mariosirtori

2023

SUSTAINABILITY Report

Letter to Stakeholders

Dear Stakeholders,

We are pleased to publish our second Sustainability Report. This year's edition highlights our progress, our goals and reaffirms our ongoing commitment to a sustainable and responsible growth.

Our sector, closely connected to the Italian textile tradition, today requires an approach that combines innovation with sustainability to meet market expectations and show commitment to future generations.

During this past year we have taken significant steps to improve the energy efficiency of our plants and reduce the environmental impact of our processes. We are proud to announce that we earned the STANDARD 100 certification by OEKO-TEX® in 2024 and have held GRS certifications according to the Global Recycled Standard for product sustainability since 2019.

Furthermore, we are improving our waste management, allocating 100% of our production scraps to recycling operations.

A photovoltaic plant has been installed on the roof of our headquarters in Costa Masnaga. This plant will be able to cover 30% of the energy requirements of the site.

This second report testifies to our commitment as a manufacturing company with seventy years of experience to meet the highest standards for quality and craftsmanship, while also promoting positive changes within the community and the textile industry.

We are convinced that collaboration plays a fundamental role in reaching our sustainability goals, and we wish to thank our customers, suppliers, employees and partners for their support and trust.

We are determined to keep our commitment in the future, striving for innovation, improvement and positively contributing to the economy of the textile sector.

Thank you for being part of this journey.

Giulio Sirtori

MARIO SIRTORI

from family business to global presence

Passion, intuition and vision were Mario Sirtori's inspiration when he established his company in 1955.

An enterprise with a clear identity, well rooted in its territory but, at the same time, with a global vocation. Today, Mario Sirtori, is a company where tradition blends with the drive for innovation and future achievements, a story to be written by the ideas, passion, and skills of new generations.

Mario Sirtori is a leading producer of fabrics and velvets for interior design and furnishings, recognized for the quality of its products, the result of the perfect combination of industrial technology and artisanal production techniques and methods.

What can be described as a true “woven passion” is every day transformed in high-end products: fabrics and velvets that upholster many of the most iconic pieces of contemporary interior design.

OUR TIMELINE

1955
Foundation

1960
Production is transferred from the old spinning mill to Costa Masnaga and the construction of the first production hub

1965
Expansion of the Costa Masnaga headquarters

1985
New production site in Renate

1990
Further expansion of the site in Costa Masnaga

1992
Velvets division

2007
Establishment of Geman Textile s.r.l.

2010
Contract division

ONE
mariosirtori

MADE IN ITALY

Creativity, skills, craftsmanship, innovation, and above all, passion, love and dedication to one's work: these are the characteristics of our Made in Italy.

Mario Sirtori products are manufactured entirely in Italy in our facilities in Costa Masnaga and Renate. Verticalization means that our entire production cycle, from warping, to weaving, dyeing and finishing processes, is fully carried out in our production plants.

"Made in Italy" also reflects in our procurement strategies: 94% of our suppliers of services and 92% of our suppliers of materials are Italian.

OUR PURCHASING IN THE ITALIAN TERRITORY

94% Service Providers

92% Suppliers of Materials

OUR GOVERNANCE MODEL

The corporate governance is structured according to a traditional administration and control model, and consists of the following bodies:

THE BOARD OF DIRECTOR, composed of a chairperson, two directors and two managing directors.

THE BOARD OF STATUTORY AUDITORS, which oversees compliance with the law and the Articles of Association, as well as compliance with proper administration principles, i.e. the adequacy of the organizational, administrative and accounting structure adopted by the company.

The Board is composed of 3 acting statutory auditors and 2 alternate statutory auditors.

The functional organizational chart, in its latest 2023 revision, reflects the corporate vertical structure and the specialization of skills, yet it is adequately structured for effective decision-making processes.

GENERATED ECONOMIC VALUE

Mario Sirtori recorded a slight decrease (-6%) in 2023 compared to 2022, the year in which the highest peak in turnover was recorded since foundation.

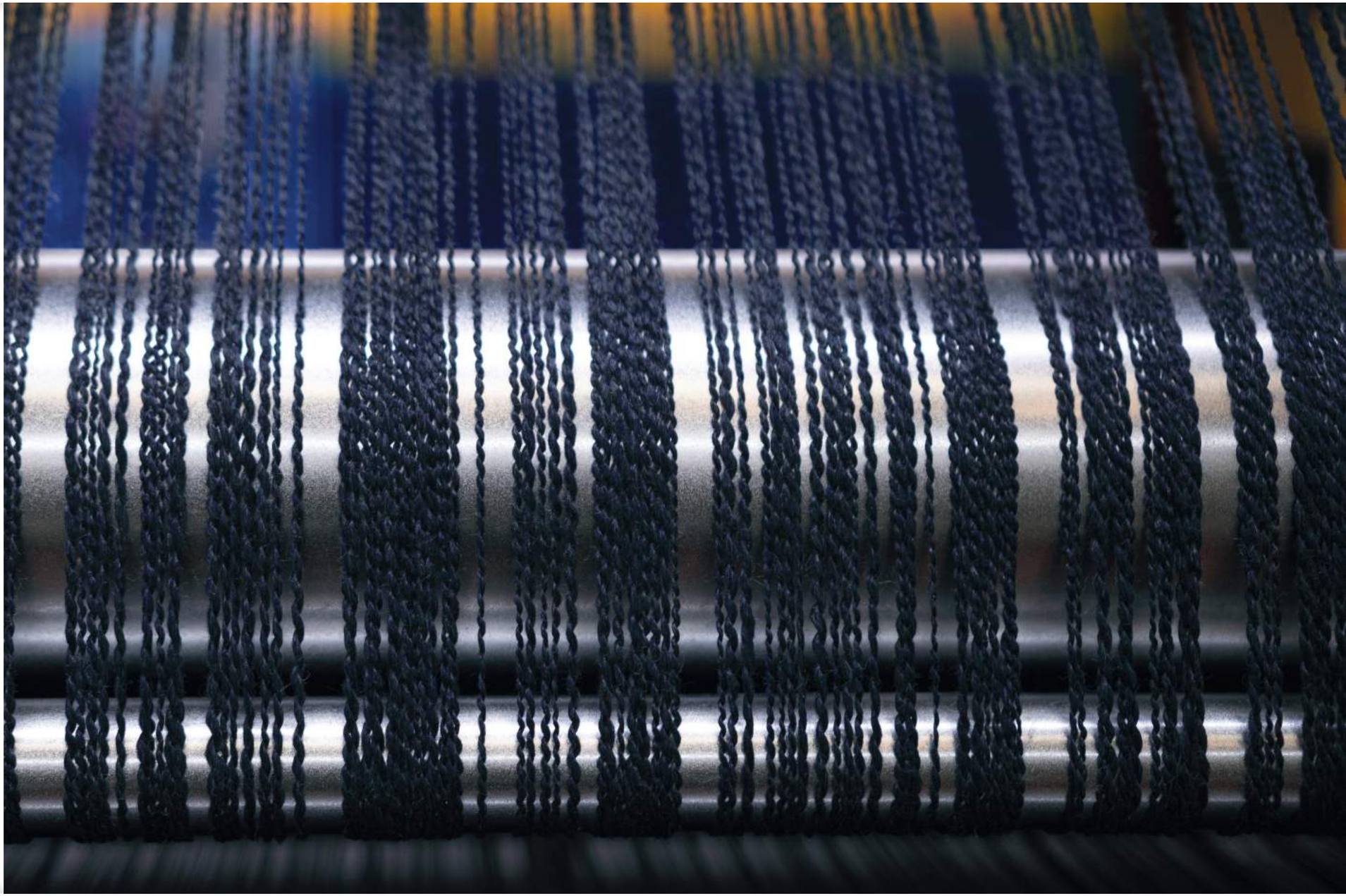
Generated revenues amounted to 33.759.688 € in 2023.

Economic value directly generated: revenues

32.734 K€
year 2021

39.863 K€
year 2022

33.759 K€
year 2023



OUR COMMITMENT TO SUSTAINABILITY

The concept of sustainability for us translates into the way in which we do our day-to-day job: from pursuing and maintaining high ethical standards, promoting health and safety in the workplace, to searching for natural materials and finally never stopping to improve and innovate our production processes.

In compliance with the directive of the United Nations, we made specific commitments to contribute to the following primary DSGs:

The company is actively working to promote health and safety in the workplace by implementing good practices to prevent accidents, injuries and occupational diseases.

Find out about our commitment on page 11.

The correct management of natural resources, the management of scraps and waste from a perspective of circular economy, investments in renewable energy supplies.

Find out about our commitment on page 18.

Responsible material consumption and technological innovation as a response to more efficient production with a lower environmental impact.

Find out about our commitment on page 31.

THE FOCUS ON OUR PEOPLE

The company has consistently focused on its employees fostering a strong bond between the Sirtori family and the staff. This connection created a strong sense of belonging which significantly contributes to the success of the business.

The important increase in the economic value generated has also been made possible thanks to the crucial contribution of each employee.

As of 31st December 2023, the company employed 113 people, a figure in line with previous years. The majority of workers are in the 30 to 50 age group.

Almost all of Mario Sirtory personnel (and 67% of employed senior managers) come from local communities close to the production sites.

2021

8 Employees under the age of 30

72 Employees aged between 30 and 50

32 Employees over the age of 50

2022

7 Employees under the age of 30

69 Employees aged between 30 and 50

34 Employees over the age of 50

2023

7 Employees under the age of 30

72 Employees aged between 30 and 50

34 Employees over the age of 50

COMPANY WORKFORCE

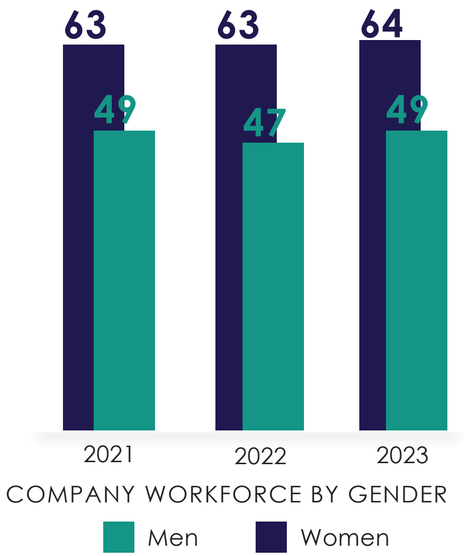
112 year 2021

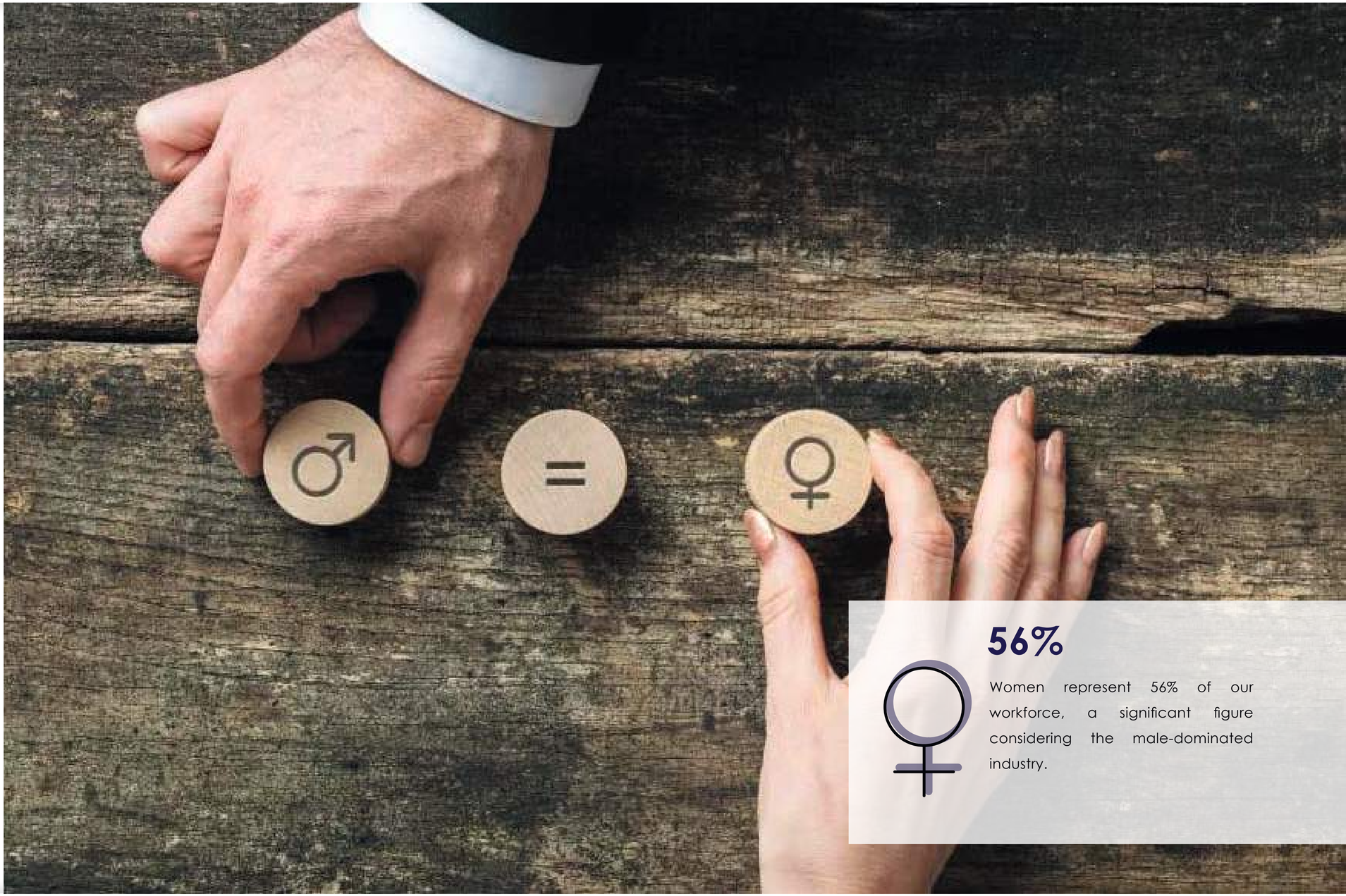
110 year 2022

113 year 2023

INCLUSION AND DIVERSITY

An inclusive organization needs to manage diversity as an added value, engaging all employees and encouraging their aspirations and abilities. At Mario Sirtori, all efforts are aimed at fostering an open and positive company culture that creates the necessary conditions for professional and personal fulfilment, with an emphasis on work-life balance.





56%

Women represent 56% of our workforce, a significant figure considering the male-dominated industry.

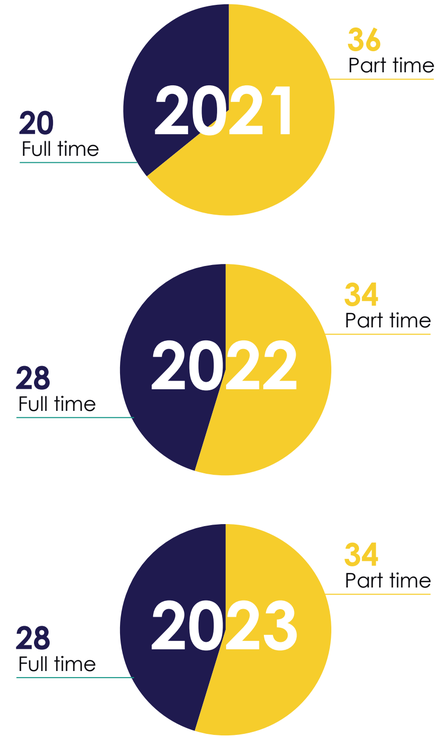
The company focuses on creating suitable working conditions for all employees' wellbeing. Mario Sirtori provides part-time work opportunities to nearly

60% f its female employees,
and almost

100% of total employees hold a permanent work contract.

2021	2022	2023
112 Permanent contract	**108** Permanent contract	**112** Permanent contract
	2 Fixed end contract	**1** Fixed end contract

FEMALE EMPLOYEES BY TYPE OF CONTRACT



PERSONNEL TURNOVER AND NEW HIRES

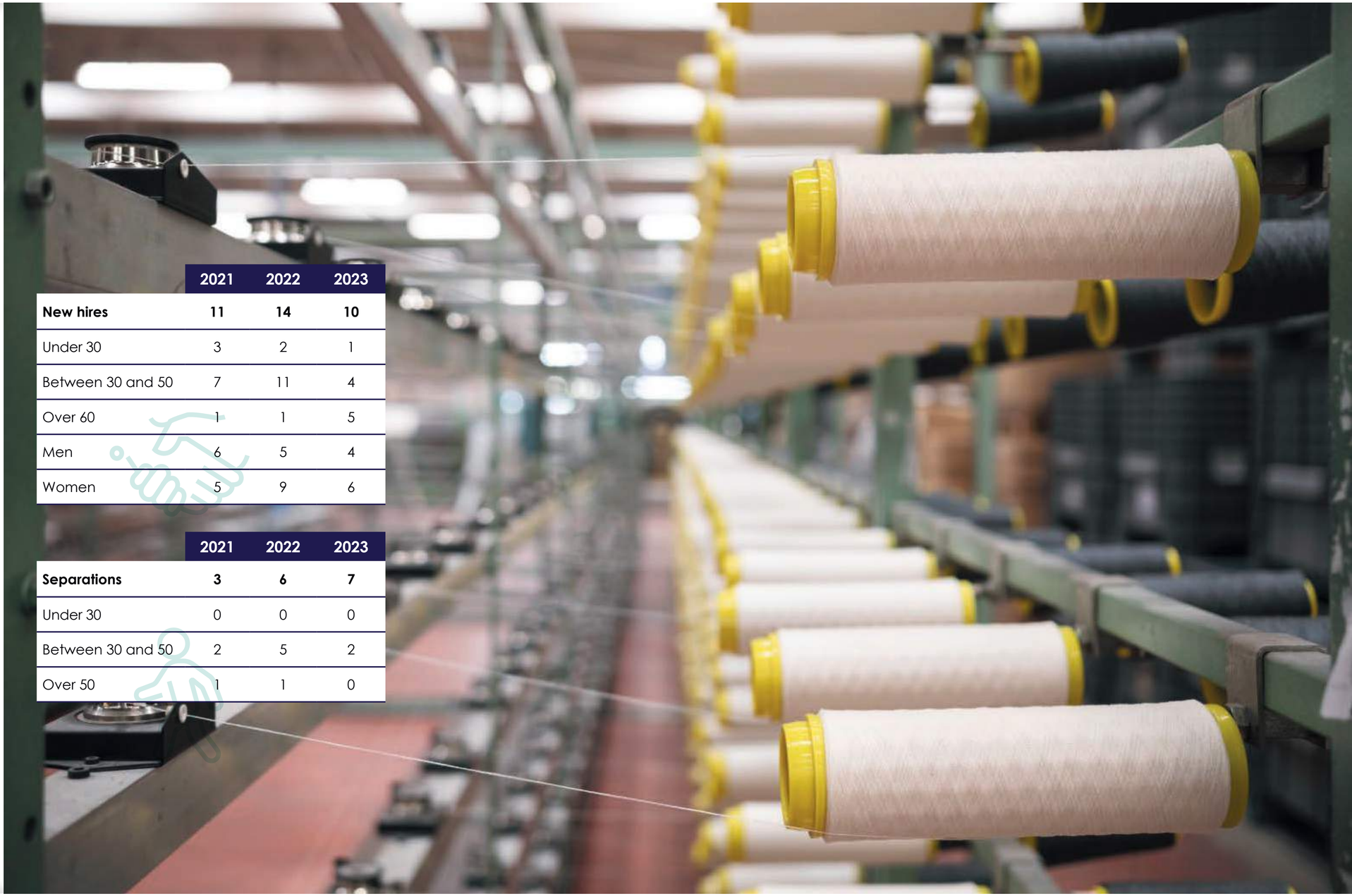
We constantly monitor employee turnover to gauge corporate climate, plan new recruitments and implement training and employee mobility programs.

In 2023 there was an increase in the personnel turnover rate, to 18%, mainly due to several employees leaving the company to retire.

Staff was reinstated giving preference to young people and women.

	2021	2022	2023
New hires	**11**	**14**	**10**
Under 30	3	2	1
Between 30 and 50	7	11	4
Over 60	1	1	5
Men	6	5	4
Women	5	9	6

	2021	2022	2023
Separations	**3**	**6**	**7**
Under 30	0	0	0
Between 30 and 50	2	5	2
Over 50	1	1	0



SAFETY IN THE WORKPLACE

All company activities are monitored and follow a strict protocol aimed at preserving the physical integrity of our collaborators and ensuring clean and healthy work environments in compliance with current regulations. Our ongoing commitment has resulted in only 2 work-related injuries in 2023.

To minimize occupational risks, regular inspections are conducted by the medical doctor and the Head of the Prevention and Protection Service (in Italian RSPP) in both offices and production areas. These inspections aim at identifying potential hazards and implementing prevention and protection measures for workers.

Workers also communicate with their TUR (Trade Union Representative), their WHSR (Workers' Health and Safety Representative) and with their company supervisors to report any issues to be later shared with corporate management.

A dedicated e-mail address is available to personnel to report potential risks and/or irregularities in a quick and traceable manner to their WHSR. Meetings and training sessions are organized on a regular basis to educate personnel on occupational health and safety issues.

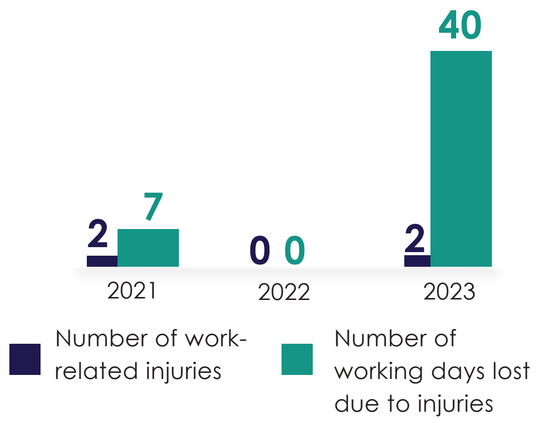
Each Department Manager oversees their team activities, monitoring potential issues, proposing appropriate solutions and the adoption of PPEs to ensure workers' safety. Employees in various departments are exposed to different risks, related to their job description.

Main risks include forklift traffic, using sharp instruments (such as scissors) or the exposure to noise produced by the looms.

The company has put in place measures aimed at minimizing risks for workers.

During the three-year reporting period, there were no serious occupational accidents; 2 injuries (a burn and a muscular trauma) were reported in 2023, resulting in an increase in the number of days lost.

WORKPLACE INJURIES



In addition to risk monitoring and management, Mario Sirtori is committed to ensuring that each employee receives general and specific health and safety training courses across all corporate levels on a regular basis.

The company has implemented the mandatory courses stipulated by the State/Regions, along with required refresher courses for WHSR and supervisors.

There was a decrease in total training hours in 2023 because mandatory courses must be provided over a period of 5 years, as per State/Regions agreement, and they are planned annually in accordance with internal needs.

TOTAL NUMBER OF HEALTH AND SAFETY TRAINING

ENVIRONMENTAL SUSTAINABILITY

Mario Sirtori has always paid the utmost care in preserving the territory in which it operates and its natural resources. The concept of environmental sustainability has evolved over time. Engineering solutions to reduce the environmental impacts of our production processes were introduced and special attention has been paid to the materials used and our supply chain.

Mario Sirtori direct impacts include the following environmental aspects.

ENERGY

Electricity and methane gas are used in the company sites of Costa Masnaga and Renate for production processes.

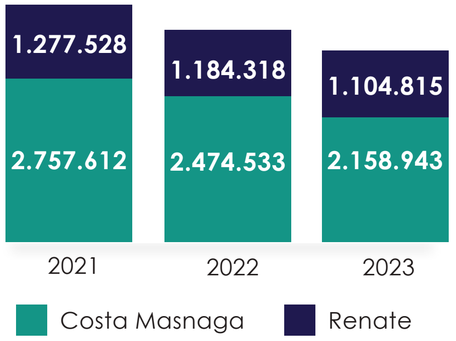
Mario Sirtori focuses on two main aspects when managing electricity:

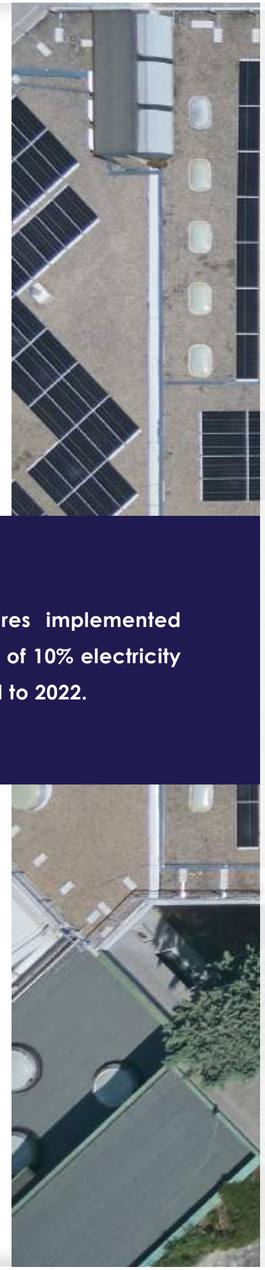
Reducing internal consumption

Using energy from renewable sources

Electricity consumption is constantly monitored in both sites to identify improvement measures aimed at its reduction.

PURCHASED ELECTRICITY (kWh)





The energy efficiency measures implemented resulted in an overall reduction of 10% electricity consumption in 2023 compared to 2022.

A photovoltaic plant is under construction on the roof of our headquarters in Costa Masnaga. This plant will be able to meet

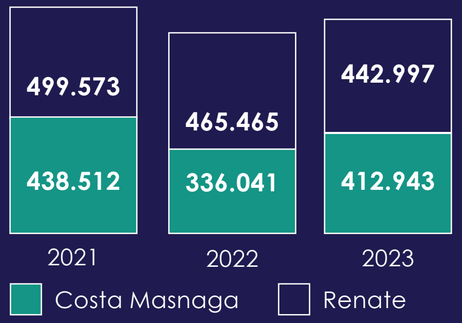
30% **of the site energy consumption from renewable sources**

An investment of over €600.000 has been allocated for the project; works started in February 2023 and are currently awaiting licensing.

Methane gas consumptions are also being constantly monitored in both production sites.

Reducing methane gas consumption has been made possible by innovative engineering solutions applied to our production equipment.

PURCHASED NATURAL GAS (Smc)



The consumption of natural gas in the 2021-2023 three-year period was fairly constant. The 10% reduction of methane gas consumption in 2022 compared to 2020 was achieved by replacing a traditional burner boiler with a modern steam generator. In addition, in the last 4 years, all thermal unit burners have been replaced with innovative systems with a 30% saving in fuel consumption.

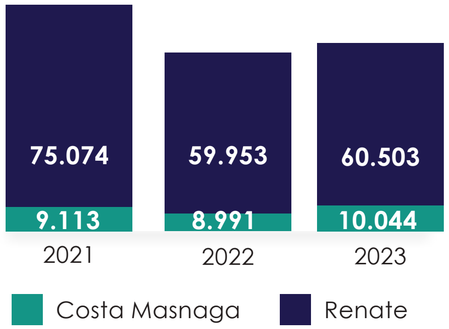
WATER

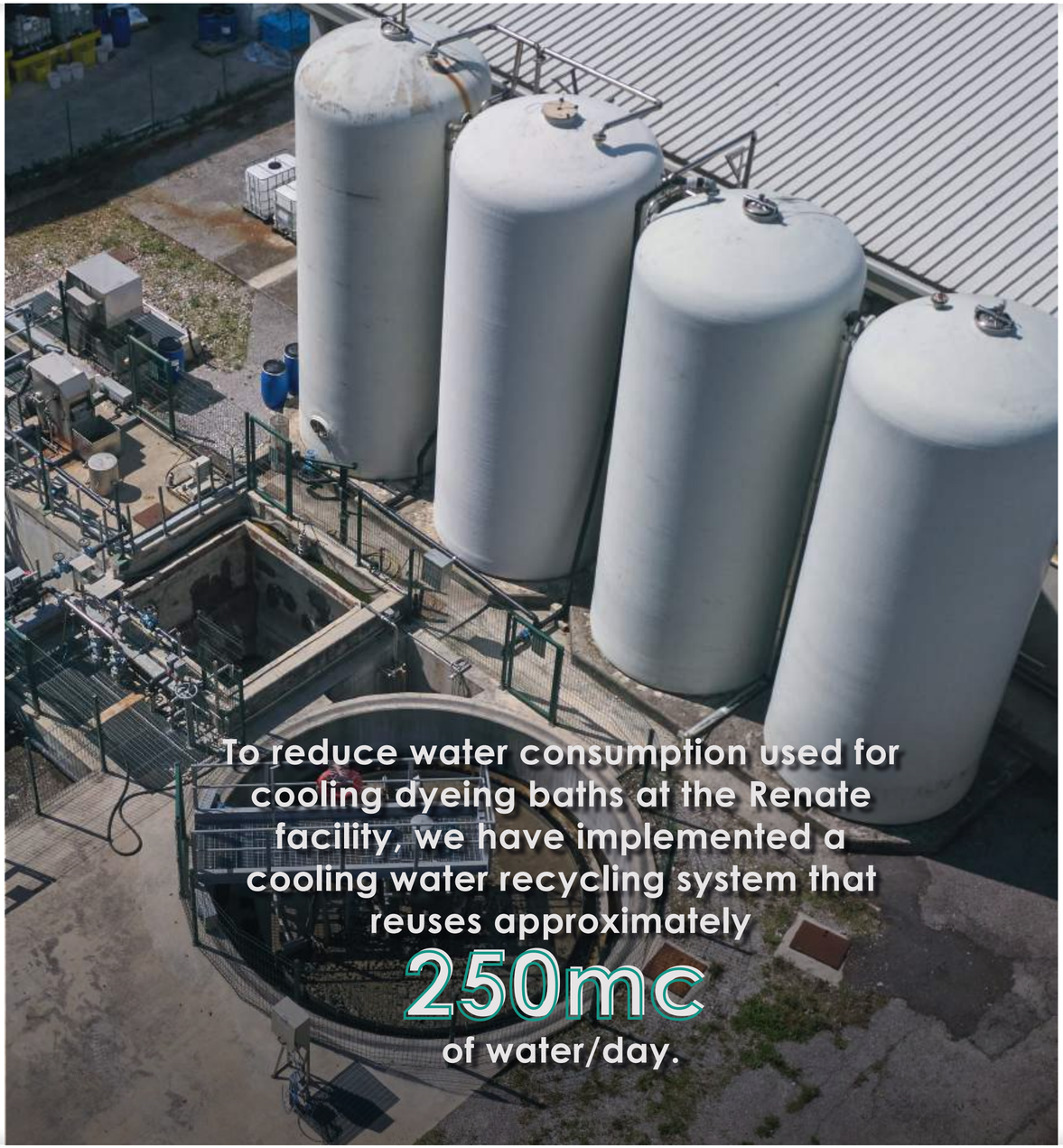
Responsible management of water resources is fundamental to guarantee sustainable production. Water consumption for production processes is almost entirely attributable to dyeing and finishing processes at the manufacturing facility in Renate. In 2023 they affected 86% of overall water consumption for the company.

At the Costa Masnaga site, water is used for steaming processes and wet scrubbing technology used to control airborne emissions.

Water is exclusively supplied by the municipal aqueduct; the following chart shows consumption detail divided by production site.

WATER WITHDRAWAL BY SITE (mc)

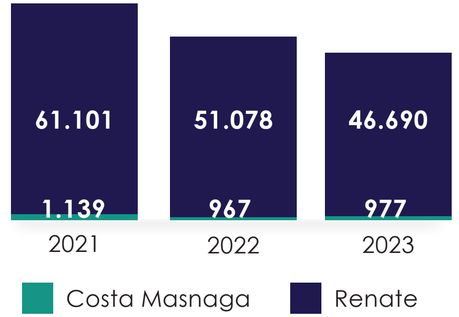




All wastewater is discharged into the municipal public sewer system, following verification of compliance with limit values. Water effluents undergo a first purification treatment in our biological water treatment plant in Renate, before being sent to the consortium wastewater treatment plant; the sludge resulting from the treatment process is disposed of as waste. The construction of a sludge dewatering plant, to significantly reduce its weight and volume, is currently being evaluated.

The following chart shows the volumes of water discharged in the public sewer system from each site. Please note that water effluents from the Costa Masnaga site are to be fully attributed to household use, since water used to steam fabrics is completely dispersed by evaporation.

WASTEWATER BY SITE (cm)



EMISSIONS IN THE ATHMOSPHERE

Adequate measures have been implemented to minimize the release of pollutants into the atmosphere. Emission abatement plants, which use grid technology to reduce said pollutants, have been installed at the Costa Masnaga site to prevent the release of volatile organic compounds (VOCs) resulting from the use of solvents in the finishing processes. All emission points to be found at the site are authorized as per the Single Environmental Authorization and are constantly monitored to verify conformity with limit values.

Emissions into the atmosphere at the Renate site are produced by steam generators and the pigments testing laboratory.

CO_2 equivalent emissions resulting from Mario Sirtori activities in the 2021-2023 three-year reporting period were calculated for timely monitoring.

In light of recent updates on the calculation of Scope 2 emissions from purchased electricity, it was deemed necessary to rectify the value of emissions produced from the market-based calculation compared to the previous year.

This is due to the fact that the quantity of renewable energy listed in the supplier's contract is not covered by Guarantees of Origin, therefore a specific conversion factor, which takes into account domestic production from non-renewable sources was used.

Emissions were calculated using the GHG Protocol, which is an internationally recognized protocol followed to measure and manage Greenhouse Gas (GHG) emissions.

This first analysis examined the following emission sources:

Scope 1: direct emission

Scope 2: indirect emissions resulting from the consumption of electricity in the company sites. Emissions were calculated using location based and market-based methods.

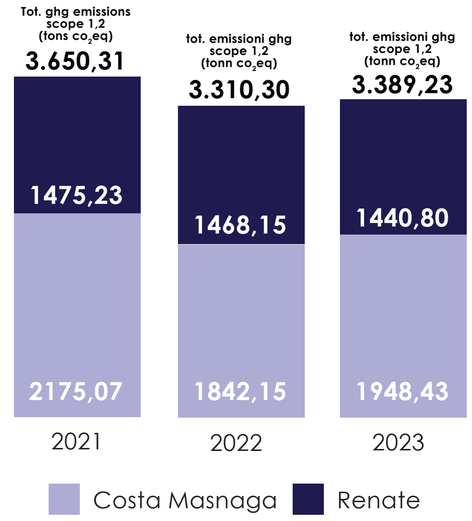
The Location Based (LB) method uses conversion factors based on to the domestic average energy mix. The Market Based (MB) method considers the energy supplied to the electric grid by the Organization's supplier, net of Guarantees of Origin. This value better reflects the actual situation.

In light of recent updates on the calculation of Scope 2 emissions from purchased electricity, it was deemed necessary to rectify the value of emissions produced from the market-based calculation compared to the previous year.

This is due to the fact that the quantity of renewable energy listed in the supplier's contract is not covered by Guarantees of Origin, therefore a specific conversion factor , which takes into account domestic production from non-renewable sources was used.

CO_2 EQUIVALENT EMISSIONS

(Scope 1 + Scope 2 market based)



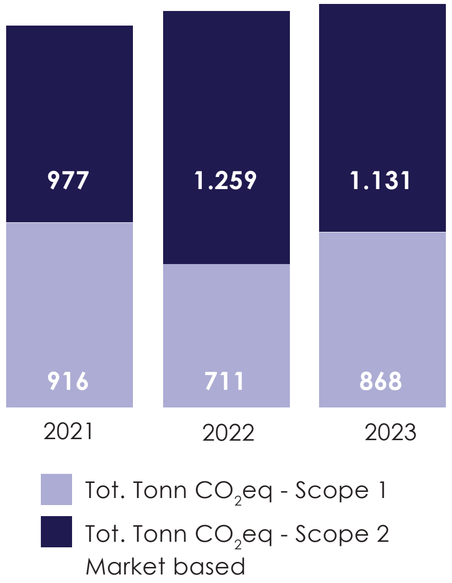
In addition to the investments for energy efficiency finalized at reducing CO_2 equivalent emissions, in the year 2022 and throughout 2023 we launched a project to compensate our emissions by planting and monitoring 200 trees, which will absorb proximately

4.000 kg **CO_2 equivalent each year in the course of their useful life.**

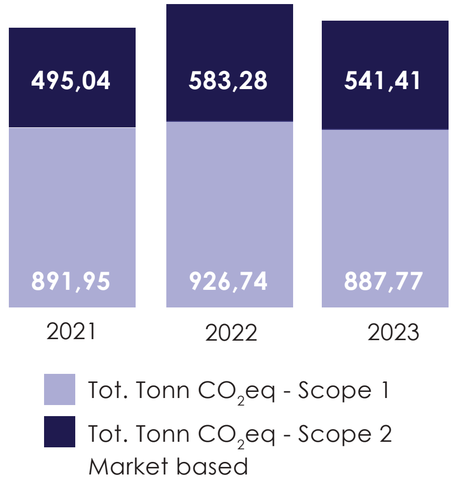
The project was developed by ONE Mario Sirtori as part of the launch of the "0 Waste" textile line, which consists of GRS certified sustainable and recycled fabrics.

The following chart details the emissions of CO_2 equivalent (Scope 1 and 2) from the Costa Masnaga and Renate sites in the 2021-2023 three-year reporting period:

COSTA MASNAGA - GHG



RENATE - GHG

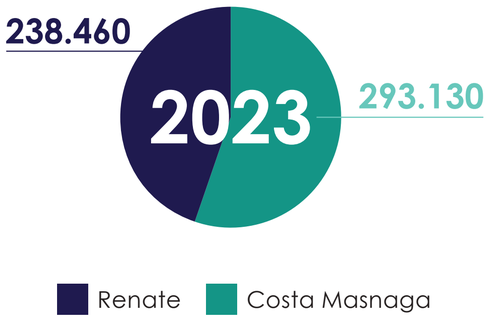


WASTE AND CIRCULAR ECONOMY

Mario Sirtori recognizes that correct waste management is paramount for manufacturing processes to be truly respectful of the environment. For several years waste from production processes has been carefully sorted in the Costa Masnaga and Renate facilities.

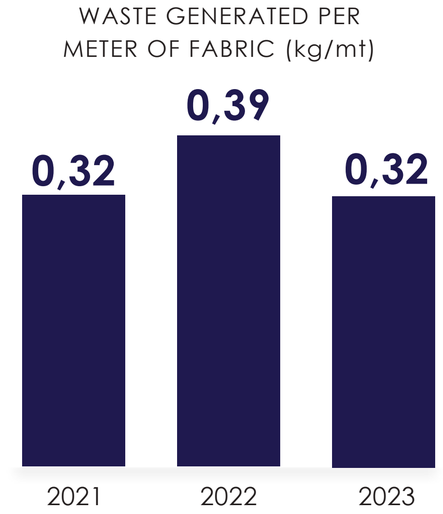
The site in Costa Masnaga generated the highest, if slightly so, amount of waste in 2023, as shown in the following chart:

GENERATED WASTE (kg)



The average waste generated in the three-year reporting period equals 0,34 kg of waste per meter of fabric produced.

The following chart shows the trend in the 2021-2023 three-year period:



The amount of hazardous waste generated by both sites was reduced to less than 1% of the total, thanks to the careful selection of materials used.

100% of the waste is sent for recovery

In addition, thanks to the strong partnerships established with local waste management companies, 100% of overall waste generated in 2022 and 2023 was reclaimed for material or energy.

Below is the breakdown of the waste volumes generated by each production site:

Costa Masnaga

Waste generated in 2022 by the site in Costa Masnaga was 100% non-hazardous. In 2023 there was a substantial reduction in the weight of waste generated.

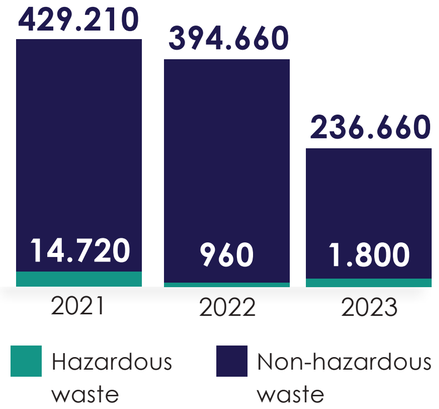
Nearly 60% of waste generated by the site in Costa Masnaga comes from textile scraps (CER 04.02.22 – scraps from processed textile fibers), as shown in the following chart:

Following the principles of circular economy, textile scraps are reclaimed and used as secondary raw material for insulating and soundproofing in the automotive and construction sectors.

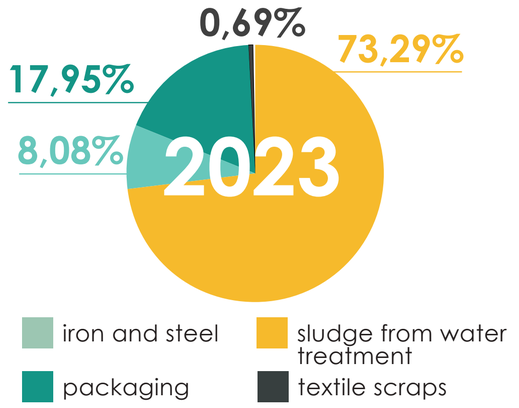
Thread bobbins are made of plastic which is entirely recycled.

Renate

GENERATED WASTE (kg)



TYPE OF GENERATED WASTE (kg)



73% of waste generated by the site in Renate in 2023 consists of sludge from the water treatment plant (CER-04.02.20 sludge from local effluents treatment). Volumes generated are considerable due to the fact that they are in liquid form.

We are evaluating the possibility to build a sludge dewatering plant at the Renate facility, to reduce the number of shipments necessary for waste disposal. The plant would reduce the weight and volume of this type of waste with significant benefits in terms of emissions generated during shipment.

RESPONSIBLE PRODUCTION AND TECHNOLOGICAL INNOVATION

"We have great expectations and hold ourselves to high standards, which means working hard but believe it to be the only way to guarantee the highest quality for our customers."

Quality and Responsibility are the result of a continuous pursuit of excellence.

These values are fundamental to all our activities: from fabric design to the selection of raw materials, from evaluating suitable technological equipment for optimal production efficiency to quality control throughout the entire production process.

OEKO TEX® STANDARD 100
18CX00015
CENTROCOT
www.oeko-tex.com

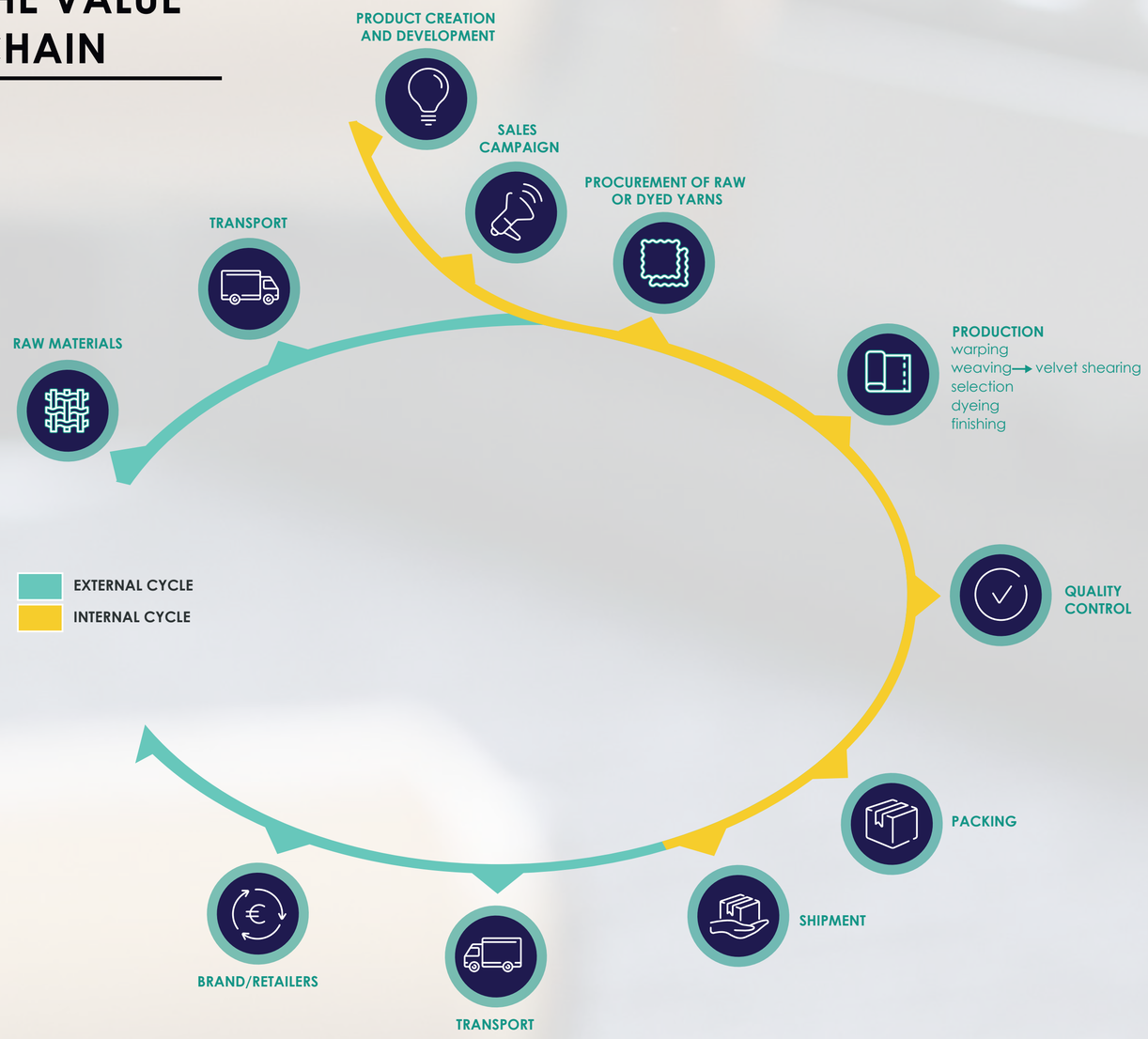
Global Recycled Standard
Certified by ICEA
ICEA-TX-1024

Trevira CS Club
Silver Member
2024

5 YEARS GUARANTEE

OUTPERFORM

THE VALUE CHAIN

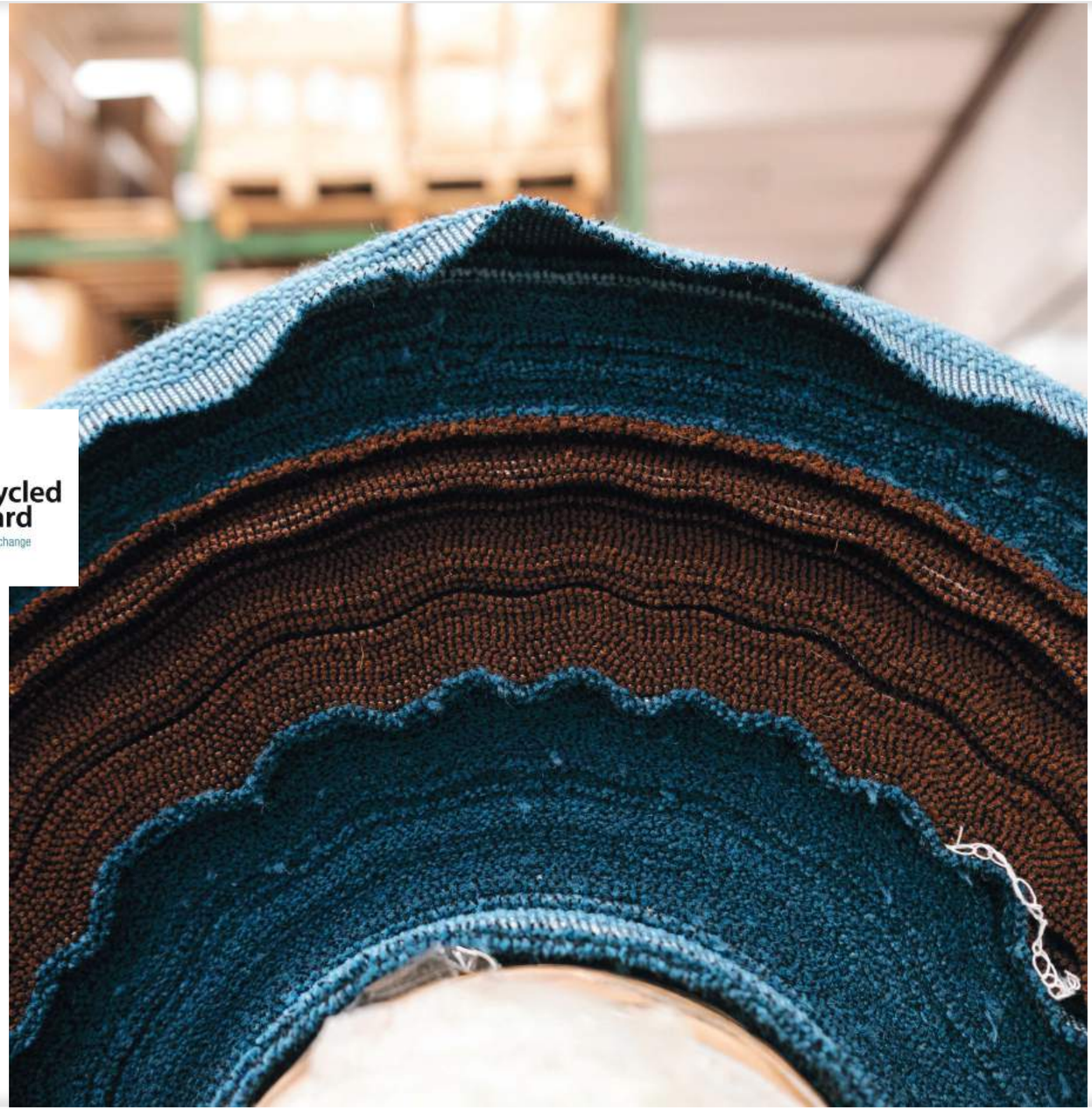


OUR MATERIALS

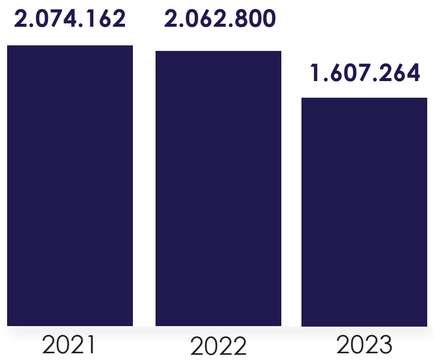
Mario Sirtori primarily uses blend yarns made from natural, artificial and synthetic fibers for its products. The company has been certified according to STANDARD 100 OEKO-TEX® since 2024 and according to the Global Recycled Standard (GRS 4.0:2017) since 2019.

OEKO TEX® STANDARD 100 18CX00015 CENTROCOT www.oeko-tex.com

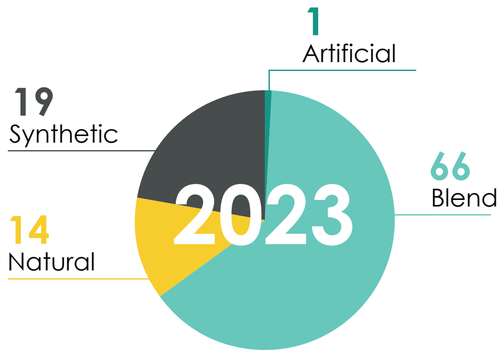
Global Recycled Standard ©TextileExchange Certified by ICEA ICEA-TX-1024



TOTAL PURCHASES OF YARNS (Kg)

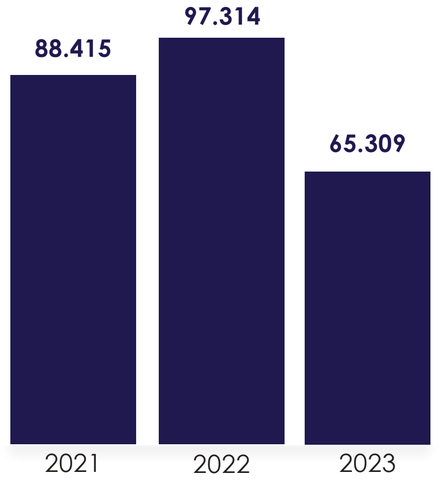


COMPOSITION OF PURCHASED YARNS(%)



The following chart shows the total purchases of GRS certified recycled yarns.

TOTAL PURCHASED GRS YARNS(Kg)



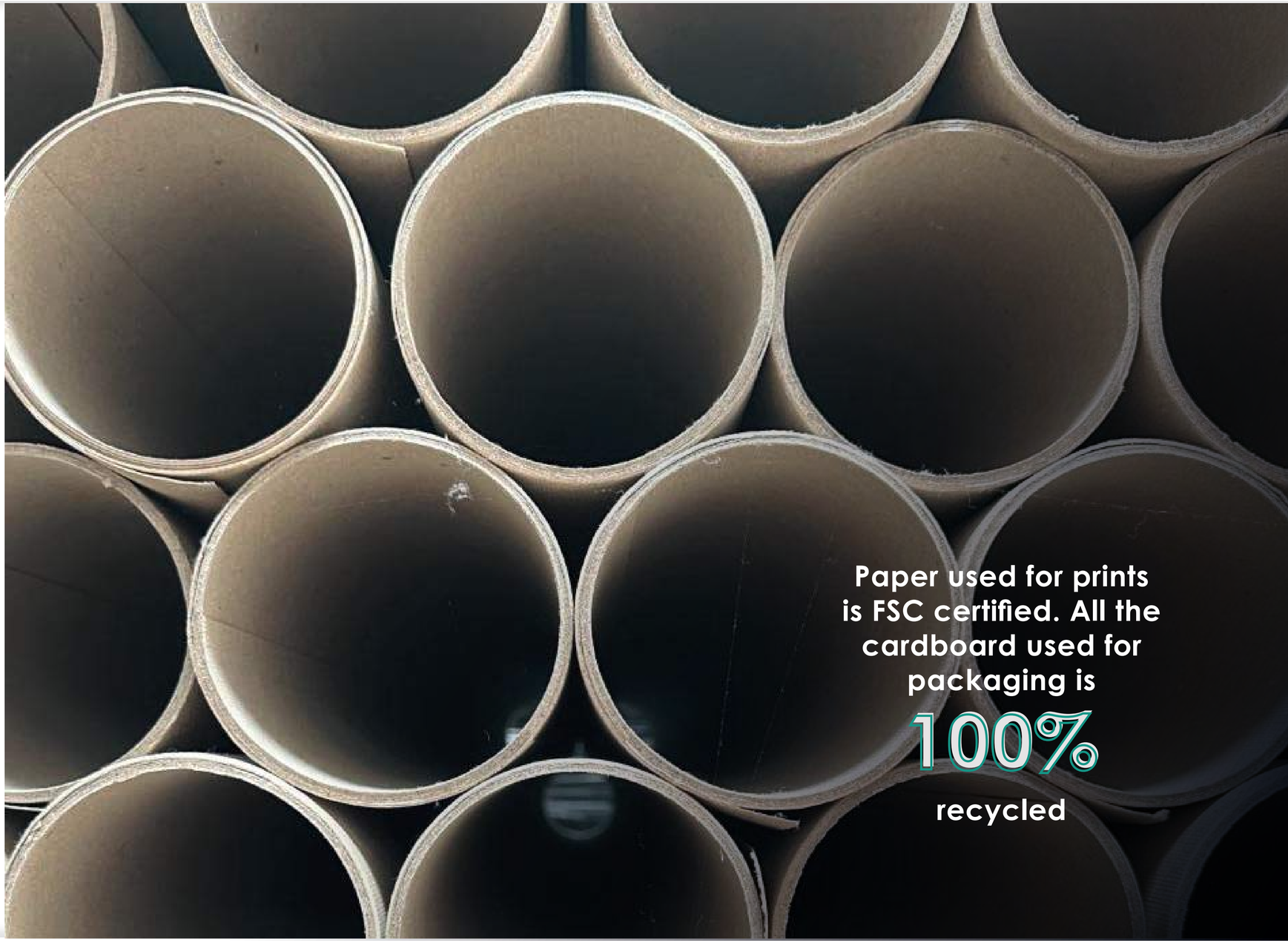
Paper used for prints is FSC certified. All the cardboard used for packaging is 100% recycled. Consumption of paper and cardboard is decreasing in line with the decrease in production and the economic value both directly and indirectly generated .

PRINTING PAPER (Nr)

100% RECYCLED CARDBOARD PACKAGING (KG)

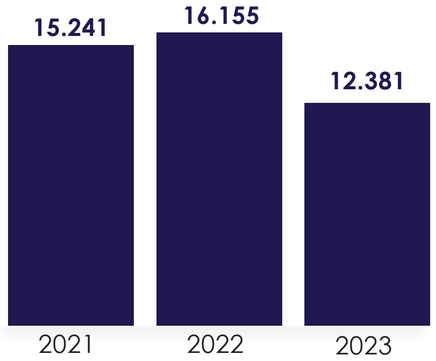
100% RECYCLED CARDBOARD TUBES FOR FABRIC BOLTS (Nr)

2021 2022 2023



Plastic is primarily used to protect fabric bolts during transportation. The company is actively seeking alternative solutions, including recycled plastic, to replace virgin material

VIRGIN PLASTIC - STRETCH ROLLS(Kg)

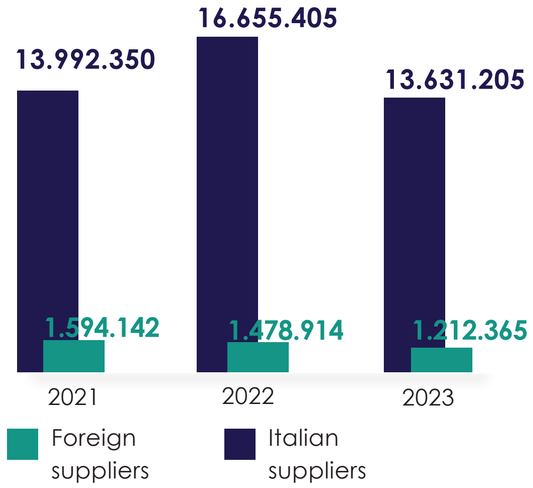


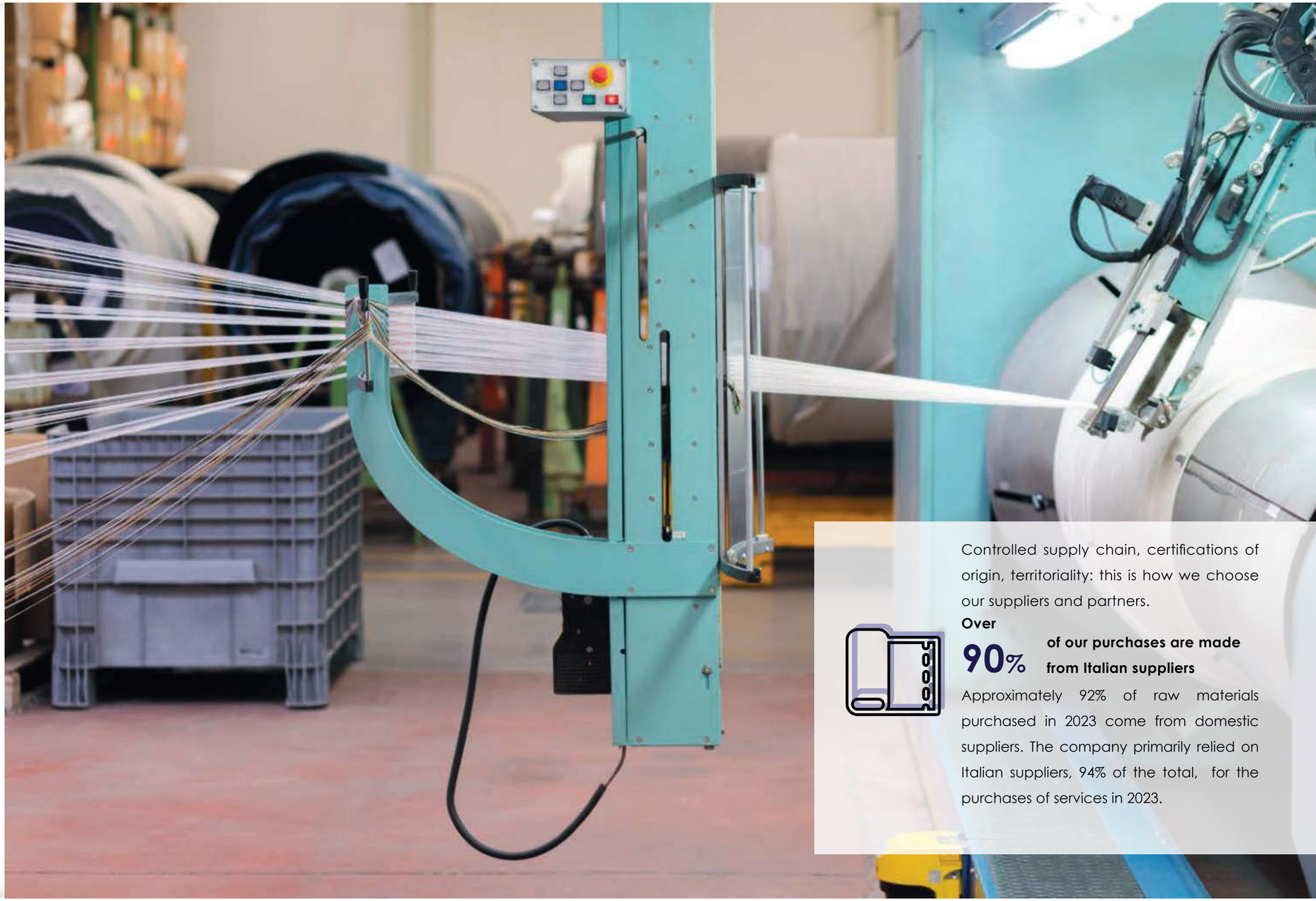
CONTROLLED SUPPLY CHAIN

Mario Sirtori relies on local manufactures for the supply of raw materials for its manufacturing processes.

Controlling the supply chain is a fundamental element to reach the highest quality standards that can only be found in a supply chain that is almost entirely Made in Italy.

PURCHASES OF RAW MATERIALS FROM DOMESTIC SUPPLIERS(€)





Controlled supply chain, certifications of origin, territoriality: this is how we choose our suppliers and partners.

Over

90% **of our purchases are made from Italian suppliers**

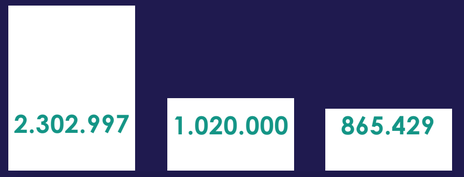
Approximately 92% of raw materials purchased in 2023 come from domestic suppliers. The company primarily relied on Italian suppliers, 94% of the total, for the purchases of services in 2023.

4.0 TECHNOLOGY

We are constantly looking for more efficient and sustainable alternatives to lower our energy consumption.

Our digital and interconnected plants allow us to operate with a more flexible and productive production and business model.

TOTAL INVESTMENTS
IN INDUSTRY 4.0 (€)



Being competitive in industry today necessarily requires a technological revolution which fosters digital transition and environmental sustainability processes. With this in mind, we, at Mario Sirtori, never stop our research for innovation and development.

More than 4.150.000 € were spent on innovative plants and machinery over the three-year period in accordance with Industry 4.0 criteria.

ONE
by Mario Sirtori

One is the first number, a starting point. A number which implies exclusivity. A short name that encompasses two generations of our history.

ONE is the brand created by Mario Sirtori for our Contract sector. It is the symbol that conveys a business idea, a corporate division, and a structure specifically dedicated to research and production.

A dynamic initiative that has drawn and continues to draw inspiration and motivation from our passion for textiles. ONE caters to architecture firms, designers and companies on a global level with its versatile range of creations, offering not only its technological know-how and a fully autonomous manufacturing line , but also the assistance of highly qualified, internally trained professionals.

ONE can be found in 5 continents, predominately concentrated in the most important areas for the contract sector: Europe (United Kingdom, France, Germany and Scandinavia), to non-European markets, such as the USA and Japan.

SALES TURNOVER

7,447 MLN €

LINEAR METERS OF FABRIC SOLD

240.000

including **56.9** of velvets

MARKETS SERVED

5 CONTINENTS

66 COUNTRY

Italy
84,35 %

rest of the world
15,64%

APPENDIX

METHODOLOGY NOTE

SCOPE, PURPOSE AND CONTENTS OF THIS REPORT

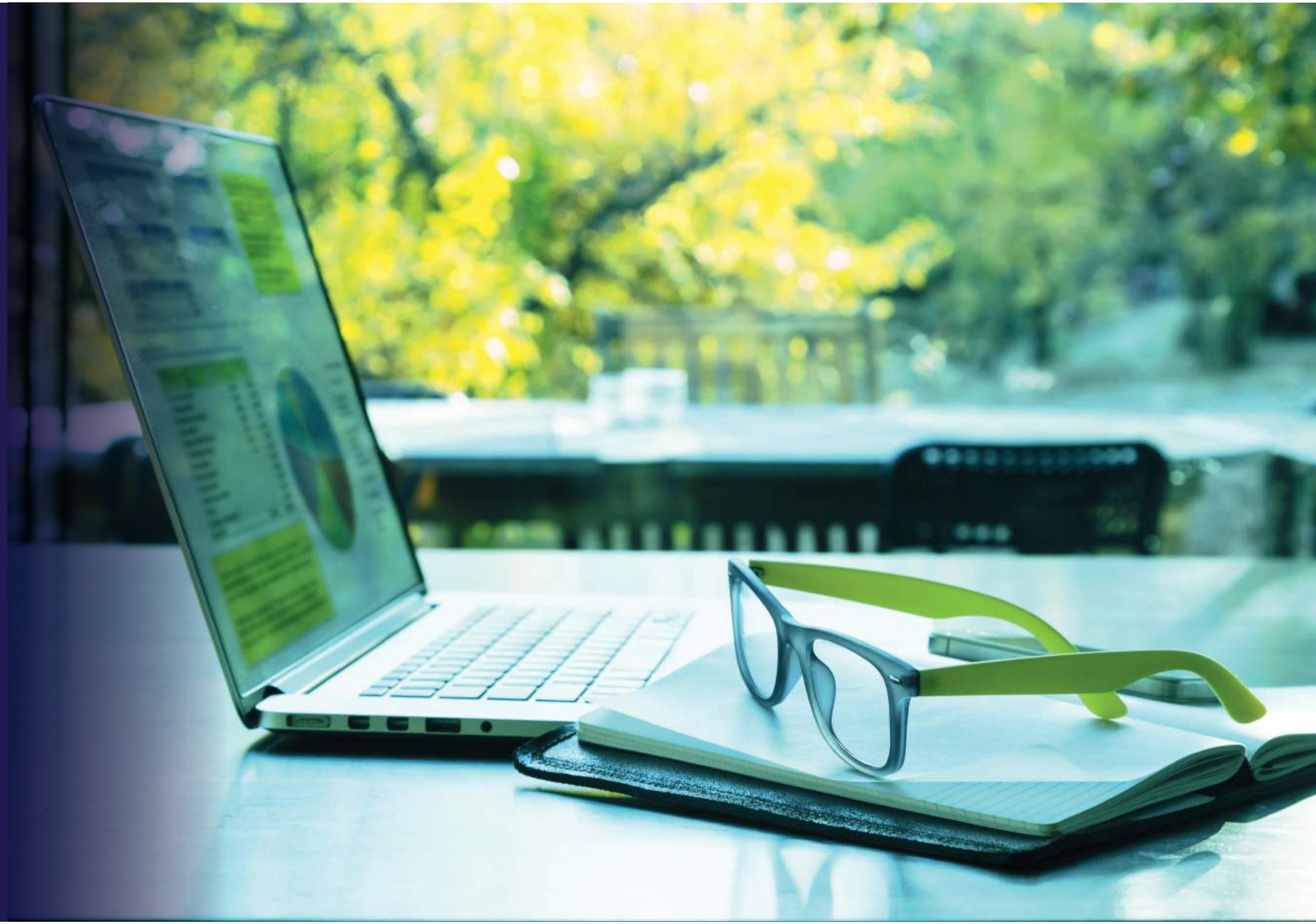
This Sustainability Report is addressed to all Mario Sirtori stakeholders. Its purpose is to detail the actions taken regarding the ESGs topics and, by doing so, meet the expectations of all stakeholders.

This document examines the entire organizational, economic, environmental and social context, both inside and outside the company's premises, to ensure understanding of its activities, results and impacts.

This document was prepared in accordance with the "Sustainability Reporting Standards" set forth by the Global Reporting Initiative (GRI) 2021 version - "with reference" option.

Mario Sirtori has therefore started a process to identify the "relevant" topics which, in January 2023, were discussed with the main internal and external stakeholders as described in paragraph 2 of the "Materiality analysis and material aspects".

To align the company's objectives with the goals established by the international community, relevant UN 2030 Agenda SDGs have been linked to material issues.



SCOPE OF THIS REPORT

The reporting scope encompasses Mario Sirtori S.p.A's locations in:

Via Papa Giovanni XXIII, 10
(23845) Costamasnaga - Italy

Via Concordia, 4
(20838) Renate Brianza - Italy

The words "Mario Sirtori", "the Organization" or "the Company" contained in the text of this report and this note are to be intended as Mario Sirtori S.p.A. with its previously listed production sites.

The company Geman Textile S.r.l. – owner of the ONE mariosirtory brand – mentioned in the text, is not included in the scope of this report.

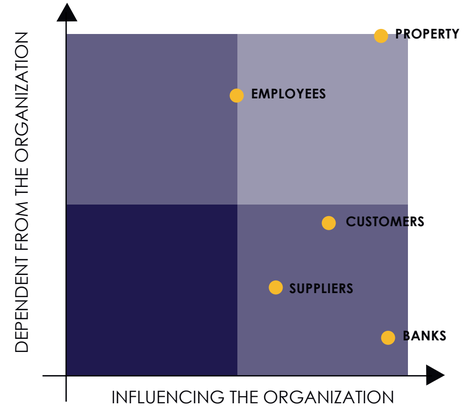
MATERIALITY ANALYSIS AND MATERIAL TOPICS

The materiality matrix provides a graphic representation of the "material" issues which are priorities for the Organization. Said representation is the result of a process of consultations, analysis and evaluation of the relevance of the materiality issues or topics based on a list compiled by Mario Sirtori. This list identifies the issues that have a greater impact on the value chain.

The analysis of material topics was defined in 3 main phases:

1. Training courses offered to the main corporate departments to introduce sustainability principles and ESG criteria;
2. Mapping of stakeholders and their classification according to a dependency and influence matrix to the Organization (the results are shown below);
3. Interviews with the managers of the main corporate functions with the purpose of identifying the main elements of their activities, establishing interest in sustainability issues and identifying the relevant projects/initiatives that can be the topic of specific reporting;

The stakeholders' mapping phase begins by listing the interested parties identified by the internal functions. The following matrix, which categorizes the main stakeholders as either dependent on or influencing the Organization was created after the interviews

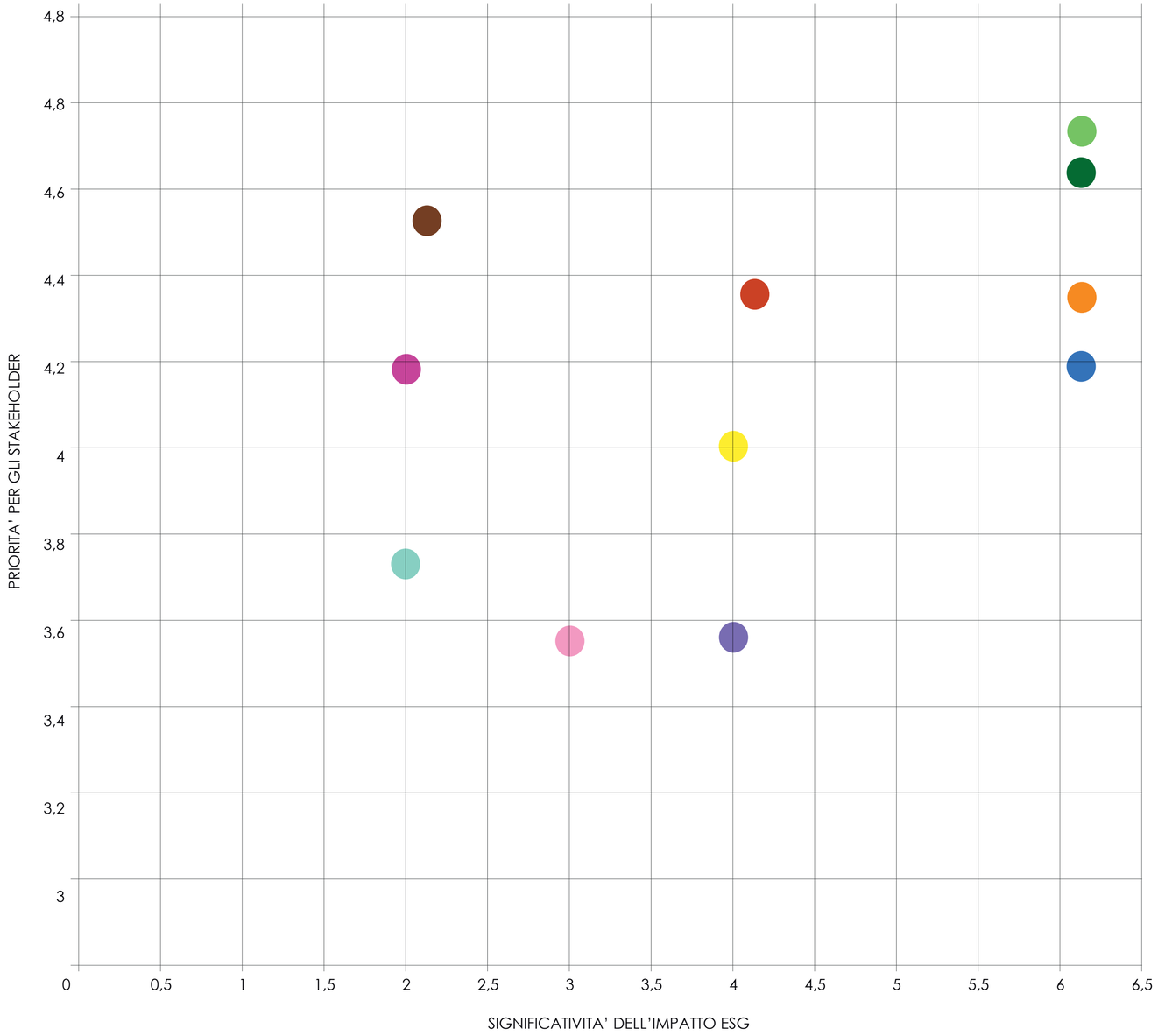


All interviews were conducted based on a "standard questions" format, which represented the starting point from which reflections and considerations on the issues were raised. The results of the interviews were shared with Corporate Management.

The following table lists the topics covered during the interviews with the stakeholder:

TOPICS	GRI Standard
Supply chain management	GRI 305
Economic performance	GRI 201
Occupational health and safety	GRI 403
Water resource	GRI 303
Energy management	GRI 302
Biodiversity and natural resources protection	GRI 304
Waste management and circular economy	GRI 306
Product quality and innovation	
Management of emissions into the atmosphere	GRI 414
Diversity and equal opportunities	GRI 405 GRI 406
Relations with local communities	GRI 413

The priorities identified from the interviews with internal/ external stakeholders, assessed against the related ESGs, have produced the following impact matrix.



This report has not been verified by a third-party institution but, being the second edition strongly pursued by Corporate Management, it represents a step on a journey of improvement, which will lead to the certification of its contents. This Report was formally approved and signed by the CEO in the presentation letter to stakeholders.

REPORTING DATA AND PERIOD

Data was collected from the activities and processes of Mario Sirtori in accordance with the reporting scope indicated above.

The reporting period is the 2021-2023 three-year period.

Data are updated on 31st December of every year.

The company is committed to providing increasingly accurate data for future reports to ensure continuous improvement.

GRI CONTENT INDEX

Declaration of use	Mario Sirtori S.p.A. prepared the financial statements in compliance with the GRI Standards for the three-year reporting period 2021-2023-2023
GRI 1 Method	GRI 1: Foundation 2021

GRI STANDARD	INFO	CHAPTER
GRI 2: General Info 2021	2-1 Organization Details	Chapter 1
	2-2 Entities included in the organization's sustainability report	Methodological note
	2-3 Reporting period, frequency and contact point	Methodological note
	2-4 Info Revision	Methodological note
	2-5 External Assurance	Not subject to external assurance
	2-6 Activities, value chain and other business relationships	Chapter1 4.1
	2-7 Employees	Chapter1 2.1
	2-8 Non-employee workers	Chapter1 2.1
	2-9 Governance structure and composition	Chapter1 1.3
	2-10 Appointment and selection of the highest governing body	Chapter1 1.3
	2-11 Presidency of the highest governing body	Chapter1 1.3
	2-22 Sustainable Development Strategy Statement	Letters to the stakeholders
	2-29 Modalità di coinvolgimento degli stakeholder	Methodological note
	2-30 Collective Bargaining Agreements	
GRI 3: Matherial Topics 20212021	3-1 Procedure for determining material topics	Methodological note
	3-2 List of material topics	Methodological note
	3-3 Management of material issues	Methodological note
GRI 201: Economic Performance 2016	201-1 Economic value directly generated and distributed	Chapter 1.4
GRI 202: Market Presence 2016	202-2 Share of senior management hired from local communities	Chapter 2.1
GRI 204: Pratiche di Aprovvigionamento 2016	204-1 Proportion of spending on local suppliers	Chapter 4.3
GRI 301: Materiali 2016	301-1 Materials used by weight or volume	Chapter 4.2
	301-2 Materials used that come from recycling	Chapter 4.2
	301-3 Recycled products and packaging materials	Chapter 4.2
GRI 302: Energia 2016	302-1 Energy consumed within organizzazione	Chapter 3
	302-4 Reduction of energy consumption	Chapter 3
	302-5 Reducing the energy requirements of products and services	
GRI 303: Water and discharge 2018	303-1 Interaction with water as a shared resource	Chapter 3
	303-2 Management of the impacts of water discharges	Chapter 3
	303-3 Water withdrawal	Chapter 3
	303-4 Water discharge	Chapter 3
	303-5 Water consumption	Chapter 3

GRI STANDARD	INFO	CHAPTER
GRI 305: Emissions 2016	305-1 GHG Direct Emissions (Scope 1)	Chapter1 3
	305-2 GHG Indirect emissions from energy consumption (Scope 2)	Chapter1 3
GRI 306: Waste 2020	306-1 Waste generation and significant impacts associated with waste	Chapter1 3
	306-2 Waste generation and significant impacts associated with waste	Chapter1 3
	306-3 Produced waste	Chapter1 3
	306-4 Waste not sent for disposal	Chapter1 3
	306-5 Waste sent for disposal	Chapter1 3
GRI 308: Suppliers Environmental Evaluation 2016	308-2 Negative environmental impact of the supply chain and measures put in place	Chapter1 3
GRI 401: Employment 2016	401-1 New Hiring and Turnover	Chapter1 2
GRI 403: Health and Safety on the workplace 2018	403-1 health and safety management system on the workplace	Chapter1 2.3
	403-2 Hazard identification, risk assessment and accident investigation	Chapter1 2.3
	403-3 Medical service	Chapter1 2.3
	403-5 Employee training on health and safety	Chapter1 2.3
	403-6 Promotion of workers' health	Chapter1 2.3
	403-7 Prevention and reduction of impacts on occupational health and safety directly related to working relationships	Chapter1 2.3
	403-9 Work Injuries	Chapter1 2.3
	403-10 Work-related diseas	Chapter1 2.3
GRI 404: Education and training 2016	404-1 Average hours of training per year per employee	Chapter1 2.3
GRI 417: Marketing e etichettatura 2016	417-1 Requisiti delle etichettature e informazioni dei prodotti e servizi	Chapter1 3

mariosirtori

Via Papa Giovanni XXIII, 10
(23845) Costamasnaga - Italy

Via Concordia, 4
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