the available resources is carried out, taking into consideration both established projects and any new initiatives considered particularly significant.

The management of funds allocated to the local area is entrusted to the Human Resources Department, while projects with a national or international scope are developed in collaboration with the Marketing & Communication Department. Overall coordination of these activities is overseen by the Chairman's Office.

Miniconf maintains a strong connection with the area where it was founded and continues to operate, recognising the value of its role within the local community. Social responsibility is a core element of our corporate culture and is reflected in our tangible commitment to collective well-being and the sustainable development of the local area.

Each year, we allocate a dedicated budget to sponsorships and charitable contributions in support of cultural, educational, social and



Over time, several initiatives have become longstanding points of reference for the local community. Among these is the support provided to the San Piero in Frassino nursery and primary school, which has been in place for more than twenty years. Originally established to support extended school-time services, the contribution was later redirected towards before- and after-school care programmes. In 2010, Miniconf also contributed to the opening of the "Il Magico Boschetto" nursery school, helping to expand the municipality's educational offering.

These projects are designed to support both local families and the Company's employees, with the aim of promoting work-life balance and providing practical assistance to families' needs.

Alongside initiatives dedicated to early childhood, Miniconf also promotes personal development opportunities for adolescents by offering an Intercultura scholarship to employees' children, enabling them to participate in four-week overseas summer language immersion programmes.

Another distinctive feature of our community engagement is our status as an "UNICEF-Friendly Company" and our collaboration with the Meyer Children's Hospital in Florence, to which we have provided welcome kits since 2013. These kits include essential items such as pyjamas, terry-cloth slippers, a comb and a toothbrush with toothpaste.

On 15 February 2025, Miniconf took part in the Run For Love initiative in support of the Meyer Children's Hospital Foundation. Forty pairs of Miniconf employees participated in the 9-kilometre run, an event celebrating love and solidarity promoted by the Foundation. The pairs were intentionally formed by colleagues from different generations, reflecting the importance that Miniconf places on intergenerational exchange through a variety of initiatives.

By supporting this event, the Company contributed to the Play Therapy Project, a special programme designed to bring children and their families moments of comfort and serenity during hospitalisation. Play Therapy brings games, reading, music, clowns and therapy animals to the Meyer Hospital, offering activities that help children continue to enjoy childhood experiences even while facing illness.

Culture, Sport and Solidarity: Our Commitment in 2025

Several initiatives were supported by Miniconf in the local area during 2025. The most significant are outlined below.

Sponsorships

- We supported the sporting activities of Tennis Bibbiena with a contribution of €1,000. We also provided a similar amount as a new sponsor of the Arnopolis Mini Volleyball Team (Pratovecchio-Stia, Arezzo) and a further €1,000 to support the Memorial Paolo Rossi Women's Football Tournament.
- We allocated €1,500 to the Nuoto tra i Banchi ("Swimming Between School Desks") project, aimed at promoting the inclusion of children with psychomotor difficulties.
- We supported FIAF - Centro Italiano della Fotografia d'Autore in Bibbiena with a contribution of €5,000 for its anniversary celebrations, which form part of a three-year programme of events.
- We supported the "Io Leggo Perché" initiative for local school libraries through the purchase of books from the Lina Giorgi Bookshop in Poppi (Arezzo), for a total value of €200.
- We funded two scholarships supporting music education activities through Oida Campus - Chiusi della Verna, with a contribution of €900.
- We supported the International Forging Biennial with a contribution of €3,000.
- We allocated €5,000 to summer camps organised by Pro-Loco Pratomagno.



In addition to these sponsorships, Miniconf supported several other local initiatives with a smaller economic impact.

The total value of sponsorships provided in 2025 amounted to approximately €20,870. The Company also donated clothing items with a total value of €8,000 to non-profit organisations operating both nationally and internationally.

Charitable Donations

- We made a donation of €3,000 to Prospettiva Casentino to support educational activities for secondary schools and upper secondary schools in the local area.
- We funded one Intercultura scholarship, awarded to the child of an employee, enabling participation in a four-week overseas language immersion programme, with a value of €6,500.
- We donated garments with a total value of €8,000 to charities and non-profit organisations.
- We purchased Easter eggs for the children attending San Piero School (nursery and primary levels), thereby supporting the Tommasino Bacciotti Foundation with a contribution of €1,200.
- Support for San Piero in Frassino School (Arezzo)
- Miniconf's support for the San Piero in Frassino school covered several areas:

- Funding before- and after-school supervision services for the 2024/2025 academic year, with a contribution of €8,464.
- Providing €5,000 towards the management of the school canteen, in addition to a €10,000 contribution to the Municipality of Ortignano Raggiolo, also earmarked for school-related activities.
- Contributing €2,487 to the Musical Education Project and the "Sapere nelle Mani" educational initiative involving both the primary and nursery school sections.
- Alongside these charitable donations, Miniconf supported other local initiatives of lesser economic significance.

The total value of charitable donations provided in 2025 amounted to approximately €55,750.

For 2026, Miniconf plans to once again donate welcome kits to the Meyer Children's Hospital in Florence, as this initiative is carried out on alternate years.

As part of our commitment to the local community, we reported our activities and donations to the organisations requesting such information, particularly with regard to educational projects. In addition, formal sponsorship agreements were signed for all sponsored events and initiatives.

Methodological Note

GRI 2-2 Entities Included in the Organisation’s Sustainability Reporting
GRI 2-3 Reporting Period, Frequency and Contact Point
GRI 2-4 Restatements of Information

This document constitutes Miniconf’s third Sustainability Report and provides a comprehensive overview of the material topics related to the social and environmental dimensions of sustainability. Following the approval by the European Parliament on 16 December 2025 of the amendment to the scope of application of the Corporate Sustainability Reporting Directive (CSRD) through the Omnibus I package, and its subsequent adoption and entry into force by the Council of the European Union, Miniconf is no longer subject to the reporting obligations established under the European Green Deal.

The purpose of this document is to present the main initiatives implemented and the results achieved by Miniconf during 2025, comparing them, where possible, with the data relating to the 2023 and 2024 financial years, which were already covered in the previous Report. This comparison highlights the evolution of the Company’s approach to the topics addressed and the progress achieved over time.

The reporting boundary of this document includes the parent company (Miniconf S.p.A.), the subsidiaries Miniconf Iberica (Spain), MinRus (Russia), Minstyle (United Kingdom) and the Suzhou Representative Office (China). Any exceptions to the reporting boundary are identified in the comments accompanying the GRI tables published in the Annex section.

The process of defining the report content, as well as the collection of qualitative and quantitative information, is based on the GRI Standards, specifically the Universal Standards 2021, one of the most widely recognised national and international frameworks for non-financial reporting, in accordance with the “with reference to the GRI Standards” option. The integration of financial materiality topics was carried out in accordance with the requirements of the ESRS Standards.

The impacts generated by Miniconf are presented through indicators that, where possible, show performance trends over time, enabling stakeholders to assess the results achieved and any improvements compared with previous reporting periods.

This Report is the result of a multidisciplinary team operating under Company responsibility and coordinated by the following functions:

- Production / Import
- E-commerce & Customer Service
- Health and Safety Service (RSPP)
- Retail Italy
- Accounting & Finance
- Business Analysis
- Business Process Analysis & Environmental Manager
- International Sales
- Domestic Sales
- External Compliance, Sustainability and Quality Consultant
- Human Resources
- Information Technology (IT)
- Inbound/Outbound Logistics
- Marketing & Communication
- Italian Multi-brand Sales
- Purchasing Department

with the support of ALTIS Advisory S.r.l. SB.
For further information regarding this Sustainability Report, please contact: info@miniconf.it.

Annex

GRI Disclosures

General Disclosures

GRI 2-7 a., b. Employees at the End of the Reporting Period
GRI 2-8 a. Workers Who Are Not Employees at the End of the Reporting Period
GRI 201-1 Direct Economic Value Generated and Distributed

Employees and Non-Employees by Type of Employment Contract and Gender

	2023	2024	2025
Permanent Employees	249	238	242
Women	193	174	182
Men	56	64	60
Fixed-Term Employees	208	202	177
Women	166	177	146
Men	42	33	31
Fixed-Term Employees (excluding seasonal workers)	46	66	59
Women	39	58	52
Men	7	8	7
Fixed-Term Employees (seasonal workers only)	162	144	118
Women	127	119	94
Men	35	25	24
Other Workers: Internships	5	5	3
Women	4	3	1
Men	1	2	2

	2023	2024	2025
Other Workers: Temporary Agency Workers	28	10	8
Women	21	7	7
Men	7	3	1
Other Workers: Project-Based	1	0	0
Women	1	0	0
Men	0	0	0
Total Employees and Other Workers	457	448	420
Women	359	351	329
Men	98	97	91

GRI 2-7 b. Number of employees by type of employment (full-time and part-time), by gender, at the end of the reporting period.

Employees (Permanent and Fixed-Term) by Employment Type and Gender

	2023	2024	2025
Full-time	354	337	304
Women	262	250	227
Men	92	87	77
Part-time	103	111	116
Women	97	101	102
Men	6	10	14
Total Permanent and Fixed	457	448	420
Women	359	351	329
Men	98	97	91

GRI 2-30: Collective Bargaining Agreements			
	2023	2024	2025
Percentage of employees covered by collective bargaining agreements (fixed-term and permanent)	100%	100%	100%
Number of employees covered by collective bargaining agreements	432	424	401

Economic Performance

GRI 201-1: Direct Economic Value Generated and Distributed

Economic Value Generated, Retained and Distributed

	u.m	2023	2024	2025
Economic Value Generated	€	69.993.211	66.239.710	62.663.124
Economic Value Retained	€	2.011.637	886.127	1.111.025
Economic Value Distributed	€	67.981.574	65.353.583	61.552.099
Suppliers	€	54.608.772	52.453.268	47.913.892
Employees	€	12.408.210	12.199.217	12.862.760
Providers of Capital	€	366.231	108.932	293.116
Public Administration	€	598.361	485.949	416.373
Community	€	0	106.217	65.958

Items relating to donations and charitable contributions (Community) for 2023 are not reported separately above as they were included under other income statement items

Occupation

GRI 401-1 Total Number of New Employee Hires, by Age Group and Gender

New Permanent and Fixed-Term Employees Hired, by Age Group and Gender

	2023	2024	2025
Under 30	49	47	56
Women	42	30	38
Men	7	17	18
Between 30 and 50	88	71	78
Women	76	59	68
Men	12	12	10
Over 50	70	73	66
Women	62	69	63
Men	8	4	3
Total Employees Hired as at 31 December	207	191	200
Total Women	180	158	168
Total Men	27	33	31

For seasonal employees, the total number of hires and terminations during the year has been reported (e.g. the same seasonal employee whose contract was activated and terminated twice during the year is counted twice).

GRI 401-1 Total Number of Employees Who Left the Organisation, by Age Group and Gender

Permanent and Fixed-Term Employees Who Left the Organisation, by Age Group and Gender

	2023	2024	2025
Under 30	17	27	28
Women	13	14	16
Men	4	13	12
Between 30 and 50	70	64	51
Women	56	50	42
Men	14	14	9
Over 50	58	72	62
Women	53	67	58
Men	5	5	4
Total Employees Leaving the Organisation	145	163	141
Total Women	122	131	116
Total Men	23	32	25

The data refer to employees hired on permanent and fixed-term contracts (including seasonal employees). For seasonal employees, the total number of hires and terminations during the year has been reported (e.g. the same seasonal employee whose contract was activated and terminated twice during the year is counted twice).

Employee Turnover Rates (%) by Gender and Age Group

	2023	2024	2025
Overall Turnover Rate	81,48%	83,49%	85,04%
Recruitment Rate	47,92%	45,05%	49,88%
Women	53,10%	47,88%	53,99%
Men	29,03%	35,11%	35,23%
Under 30	69,01%	65,28%	88,89%
Women	73,68%	55,56%	82,61%
Men	50,00%	94,44%	105,88%
Between 30 and 50	37,13%	35,15%	38,24%
Women	40,64%	38,06%	43,04%
Men	24,00%	25,53%	21,74%
Over 50	56,45%	48,67%	49,25%
Women	65,26%	57,02%	57,80%
Men	27,59%	13,79%	12,00%
Departure Rate	33,56%	38,44%	35,16%
Women	35,99%	39,70%	37,06%
Men	24,73%	34,04%	28,41%
Under 30	23,94%	37,50%	44,44%
Women	22,81%	25,93%	34,78%
Men	28,57%	72,22%	70,59%
Between 30 and 50	29,54%	31,68%	25,00%
Women	29,95%	32,26%	26,58%
Men	28,00%	29,79%	19,57%
Over 50	46,77%	48,00%	46,27%
Women	55,79%	55,37%	53,21%
Men	17,24%	17,24%	16,00%

The overall turnover rate is calculated as: (number of hires during the year + number of departures during the year) / total permanent and fixed-term workforce as at 31 December x 100.

The recruitment rate is calculated as: number of hires during the year / total permanent and fixed-term workforce as at 31 December x 100.

The departure rate is calculated as: number of employment relationships terminated during the year / total permanent and fixed-term workforce as at 31 December x 100.

Turnover Rates (%) Excluding Seasonal Employees

	2023	2024	2025
Overall Turnover Rate	25,19%	23,57%	29,33%
Recruitment Rate	16,67%	16,79%	25,09%
Departure Rate	8,52%	6,79%	4,24%

The overall turnover rate (excluding seasonal employees) is calculated as follows: (number of new hires during the year, excluding seasonal employees + number of employees leaving during the year, excluding seasonal employees) / total permanent and fixed-term workforce as at 31 December (excluding seasonal employees) x 100.

The hiring rate (excluding seasonal employees) is calculated as follows: number of new hires during the year (excluding seasonal employees) / total permanent and fixed-term workforce as at 31 December (excluding seasonal employees) x 100.

The departure rate (excluding seasonal employees) is calculated as follows: number of employment relationships terminated during the year (excluding seasonal employees) / total permanent and fixed-term workforce as at 31 December (excluding seasonal employees) x 100.

Occupational Health and Safety

GRI 403-8 Workers Covered by an Occupational Health and Safety Management System (%)

Occupational Health and Safety Management System Data

	2023	2024	2025
Workers covered by an occupational health and safety management system	100%	100%	100%

GRI 403-9 Number of Work-Related Injuries, Injury Rates and Hours Worked by Employees

Employee and Contractor Injury Data

	2023	2024	2025
Number of recordable injuries	4	3	2
of which involving employees	4	3	2
of which involving contractors	0	0	0
Number of serious injuries (more than 6 months' absence)	0	0	0
of which involving employees	0	0	0
of which involving contractors	0	0	0
Number of work-related fatalities	0	0	0
of which involving employees	0	0	0
of which involving contractors	0	0	0
Injury rate	8,28	6,16	4,08
Serious injury rate	0	0	0

The work-related injury rate is calculated as the number of recordable work-related injuries divided by the total number of hours worked, multiplied by 1,000,000. Total hours worked were 483,254 in 2023 (including 18,556 worked by external workers), 486,886 in 2024 (including 11,483 worked by external workers), and 489,629 in 2025 (including 14,686 worked by external workers).

Training and Education

GRI 404-1 Average Hours of Training per Employee per Year

Average Training Hours by Employee Category and Gender

	2023	2024	2025
Executives	0,50	17,50	4,00
Women	0,00	0,00	0,00
Men	1,00	23,33	8,00
Middle Managers	3,67	6,83	7,91
Women	-	-	7,45
Men	3,67	6,83	8,00
White-Collar Employees	5,48	7,76	7,31
Women	5,45	7,80	7,55
Men	5,61	7,56	6,24
Blue-Collar Employees	3,25	0,38	2,93
Women	2,85	0,39	2,04
Men	4,56	0,33	5,69
Total	4,48	4,87	5,72
Total Women	4,37	4,86	5,60
Total Men	4,89	4,88	6,15

Percentage of Employees Subject to Regular Performance Reviews

	2023	2024	2025
Employees Receiving Performance Reviews	61,57%	58,25%	55,11%
Women	56,05%	53,33%	53,04%
Men	81,72%	75,53%	62,50%
Executives	100,00%	100,00%	100,00%
Women	100,00%	-	-
Men	100,00%	100,00%	100,00%
Middle Managers	100,00%	100,00%	100,00%
Women	-	-	100,00%
Men	100,00%	100,00%	100,00%
White-Collar Employees	39,83%	40,00%	39,00%
Women	31,79%	29,69%	36,04%
Men	78,05%	86,05%	52,27%
Blue-Collar Employees	87,10%	80,00%	77,63%
Women	88,81%	86,23%	81,74%
Men	81,40%	59,52%	64,86%

Diversity and Equal Opportunities

Permanent and Fixed-Term Employees by Employment Category, Gender and Age Group

	2023			2024			2025		
	Women	Men	Total	Women	Men	Total	Women	Men	Total
Executives	3	3	6	1	3	4	1	2	3
Under 30	0	0	0	0	0	0	0	0	0
30-50 years	3	2	5	1	2	3	1	1	2
Over 50	0	1	1	0	1	1	0	1	1
Middle Managers	0	6	6	0	6	6	1	5	6
Under 30	0	0	0	0	0	0	0	0	0
30-50 years	0	1	1	0	0	0	0	1	1
Over 50	0	5	5	0	6	6	1	4	5
White-Collar Employees	213	46	259	212	46	258	212	47	259
Blue-Collar Employees	43	2	45	42	5	47	37	7	44
Total	137	32	169	120	27	147	122	27	149
Over 50	33	12	45	50	14	64	53	13	66
Blue-Collar employees	143	43	186	138	42	180	115	37	152
Under 30	15	12	27	14	13	27	11	10	21
30-50 years	65	20	85	52	19	71	48	18	66
Over 50	63	11	74	72	10	82	56	9	65
Total	359	98	457	351	97	448	329	91	420

Board of Directors Composition by Gender and Age Group

	2023	2024	2025
Under 30	0	0	0
Women	0	0	0
Men	0	0	0
30-50 years	1	1	1
Women	0	0	0
Men	1	1	1
Over 50	3	3	3
Women	1	1	1
Men	2	2	2
Total	4	4	4
Total Women	1	1	1
Total Men	3	3	3

Employees Belonging to Protected Categories

	2023	2024	2025
Women	9	9	9
Men	3	5	8
Total	12	14	17

Energy

Direct Energy Consumption Within the Organisation

		u.m.	2023	2024	2025
Diesel Fuel	Total consumption for plant operation and heating	l	93.800	94.200	100.000
Natural Gas	Total consumption for production processes and heating	mc	24.743	28.142	33.299
LPG	Total consumption for the canteen	l	3.250	2.950	4.000
Electricity	Total electricity consumed	kWh	497.954	522.988,5	564.519
	of which purchased from the national energy mix	kWh	389.043	294.528	329.272
	of which purchased with Guarantees of Origin from renewable sources	kWh	0	0	0
	of which self-generated and consumed from photovoltaic systems	kWh	257.496	394.625,5	401.163
	Total electricity exported to the grid from photovoltaic systems	kWh	148.585	166.166	165.916
Company Vehicle Fleet Consumption	Total diesel consumption	l	29.716	33.243	27.883
	Total petrol consumption	l	12.177	14.037	15.694

Direct Energy Consumption Within the Organisation (GJ)

		u.m.	2023	2024	2025
Diesel Fuel	Plant operation and heating	GJ	3.372,4	3.581,4	3.867,3
Natural Gas	Production processes and heating	GJ	895,4	1.022,1	1.354,2
LPG	Canteen	GJ	79,3	71,8	104,5
Electricity Consumed	Total Electricity Consumption	GJ	1.792,6	1.882,8	2.032,3
	of which purchased from the national energy mix	GJ	1.400,6	1.060,3	1.185,4
	of which purchased with Guarantees of Origin from renewable sources	GJ	0	0	0
	of which self-generated and consumed from photovoltaic systems	GJ	927,0	1.420,7	1.444,2
	Electricity exported to the grid from photovoltaic systems	GJ	534,9	598,2	597,3
Company Vehicle Fleet Fuel Consumption	Total fuel consumption	GJ	1121,1	1.320,5	1.242,0
	Diesel consumption	GJ	819,8	967,9	818,0
	Petrol consumption	GJ	301,3	352,6	424,0
Total Energy Consumption		GJ	7.260,9	7.878,5	8.600,3

Conversion factors from m³ of natural gas, kWh of electricity and litres of diesel, LPG and petrol into GJ were based on the factors published by the UK Department for Environment, Food and Rural Affairs (DEFRA).

GRI 302-3 Energy Intensity

Energy Intensity

	u.m.	2023	2024	2025
Energy Consumed	GJ	7.260,9	7.878,5	8.600,3
Garments Produced	No. of garments	5.073.153	4.985.346	4.727.593
Energy Consumed per 1,000 Garments Produced	GJ/1,000 garments	1,43	1,58	1,82

GRI 305-1 Direct GHG Emissions

SCOPE 1 – Direct Energy Emissions

	u.m.	2023	2024	2025
Emissions from stationary combustion sources	tCO ₂	313,9	317,1	345,1
Emissions from mobile combustion sources	tCO ₂	82,3	94,4	87,6
Fugitive emissions	tCO ₂ e	154,7	4,8	57,7
Total Scope 1 Emissions	tCO ₂ e	551,4	416,4	490,4

The Scope 1 CO₂ equivalent emissions were calculated using the emission factors provided by the DEFRA database.

GRI 305-2 Indirect GHG Emissions

SCOPE 2 – Indirect Energy Emissions

	u.m.	2023	2024	2025
Total Scope 2 Emissions - Location-Based Method	tCO ₂ e	122,5	127,0	92,0

Total Scope 1 + Scope 2 Emissions

	u.m.	2023	2024	2025
Total Scope 1 + Scope 2 Emissions (Location-Based)	tCO ₂ e	673,9	543,3	582,4

Location-based electricity emissions were calculated using emission factors provided by the Ecoinvent database.

Emissions Intensity

	u.m.	2023	2024	2025
Total GHG Emissions	t CO ₂ eq	673,9	543,3	582,4
Garments Produced	N capi	5.073.153	4.985.346	4.727.593
Emissions per 1.000 Garments Produced	t CO ₂ eq /1.000 capi	0,133	0,109	0,123

Solvent Emissions from the Stain Removal Process

	u.m.	2025
Solvents	Kg	4,06

Materials

Office Materials

		u.m.	2025
PAPER (renewable)	Total Paper	kg	3.120,0
	of which PEFC-certified paper	kg	3.120,0
PLASTIC (non-renewable)	Total Plastic	kg	106,0
TONER (non-renewable)	Total Toner	n°	22,5
TOTAL OFFICE MATERIALS	Total Office	kg	3.248,5

Packaging Materials

		u.m.	2025
PAPER (renewable)	Total Paper Packaging	kg	2.396,25
	of which FSC certified paper	kg	450,0
CARDBOARD (renewable)	Total Cardboard Packaging	kg	195.923
	of which FSC certified cardboard	kg	195.923
PLASTIC (non renewable)	Total Plastic Packaging	kg	64.460
	of which recycled plastic (R-PET)	kg	30.194
OTHER (non-renewable)	Total other	kg	46,23

	u.m.	2025
Total Packaging Materials	kg	262.825,48
of which renewable	kg	201.518
of which non-renewable	kg	64.506,23
of which recycled	kg	30.194
of which virgin material	kg	232.631,48
of which certified virgin material	kg	196.373

Production Materials

		u.m.	2023	2024	2025
	Ribbons, buttons, labels and haberdashery (non-renewable)	kg	84,0	91,0	596,75
	Catalogues (renewable)	kg	33.674,4	35.175	20.922,0
	Style Books (renewable)	kg	2.957,8	600,0	208
	Tags (renewable)	kg	2.979,0	2.400,0	0
	Loyalty Cards (non-renewable)	kg	150,0	165,0	291,42
	Plastic labels with removable adhesive (non-renewable)	kg	0	0	408,5
	PVC panels (non-renewable)	kg	0	0	79,2
Plant-Based Fibres (Renewable)	Cotton	kg	1.474.111,8	1.499.755,0	1.349.638,4
	Linen	kg	34.276,9	18.765,8	18.234,9
	Lyocell	kg	4.535,2	6.682,4	6.417,2
	Viscose	kg	59.669,7	38.212,1	39.979,7
	Modal	kg	0	0	3.038,3
	Total Plant-Based Fibres	kg	1.572.593,6	1.563.415,3	1.417.308,5
Animal-Based Fibres (Renewable)	Wool	kg	9.964,8	9.934,2	7.210,0
	Silk	kg	2.676,4	3.044,4	2.488,0
	Mohair	kg	428,9	247,8	0
	Cashmere	kg	53,0	20,1	22,6
		kg	13.123,1	13.246,5	9.720,6

		u.m.	2023	2024	2025
Synthetic Fibres (Non-Renewable)	Acrylic	kg	27.771,2	18.122,6	9.639,5
	Elastane	kg	36.080,2	34.142,9	33.652,6
	Polyamide	kg	114.740,1	93.375,5	72.623,6
	Polyester	kg	223.730,4	208.648,3	197.018,8
	Polyurethane	kg	9.556,8	8.263,2	3.322,0
	Total Synthetic Fibres	kg	411.878,6	362.552,5	316.256,5
Metals (Non-Renewable)	Metals	kg	1.532,8	832,5	583,7
	Total Metals	kg	1.532,8	832,5	583,7
Other Fibres (Non-Renewable)	Other Fibres	kg	0	0	24,3
	Total Other Fibres	kg	0	0	24,3

	u.m.	2023	2024	2025
Total Production Materials	u.m.	2.039.131	1.978.478	1.963.418,27
of which renewable	kg	1.625.328	1.614.836	1.448.159,1
of which non-renewable	kg	413.720	363.641	515.295,17
of which recycled	kg	0	0	0
of which virgin material	kg	2.039.187	1.978.478	1.963.418,27

Waste

GRI 306-3, 306-4, 306-5 Waste Generated, Waste Diverted from Disposal and Waste Directed to Disposal

Waste Generated

	u.m.	2023	2024	2025
Total Non-Hazardous Waste	kg	129.616	126.199,5	118.861,5
of which sent for recycling/material recovery	kg	125.296	125.502,5	117.190,5
of which sent for disposal	kg	225	823	1.671
of which sent for energy recovery	kg	0	0	0
of which incinerated	kg	3.250	186	0
of which landfilled	kg	0	0	0
Total Hazardous Waste	kg	729	320	257
of which sent for recycling/material recovery	kg	729	312	219
of which sent for disposal	kg	0	8,0	38
of which sent for energy recovery	kg	0	0	0
of which incinerated	kg	0	0	0
of which landfilled	kg	0	0	0
Total Hazardous and Non-Hazardous Waste	kg	130.345	126.519,5	119.118,5
Waste Sent for Recycling or Material Recovery	%	96,6%	99,2%	98,6%

GRI 306-3 Breakdown of Total Waste by Waste Type

Waste Generated by Hazardous and Non-Hazardous Waste Category (EWC Code)

	u.m.	2023	2024	2025
04 02 15 Waste from finishing operations other than those specified under code 040214	kg	26	0	0
04 02 22 Waste from processed textile fibres	kg	3.250	183	36
08 03 18 Waste toner cartridges	kg	116	298	70
14 06 03* Other solvents and solvent mixtures (stain-removal operations)	kg	0	0	0
15 01 01 Paper and cardboard packaging	kg	108.740	114.720	102.280
15 01 02 Plastic packaging	kg	10.895	9.387,5	10.331,5
15 01 03 Wooden packaging (hangers)	kg	0	0	0
15 01 06 Mixed packaging	kg	0	243	0
15 01 10* Packaging containing residues of hazardous substances (containers used for stain-removal liquids)	kg	36	14	23
15 01 11* Metallic packaging containing hazardous porous matrices, including empty pressure containers (aerosol cans)	kg	22	13	15
15 02 03 Stain-removal carbon filters	kg	0	533	409
16 02 11* Discarded equipment containing HCFCs and HFCs	kg	593	226	110
16 02 13* Discarded equipment containing hazardous substances (monitors)	kg	69	50	55
16 02 14 Discarded equipment (computers)	kg	1.336	252	1.074
16 03 03 Inorganic waste containing hazardous substances	kg	0	0	33
16 03 05 Organic waste containing hazardous substances	kg	0	0	5
16 03 06 Organic waste (CDs)	kg	0	3	0
16 06 01* Lead batteries	kg	0	0	0
16 06 05 Other batteries and accumulators	kg	5	10	35
16 10 02 Liquid waste	kg	77	0	91

17 01 02 Bricks	kg	0	0	720
17 02 03 Plastic materials	kg	0	0	620
17 04 07 Mixed metals	kg	0	0	1.690
17 08 02 Gypsum-based construction materials	kg	282	565	535
19 09 04 Spent activated carbon	kg	389	0	295
20 01 01 Paper and cardboard (administrative archives)	kg	4.500	0	0
20 01 21* Fluorescent tubes	kg	9	9	16
20 03 07 Bulky waste (advertising signs)	kg	0	0	445
20 03 99 Municipal waste not otherwise specified	kg	0	13	11
Total Hazardous and Non-Hazardous Waste	kg	130.345	126.519,5	115.386,5

GRI Content Index

Miniconf 2025

Statement of Use	Miniconf has reported the information cited in this GRI Content Index for the period from 1 January 2025 to 31 December 2025, with reference to the GRI Standards.
GRI 1 Applied	GRI 1: Foundation 2021

GRI STANDARD	Disclosure		Location	Omission / Comments
GRI 2: General Disclosures 2021	2-1 Organisational Details	<- continued table	Ch. 1, Sec. 1.1 - Business Model	
	2-2 Entities Included in the Organisation's Sustainability Reporting		Methodological Note	
	2-3 Reporting Period, Frequency and Contact Point		Methodological Note	
	2-4 Restatements of Information		Methodological Note	
	2-5 External Assurance			The Sustainability Report has not been subject to external assurance
	2-6 Activities, Value Chain and Other Business Relationships		Ch. 1, Sec. 1.1 - Business Model; Ch. 1, Sec. 1.2 - Over 50 Years of Growth and Innovation; Ch. 3, Sec. 3.3 - Supply Chain	
	2-7 Employees		Ch. 2, Sec. 2.1 - People at the Heart of Our Business; Annex	
	2-8 Workers Who Are Not Employees		Ch. 2, Sec. 2.1 - People at the Heart of Our Business; Annex	
	2-9 Governance Structure and Composition		Ch. 1, Sec. 1.4 - Governance	
	2-10 Nomination and Selection of the Highest Governance Body		Ch. 1, Sec. 1.4 - Governance	
	2-11 Chair of the Highest Governance Body		Ch. 1, Sec. 1.4 - Governance	
	2-12 Role of the Highest Governance Body in Overseeing the Management of Impacts		Ch. 1, Sec. 1.4 - Governance	
	2-13 Delegation of Responsibility for Managing Impacts		Ch. 1, Sec. 1.4 - Governance	

GRI STANDARD	Disclosure		Location	Omission / Comments
	2-14 Role of the Highest Governance Body in Sustainability Reporting	<- continued table ->	Ch. 1, Sec. 1.4 - Governance	
	2-15 Conflicts of Interest		Ch. 1, Sec. 1.4 - Governance	
	2-16 Communication of Critical Concerns		Ch. 1, Sec. 1.4 - Governance	
	2-17 Collective Knowledge of the Highest Governance Body		Ch. 1, Sec. 1.4 - Governance	
	2-18 Evaluation of the Performance of the Highest Governance Body		Ch. 1, Sec. 1.4 - Governance	
	2-19 Remuneration Policies		Ch. 1, Sec. 1.4 - Governance	
	2-20 Process to Determine Remuneration		Ch. 1, Sec. 1.4 - Governance	
	2-22 Statement on Sustainable Development Strategy		Letter to Stakeholders	
	2-23 Policy Commitments		Ch. 1, Sec. 1.4 - Governance	
	2-26 Mechanisms for Seeking Advice and Raising Concerns		Ch. 1, Sec. 1.4 - Governance	
	2-27 Compliance with Laws and Regulations		Ch. 1, Sec. 1.4 - Governance	
	2-28 Membership Associations		Ch. 1, Sec. 1.1 - Business Model	
	2-29 Approach to Stakeholder Engagement		Materiality Assessment; 1.3 Company Values	
	2-30 Collective Bargaining Agreements		2.1 People at the Heart of Our Business	
GRI 3: Material Topics 2021	3-1 Process to Determine Material Topics		Our Sustainability Journey; Materiality Assessment	
	3-2 List of Material Topics		Materiality Assessment	
GRI 201: Economic Performance 2016	3-3 Management of Material Topics		Ch. 5, Sec. 5.1 - Economic Performance and Business Continuity	
	201-1 Direct Economic Value Generated and Distributed		Ch. 5, Sec. 5.1 - Economic Performance and Business Continuity; Annex	

GRI STANDARD	Disclosure		Location	Omission / Comments
GRI 203: Indirect Economic Impacts 2016	3-3 Management of Material Topics	continued table ->	Ch. 5, Sec. 5.2 - Community and Local Area Projects	
	203-2 Significant Indirect Economic Impacts, Including the Extent of Impacts		Ch. 5, Sec. 5.2 - Community and Local Area Projects	
GRI 205: Anti-Corruption 2016	3-3 Management of Material Topics		Ch. 1, Sec. 1.4 - Governance	
	205-3 Confirmed Incidents of Corruption and Actions Taken		Ch. 1, Sec. 1.4 - Governance	
GRI 206: Anti-Competitive Behaviour 2016	3-3 Management of Material Topics		Ch. 1, Sec. 1.4 - Governance	
	206-1 Legal Actions for Anti-Competitive Behaviour, Anti-Trust and Monopoly Practices		Ch. 1, Sec. 1.4 - Governance	
GRI 301: Materials 2016	3-3 Management of Material Topics		Ch. 4, Sec. 4.2 - Materials	
	301-1 Materials Used by Weight or Volume		Annex	
	301-2 Recycled Input Materials Used		Annex	
GRI 302: Energy 2016	3-3 Management of Material Topics		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions	
	302-1 Energy Consumption Within the Organisation		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions; Annex	
	302-3 Energy Intensity		Annex	
GRI 305: Emissions 2016	3-3 Management of Material Topics		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions; Annex	
	305-1 Direct GHG Emissions (Scope 1)		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions; Annex	
	305-2 Energy Indirect GHG Emissions (Scope 2)		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions; Annex	
	305-4 GHG Emissions Intensity		Annex	
	305-7 Other Significant Air Emissions		Ch. 4, Sec. 4.1 - Energy Resources and Atmospheric Emissions; Annex	

GRI STANDARD	Disclosure		Location	Omission / Comments
GRI 306: Waste 2020	3-3 Management of Material Topics	^ - continued table - ^ v	Ch. 4, Sec. 4.3 - Waste Management	
	306-1 Waste Generation and Significant Waste-Related Impacts		Ch. 4, Sec. 4.3 - Waste Management	
	306-2 Management of Significant Waste-Related Impacts		Ch. 4, Sec. 4.3 - Waste Management	
	306-3 Waste Generated		Ch. 4, Sec. 4.3 - Waste Management; Annex	
	306-4 Waste Diverted from Disposal		Ch. 4, Sec. 4.3 - Waste Management; Annex	
	306-5 Waste Directed to Disposal		Ch. 4, Sec. 4.3 - Waste Management; Annex	
GRI 308: Supplier Environmental Assessment 2016	3-3 Management of Material Topics		Ch. 3, Sec. 3.3 - Supply Chain	
	308-1 New Suppliers Screened Using Environmental Criteria		Ch. 3, Sec. 3.3 - Supply Chain	
GRI 401: Employment 2016	3-3 Management of Material Topics		Ch. 2, Sec. 2.1 - People at the Heart of Our Business	
	401-1 New Employee Hires and Employee Turnover		Ch. 2, Sec. 2.1 - People at the Heart of Our Business; Annex	
	401-2 Benefits Provided to Full-Time Employees That Are Not Provided to Temporary or Part-Time Employees		Ch. 2, Sec. 2.1 - People at the Heart of Our Business	
	401-3 Parental Leave		Ch. 2, Sec. 2.1 - People at the Heart of Our Business	
GRI 403: Occupational Health and Safety 2018	3-3 Management of Material Topics		Ch. 2, Sec. 2.4 - Health and Safety	
	403-1 Occupational Health and Safety Management System		Ch. 2, Sec. 2.4 - Health and Safety; Annex	
	403-2 Hazard Identification, Risk Assessment and Incident Investigation			
	403-3 Occupational Health Services			
	403-4 Worker Participation, Consultation and Communication on Occupational Health and Safety			
	403-5 Worker Training on Occupational Health and Safety			
	403-6 Promotion of Worker Health			
	403-7 Prevention and Mitigation of Occupational Health and Safety Impacts Directly Linked by Business Relationships			
	403-8 Workers Covered by an Occupational Health and Safety Management System			
	403-9 Work-Related Injuries			

GRI STANDARD	Disclosure		Location	Omission / Comments
GRI 404: Training and Education 2016	3-3 Management of Material Topics	a tabella continua ->	Ch. 2, Sec. 2.2 - Training	
	404-1 Average Hours of Training per Employee per Year		Ch. 2, Sec. 2.2 - Training; Annex	
	404-2 Programmes for Upgrading Employee Skills and Transition Assistance Programmes		Ch. 2, Sec. 2.2 - Training	
	404-3 Percentage of Employees Receiving Regular Performance and Career Development Reviews, by Gender and Employee Category		Ch. 1, Sec. 1.4 - Governance	
GRI 405: Diversity and Equal Opportunity 2016	3-3 Management of Material Topics		Ch. 2, Sec. 2.3 - Diversity and Equal Opportunities	
	405-1 Diversity in Governance Bodies and Among Employees		Annex	
GRI 414: Supplier Social Assessment 2016	3-3 Management of Material Topics		Ch. 3, Sec. 3.3 - Supply Chain	
	414-1 New Suppliers Screened Using Social Criteria		Ch. 3, Sec. 3.3 - Supply Chain	
GRI 416: Customer Health and Safety 2016	3-3 Management of Material Topics		Ch. 3, Sec. 3.1 - Quality and Durability	
	416-2 Incidents of Non-Compliance Concerning the Health and Safety Impacts of Products and Services		Ch. 3, Sec. 3.2 - Safety	
GRI 417: Marketing and Labelling 2016	3-3 Management of Material Topics		Ch. 3, Sec. 3.4 - Transparent Communication and Consumer Engagement	
	417-1 Requirements for Product and Service Information and Labelling		Ch. 3, Sec. 3.1 - Quality and Durability; Ch. 3, Sec. 3.4 - Transparent Communication and Consumer Engagement	
	417-2 Incidents of Non-Compliance Concerning Product and Service Information and Labelling		Ch. 3, Sec. 3.4 - Transparent Communication and Consumer Engagement	
	417-3 Incidents of Non-Compliance Concerning Marketing Communications		Ch. 3, Sec. 3.4 - Transparent Communication and Consumer Engagement	
GRI 418: Customer Privacy 2016	3-3 Management of Material Topics		Ch. 3, Sec. 3.2 - Safety	
	418-1 Substantiated Complaints Concerning Breaches of Customer Privacy and Losses of Customer Data		Ch. 3, Sec. 3.2 - Safety	

with the support of

ALTIS advisory 
Spin-off dell'Università Cattolica del Sacro Cuore

CONTACTS

Miniconf S.p.A.
Via Provinciale, 1/A - 52010 Ortignano Raggiolo (AR)
Tel. +39 0575 5331 - Email: info@miniconf.it
www.miniconf.it