

# FIDIVI\*

**Sustainability  
Report**

**2024**

# SUMMARY

|    |   |                                                                |    |    |   |                                |    |
|----|---|----------------------------------------------------------------|----|----|---|--------------------------------|----|
| 00 | * | Letter to Stakeholders                                         | 4  | 03 | * | ENVIRONMENT & PEOPLE           | 46 |
|    |   | Highlights 2024                                                | 6  |    |   | Activities for the environment | 48 |
|    |   | Methodological note                                            | 8  |    |   | Environmental performance      | 50 |
| 01 | * | OVERVIEW                                                       | 10 |    |   | Social performance             | 52 |
|    |   | Ownership & corporate philosophy                               | 12 | 04 | * | APPENDIX                       | 58 |
|    |   | History                                                        | 14 |    |   | GRI Index                      | 60 |
|    |   | Governance                                                     | 16 |    |   | Glossary                       | 62 |
|    |   | Corporate policies & certifications                            | 18 |    |   |                                |    |
| 02 | * | VALUE CREATION                                                 | 20 |    |   |                                |    |
|    |   | The context in which we operate                                | 22 |    |   |                                |    |
|    |   | The company's offering                                         | 24 |    |   |                                |    |
|    |   | The markets we serve                                           | 26 |    |   |                                |    |
|    |   | International market presence                                  | 28 |    |   |                                |    |
|    |   | Strategy, products, markets & sustainability-related resources | 30 |    |   |                                |    |
|    |   | The ESG path                                                   | 32 |    |   |                                |    |
|    |   | Sustainability strategy                                        | 40 |    |   |                                |    |

# LETTER TO STAKEHOLDERS

Dear Stakeholders,

We are pleased to present our first Sustainability Report, a moment of synthesis and consolidation of a journey that began some time ago and has accompanied the recent years of our company. With this report, we wish to share with you our commitment to a sustainable development model, fully aware of the role that businesses must play in the transition towards a fairer and more resilient economy.

Telling the numbers of a world—our world—is no longer enough. It is essential to give those numbers a horizon, and this report aims to do so by framing the company's results, commitments, objectives, and vision within a medium- to long-term perspective. We believe that sustainability is a true strategic driver for growth and innovation, capable of strengthening our competitiveness and our relationships with clients, suppliers, employees, and partners.

To ensure transparent, clear, and comparable reporting, FIDIVI has chosen to adopt the internationally recognized standards of the Global Reporting Initiative (GRI). In addition, we have drawn inspiration from the principles and guidelines of the Corporate Sustainability Reporting Directive (CSRD) in conducting the double materiality analysis, acknowledging the value of a structured and shared process.

Following this approach, our Sustainability Report is not merely an exercise in transparency, but a tool to assess the challenges and opportunities our sector is facing and to define a clear, forward-looking strategy. Our goal is to create value not only for the company, but also for all stakeholders with whom we interact on a daily basis.

We are confident that this publication can represent a new starting point to strengthen our positive contribution to the context in which we operate.

*Enjoy your reading!*

**\* Giuseppe Vergnano**  
*Chief Executive Officer*

**GRI 2-22** Declaration on sustainable development strategy



# HIGHLIGHTS 2024

## The business



€23.383.102  
Turnover



€4.620.800  
EBITDA



40  
Countries served



800+  
Clients



2,5  
Millions of meters sold

## People and their involvement



64  
Employees



48%  
Of which women



2.591  
Hours of internal training

## Environmental protection



63 tCO<sub>2</sub>e  
Scope 1 & 2  
(Market based)



513 MWh  
Energy produced by photovoltaics  
(of which 53% was self-used)



100%  
Electricity from  
renewable sources



# METHODOLOGICAL NOTE

This **Sustainability Report** is a comprehensive document that summarizes the commitment of FIDIVI Tessitura Vergnano S.p.A. (hereinafter referred to as FIDIVI) in the ESG field, with the aim of effectively informing stakeholders about its performance and sustainability objectives.

It provides comprehensive information on the company's management model, policies, and activities.

The document contains information on FIDIVI's ESG commitments, objectives, and results, relating them to the sustainability strategies of the Aunde Italia group (hereinafter referred to as AUNDE), of which FIDIVI has been a part since 2018, with a view to convergence and integration.

In reporting qualitative and quantitative ESG information, FIDIVI has chosen to base its reporting on **GRI (Global Reporting Initiative)** standards, but with reference to the emerging **European Sustainability Reporting Standards (ESRS)**, and the **Corporate Sustainability Reporting Directive (CSRD)** regulation with regard to double materiality analysis.

The aim is to offer readers a structured overview of its sustainability reporting, increasingly aligned with European practices, with a view to further strengthening dialogue with stakeholders and promoting a corporate culture oriented towards social and environmental responsibility.





# OVERVIEW





# FAMILY AND PHILOSOPHY

A historic textile company from Chieri, FIDIVI is, above all, a company made of people.

Since 1941, our true strength has been the passion and expertise of our team — technicians and specialists who, day after day, breathe life into fabrics proudly made in Italy and cherished across the world.

Every thread we weave carries our story. Our dedication is not only visible, it can be felt: it resonates in the textures, shines through the colors, and intertwines with the very soul of our fabrics. Each creation is more than a product — it is a testament to our heritage, our craft, and our unwavering love for textiles.



The cornerstones of our company are: great attention to customer needs, a love for innovation and new technologies, and, of course, a deep passion for our fabrics — born only after careful evaluation and research of yarns and a meticulous selection of raw materials.

FIDIVI is a company built on values, and for this reason our love for people could only be accompanied by a love for the environment. Proud of our GREEN sensitivity, we are constantly committed to developing sustainable products, reducing our environmental impact every day, and carrying out production within our plant using 100% renewable energy.

FIDIVI is part of the AUNDE Group, a world leader in automotive textiles. This allows us to draw on the know-how and technologies of a global industrial reality, while maintaining our independence and the guidance of the Vergnano family.

Our Poirino plant, to which we moved in 2003 after leaving the historic site in Chieri that had become part of the urban fabric, is located in a strategic area where our main partners operate, thus creating a true zero-kilometer supply chain.

FIDIVI means LOVE for people, PASSION for the product, and CARE for the environment.



# HISTORY

## 1941

In Chieri, at the time a flourishing textile district, Pinin Vergnano founded FI.DI.VI. The company began its production with blankets and home curtains.

## 1950-60

Over the years, the company expanded its expertise, embracing the world of apparel fabrics..

## 1970-90

Since the 1970s, the company became a supplier to the FIAT Group, and by the 1990s it had grown to become its main producer of fabrics for seats and upholstery.

## 2003

The automotive division was transferred to AUNDE Italia, already part of a leading group in the sector. FIDIVI retained its luggage and furnishing sectors. The company moved to its current headquarters in Poirino, into a larger and more modern facility located next to the existing AUNDE plant, with which it shares processes and operations.

## 2008

The company obtained the OEKO-TEX® certification, guaranteeing the absence of harmful chemicals in its fabrics.



## 2011

The first photovoltaic panels were installed on the roof of the plant for the production of electricity, with a capacity of 200 kWp.

## 2014

The company obtained the EU Ecolabel certification.



## 2018

FIDIVI Tessitura Vergnano S.p.A. became part of the AUNDE Group, while still maintaining its managerial independence. The photovoltaic system was expanded with an additional 300 kWp, reaching a total capacity of 500 kWp, sufficient to cover 50% of the company's energy needs.

## 2019

Launch of the first fabric made of 100% recycled polyester from post-consumer PET bottles, specifically named ONE; the company obtained Global Recycled Standard (GRS) certification.



## 2021

The photovoltaic system underwent a revamp, with the old panels replaced by new, more efficient ones. The capacity remained unchanged, but coverage increased to 70% of the company's energy needs.

## 2022

The company calculated its organizational GHG emissions for the first time.

## 2024

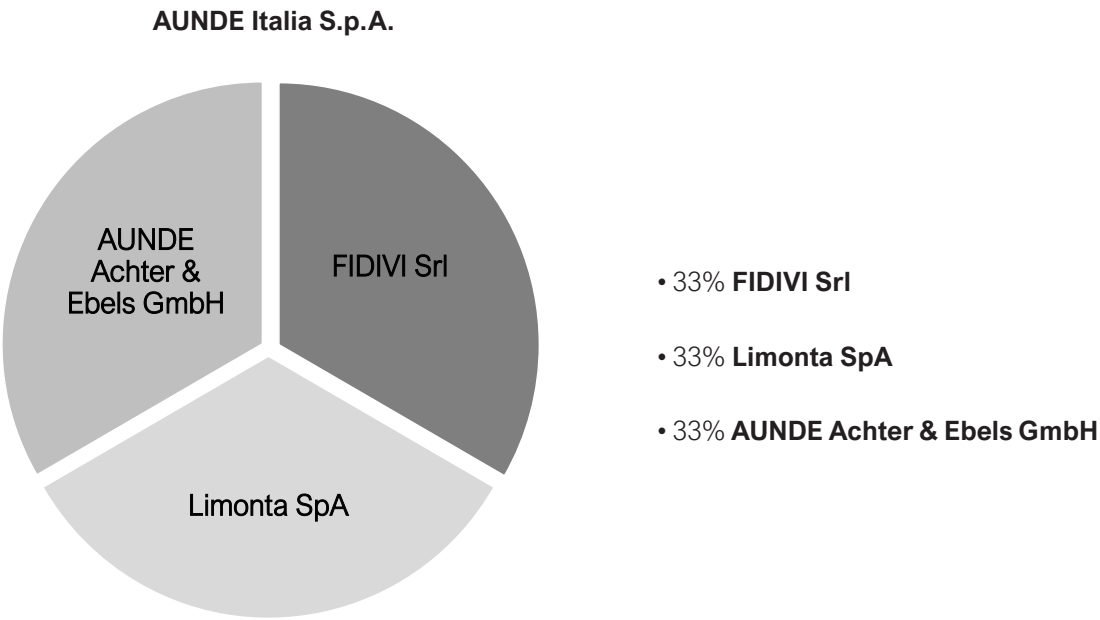
Preparation of the company's first Sustainability Report; FIDIVI begins the certification process for ISO 14001 and ISO 45001.



# GOVERNANCE

Founded in 1941 by Pinin Vergnano, FIDIVI Tessitura Vergnano S.p.A. is still owned today by the Vergnano family, together with the partners Limonta and AUNDE Achter & Ebels GmbH.

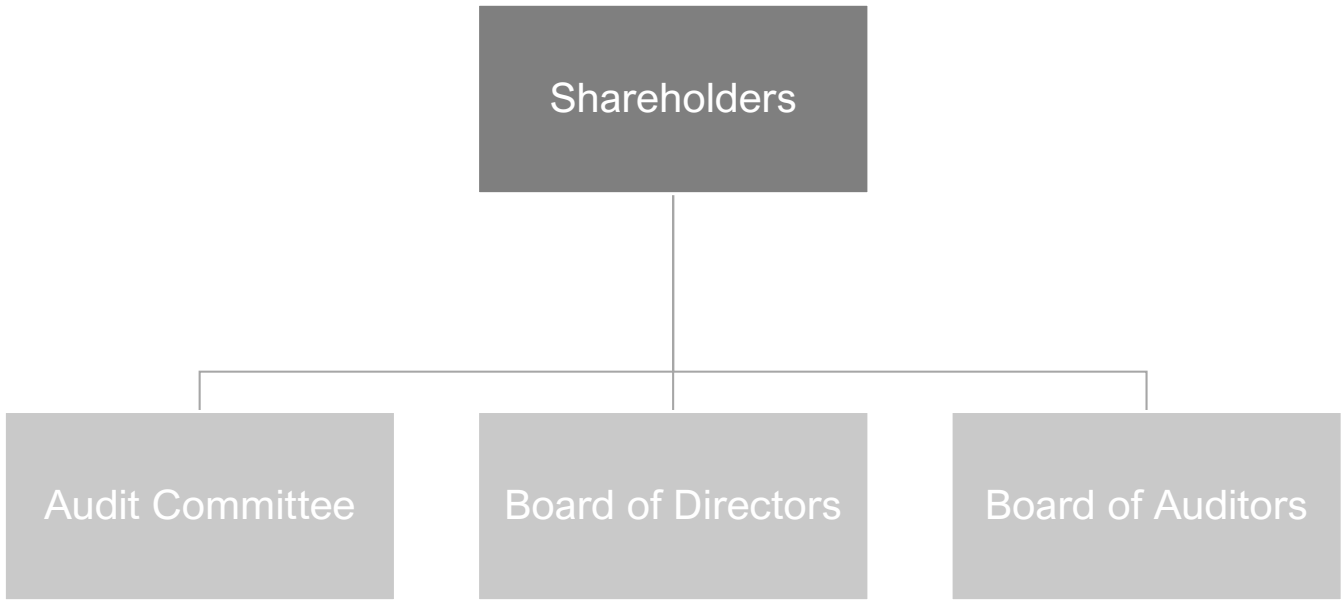
Since 2018, FIDIVI has been part of the AUNDE Group, following the transfer of its shares to **AUNDE Italia S.p.A.**, which currently has the following shareholding structure:



The Board of Directors is composed of 6 representatives, including 1 Chairperson (Limonta), 3 Chief Executive Officers (FIDIVI and AUNDE Italia), and 2 Board Members (AUNDE Achter & Ebels).

The Board of Statutory Auditors is composed of 6 members, 33% of whom are women.

Below is the **governance structure** of FIDIVI Tessitura Vergnano S.p.A.:



- GRI 2-9 Structure and composition of governance
- GRI 2-11 Chair of the highest governance body
- GRI 2-12 Role of the highest governance body in overseeing the management of impacts
- GRI 2-13 Delegation of responsibility for managing impacts



# POLICY AND CERTIFICATIONS

FIDIVI considers certifications one of its key strengths: for over 20 years, we have operated under a certified **ISO 9001** Quality Management System, which has enabled us to grow and evolve according to strict quality standards.

We are also certified under schemes specific to our industry: first and foremost, **STANDARD 100 by OEKO-TEX®**, which guarantees fabrics free from harmful substances; followed by the **EU Ecolabel**, which ensures that certified articles are produced using low-impact materials and processes; and finally the **Global Recycled Standard (GRS)**, which certifies the entire supply chain of our recycled fabrics — including marine plastic recovered through the **SEAQUAL INITIATIVE** project.

Additional certifications allow us to supply FIDIVI fabrics to specialized markets such as the maritime sector (**IMO-MED** certification) and the building industry (**VOC** compliance).

Moreover, for several years FIDIVI has adopted practices and processes outlined in its **Social Responsibility Policy** and **Quality Policy**, which the company is committed to keeping up to date.

Managing these certification schemes gives us a heightened sensitivity to issues related to ethics, safety, and the environment. In this regard, FIDIVI has initiated the certification process for **ISO 14001** (environmental management) and **ISO 45001** (occupational health and safety).





# VALUE CREATION





# OUR OPERATING ENVIRONMENT

## Competitive Context and Market Position

FIDIVI operates in a highly specialized segment of the textile industry, with a strong focus on sustainability, innovation, and technical performance. Our fabrics, predominantly polyester, are used for the upholstery of office seating, armchairs and sofas for the contract sector, auditoriums and cinemas, trains, and cruise ships.

The company is internationally recognized for the excellence of its fabrics, particularly flame-retardant textiles certified for public use.

## Risk factors:

- Aggressive competition** from countries with lower production costs
- Customer power:** strong price pressure from major contract and public operators
- Supplier power:** dependence on specialized supply chains for certified fibers
- Competition and innovation:** established brands and new players focusing on sustainable materials

## Factors influencing value creation:

- Commercial:** continuous development of brand identity in the textile contract sector, also through participation in international trade fairs
- Environmental:** use of recycled fibers and low-impact processes; OEKO-TEX®, EU Ecolabel, and GRS certifications
- Regulatory:** compliance with fire resistance and textile safety regulations across different countries
- Aesthetic:** development of fabrics that, beyond technical and environmental aspects, must keep pace with trends and endure over time thanks to their timeless design

GRI 2-6 Activities, value chain and other business relationships





# THE COMPANY’S OFFERING

## Main offering and key features:

FIDIVI offers high-performance, certified fabrics designed to last.

## Products/Services

- Flame-retardant fabrics for public spaces and offices
- Versatile collections in a wide range of colors and designs
- Customization and sampling service

## Distribution channels

- Direct sales network in Europe
- Partnerships with design studios and architects
- Web platform for consultation and sample requests



[Our Collection](#)

GRI 2-6 Activities, value chain and other business relationships



# MARKETS SERVED

FIDIVI operates in a specialized market with few global players, namely technical fabrics for furniture and transportation. The offering is addressed to several sectors:

## Office

This is FIDIVI's core business. We are particularly specialized in the development and production of technical fabrics with flame-retardant properties, suitable for use in offices worldwide. Our partnership with the Trevira CS brand allows us to produce fabrics whose flame-retardant properties do not deteriorate over time or with washing.

## Contract

Our wide range of products is not limited to technical office fabrics, but also includes fabrics designed for the Contract sector. Ideal for upholstering armchairs and sofas, they bring a warm and refined look to any environment. Contract articles stand out within our range because they are highly suitable for maintenance and resistant to wear caused by daily use. They are extremely safe, as they are fire-resistant and emit low smoke. They are durable, being resistant to light and UV rays. For the Contract sector, as well as for all our areas of interest, we offer catalog fabrics but are also able to develop special articles, customized in structure, colors, and finishing types.

## Transportation

Our Trevira CS fabrics are IMO-MED certified and guarantee the highest levels of safety and performance for the transportation industry, both at sea and on land. Cruise ships, trains, buses, and airplanes that need to ensure passenger safety on board regularly use our inherently flame-retardant fabrics for their interiors.

## Ho.Re.Ca

FIDIVI, specialized in the production of highly performing and durable fabrics, offers a wide range of articles ideal for furnishing hotels and hospitality facilities. The hospitality sector requires materials that withstand time and wear while ensuring the highest safety for guests. All of this is guaranteed by our fabrics, which combine these features with maximum comfort for the user, standing out for their refined and sophisticated look.

## Theatres and cinemas

Cinema halls and theatres are among the main application sectors for FIDIVI products.

Our fabrics, highly resistant and high-performing, ensure fire resistance and durability thanks to the use of TREVIRA CS yarn, the inherently flame-retardant fiber. Their refined appearance and extremely comfortable touch make them the perfect choice for environments such as theatres and cinemas, which host large audiences and must guarantee both safety and enjoyment at the same time.

**GRI 2-6** Activities, value chain and other business relationships



# PRESENCE IN THE INTERNATIONAL MARKET

FIDIVI exhibits annually at the main trade fairs in its sector and participates in many others as a visitor. Our products are regularly showcased by FIDIVI clients in the most important international contexts.

Below is a list of industry fairs where we exhibit:

## **ORGATEC** Frankfurt

The global meeting point for those rethinking and redesigning workspaces and contract environments

## **HEIMTEXTIL** Frankfurt

The world's leading trade fair for interior textiles manufacturers

## **INTERZUM** Cologne

The premier showcase for all components of interior furnishings

## **CRUISE SHIP INTERIORS** Hamburg

Europe's meeting point bringing together the key players in cruise ship interiors

## **FUORISALONE** Milan

A city-wide event during Design Week, dedicated to design, furniture, and international creativity

## **ARCHITECT@WORK** Milan

An event that creates connections between architects and suppliers

## **WORKSPACE** Paris

Europe's reference event for office furniture and workspace design

## **DESIGN WORKSPACE EXPO** Madrid

A Spanish event bringing together brands and professionals in office furniture, design, and interior architecture

**GRI 2-6** Activities, value chain and other business relationships



# STRATEGY, PRODUCTS, MARKETS AND RESOURCES LINKED TO SUSTAINABILITY

GRI 2-6 Activities, value chain and other business relationships

## The value chain





# THE ESG PATH

## Double Materiality

In voluntary compliance with the CSRD guidelines, FIDIVI worked on an analysis inspired by the **double materiality** approach to identify the most relevant ESG issues, evaluating them from two perspectives:

- **Impact materiality:** the effects of FIDIVI's activities on environment and society.
- **Financial materiality:** the economic and financial risks and opportunities related to ESG factors.

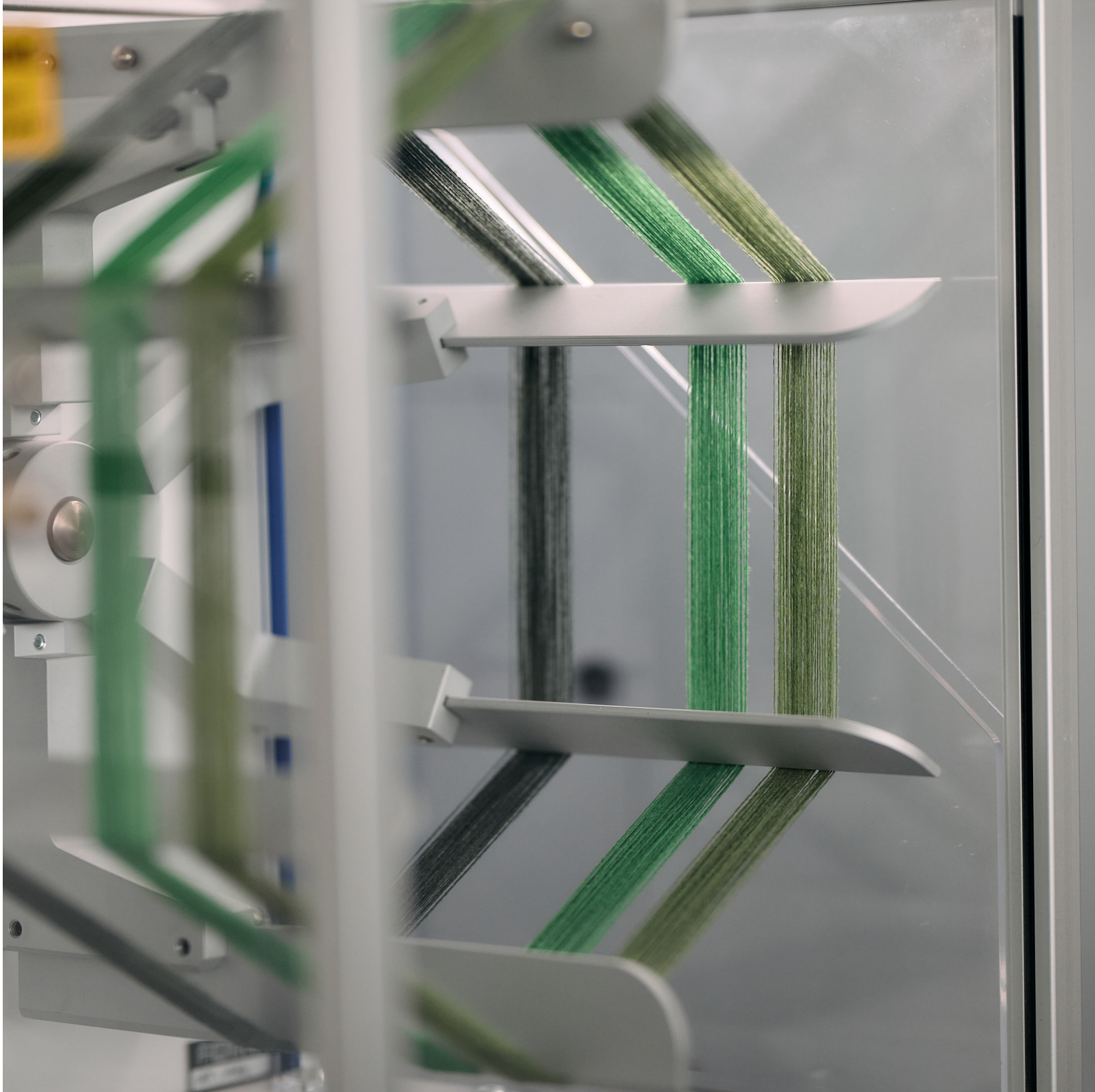
The analysis was conducted in three phases:

1. **Mapping and assessment of impacts:** a cross-functional team identified environmental and social impacts and then assessed them using a quantitative approach, supported by external consultants and with the contribution of internal department heads responsible for the specific impacts. In accordance with the ESRS, the impacts were assessed according to the parameters of Entity, Scope, Irremediability, and Likelihood.
2. **Assessment of financial risks and opportunities related to impacts:** with the support of finance managers, the impacts that generate, or may generate, financial risks or opportunities for FIDIVI were identified. Risks and opportunities related to external factors, not directly derivable from the impacts generated, such as regulatory developments or changes in customer preferences, which could also influence the business, were also considered. Finally, individual risks and opportunities were assessed using a quantitative approach according to the parameters of Financial Effect and Likelihood, as provided for by the ESRS.
3. **Definition of material issues:** by cross-referencing the impact and financial assessments, material ESG issues emerged. These issues formed the basis of the three-year sustainability plan.

Thanks to this process, supported by in-depth stakeholder engagement, FIDIVI is able to better manage risks, seize opportunities, and create value for all its stakeholders.

GRI 3-1 Precess of material topics determination

GRI 3-2 List of material topics



# THE ESG PATH

## Impacts, Risks, Opportunities

In conducting the analysis, the team did not merely adopt the methodology recommended by the CSRD for double materiality analysis, but also embraced the breakdown into **themes and sub-themes** proposed by the **ESRS**. This ensures that the **analysis** is easily **recognizable, understandable, and comparable**, while also laying the foundations for **future** ESG performance **reporting in compliance** with the **CSRD**.

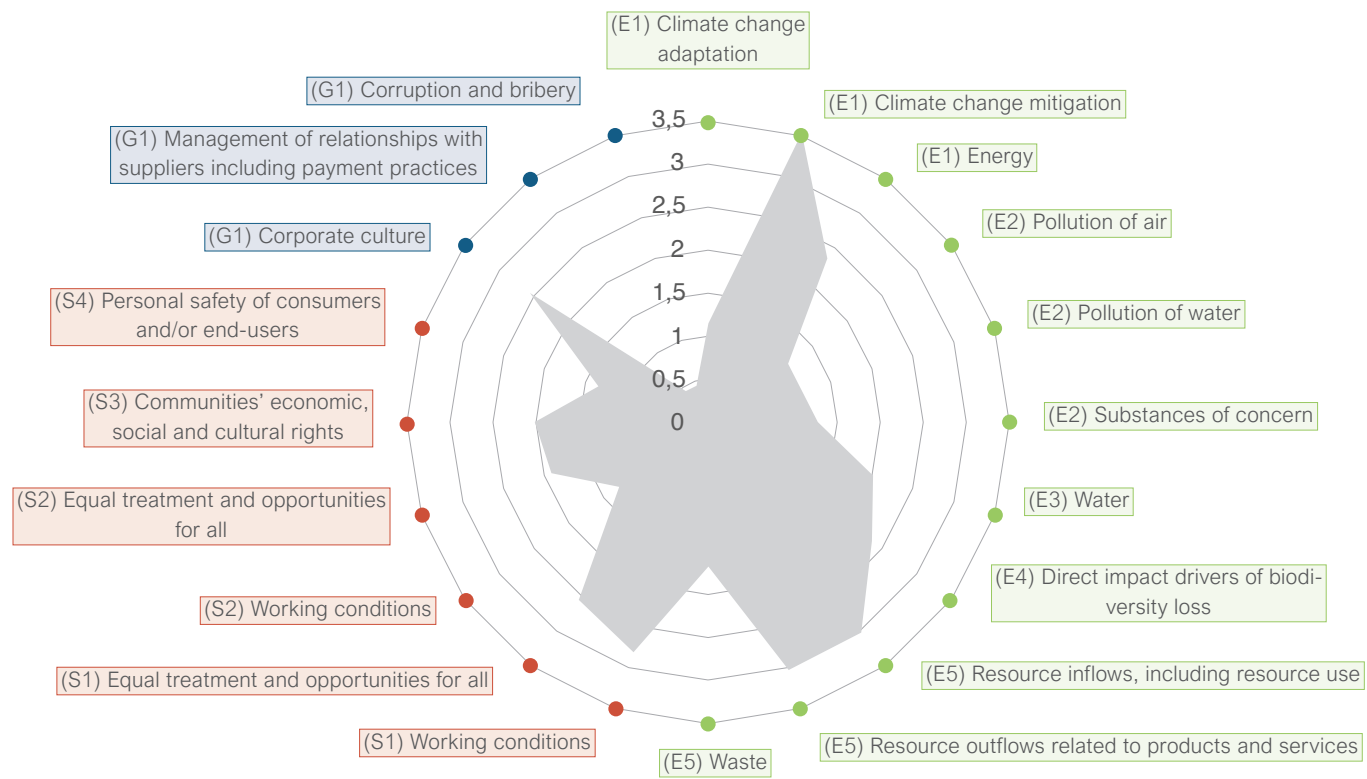


Figure 1: Impact Materiality

GRI 3-1 Process of material topics determination

GRI 3-2 List of material topics

The following graphs illustrate the sub-themes that are most relevant in terms of **impacts** (Figure 1) and financial **risks and opportunities** (Figure 2). The quantitative assessments of the individual sub-themes are derived mathematically from the assessments assigned to the individual impacts, risks, and opportunities relating to a certain sub-theme, giving priority to the principle of materiality: it is sufficient for the team to have identified even a single impact, risk, or opportunity as material in order to consider the associated ESG issue as material from that perspective.

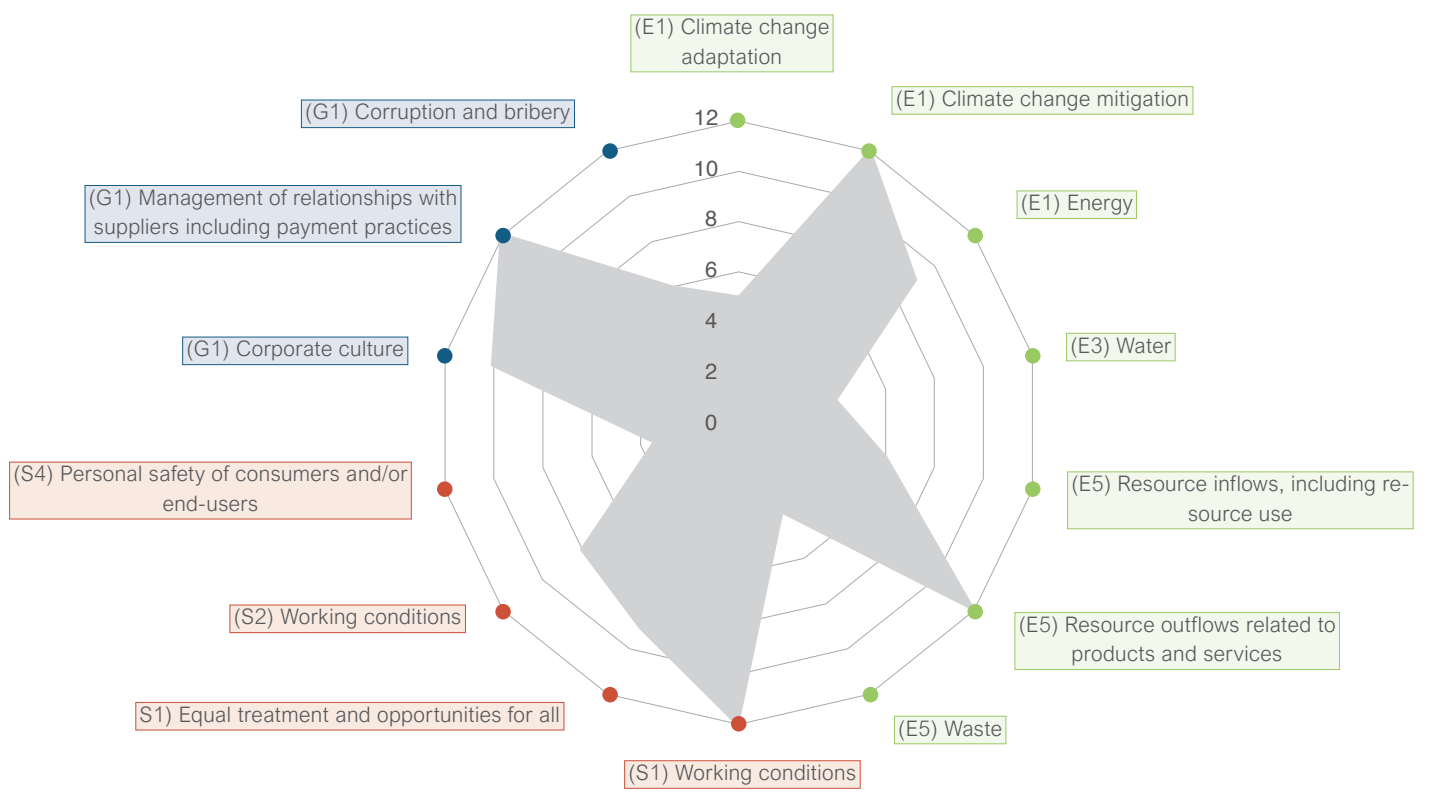


Figure 2: Financial Materiality

# THE ESG PATH

## Double Materiality Matrix

The **double materiality matrix** places ESG sub-themes by cross-referencing the ratings they have obtained in the two areas of analysis. As a result, the most important material issues emerge in the upper right quadrant, as they are considered relevant from both perspectives.

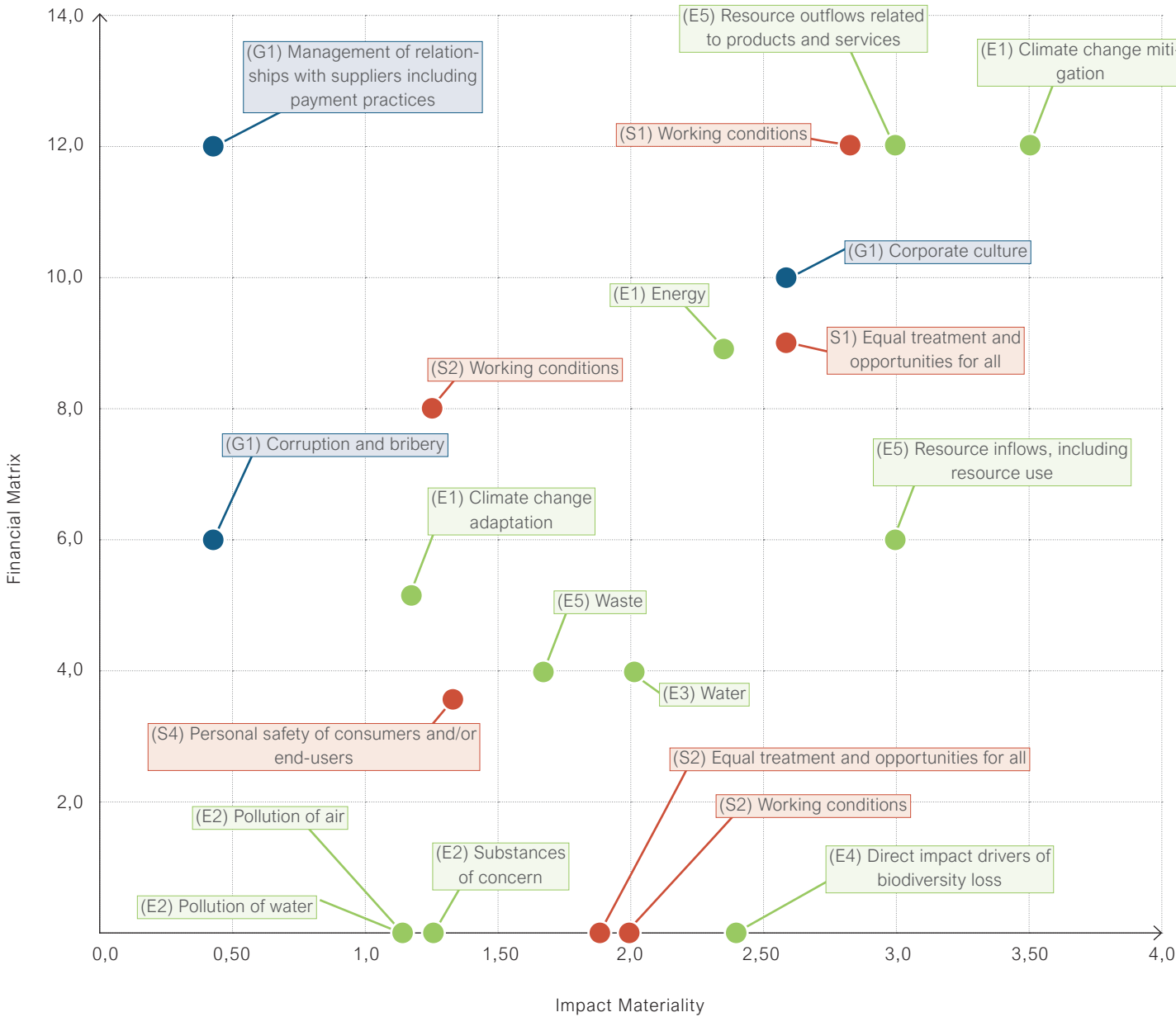
However, other issues, particularly those relevant to one of the two aspects of the analysis, are also considered by FIDIVI and taken into account during decision making procedures.

This process laid **the foundations** for FIDIVI's first **Sustainability Plan**, drawn up for the three-year period 2025-2027 and broken down into ESG themes, objectives, and actions.

LEGEND

- Environmental theme
- Social theme
- Governance theme

Materiality Matrix



GRI 2-29 Approach to stakeholder engagement

GRI 3-1 Process of material topics determination

# THE ESG PATH

## Stakeholder perspective and involvement

Finally, in line with current legislation and with the aim of strengthening the solidity and relevance of the double materiality analysis process, FIDIVI has launched a structured **stakeholder engagement** program. This process, which is still ongoing and subject to constant evolution and improvement, has been designed to ensure **authentic, two-way dialogue** with the organization’s most relevant counterparts.

The initial phase involved **three key customers** through qualitative interviews. The meetings were managed with the support of internal representatives and specialized external consultants in order to encourage strategic and structured reflection.

The listening activities revealed a number of relevant insights and highlighted the centrality of certain **material themes**, including: **circularity of resources** and materials, **responsible consumption and production**, **working conditions and well-being** of people, and **climate change mitigation**.

Particular attention has been paid to **supply chain management**, recognized as a **strategic area** for ensuring quality, reliability, and sustainability. The need has emerged to **strengthen collaboration** with suppliers, promoting the adoption of codes of conduct, guidelines, and supply agreements based on recognized standards and intensifying monitoring activities through audits and supplier mapping.

Data related to **sustainability indicators** is also becoming **increasingly important** and will be increasingly transmitted downstream along the chain.

FIDIVI will continue to **expand and consolidate stakeholder engagement**, progressively integrating additional categories and methods of engagement in order to make the process increasingly robust, inclusive, and strategic.

GRI 2-29 Approach to stakeholder engagement

GRI 3-1 Process of material topics determination



# SUSTAINABILITY STRATEGY

| AREA | TOPIC                                                                                                                                                                                     | GOALS                                                                                                                                                                                                | ACTIONS                                                       | 2025                                                                                                                                                                                                                                     | 2026                                     | 2027 |
|------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------|------|
| E    | Climate change mitigation                                                                                                                                                                 | Strengthen the company's ability to monitor and reduce climate-changing emissions through advanced measurement systems and mitigation strategies integrated into operational management.             | Estimation of Scope 1 and 2 emissions                         | ●                                                                                                                                                                                                                                        |                                          |      |
|      |                                                                                                                                                                                           |                                                                                                                                                                                                      | Evaluating an accurate calculation of Scope 1 and 2 emissions |                                                                                                                                                                                                                                          | ●                                        |      |
|      |                                                                                                                                                                                           |                                                                                                                                                                                                      | Subsequent emissions reduction plan, if applicable            |                                                                                                                                                                                                                                          |                                          | ●    |
|      |                                                                                                                                                                                           | Enhancing energy independence and environmental resilience through the use of renewable sources, investments in clean technologies, and participation in district initiatives for energy transition. | Assessing the extension of the photovoltaic system            |                                                                                                                                                                                                                                          | ●                                        |      |
|      |                                                                                                                                                                                           |                                                                                                                                                                                                      | Evaluation of an energy community in the district             |                                                                                                                                                                                                                                          |                                          | ●    |
|      |                                                                                                                                                                                           |                                                                                                                                                                                                      | Circular economy                                              | Strengthen the company's value proposition by developing and promoting sustainable solutions and products that meet customers' environmental and social needs and contribute to the transition to more responsible consumption patterns. | Active promotion of sustainable products | ●    |
|      | Promote a safe, inclusive work environment that cares about the mental and physical well-being of employees through structured prevention, listening, and continuous improvement actions. | Evaluating the implementation of an ESG vendor rating system for suppliers                                                                                                                           |                                                               |                                                                                                                                                                                                                                          | ●                                        |      |
|      |                                                                                                                                                                                           | Strengthening the tracking and monitoring of outgoing resources (scraps, waste, including resources destined for circular economy models)                                                            |                                                               |                                                                                                                                                                                                                                          |                                          | ●    |

GRI 3-2 List of material topics  
GRI 3-3 Management of material topics

# SUSTAINABILITY STRATEGY

| AREA | TOPIC                             | GOALS                                                                                                                                                                                         | ACTIONS                                                                                                   | 2025 | 2026 | 2027 |
|------|-----------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------|------|------|------|
| S    | Working conditions in the company | Promoting a safe, inclusive work environment that cares for the physical and mental well-being of employees through structured prevention, listening, and continuous improvement initiatives. | Implementation of ISO 45001 processes                                                                     | ●    |      |      |
|      |                                   |                                                                                                                                                                                               | Formalizing and structuring non-mandatory internal training processes on safety issues                    |      | ●    |      |
|      |                                   |                                                                                                                                                                                               | Conducting an internal sentiment analysis to monitor satisfaction with well-being and work-related stress | ●    |      |      |
|      |                                   |                                                                                                                                                                                               | Evaluating potential initiatives to improve well-being in the workplace                                   |      | ●    |      |
|      |                                   | Strengthening engagement and professional growth through structured training programs, skills development, and the promotion of internal careers with a long-term perspective.                | Strengthening the monitoring of internal training activities                                              | ●    |      |      |
|      |                                   |                                                                                                                                                                                               | Formalizing a structured training plan at Group level                                                     |      | ●    |      |
|      |                                   |                                                                                                                                                                                               | Evaluating the definition of career paths to consolidate internal growth                                  |      |      | ●    |

GRI 3-2 List of material topics  
GRI 3-3 Management of material topics

# SUSTAINABILITY STRATEGY

| AREA | TOPIC                        | GOALS                                                                                                                                                                                                                    | ACTIONS                                                                                                       | 2025 | 2026 | 2027 |
|------|------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------|------|------|------|
| G    | Corporate culture and ethics | Consolidate an ethical and transparent governance system by adopting codes of conduct, recognized standards, and tools to monitor risks related to regulatory compliance and corporate responsibility.                   | Creation of a Corporate Code of Ethics                                                                        | ●    |      |      |
|      |                              |                                                                                                                                                                                                                          | Implementation of ISO 14001 processes                                                                         | ●    |      |      |
|      |                              |                                                                                                                                                                                                                          | Evaluating the implementation of an Organizational and Management Model pursuant to Legislative Decree 231/01 |      | ●    |      |
|      |                              | Systematically integrate ESG criteria into corporate decision-making processes, enhancing the role of the ESG committee and developing structured mechanisms for monitoring and reporting on sustainability performance. | Publication of the first corporate sustainability report                                                      | ●    |      |      |
|      |                              |                                                                                                                                                                                                                          | Formalization of an internal ESG Committee                                                                    | ●    |      |      |
|      |                              |                                                                                                                                                                                                                          | Structuring of regular updating activities for the ESG Committee                                              | ●    | ●    | ●    |

GRI 3-2 List of material topics  
GRI 3-3 Management of material topics





# ENVIRONMENT & PEOPLE



# ACTIONS FOR THE ENVIRONMENT

FIDIVI has always been committed to implementing a corporate policy focused on environmental protection, and this effort is reflected not only in the management and operation of the production plant, but also in the development of fabrics and articles with a low environmental impact.

Today, our plant operates exclusively with **100% certified green energy**.

Our weaving mill is equipped with a **500 kWp photovoltaic system** that generates more than half of our energy needs, while the remaining energy we require is purchased exclusively from renewable sources.

As for our products, several years ago we launched a fully green collection that uses **recycled yarns from post-consumer materials**. This collection grows year after year and has now become an essential part of our core business.

Currently, our collection already includes several articles made of recycled polyester obtained from recovered plastic bottles, but we are working to expand this product family to include recycled yarns with high performance and new technologies.

We are in constant contact with the most innovative players in the market to immediately identify the most promising technologies for recycling end-of-life textiles. FIDIVI's goal is to achieve complete material circularity.





# ENVIRONMENTAL PERFORMANCE

| GRI 302-1 Energy consumption within the organization                  | Units | 2022    | 2023    | 2024    |
|-----------------------------------------------------------------------|-------|---------|---------|---------|
| a. Total energy consumption from non-renewable sources (Fossil fuels) | GJ    | 1.254,9 | 1.102,2 | 1.121,8 |
| of which Natural gas                                                  | GJ    | 1.254,9 | 1.102,2 | 1.121,8 |
| b. Total energy consumption from renewable sources                    | GJ    | 2.504,8 | 2.654,9 | 2.688,2 |
| Consumption of electricity purchased from renewable sources           | GJ    | 1.452,3 | 1.633,6 | 1.713,9 |
| Consumption of self-generated renewable electricity                   | GJ    | 1.052,5 | 1.021,3 | 974,3   |
| Total energy consumption of the organization                          | GJ    | 3.759,6 | 3.757,1 | 3.810,1 |
| Percentage of renewable energy consumed out of the total              | %     | 66,6%   | 70,7%   | 70,6%   |

| GRI 302-3 Energy intensity       | Units      | 2022  | 2023  | 2024  |
|----------------------------------|------------|-------|-------|-------|
| GJ Energy consumption / Revenues | GJ / MLN € | 165,8 | 164,2 | 160,1 |

| Electricity                                                      | Units | 2022    | 2023    | 2024    |
|------------------------------------------------------------------|-------|---------|---------|---------|
| Total self-generated renewable electricity (Photovoltaic panels) | GJ    | 2.077,8 | 2.008,6 | 1.846,7 |

| Type of emissions                                                   | Units               | 2022  | 2023  | 2024  |
|---------------------------------------------------------------------|---------------------|-------|-------|-------|
| SCOPE 1 Direct emissions                                            | tCO <sub>2</sub> eq | 70,4  | 61,9  | 63,0  |
| SCOPE 2 Indirect emissions from energy consumption (Location-based) | tCO <sub>2</sub> eq | 103,1 | 133,0 | 139,5 |
| SCOPE 2 Indirect emissions from energy consumption (Market-based)   | tCO <sub>2</sub> eq | 0,0   | 0,0   | 0,0   |
| TOTAL GHG EMISSIONS Location-based                                  | tCO <sub>2</sub> eq | 173,5 | 194,8 | 202,4 |
| TOTAL GHG EMISSIONS Market-based                                    | tCO <sub>2</sub> eq | 70,4  | 61,9  | 63,0  |

| GRI 305-4 GHG emissions intensity           | Units                      | 2022 | 2023 | 2024 |
|---------------------------------------------|----------------------------|------|------|------|
| Total GHG emissions Market-Based / Revenues | tCO <sub>2</sub> e / MLN € | 3,1  | 2,7  | 2,6  |



| GRI 303-3 Water withdrawal   | Units | 2022 | 2023 | 2024 |
|------------------------------|-------|------|------|------|
| Third-party water (aqueduct) | ML    | 0,36 | 0,45 | 0,37 |













| GRI 306-5 Waste directed to disposal | Units | 2022 | 2023 | 2024 |
|--------------------------------------|-------|------|------|------|
| TOTAL WASTE *                        | t     | 66,5 | 44,6 | 50,6 |
| of which plastic                     | t     | 8,0  | 6,9  | 6,7  |
| of which metals                      | t     | 3,2  | 3,4  | 1,4  |
| of which wood                        | t     | 0,0  | 1,9  | 5,7  |
| of which textile scraps              | t     | 41,9 | 15,6 | 17,6 |
| of which paper and cardboard         | t     | 13,4 | 16,8 | 19,3 |
| other                                | t     | 0,6  | 0,0  | 0,0  |

\* All waste is diverted from disposal

# SOCIAL PERFORMANCE

| GRI 2-7 Employees                                     | 2022                                                                                                                                                                            | 2023                                                                                                                                                                                | 2024                                                                                                                                                                                |
|-------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Total <b>number</b> of employees                      | 58  30<br> 28 | 59  30<br> 29 | 64  33<br> 31 |
| Total number of <b>permanent</b> employees            | 56  28<br> 28 | 54  26<br> 28 | 54  29<br> 25 |
| Total number of <b>temporary</b> employees            | 2  2<br> 0    | 5  4<br> 1    | 10  4<br> 6   |
| Total number of <b>non-guaranteed hours</b> employees | 0  0<br> 0    | 0  0<br> 0    | 0  0<br> 0    |
| Total number of <b>full-time</b> employees            | 55  29<br> 26 | 55  28<br> 27 | 58  28<br> 30 |
| Total number of <b>part-time</b> employees            | 3  1<br> 2  | 4  1<br> 3  | 6  3<br> 3  |

|                                                                                             |
|---------------------------------------------------------------------------------------------|
|  Men   |
|  Women |













| GRI 401-1 New employee hires and employee turnover | 2022                                                                                                                                                                             | 2023                                                                                                                                                                             | 2024                                                                                                                                                                              |
|----------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Employees hired                                    | 6  4<br> 2 | 7  1<br> 6 | 10  4<br> 6 |
| Employee hiring rate                               | 10%                                                                                                                                                                              | 12%                                                                                                                                                                              | 16%                                                                                                                                                                               |
| Hired employees aged < 30                          | 2                                                                                                                                                                                | 0                                                                                                                                                                                | 4                                                                                                                                                                                 |
| Hired employees aged 30–50                         | 4                                                                                                                                                                                | 2                                                                                                                                                                                | 4                                                                                                                                                                                 |
| Hired employees aged > 50                          | 0                                                                                                                                                                                | 5                                                                                                                                                                                | 2                                                                                                                                                                                 |
| Employees who left the organization                | 5  1<br> 4 | 6  2<br> 4 | 5  0<br> 5  |
| Employee turnover rate                             | 9%                                                                                                                                                                               | 10%                                                                                                                                                                              | 8%                                                                                                                                                                                |
| Employees who left aged < 30                       | 1                                                                                                                                                                                | 0                                                                                                                                                                                | 0                                                                                                                                                                                 |
| Employees who left aged 30–50                      | 0                                                                                                                                                                                | 2                                                                                                                                                                                | 3                                                                                                                                                                                 |
| Employees who left aged > 50                       | 4                                                                                                                                                                                | 4                                                                                                                                                                                | 2                                                                                                                                                                                 |

































# SOCIAL PERFORMANCE

| GRI 403-9 Work-related injuries                      | 2022                                  | 2023                                                            | 2024            |
|------------------------------------------------------|---------------------------------------|-----------------------------------------------------------------|-----------------|
| <b>Fatalities</b> as a result of work-related injury | 0                                     | 0                                                               | 0               |
| <b>High-consequence</b> work-related injuries        | 0                                     | 0                                                               | 0               |
| <b>Recordable</b> work-related <b>injuries</b>       | 1                                     | 3                                                               | 1               |
| Recordable workplace <b>injury rate</b>              | 10,2                                  | 30,7                                                            | 9,9             |
| <b>Main typologies</b> of work-related injuries      | Fracture of the right foot metatarsal | Left ankle contusion – Right hand injury – Left knee joint pain | Cervical sprain |
| Number of <b>hours worked</b>                        | 98.083                                | 97.855                                                          | 101.515         |

| GRI 403-10 Work-related ill health                                        | 2022 | 2023 | 2024 |
|---------------------------------------------------------------------------|------|------|------|
| <b>Number of fatalities</b> as a result of <b>work-related ill health</b> | 0    | 0    | 0    |
| <b>Number of cases of recordable work-related ill health</b>              | 0    | 0    | 0    |

| GRI 404-1 Average hours of training per year per employee | 2022                                                                                                                                                                                       | 2023                                                                                                                                                                                      | 2024                                                                                                                                                                                             |
|-----------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <b>Average hours</b> of training                          | 35  29<br> 42        | 16  1<br> 31    | 40  39<br> 42          |
| <b>Total</b> hours of training                            | 2.050  865<br> 1.185 | 931  44<br> 887 | 2.591  1.291<br> 1.301 |

| GRI 405-1 Diversity of governance bodies and employees | 2022                                                                                                                                                                                      | 2023                                                                                                                                                                                      | 2024                                                                                                                                                                                      |
|--------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Total <b>employees</b> by gender                       | 58  52%<br> 48%     | 59  51%<br> 49%     | 64  52%<br> 48%     |
| Percentage of employees: under 30 years old            | 21%                                                                                                                                                                                       | 14%                                                                                                                                                                                       | 16%                                                                                                                                                                                       |
| Percentage of employees: 30-50 years old               | 40%                                                                                                                                                                                       | 42%                                                                                                                                                                                       | 42%                                                                                                                                                                                       |
| Percentage of employees: over 50 years old             | 40%                                                                                                                                                                                       | 44%                                                                                                                                                                                       | 42%                                                                                                                                                                                       |
| Total <b>executives</b> by gender                      | 3  100%<br> 0%      | 3  100%<br> 0%      | 3  100%<br> 0%      |
| Percentage of executives: under 30 years old           | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        |
| Percentage of executives: 30-50 years old              | 33%                                                                                                                                                                                       | 33%                                                                                                                                                                                       | 33%                                                                                                                                                                                       |
| Percentage of executives: over 50 years old            | 67%                                                                                                                                                                                       | 67%                                                                                                                                                                                       | 67%                                                                                                                                                                                       |
| Total <b>managers</b> by gender                        | 1  100%<br> 0%      | 1  100%<br> 0%      | 1  100%<br> 0%      |
| Percentage of managers: under 30 years old             | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        |
| Percentage of managers: 30-50 years old                | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        |
| Percentage of managers: over 50 years old              | 2%                                                                                                                                                                                        | 100%                                                                                                                                                                                      | 100%                                                                                                                                                                                      |
| Total <b>office workers</b> by gender                  | 16  44%<br> 56% | 16  44%<br> 56% | 19  47%<br> 53% |
| Percentage of office workers: under 30 years old       | 0%                                                                                                                                                                                        | 0%                                                                                                                                                                                        | 16%                                                                                                                                                                                       |
| Percentage of office workers: 30-50 years old          | 56%                                                                                                                                                                                       | 56%                                                                                                                                                                                       | 47%                                                                                                                                                                                       |
| Percentage of office workers: over 50 years old        | 44%                                                                                                                                                                                       | 44%                                                                                                                                                                                       | 37%                                                                                                                                                                                       |
| Total <b>laborers</b> by gender                        | 38  47%<br> 53% | 39  49%<br> 51% | 41  49%<br> 51% |
| Percentage of laborers: under 30 years old             | 18%                                                                                                                                                                                       | 21%                                                                                                                                                                                       | 24%                                                                                                                                                                                       |
| Percentage of laborers: 30-50 years old                | 37%                                                                                                                                                                                       | 36%                                                                                                                                                                                       | 34%                                                                                                                                                                                       |
| Percentage of laborers: over 50 years old              | 45%                                                                                                                                                                                       | 44%                                                                                                                                                                                       | 41%                                                                                                                                                                                       |

# ECONOMIC PERFORMANCE

| GRI 201-1 Direct economic value generated and distributed |                                     | Units | 2022       | 2023       | 2024       |
|-----------------------------------------------------------|-------------------------------------|-------|------------|------------|------------|
| A                                                         | ECONOMIC VALUE GENERATED            | €     | 22.681.648 | 22.886.210 | 23.805.116 |
| A1                                                        | Net sales                           | €     | 22.094.283 | 22.488.776 | 23.383.102 |
| A2                                                        | Revenues from financial investments | €     | 0          | 17.702     | 114.197    |
| A3                                                        | Other revenues                      | €     | 587.365    | 379.732    | 307.817    |
| B                                                         | ECONOMIC VALUE DISTRIBUTED          | €     | 19.428.684 | 19.372.508 | 20.292.285 |
| B1                                                        | Operating costs                     | €     | 15.954.241 | 15.763.172 | 16.310.703 |
| B2                                                        | Employee wages and benefits         | €     | 2.833.018  | 2.755.508  | 2.925.289  |
| B3                                                        | Payments to capital providers       | €     | 38.811     | 26.730     | 24.824     |
| B4                                                        | Payments to governments             | €     | 602.614    | 827.098    | 1.031.469  |
| A-B                                                       | ECONOMIC VALUE RETAINED             | €     | 3.252.964  | 3.513.702  | 3.512.831  |

| GRI 201-4 Financial assistance received from government                              |  | Units | 2022    | 2023    | 2024   |
|--------------------------------------------------------------------------------------|--|-------|---------|---------|--------|
| Grants for investment or research and development and other relevant types of grants |  | €     | 510.730 | 374.222 | 59.932 |

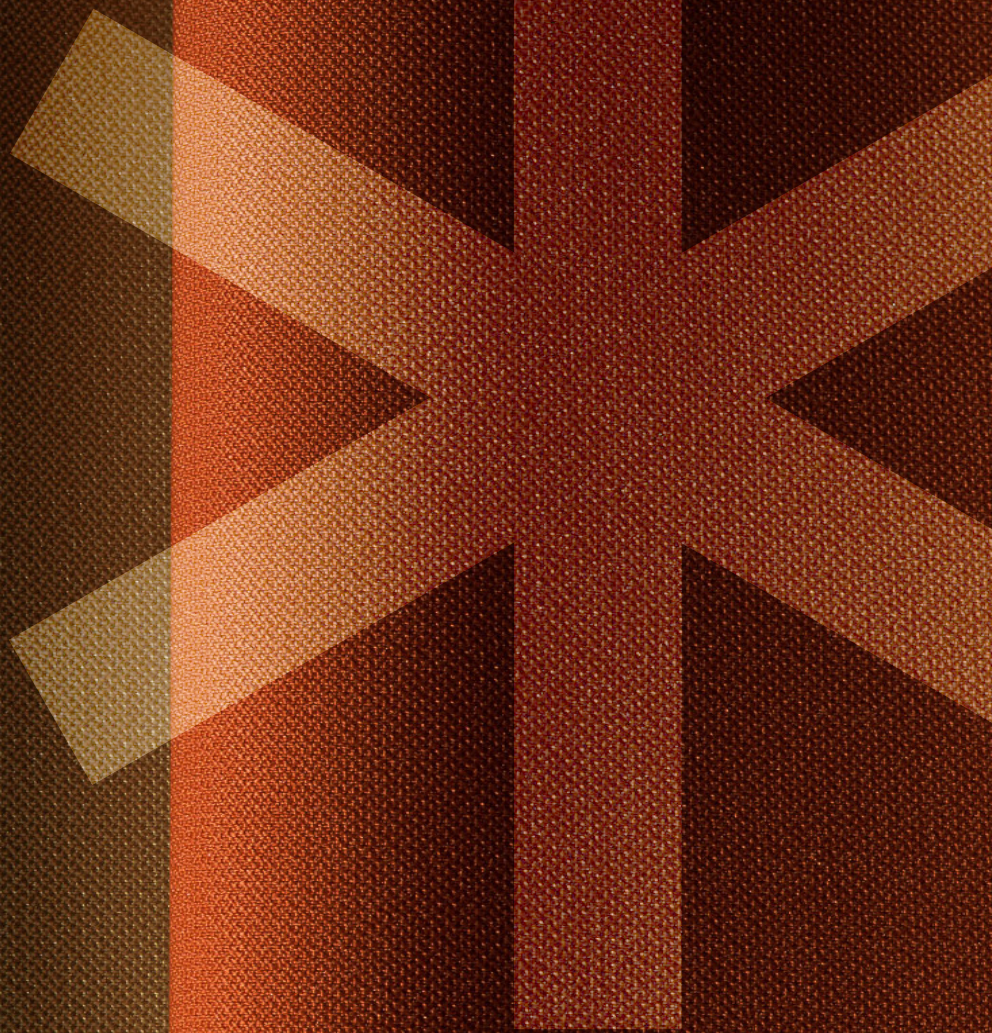
| GRI 204-1 Proportion of spending on local suppliers                      |  | Units | 2022   | 2023   | 2024   |
|--------------------------------------------------------------------------|--|-------|--------|--------|--------|
| Share of expenditure on suppliers of goods or services based in Piedmont |  | %     | 41,32% | 41,57% | 38,62% |
| Share of expenditure on suppliers of goods or services based elsewhere   |  | %     | 58,68% | 58,43% | 61,38% |

*In the previous three years, no cases of non-compliance were recorded with regard to the GRI reported below:*

- GRI 406-1 Incidents of discrimination and corrective actions taken
- GRI 417-2 Incidents of non-compliance concerning product and service information and labeling
- GRI 417-3 Incidents of non-compliance concerning marketing communications
- GRI 418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data
- GRI 2-27 Compliance with laws and regulations



# APPENDIX





# GRI INDEX

GRI Statement of Use: FIDIVI - Tessitura Vergnano S.p.A. has reported the information mentioned in this GRI content index for the period from January 1, 2024, to December 31, 2024, with reference to the GRI Standards. GRI 1 - Fundamental Principles - 2021 version

| GRI Standard                       | GRI Disclosure                                                                   | Page               |
|------------------------------------|----------------------------------------------------------------------------------|--------------------|
| GRI 2: General Disclosures 2021    | 2-6 Activities, value chain and other business relationships                     | 22, 24, 27, 28, 31 |
| GRI 2: General Disclosures 2021    | 2-7 Employees                                                                    | 52                 |
| GRI 2: General Disclosures 2021    | 2-9 Governance structure and composition                                         | 16                 |
| GRI 2: General Disclosures 2021    | 2-11 Chair of the highest governance body                                        | 16                 |
| GRI 2: General Disclosures 2021    | 2-12 Role of the highest governance body in overseeing the management of impacts | 16                 |
| GRI 2: General Disclosures 2021    | 2-13 Delegation of responsibility for managing impacts                           | 16                 |
| GRI 2: General Disclosures 2021    | 2-22 Statement on sustainable development strategy                               | 4                  |
| GRI 2: General Disclosures 2021    | 2-27 Compliance with laws and regulations                                        | 57                 |
| GRI 2: General Disclosures 2021    | 2-29 Approach to stakeholder engagement                                          | 36, 38             |
| GRI 3: Material Topics 2021        | 3-1 Process to determine material topics                                         | 32, 35, 36, 38     |
| GRI 3: Material Topics 2021        | 3-2 List of material topics                                                      | 32, 35, 40, 42, 44 |
| GRI 3: Material Topics 2021        | 3-3 Management of material topics                                                | 40, 42, 44         |
| GRI 201: Economic Performance 2016 | 201-1 Direct economic value generated and distributed                            | 56                 |
| GRI 201: Economic Performance 2016 | 201-4 Financial assistance received from government                              | 56                 |

## GRI Standard

## GRI Disclosure

## Page

|                                      |                                                                                                  |    |
|--------------------------------------|--------------------------------------------------------------------------------------------------|----|
| GRI 204: Procurement Practices 2016  | 204-1 Proportion of spending on local suppliers                                                  | 57 |
| GRI 302: Energy 2016                 | 302-1 Energy consumption within the organization                                                 | 50 |
| GRI 302: Energy 2016                 | 302-3 Energy intensity                                                                           | 50 |
| GRI 303: Water and Effluents 2018    | 303-3 Water withdrawal                                                                           | 51 |
| GRI 305: Emissions 2016              | 305-4 GHG emissions intensity                                                                    | 51 |
| GRI 306: Effluents and waste 2016    | 306-5 Waste directed to disposal                                                                 | 51 |
| GRI 401: Employment 2016             | 401-1 New employee hires and employee turnover                                                   | 53 |
| GRI 403: Work Health and Safety 2018 | 403-9 Work-related injuries                                                                      | 54 |
| GRI 403: Work Health and Safety 2018 | 403-10 Work-related ill health                                                                   | 54 |
| GRI 404: Training and Education 2016 | 404-1 Average hours of training per year per employee                                            | 54 |
| GRI 405: Equality and Diversity 2016 | 405-1 Diversity of governance bodies and employees                                               | 55 |
| GRI 406: Non-discrimination 2016     | 406-1 Incidents of discrimination and corrective actions taken                                   | 57 |
| GRI 417: Marketing and Labeling 2016 | 417-2 Incidents of non-compliance concerning product and service information and labeling        | 57 |
| GRI 417: Marketing and Labeling 2016 | 417-3 Incidents of non-compliance concerning marketing communications                            | 57 |
| GRI 418: Customer Privacy 2016       | 418-1 Substantiated complaints concerning breaches of customer privacy and loss of customer data | 57 |



# GLOSSARY

**2030 Agenda for Sustainable Development:** this is the action program for people, planet, and prosperity signed in September 2015 by the governments of the 193 UN member countries. The Agenda encompasses 17 Development Goals, known as SDGs (see next entry).

**Benefit Corporation:** a company that, in the conduct of an economic activity, in addition to the purpose of distributing profits, pursues one or more objectives of common benefit and operates in a responsible, sustainable, and transparent manner towards people, communities, territories, and the environment.

**Carbon Footprint:** expresses in CO2 equivalent the total greenhouse gas emissions directly or indirectly associated with a product, organization, or service. This term is used to measure the environmental sustainability of businesses.

**Circular Economy:** a model of production and consumption that involves sharing, reusing, repairing, reconditioning, and recycling materials and products.

**CSRD (Corporate Sustainability Reporting Directive):** EU directive that strengthens sustainability reporting requirements for companies, requiring detailed information on environmental, social, and governance (ESG) impacts.

**ESG (Environmental, Social, Governance):** refers to the sustainability dimensions by which an organization's activities are assessed, not only from an economic and governance perspective, but also from an environmental and social perspective.

**ESRS (European Sustainability Reporting Standards):** European standards for sustainability reporting, defined by EFRAG, which specify disclosure requirements for companies subject to CSRD, covering environmental, social, and governance (ESG) aspects.

**Global Reporting Initiative (GRI):** an international non-profit organization established with the aim of defining standards for reporting on the sustainability performance of organizations.

**Governance:** the persons or bodies (e.g., the board of directors or a corporate trustee) with responsibility for overseeing the strategic direction of an organization and its accountability and stewardship obligations.

**Greenwashing:** communicating one's sustainability in a fraudulent manner.

**Impact report:** a mandatory document for Benefit Corporations that illustrates the social, environmental, and economic effects generated by an organization, providing a qualitative and quantitative assessment of its activities.

**SDGs (Sustainable Development Goals):** 17 United Nations goals to be achieved by 2030. These goals serve as guidelines for contributing to global development, promoting human well-being, and protecting the environment.

**Shared Value:** a business model in which a company's pursuit of financial success and competitive advantage includes environmental and social decisions and strategies.

**Stakeholders:** entities, organizations, or individuals who may be affected by the organization's activities, products, and services or who have the ability to influence the organization's decisions.

**Sustainability Report:** a concise communication tool that illustrates how the company is committed to sustainability issues and measures its performance.



**FIDIVI TESSITURA VERGNANO S.P.A.**

Regione Masio 19bis - 10046 Poirino (TO)  
Tel: +39 011 9430662 / Fax: +39 011 9461820  
Email: [info@fidivi.com](mailto:info@fidivi.com) / PEC: [info@fidivi-pec.it](mailto:info@fidivi-pec.it)

Should you have any questions or require further details about the contents of this report, please contact us at [info@fidivi.com](mailto:info@fidivi.com).  
Your input is valuable in enhancing the sustainability of our company.