

SUSTAINABILITY REPORT

2023



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LETTER TO STAKEHOLDERS

During 2023, LISA Spa faced a year marked by changes in the market we serve, which required the adoption of new strategies to maintain growth that is truly sustainable through an ongoing commitment to excellence. That is why we are proud to present you with our sustainability report, which reflects the initiatives we have taken to maintain our role as a leader in the textile industry, even in the face of a market in crisis and great change.

Despite the market downturn, LISA Spa has continued to maintain its focus on sustainability and innovation, with particular attention to our sustainable fabrics collection. This range includes items that comply with major product certifications, such as EUROPEAN FLAX, FSC, GOTS, GRS and RCS, and includes viscose fibers such as Ecovero by Lenzing and LivaEco by Birla, as well as Better Cotton Initiative cottons. Lisa Spa's strategy remains to expand its sustainable offerings, responding to the needs of a market increasingly attentive to the origin and quality of materials and the transparency of the supply chain.

In 2023, we strengthened our Atelier and Premium collections, the former dedicated to the luxury market, the latter to those seeking to anticipate fashion trends. Further raising the quality standards of our offerings, these collections of refined designs, fine fibers and exclusive processing confirm LISA Spa as a benchmark for high-end products for luxury clothing and accessories.

LISA Spa has always been at the forefront of sustainability issues in the textile supply chain. The efforts made over the years, characterized by constant internal training and updating, have allowed us to align ourselves with the standards required by the various product and process certifications. Our desire is to offer a specific range of textiles with high levels of quality and origin control, responding to the demands of customers who are increasingly sensitive to ESG issues.

Precisely for this reason, with the intention of promoting a safer and more sustainable textile supply chain, we have committed to obtaining the level of "Excellence" through the implementation of the 4Sustainability Chem protocol, following the ZDHC (Zero Discharge of Hazardous Chemicals) guidelines. This recognition attests to our commitment to reducing the use of hazardous chemicals in our production processes, promoting a safer, traceable and sustainable supply chain.

During the year, we continued to undergo rigorous audits, approaching them with determination and awareness of the importance of accountability. Details of these activities are provided on the following pages, offering transparency and demonstrating our commitment to responsible and sustainable management.

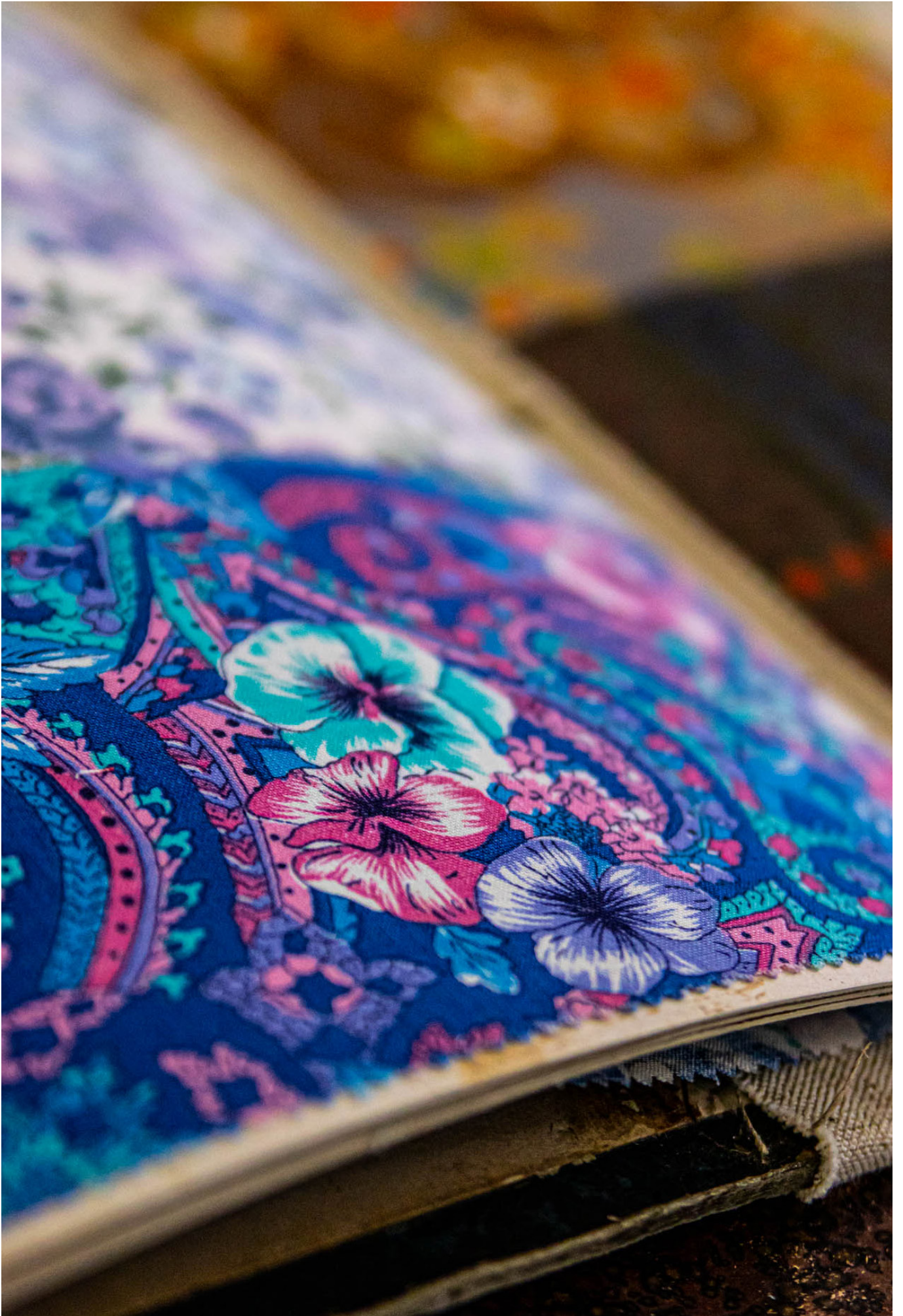
We also want to highlight the many quality testing activities on both the incoming raw material and our finished product. These tests, listed in the report, are critical to maintaining the standards of excellence that our customers expect from us.

Another area to which we have devoted special attention is Cyber Security. Protecting the corporate and personal data of our customers and employees is a top priority for LISA Spa. We have implemented advanced measures to ensure information security and prevent potential cyber threats.

We are confident that the strategies we have adopted and the investments we have made in the past years will enable us to meet future challenges successfully and continue to grow sustainably and responsibly. We thank all of you for your continued support and trust in LISA Spa.

Paolo Pagani
CEO of LISA







METHODOLOGICAL PREMISE

This Sustainability Report is LISA's second year of reporting non-financial information. The purpose of the Report is to disclose information about the economic, environmental, social and governance performance resulting from LISA S.p.A.'s production activities, so as to continuously account for actions taken and maximize transparency to relevant stakeholders.

Thus, information is presented in the Report with respect to governance, economic, environmental and social issues. The document has been prepared with reference to the GRI Standards, in the version of the GRI Universal Standards 2021.

The qualitative-quantitative information reported within the document refers to the period from January 1 to December 31, 2023, with comparisons, where possible, with the previous fiscal year.

The contents of the document have also been identified by company management based on the results of stakeholder dialogue. The most important issues for the organization and its stakeholders are reported in order to represent in a comprehensive and balanced way the sustainability context in which LISA operates.

Data and information are conveyed as much as possible through the use of clear language, providing comprehensive, timely and, where possible, comparable information over time.

The list of reported indicators and their location within the Report are given in the GRI Content Index presented at the end of the document.

The process of drafting the document, coordinated by the department involved the cross-functional involvement of key corporate functions and the performance of the following activities::

- Boundary identification and reporting period;
- Validation of material issues, as detailed later in the dedicated chapter;
- Definition of non-financial indicators to be reported;
- Identification of business functions to be involved;
- Collection, processing and consolidation of qualitative-quantitative data for inclusion in the Annual Report;
- Drafting of the draft document, to be submitted to top management for validation.

For the above activities, LISA was supported by Process Factory S.r.l.

This document was reviewed by the Sustainability Manager and subsequently ratified by LISA management on 18/09/24.

The following Sustainability Report has not been subjected to Assurance by a third party company. To date, the company is not required to report under current regulations.

However, with a view to transparency and commitment to sustainability, it decided to prepare its second Sustainability Report. This document, although not certified, represents a voluntary exercise that testifies to the company's dedication to the principles of social and environmental responsibility.

In addition, this reporting project has made it possible to disseminate a working methodology and a focus on data measurement, collection and dissemination, prerequisites for the implementation of a comprehensive sustainability reporting process.

For information, questions and insights on the issues in the paper, you can contact the following e-mail address:

e-mail: sustainability@lispaspa.it.

LISA PERFORMANCE HIGHLIGHTS IN 2023

11.251.057,58

METERS PRODUCED

0

CASES OF DISCRIMINATION



64%

WOMEN OUT OF
TOTAL EMPLOYEES



97%

PERMANENT EMPLOYEES

112.043

FABRIC TESTING BY OUR
IN-HOUSE LABORATORY

 **52,1%**

OF THE RAW MATERIALS
USED ARE DERIVED FROM
RENEWABLE SOURCES

 **37,9%**

OF RAW MATERIALS USED
ARE DERIVED FROM
RECYCLING PROCESSES



LISA

THE ORGANIZATION YESTERDAY AND TODAY

LISA S.p.A., located at Via per Fenegrò, 26, 22070 Veniano CO, is a textile company specializing in the creation and production of fabrics for women's clothing. With more than 400 employees and strategically located offices in Italy, Germany and China, LISA S.p.A. represents an undisputed leader in the production of printed fabrics.

Its history began in 1970 as a modest business in the textile industry, but over the years it has developed into a landmark in the fashion world. With strong roots in Italy and a well-established global presence, it now stands as a reliable and competent partner, able to respond in a timely manner to the needs of its customers, offering high-quality customized fabrics.

The company has always invested in human resources, innovation and sustainability, ensuring ethical production that promotes Italian style around the world. For more than fifty years, it has supplied raw materials for the collections of prestigious international brands, offering an unsurpassed mix of quality, creativity and punctuality that sets it apart.

LISA's production heart is Stamperia di Martinengo, a company that is part of the group headed by LISA Holding, a true textile industrial excellence on the Italian and international scene.







LISA'S PRODUCTION HEART IS
THE MARTINENGO PRINTING
PLANT, INDUSTRIAL
EXCELLENCE IN THE
TEXTILE IN THE ITALIAN AND
INTERNATIONAL SCENE.

LISA S.p.A. boasts three business units, each specializing in a different market:



LISA

CREATIVE COLLECTION

Light, sparkling, unpredictable. Lisa Creative Collection is the young line dedicated to all women who love to play with their style with always new looks. Each of the collections comes directly from the hand of our stylists, who develop each idea first on paper and then digitally, artfully mixing fantasy and vintage themes with current trends.

TOP PROJECT

CHIC COLLECTION

Luxury is always looking for trends to reinterpret. Top Project caters to the sophisticated woman who does not want to compromise, especially when it comes to style. A versatile yet chic, practical yet elegant line for those who love to put themselves on the line by constantly experimenting with new combinations of shapes, colors and seduction.



ATELIER ELLE

THE COLLECTION

A line that draws the most refined features of haute couture, with exclusive access to vintage archives of the boldest hits of Italian style. Atelier Elle thus celebrates the love of beauty, beyond all conditions, blended with contemporaneity, on fine fabrics such as silk, cotton and viscose.

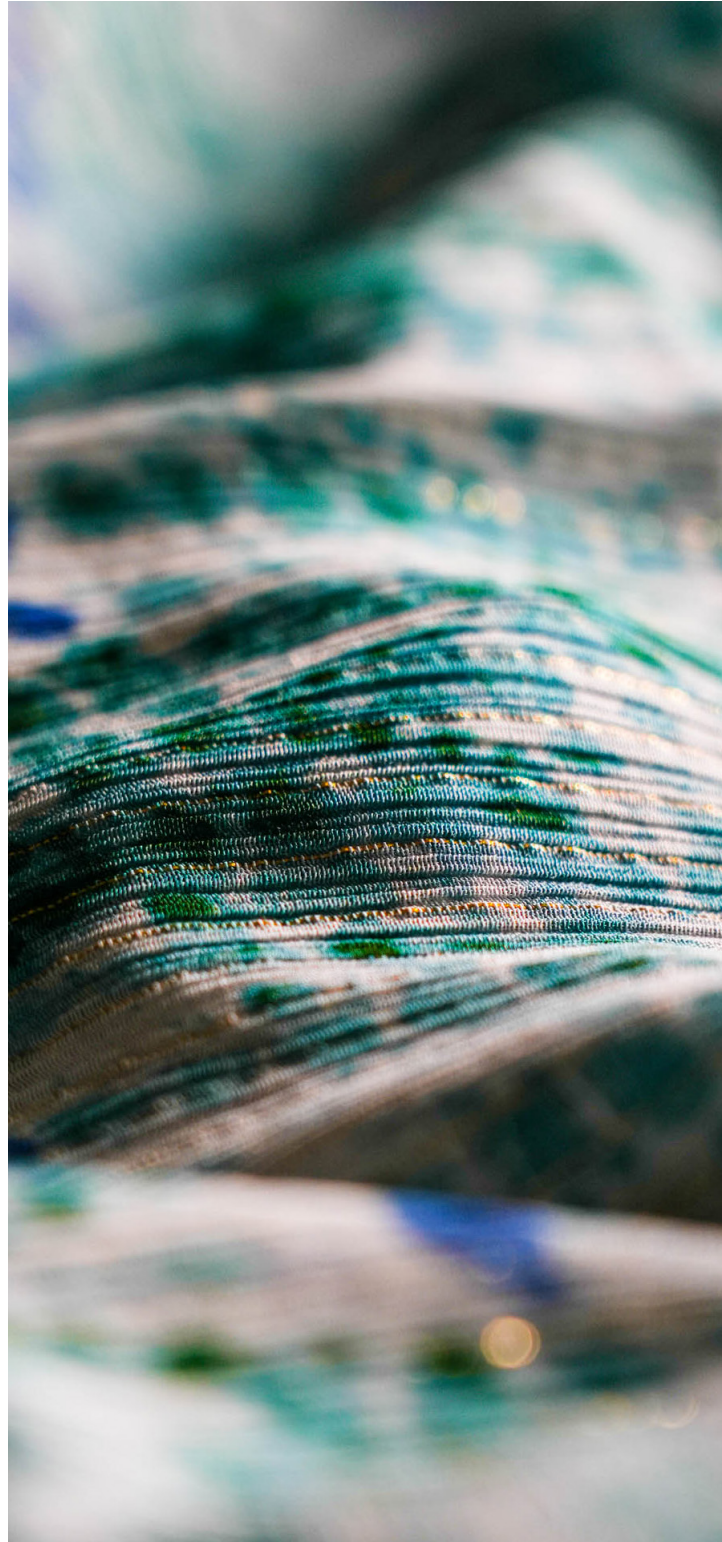
This is LISA today: the fruit of a long history marked by passion and determination.

MISSION AND VALUES

LISA S.p.A. guides its operations with a vision marked by fundamental values such as responsibility, ethics, integrity, fairness, transparency and legality. It is fully aware that these principles have a direct impact on the goals and reputation of both the company and the Group as a whole. This ongoing commitment generates value and meets the highest expectations of various stakeholders.

LISA S.p.A.'s mission is to meet customers' needs by combining quality and sustainability. Everyone's contribution has been and continues to be at the heart of the company's growth.

Specializing in the production of fabrics for women's apparel, the company stands out for its commitment to sustainability and wide range of printing options. For LISA, sustainability is not just a market requirement, but represents a real opportunity for growth and continuous improvement. Over the years, major initiatives have been promoted that have defined the company's commitments to social, economic and environmental issues. Viewing waste as a valuable resource and seeking solutions to meet the challenges of a constantly changing world are at the core of the company's strategy.



CERTIFICATIONS AND INITIATIVES

Attention to sustainability is an integral part of the modus operandi of every member of the LISA team. This philosophy, constantly fueled by ongoing research, guides the company's growth and development, enabling it to achieve increasingly ambitious goals in terms of social responsibility and sustainability.

LISA's Code of Ethics represents the foundation of the principles that guide the company's activities and management. It outlines the objectives and values that guide the company's operations, paying particular attention to the main stakeholders with whom LISA deals on a daily basis. All those who work on behalf of LISA, both in Italy and abroad, or

who have business relationships with the company, including Agents and Intermediaries, are required to comply with the principles and directives outlined in the Code of Ethics, in accordance with their respective functions and responsibilities.

The Company has implemented a number of initiatives and certifications, both corporate and product, that testify to its commitment to standards of excellence. For LISA, these certifications are not simply formal recognition, but represent a working philosophy and a way of interpreting the professional environment. They are a tangible tool for promoting within and outside the company a culture based on these values.



4SUSTAINABILITY® FRAMEWORK

LISA has adhered to the 4sustainability® commitment (<https://www.4sustainability.it/>), an innovative implementation framework and registered trademark that guarantees the sustainability performance of the fashion and luxury supply chain. The issuance and maintenance of the label is conditional on the implementation of one or more initiatives among the six in the 4sustainability roadmap, as well as compliance with strict requirements on which constant monitoring is exercised. These initiatives coincide with the priorities identified by the **Global Fashion Agenda** and have one or more of the United Nations **Sustainable Development Goals** as their foundation and goal. The 4S® Protocol has four levels of implementation (Ongoing, Basic, Advanced, Excellence), which are verified annually through a quantitative and qualitative assessment process that certifies the requirements. Of the 4sustainability® framework, LISA has implemented the CHEM pillar.



4S CHEM

The company is committed to following the 4sustainability chemical management protocol with the goal of completely eliminating toxic and harmful substances from production through the adoption of MRSL ZDHC (Zero Discharge of Hazardous Chemicals).

FSC

The Forest Stewardship Council (FSC) is actively committed to preserving our forests and protecting those who depend on them. This includes protecting plant and animal species, respecting the rights of indigenous peoples and the safety of forest workers, among many other crucial aspects.

GLOBAL RECYCLED STANDARD

The Global Recycled Standard (GRS) is an international standard that establishes requirements for the certification of textile products made from recycled materials. This standard is key to ensuring that products claiming to be made from recycled materials meet certain criteria for sustainability and environmental responsibility. GRS focuses on two main types of recycled materials: pre-consumer (e.g., industrial waste) and post-consumer (products that have been used by consumers and then recycled). The goal of GRS is to promote the responsible and sustainable use of recycled materials in textile production.

RECYCLED CLAIM STANDARD

The Recycled Claim Standard (RCS) represents a voluntary international standard that establishes requirements for third-party certification regarding the use of recycled materials and chain-of-custody traceability.

GLOBAL ORGANIC TEXTILE STANDARD

The Global Organic Textile Standard (GOTS) is a set of strict standards and criteria that define the requirements for organic textile production worldwide. This standard is considered the highest recognition for textile products using organically grown fibers. To achieve GOTS certification, a textile product must meet a number of criteria, ranging from the cultivation of raw materials to the production and finishing process. This includes banning the use of harmful and toxic chemicals, as well as adopting sustainable water and energy management practices.

ORGANIC CONTENT STANDARD

The Organic Content Standard (OCS) is an international standard that provides clear and reliable guidance on the percentage of organic material in textile products. This standard is critical in ensuring the authenticity of "organicity" claims in textile products while promoting the adoption of more sustainable and environmentally friendly agricultural practices.

When a product obtains certification under the Organic Content Standard, you can be assured that the stated percentage of organic material is true.

OCS BLENDED

OCS Blended is a certification of a blend of G.O.T.S.-certified organic cotton and other materials certified for their ecological value, such as recycled polyester. This standard aims to ensure that textile products contain a specific percentage of materials from environmentally friendly and sustainable sources. In other words, it indicates that the item was made from a combination of materials that meet certain environmental standards.

BETTER COTTON STANDARD SYSTEM

The Better Cotton Standard System is a comprehensive approach to sustainable cotton production that embraces three basic pillars: environmental, social and economic. This system is distinguished by its ability to integrate and harmonize principles and criteria with concrete monitoring mechanisms that demonstrate tangible results and concrete impacts.

Through this initiative, responsible agricultural practices are promoted, workers' rights are protected and economic development is stimulated in the communities involved in cotton production.

COTTON MADE IN AFRICA

Since 2005, Cotton Made in Africa (CmiA) has been at the forefront of promoting sustainable cotton from Africa. This internationally recognized standard is not only a mark of quality, but represents a tangible commitment to protecting the environment and improving the living and working conditions of small farmers and valiant gin workers.

EUROPEAN FLAX®

The European Flax seal represents excellence in European flax fiber, suitable for a wide range of textile applications. This designation not only promotes and protects agriculture and the flax industry within the European Union, but also underscores the importance of regional roots and deep industry know-how that cannot be replicated elsewhere. It is an ambitious global brand, geared toward gaining the recognition of end consumers.

European Flax fiber constitutes the key raw material for companies and products that bear the prestigious MASTERS OF LINEN® label, ensuring quality and authenticity.

THE STANDARD 100 BY OEKO-TEX®

It is a global testing and certification system for textile products at all levels of processing, including accessory materials such as buttons, zippers, sewing threads and labels. This standard aims to ensure that textile products meet certain requirements for safety, quality and environmental sustainability. Products certified to STANDARD 100 by OEKO-TEX® have been tested for the presence of substances that are harmful or potentially harmful to human health.

LIVAECO

Livaeco by Birla pulp is sourced from forests certified as sustainable, ensuring that the path of every Livaeco-labeled garment is traceable back to its original source.

REPREVE – UNIFI

UNIFI's REPREEVE fiber is produced using recycled plastic bottles, thus turning an environmental problem into a positive opportunity. Their fully vertically integrated production process ensures the highest quality in recycled fibers, chips and flakes. REPREEVE is the only fiber with ecological performance that has obtained U TRUST® verification to certify its declared recycled content. Through their unique FiberPrint® tracking technology, they can verify at any point in the supply chain that REPREEVE is present and in the right quantities.

Sorona®

Sorona® fabrics go through rigorous content and performance testing within the Common Thread certification program. This program provides a level of transparency and traceability that ensures that the decision to partner with Sorona® is of significant importance and impact, both in the present and in the future.

ECOVERO™

LENZING™ ECOVERO™ fibers represent an eco-responsible choice, being derived from certified renewable wood sources, with the guarantee of the FSC label as well. The production process of these fibers is guided by high environmental standards. Key benefits include up to a 50 percent reduction in emissions and water impact compared to generic viscose. The production of LENZING™ ECOVERO™ fibers results in lower emissions and water impact, contributing significantly to environmental sustainability. In addition, these fibers are created from wood pulp, a renewable resource, ensuring responsible and sustainable sourcing.



THE GOVERNANCE MODEL

LISA S.p.A. maintains various business relationships, both as part of a larger Group and through its subsidiaries. Specifically, LISA S.p.A. holds full ownership of limited liability companies:

- LISA KEQIAO, CO. LTD. based in Shanghai, China, and
- LISA GERMANY GMBH, based in Ratingen, Germany.

These companies mainly carry out activities of a commercial nature.

LISA S.p.A. is in turn a 70% subsidiary of Lisa Holding S.r.l. with which there is a relationship based mainly on shareholding control and real estate leasing. Lisa Holding S.r.l. also holds a controlling interest in Stamperia di Martinengo S.r.l., with which LISA S.p.A. maintains business relationships that mainly include technical services, such as fabric printing.

Governance of LISA S.p.A. is represented by a **board of directors** consisting of three people:

- Baptist Saibene
- Paolo Pagani
- Valentino Pagani

The **Board of Statutory Auditors**, led by President Patrizia Gorini, consists of Marco Magnoni and Luca Abatini.

The audit is entrusted to EY Spa.

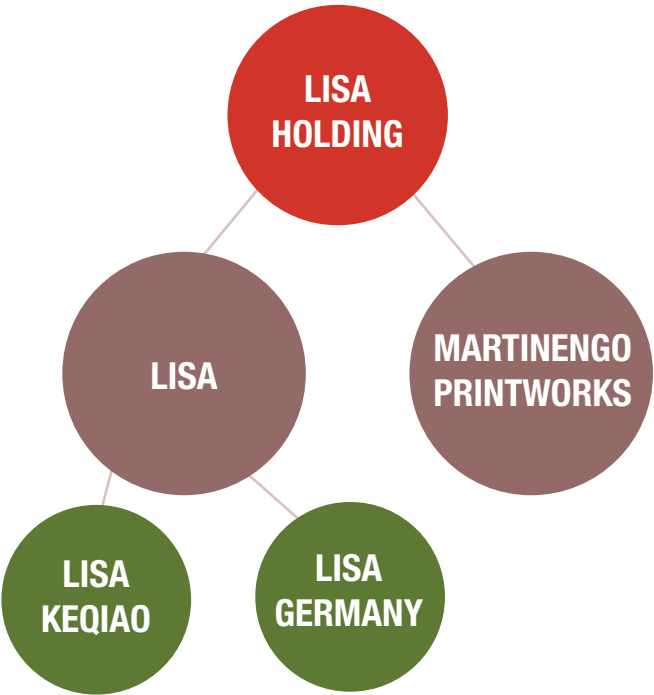
The company is affiliated with **Sistema Moda Italia** and is a member of **Confindustria**, thus demonstrating a strong commitment to the industry and close integration into the national industrial environment.

THE MODEL

LISA S.p.A. has implemented a structured and well-defined approach to implementing its sustainability commitments. This process involves various levels within the organization, ensuring that each unit has clear tasks and responsibilities regarding sustainability and corporate goals.

Management is responsible for setting key goals, policies and directives, while department heads and members of the operations team are responsible for putting them into practice in their daily work.

Corporate commitments to sustainability and responsible production are integrated into all phases of the organization. Organizational strategies are oriented toward a vision of a sustainable future, and this is reflected in both short-term and long-term goals. Operational policies outline guidelines for responsible use of resources, reduction of environmental impact, and promotion of ethical business conduct. Detailed operating procedures explain how production, printing and materials management processes are conducted in accordance with corporate commitments.



LISA S.p.A. understands that the implementation of commitments is not limited to internal operations, but also involves business relationships with suppliers, customers and other stakeholders. Sustainability standards are communicated to suppliers, who are encouraged to adhere to them. Customer relations are based on transparency and the provision of accurate information regarding the sustainable aspects of products. In addition, the company proactively seeks partnerships with companies that share similar sustainability values.

To ensure that all employees understand and actively participate in the implementation of corporate commitments, LISA S.p.A. offers specific training programs. These programs address a wide range of topics, including sustainability principles, operational policies and procedures related to sustainable production, responsible use of resources and reduction of environmental impact, as well as business ethics and expectations in business relationships. Training is tailored to the needs of each department and all levels of the organization, ensuring that every employee is adequately prepared to contribute to the achievement of sustainability goals.

Review of the effectiveness of processes to identify and manage the organization's impacts on the economy, environment and people occurs with varying frequency depending on the issues. Processes underlying strategic priorities are reviewed by management on a semi-annual basis. Other processes, on the other hand, are reevaluated with a frequency that depends on the changing internal and external environment and involves all managers.

The company adopts a predominantly horizontal corporate organizational chart. In this context, the horizontal organizational chart becomes the foundation on which LISA's entire operational structure rests. In contrast to traditional hierarchies, in which information flows vertically, LISA's approach encourages the horizontal distribution of knowledge. This results in more direct communication, rapid decision making and greater agility in responding to changing market dynamics.





SUSTAINABILITY GOVERNANCE

The organization has formally appointed a Sustainability Manager, Giacomo Beretta, who, in addition to coordinating the reporting process, oversees the various certifications, receives from Management the projects to be undertaken and manages their development. The Manager periodically informs Management of progress and actively collaborates with the various external teams and consultants to implement sustainability projects.

Corporate management plays a strategic role in identifying and managing ESG impacts. In addition to defining, implementing and monitoring projects and the company's mission, it is actively engaged in local development, organizing specific meetings with local partners and associations.



RESPONSIBLE RELATIONSHIP MANAGEMENT

LISA attaches great importance to establishing an open dialogue with its stakeholders. Every ongoing project is regularly shared with the entire staff, and employees have a dedicated **online channel** to report any issues.

As of 2023, **Organizational Model 231** was adopted, which aims to regulate and define the corporate structure and management of the most sensitive processes. It aims to attribute and define the perimeter of responsibility within the organization so as to prevent and reduce the risk of commission of offenses from which the administrative liability of the company itself may arise. In addition, it serves as a valuable compass for all employees and collaborators, offering clear indications on modes of behavior, supervisory schemes and measures to ensure, to the maximum extent possible, the prevention of unlawful behavior and corrupt practices.

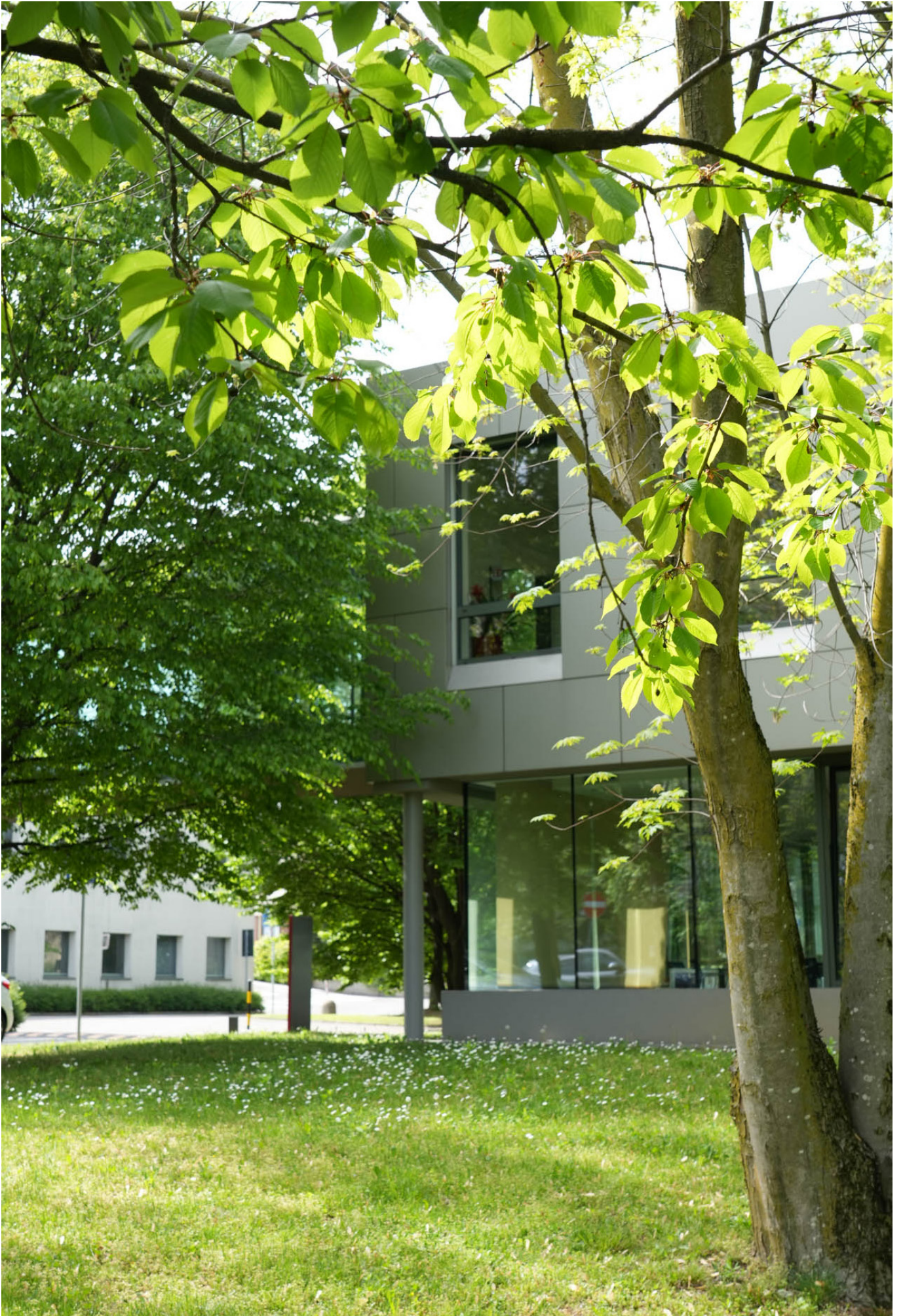
In this regard, LISA makes available to collaborators, suppliers, customers and all stakeholders an **online form** to report any behavior, action or omission that, committed by anyone within LISA S.p.A. or on its behalf, may constitute a violation of the laws or regulations in force, the principles expressed in the "Code of Ethics," or that may directly or indirectly cause economic, financial or reputational damage to the company (Whistleblowing).

In addition, systems are in place to report possible misconduct in the workplace, either directly or anonymously through the Reporting Box.

In addition, to facilitate communication with its stakeholders, the Company makes use of the social networks LinkedIn and Instagram. In particular, on the latter, informative content regarding ongoing work and projects undertaken is shared.

231 **MODELLO ORGANIZZATIVO**
AI SENSI DEL
D.LGS 231/2001





THE COMPANY

THE PRODUCTION MODEL

The company, focused on the production of fabrics for women's apparel, stands out for its commitment to sustainability and variety of printing options.

In the year 2023, LISA produced **11,251,057.58 meters of printed fabrics**.

The following is an overview of its operational activities:

- **Use of sustainable shuttle and knitted fabrics:** LISA S.p.A. adopts an eco-friendly philosophy, using materials such as organic cotton, Ecovero viscose and other natural or recycled GRS and RCS fibers to create sustainable fabrics.
- **Rotary printing:** Thanks to the Printworks of Martinengo (a company within the same Group), the company has state-of-the-art machinery for rotary printing on fabrics. This process enables efficient large-scale production, with the ability to use up to 12 cylinders per color.
- **Ink jet printing:** Using high-definition ink jet printing technologies, LISA create detailed patterns and designs on fabrics. This flexible method is ideal for more limited quantities or custom printing without color restrictions.
- **Sublimation printing:** Sublimation printing produces vivid, long-lasting prints that are perfect for polyester fabrics.

The range of services offered is equally diverse:

- **Custom design:** LISA S.p.A. works with clients to create unique patterns and designs that reflect their needs and visions.
- **Contract manufacturing:** Customers can commission specific fabrics, tailored in terms of type and design, ensuring a unique result in line with industry trends.
- **Historical Archives:** A catalog of vintage designs and dresses is available to customers, further enriching the pattern selection process.
- **Sustainable consulting:** Given its commitment to sustainability, LISA S.p.A. advises clients on how to make their end products more eco-friendly by suggesting sustainable materials and production methods.
- **Quality control:** Strict quality control is performed on every fabric produced, ensuring that designs reflect customers' specifications and that fabrics are free of defects.
- **Quick delivery:** With an efficient supply and production chain, the company is able to offer quick delivery times without compromising quality.
- **Customer Support:** LISA S.p.A. has a dedicated customer service team ready to answer questions, provide order status updates and guide customers through the fabric and pattern selection processes.



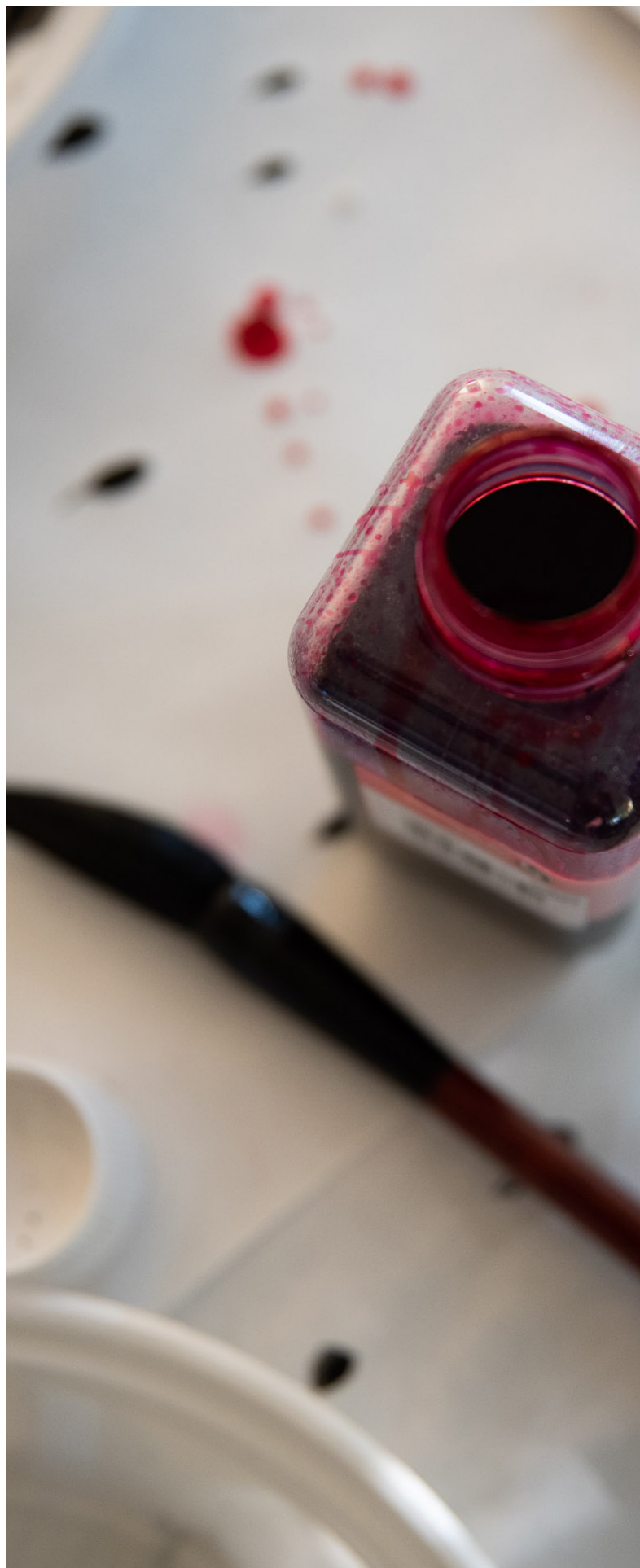
LISA S.p.A.'s industrial production blends craftsmanship and state-of-the-art printing technology. There are always millions of meters of fabric in the warehouses from more than 300 different bases, with a daily production of tens of thousands of meters guaranteed by six transfer machines and three inkjet machines. But the beating heart of this business is the Martinengo Print Shop, an excellence in textiles both nationally and internationally. With five presses and a printing capacity of more than 100,000 meters per day, together with two single pass machines and eight inkjet machines for digital printing, LISA S.p.A. guarantees the production of 72 meters of fabric per minute with its own designs.

These fabrics, after printing, undergo special washing, steaming, stenter and finishing, transforming them into valuable raw materials for the biggest names in fashion. Each raw fabric, before printing, undergoes rigorous testing to ensure that it meets the customer's requirements and has the appropriate characteristics. Throughout the production process, chemical, physical and mechanical tests are carried out to ensure high quality of the final product, with a final visual inspection on a computerized specula.

LISA S.p.A. constantly invests in research, controls and experiments on materials and technologies to ensure compatibility between industrial production and the safety of human beings and the surrounding environment. The company is strongly committed to social and environmental sustainability, confirmed by the purchase of certified raw materials that guarantee the protection of people and environment. In printing textiles, only dyes are used that are certified GOTS and Level 3 for the ZDHC Roadmap to Zero, an international program that aims to eliminate hazardous chemicals from industrial processes, to which LISA S.p.A. has been adhering since 2019.

Each item is distinguished by having its own specific characteristics; therefore, there is no single standardized production cycle. Moreover, even the temporal sequence of processing stages is not the same for the various woven articles. These aspects give all LISA products the characteristic of uniqueness and research, symbols of the prestigious brand of Made in Italy, as well as a guarantee of high quality.

Supporting the entire production process are offices such as administration, purchasing, R&D and communication. All of these "staff offices" enable the smooth running of the production stages, ensuring coordination between the various departments and the circulation of information throughout the company.



THE TARGET MARKET

Geographically, LISA maintains business relationships with customers all over the world, ensuring a widespread international presence for its products. In fact, the company has a strong commercial presence not only in Europe, but also in South America, Asia and the United States.

LISA's clientele ranges from fast fashion to mid-to high-end, including both ready-to-wear and programmed.



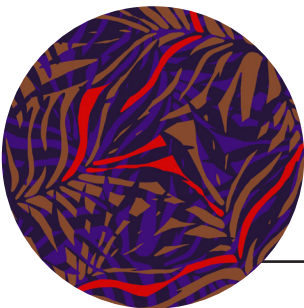
COUNTRIES SERVED 2023

54

TOTAL CUSTOMERS 2023

80

ITALIY **18** | ABROAD **62**



RAW MATERIAL SUPPLIERS

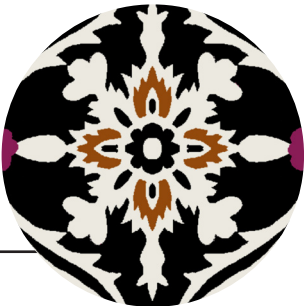
14

DISTRICT **3** | ITALIY **2** | EUROPE **3** | EXTRA-UE **6**

PROCESSING SUPPLIERS

8

ITALIY **8**

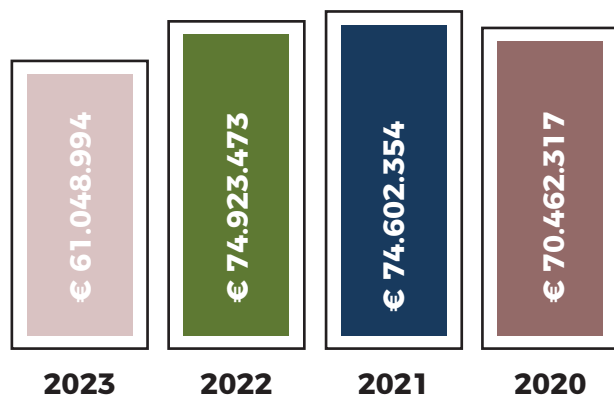


Clients with a turnover of more than 100,000.00 euros.

TURNOVER AND INVESTMENT

In the past year, in the face of significant increases in sales over the past 3 years, the company has seen a 19% decline from the 2022 figure, amid a very unstable market situation.

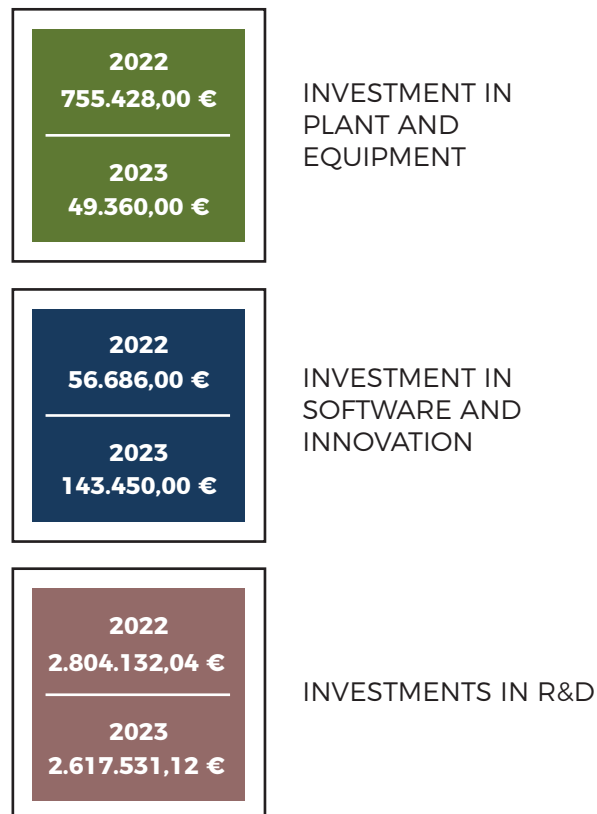
Corporate turnover



Turnover 2023 by geographic area

Area	Turnover	%
Italy	7.126.479	12%
EU	40.041.656	23%
Extra EU	13.880.858	65%

Total investment



In 2023, investments focused on enhancing the safety of existing machines in the various departments, thus ensuring a safer and more sustainable working environment.

In connection with investments in R&D, in close collaboration with designers, in-depth research is conducted into materials and concepts, which serve as inspiration for the creation of new prints. This investigation embraces the latest trends, innovative materials, advanced technologies and production processes, as well as careful analysis of products offered by competitors. This information-acquisition phase is constantly fed throughout the year, following well-defined stages, such as participation in trade shows, fashion shows, and meetings with suppliers and customers. The creative team processes, with an innovative approach, the material gathered during this research phase.

In 2023, the company implemented its own online supplier tracking and engagement tool called "Tracy." This innovative tool is designed to actively involve all stakeholders in the supply chain, facilitating the sharing of detailed information on each stage of the production process (see also the "supply chain traceability" section for details on the project).

In parallel, LISA has made significant investments in cybersecurity to protect sensitive data and ensure the security of digital operations. The implementation of advanced **cybersecurity** systems will enable increasingly effective safeguarding of corporate information and customer data. This represents a major breakthrough in terms of innovation and digitization.





LISA'S SUSTAINABILITY: A HOLISTIC APPROACH

In LISA's reality, the focus on sustainable development and social responsibility is manifested through an ongoing commitment to improve the quality of life in the community and territory in which it operates. This commitment is guided by a comprehensive and proactive approach that embraces business ethics, social and economic development, as well as environmental principles. It actively involves not only employees, but also customers, the supply chain and the entire community.

Planning a short- and medium-term strategic plan forms the basis for achieving the goals set. Current certifications require the establishment of short-term (1-3 years) improvement plans in which the means, tools and strategies that will be implemented are outlined. This process ensures that the company is constantly moving toward continuous improvement and a tangible commitment to sustainability and social responsibility.

SUSTAINABILITY POLICIES

Sustainability represents for LISA not only a market requirement, but a real opportunity for growth and continuous improvement. Over the years the company has promoted important initiatives by which corporate commitments with respect to social, economic and environmental issues have been defined. Corporate Policy on Management, Quality, Environment and Safety and Code of Ethics represent some of the main documents in which LISA's guidelines, strategy and objectives are summarized.

<https://www.lisaspa.it/principi-e-procedure/>

The Company, as part of its activities, is committed to implementing continuous improvement in environmental performance, preventing forms of pollution, and meeting compliance obligations, including in this context the management of processes at risk of sanctions.



MATERIALITY PATHWAY

In the reporting process, materiality analysis is a central element, which aims to define the sustainability issues most relevant to LISA and its stakeholders.

The material themes that emerged from the analysis carried out the year 2022 are also confirmed to be relevant for the year 2023, partly as a result of the analysis of the context in the company moves.

For the first Sustainability Report in the year 2022, the Company followed a structured methodological path that included identifying and assessing sustainability issues in its own context and evaluating them according to aspects of strategy, relevance, and expected impact from the perspective of stakeholders and itself.



STAKEHOLDERS

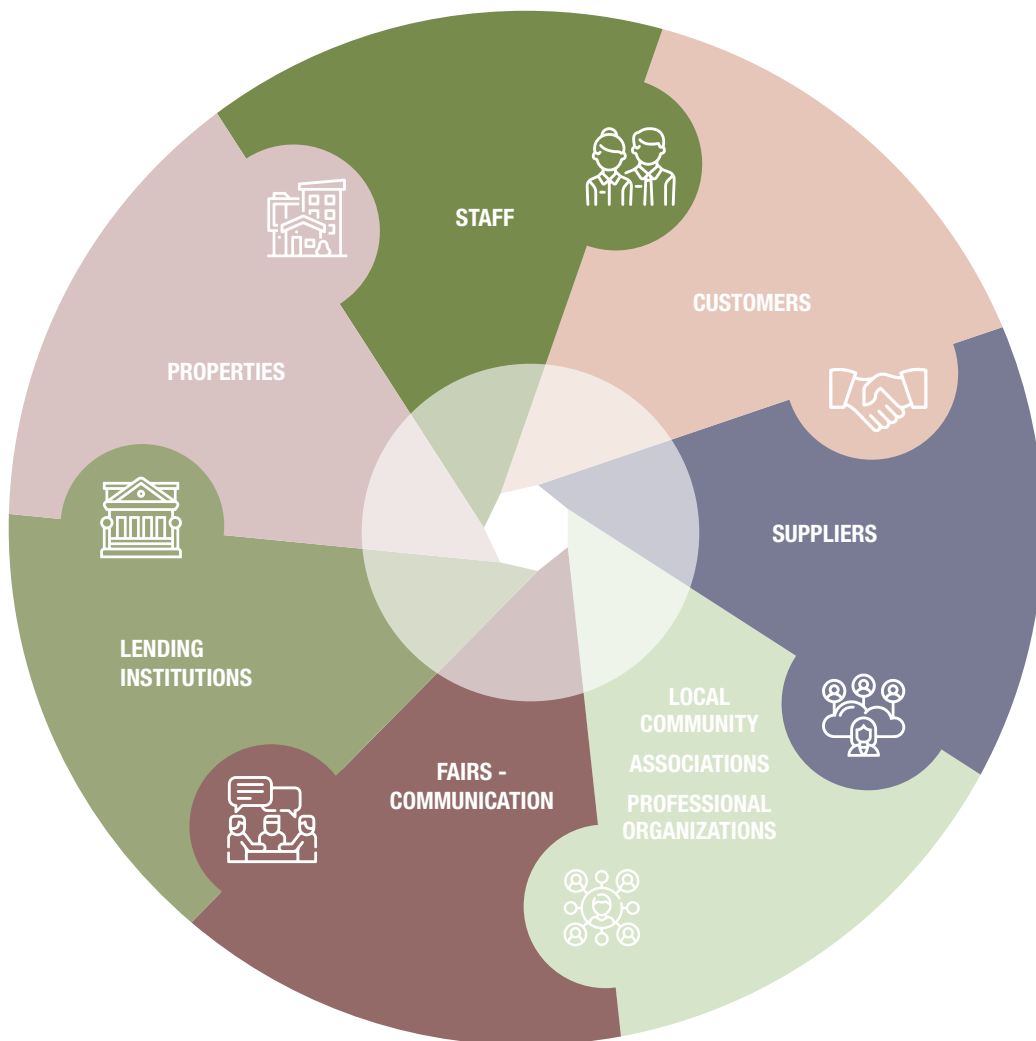
LISA considers it a priority to maintain a strong and lasting relationship with all its stakeholders based on their involvement and constant dialogue.

This relationship is a central point for the creation of shared value, including through the implementation of projects aimed at responding to the expectations and needs of the stakeholders themselves, projects that can be identified from this first reporting exercise.

The stakeholder identification process involved the Company's management and was based on the relationships established with territorial and sectorial realities as well as issues relevant to the Company's business.

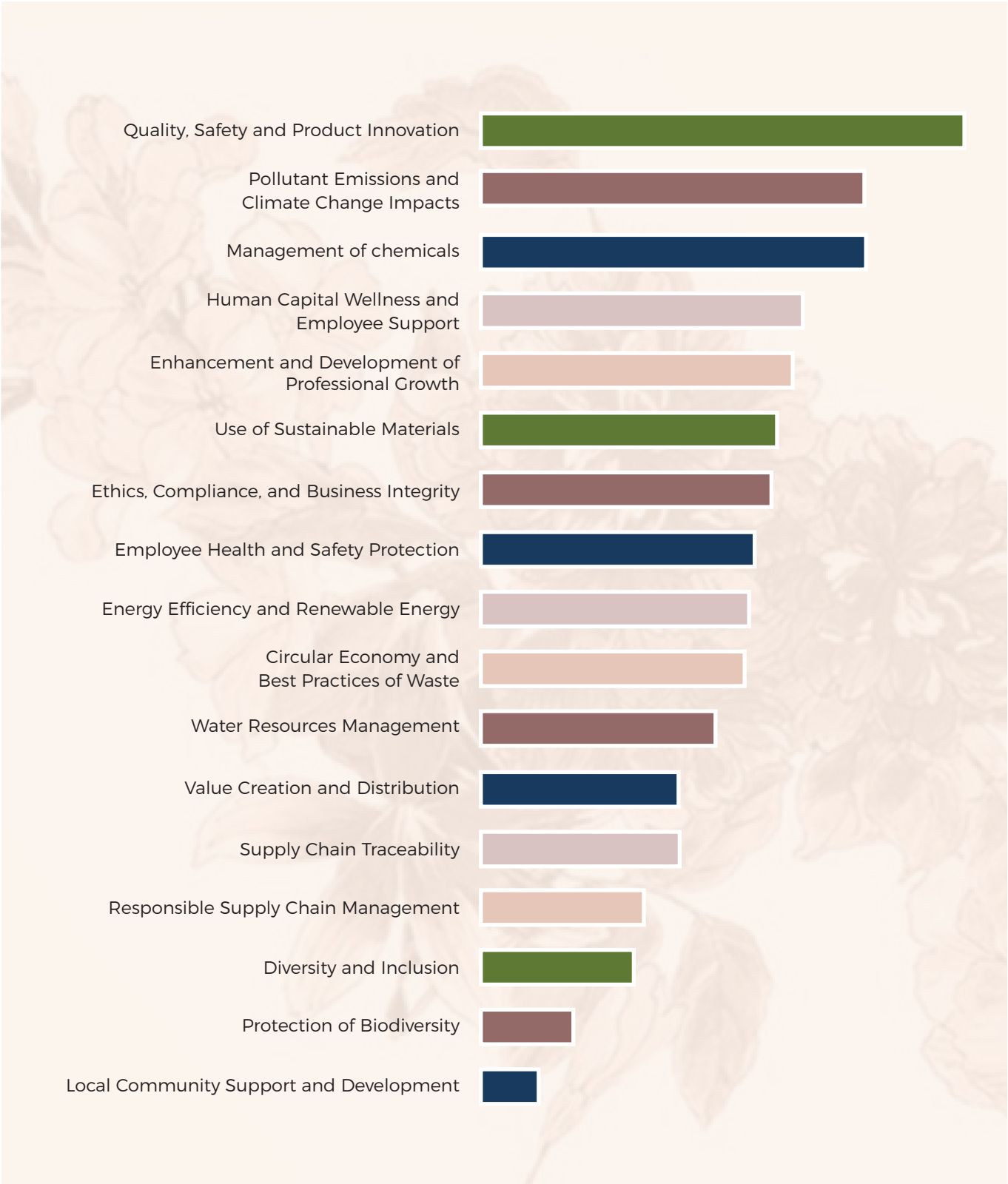
With this in mind, all stakeholders who influence and/or are influenced by the activities carried out by LISA, its services, and its performance have been identified.

Below are the categories of stakeholders that have been mapped and toward which the engagement methods, will be further pursued in the coming years, evaluating specific methods and frequency so as to develop and consolidate the relationship over time.



For the first year of sustainability reporting, each category of stakeholders, according to their views and perceptions in terms of expected impact, was involved with a sustainability questionnaire designed to investigate the relevance of the issues presented above.

From the analysis of the 93 responses obtained, it was possible to derive a scale of priorities according to the stakeholders' point of view, as well as a qualitative assessment of the impact each issue may have on the different categories.



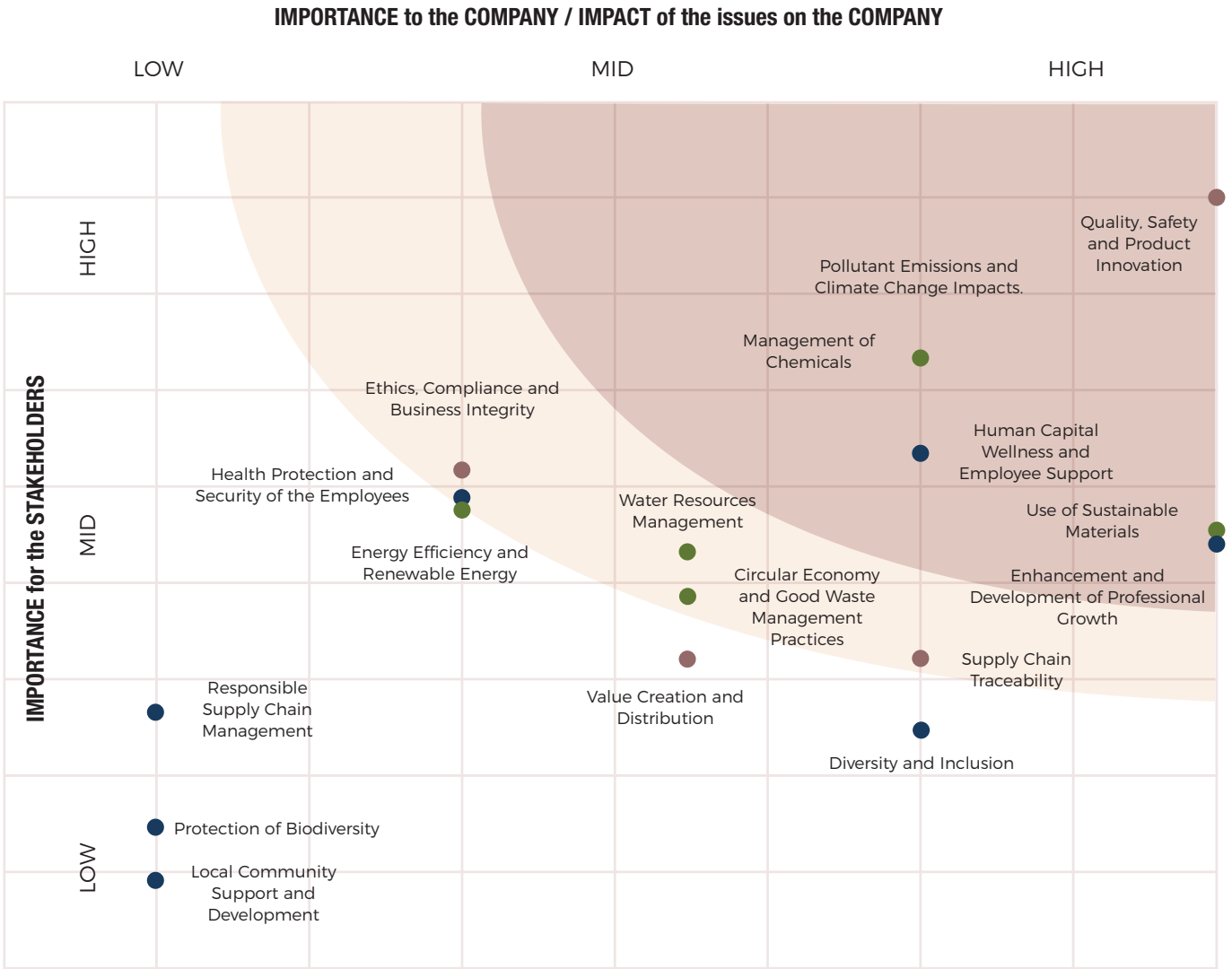
MATERIALITY ANALYSIS

The results that emerged from stakeholder engagement were deepened and evaluated by the Working Group, which carried out an assessment of the impact of material issues on the Company's business, in an "outside-in" logic. Therefore, from the evaluation of the results of the survey addressed to the stakeholders within the scope of the Company's issues, it was possible to identify the material issues of importance to the Company, represented graphically through the materiality matrix and in detail in the table in the next paragraph.

The materiality analysis process will undergo periodic updating activities in the coming years to validate its content and reflect any changes that may occur over time.

Within the paper, each material theme will be addressed in the following paragraphs.

MATERIALITY MATRIX



LIST OF MATERIAL TOPICS

- Quality, safety and product innovation
- Pollutant emissions and climate change impacts.
- Management of chemicals
- Enhancement and Development of Professional Growth
- Use of Sustainable Materials
- Human Capital Wellness and Employee Support
- Supply Chain Traceability
- Water resources management
- Circular economy and good waste management practices
- Ethics, compliance and business integrity

In addition, although not material findings from the analysis conducted, given the company's vocation, it was decided to report on issues related to VALUE CREATION AND DISTRIBUTION and COMMUNITY NEIGHBORHOOD AND SUPPORT.


























THE 2030 AGENDA: LISA'S GOAL FOR A SUSTAINABLE WORLD

The 2030 Agenda for Sustainable Development is an action agenda for people and the planet signed in September 2015 by the governments of the 193 member countries of the UN. The Agenda includes 17 Sustainable Development Goals (SDGs) and 169 related targets within a grand agenda for action that is guiding the world on the road ahead. Everyone, both individuals and public, private and nonprofit organizations, is called upon to contribute to the achievement of these development goals.

In order to respond to the needs of sustainable development and given the importance of the 17 Sustainable Development Goals defined in the United Nations 2030 Agenda, it was decided to link each theme that emerged as material from the analysis conducted during the first sustainability reporting effort to the referenced Sustainable Development Goals, so as to highlight the contribution that will be sought to be met and to be understood as a starting point for continuous improvement.



SCOPE	THEME MATERIAL	DESCRIPTION	REFERENCE SDGs
 GOVERNANCE	Ethics, Compliance and Business Integrity	“Ethics, compliance and business integrity” means the company’s compliance with ethical standards of conduct, regulatory and market requirements in which it operates.	 
	Quality, safety and product innovation	“Product Quality, Safety and Innovation” means the system of controls put in place by the company to ensure quality and safety standards of its products and processes, as well as the use of raw materials and procedures to pursue product quality standards.	 
	Supply chain traceability	“Supply chain traceability” refers to the management practices and capabilities of the company to map and keep track of its supply chain.	
 ENVIRONMENT	Use of sustainable materials	“Use of sustainable materials” refers to attention to the selection of sustainable raw material, whether certified, produced according to sustainable practices, recycled or reclaimed, reducing the use of nonrenewable materials wherever possible.	 
	Pollutant emissions and impacts on climate change	“Pollutant emissions and climate change impacts” considers the company’s commitment with respect to the reduction of pollutant emissions and projects to reduce direct and indirect greenhouse gas emissions.	 
	Management of chemicals	“Chemicals management” is considered the company’s efforts in the proper management of chemicals to reduce the presence of toxic and harmful substances and in monitoring discharges and pollutants produced throughout the production process.	 
	Water resources management	“Water resource management” considers the company’s commitment with respect to the responsible use of water, its possible reuse, and the proper management of discharges so as to keep consumption monitored and promote good efficiency practices.	
	Circular economy and good waste management practices	“Circular economy and good waste management practices” refers to the company’s ability to use raw material from waste products from other processes or from recycled materials, attention in reducing the waste produced and its possible recovery or proper disposal.	  
 SOCIAL	Human capital welfare and employee support	“Human capital well-being and employee support” refers to all aspects related to human resource management aimed at ensuring their well-being (compensation, incentives, welfare services, etc.), as well as services and benefits that the company can provide to staff with the aim of improving the work-life balance of employees.	  
	Enhancement and development of professional growth	“Enhancement and Development of Professional Growth” refers to the practices of attracting and developing its talents, valuing internal people, with a focus on specific training paths and development plans.	 

CREATION AND VALUE DISTRIBUTION

The Company demonstrates its ability to generate value, not only in economic terms but also for the benefit of stakeholders. This chapter provides detail on the distribution of this value across categories, serving as an accounting bridge between the Civil Report and the Sustainability Report. The data below illustrate how the value created through

the services provided is distributed to the various stakeholders over the two years of reporting. This transparency highlights the Company's commitment to ensuring a fair and sustainable distribution of the value generated.

	2023	2022
TOTAL ECONOMIC VALUE GENERATED	62.235.915,48	74.923.473,00 €
of which income from ordinary operations	61.048.993,55	74.673.895,00 €
Salaries paid to employees, including social security charges, Severance and other costs	8.897.480,72	9.185.945,00 €
Operating costs	42.190.806,86	52.146.544,00 €
Donations and gifts	546.166,67	593.669,00 €
Public Administration	1.145.824,33	2.561.308,00 €
Distributed profits	10.000.000,00	10.000.000,00 €
Total economic value distributed	62.780.278,58	74.487.466,00 €
Economic value withheld	-1.731.285,03	186.429,00 €



RESPONSIBLE PRODUCTION

ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY

Regarding the management of ethical aspects, LISA has implemented its own organization and management model in accordance with Legislative Decree 231/01, which is regularly updated to ensure adherence to current regulations.

Within LISA's documentation, the Code of Ethics assumes a prominent role. This document orients the company towards the pursuit of business objectives in full compliance with the universal principles of Social Responsibility, recognizing the interconnection between economic and sustainability objectives. LISA is committed not to support, even within its chain of suppliers, disciplinary practices that are not provided for in the relevant regulations.

In a sign of greater transparency, the evidence achieved for the reporting year 2023 is shown:

- No cases of corruption were identified.
- No legal action has been taken against the organization for anti-competitive behavior, antitrust violations or monopolistic practices.
- There were no non-compliances with regulations or voluntary codes regarding the health and safety impact of products offered by the company.
- There have been no reported privacy breaches or losses of Client data.
- No cases of non-compliance with the principles of confidentiality and protection of information were found.

During 2023, no senior hires were made in the company; however, three people with a senior profile were hired. These hires included two people in the style area and one person in the commercial area. It is important to note that all three new hires are from the local community.

The definition of "local community" refers to those who reside within a 20-kilometer radius of Lisa Spa's headquarters and have a background in the textile industry. This criterion was adopted to promote integration into the local workforce and to support the region's economy and development.

In terms of the requirements for defining senior staff, they are identified on the basis of a proven track record of more than 10 years of experience in the job they hold. This level of experience is indicative of the expertise and in-depth knowledge required for senior roles, which often involve strategic leadership and complex decision making.

Model 231, adopted by LISA SpA on March 28, 2023, is a key tool for integrating the concepts of ethics, compliance and integrity into business.

Several trainings have been held over the years on the meaning and importance of the adopted Model, and on April 14, 2023, the training was extended to department heads.

During this meeting, participants were thoroughly briefed on the meaning and importance of Model 231, which is a key tool in preventing corruption and promoting a corporate culture based on integrity and transparency, along with guidelines and objectives related to the fight against corruption.





QUALITY, SAFETY AND PRODUCT INNOVATION

Quality, safety and customer satisfaction are core principles for LISA. Every process is carefully followed and monitored to ensure the production of high-level products, a crucial element that is the essential prerequisite for sustainable growth.

These considerations have a significant influence both internally and externally. LISA takes direct responsibility for the selection and management of partner companies involved in external processing.

For LISA, ongoing commitment to sustainable product management is a key challenge. At the same time, customer satisfaction assumes a major role, guiding product development with an approach focused on customer needs. The ability to continuously respond to customers' actual needs and expectations is the cornerstone for establishing and maintaining lasting relationships.

Achieving high quality standards means meeting customer needs in terms of functionality, reliability and safety. To this end, GOTS, GRS, OCS100 and OCS Blended certifications are key tools that can ensure and promote a quality-oriented corporate culture.

Below is the detail of the in-house tests performed in LISA's laboratory. These data represent the sum of the tests performed on the print-ready and finished product, extracted from Elaboranet, the LIMS (Laboratory Information Management System) software of the in-house laboratory.

TEST TYPE	N° OF TESTS PERFORMED	N° SPECIMENS PER TEST
Total Height	14841	14841
Useful Height	14841	14841
Weight	14841	14841
Dry Rubbing	3023	6046
Wet Rubbing	3023	6046
Acidic solidity	3084	3084
Alkaline solidity	3084	3084
Solidity Water	8470	8470
Solidity Washing	8470	8470
Saliva Solidity	64	64
PH	4196	8392
Stitching - 1	1656	6624
Stitching - 2	10183	2180
Tearing - 1	1744	1166
Tearing - 2	1090	1642
Traction - 1	583	12053
Traction - 2	821	1672
Stab. Washing	12053	12053
Stab. Washing + Ironing	1672	1672
Stab. Hoffmann	4278	4278
Spirality	26	26
TOTAL	112.043	165.528

TOTAL RDP 2023	15.699
TOTAL DAYS WORKED	249
RDP/GG	63,05
N° PROOFS/GG	634,8

Every test performed helps ensure that products meet the required specifications and customer expectations. The significant number of tests and specimens performed highlights the company's commitment to internal quality control and verification.

Over the years, LISA has enriched and refined its offerings, investing in new technologies, research and development, to present itself to clients as a reliable and cutting-edge partner.

At the center of this evolution is LISA MySuite, a constantly evolving project aimed at creative sharing and carefully designed for the textile industry. This innovative tool introduces the ability to create mood boards and 3D previews for clothing and accessories, providing LISA's customers with an incredibly detailed digital preview of products under development.

The key features of LISA MySuite are:

- **INTUITIVE CREATIVITY:** The tool offers an intuitive and easy-to-use creative experience, allowing designers and clients to collaborate seamlessly in the development process.
- **CLIENT INVOLVEMENT:** Transforms the customer into a co-player in the development process, enabling active participation.
- **OPERATIONAL EFFICIENCY:** Change radically change the way work is done, offering significant savings in time and resources through a waste-free digital process.
- **ENVIRONMENTAL SUSTAINABILITY:** Represents a small revolution in creativity and sustainability, promoting responsible use of resources and reducing environmental impact.

116.854

METERS OF PRODUCT
RETURNED BY
CUSTOMERS DURING 2022
DUE TO NONCOMPLIANCE

0,84%

PERCENTAGE OF CUSTOMER
RETURNS TO TOTAL VOLUME
PRODUCED

163.561

METERS OF PRODUCT
RETURNED BY
CUSTOMERS DURING 2023
DUE TO NONCOMPLIANCE

1,5%

PERCENTAGE OF CUSTOMER
RETURNS TO TOTAL VOLUME
PRODUCED

Regarding returns to suppliers for reasons of noncompliance, no situation was found.




In addition, no instances of noncompliance were identified regarding product and service information and labeling, or regarding marketing communication about products and services, with respect to mandatory or voluntary regulations.

The company continues to maintain high standards of quality and compliance, thus confirming its ongoing commitment to its customers and business partners.

SUPPLY CHAIN TRACEABILITY

During 2023, the company established relationships with 251 suppliers, of which 38 are involved in the production of the product offered.

The main type of raw material purchased is print-ready fabrics. For production, a total of 14 raw material suppliers are used (including 12 locally).

2022		2023	TOTAL ECONOMIC VOLUME OF RAW MATERIAL PURCHASES*
€ 15.388.364,64		€ 13.516.477	
	5,2%	6,8%	PURCHASES OF RAW MATERIALS FROM SUPPLIERS BASED IN ITALY (OF WHICH MORE THAN 90% ARE IN LOMBARDY)
	1,6%	3,9%	PURCHASES OF RAW MATERIALS FROM SUPPLIERS BASED IN EUROPE
	93,2%	89,3%	PURCHASES OF RAW MATERIALS FROM SUPPLIERS BASED OUTSIDE THE EU
*Supplier location may not coincide with the nation of origin of the raw material			

In terms of outsourced processing, specialized suppliers are employed for rotary printing, washing, and finishing. Similarly, suppliers are involved for fabric preparation, digital printing, as well as sublimation printing.

2022

€ 17.013.995,98

2023

€ 15.579.938

TOTAL ECONOMIC VOLUME OF
OUTSOURCED WORK

2022

8

2023

9

COMPANIES IN THE AREA INVOLVED

By 2023, with a total investment of €15,579,937.79 in processing outsourced to local suppliers, the company has partnered with 9 local companies, representing 100% of processing suppliers. This tangible commitment underscores the strong bond and shared interest in the local community.

In 2023, LISA implemented "Tracy," an online tool designed to promote traceability and involve all stakeholders in the supply chain in sharing information about the different stages of fabric processing, from raw material sourcing to the finished product.

The main goal of "Tracy" is to significantly improve transparency along the entire value chain. With the help of this tool, a complete mapping of the supply chain will be achieved, allowing each step of the process to be followed precisely.

This advanced level of traceability not only helps improve operational efficiency, but will also have a positive impact on the sustainability front in the medium to long term. The ability to monitor and document in detail each stage of the production process will promote more resource-conscious management, enabling more effective control of environmental impacts and optimization of sustainability projects.

Moreover, "Tracy" is not only a traceability tool, but a means to actively engage all participants in the supply chain. Real-time sharing of information will foster more open and collaborative communication among the various actors, helping to create a more cohesive and responsible network.

Tracy's key characteristics are:

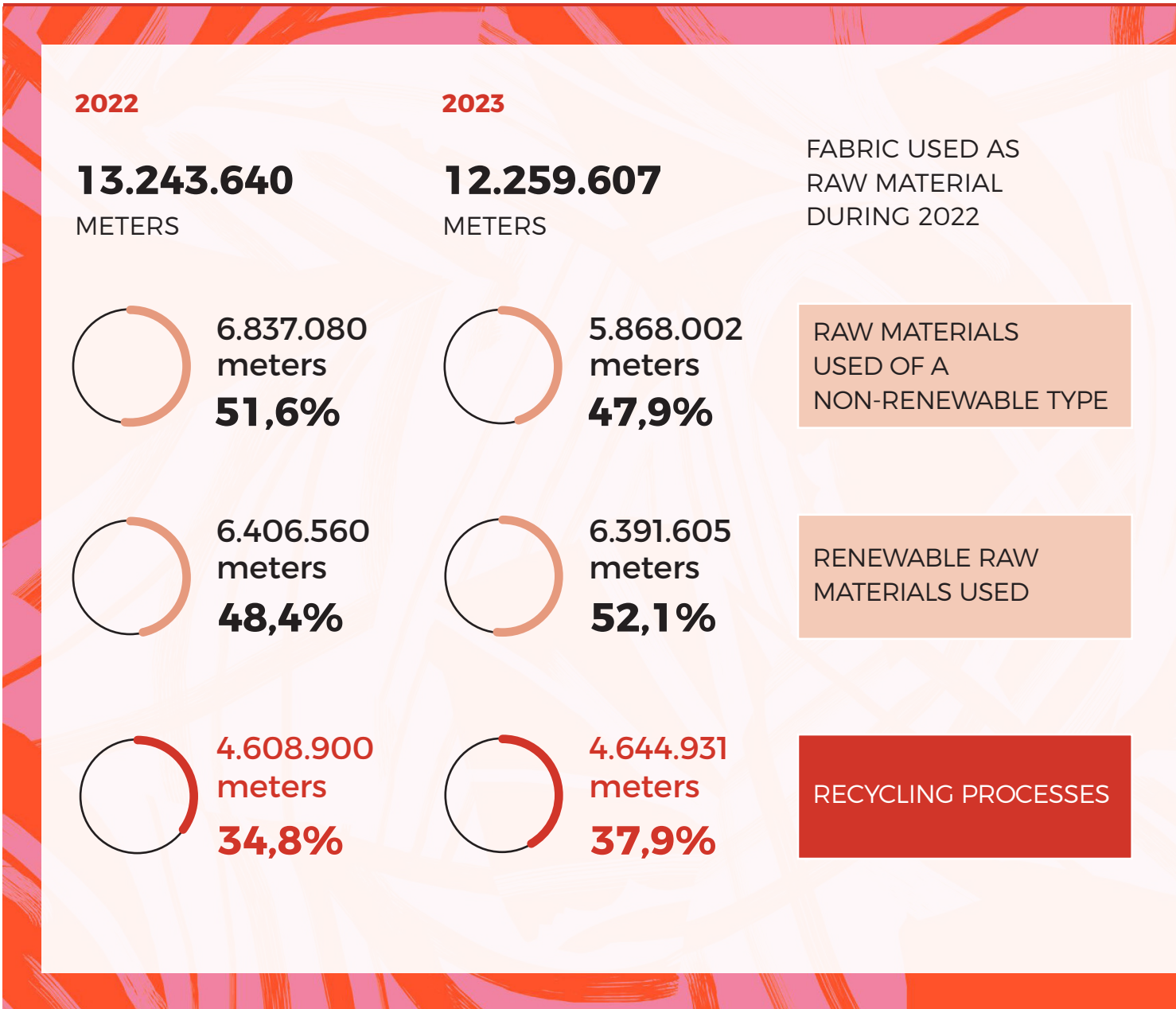
- **GLOBAL ENGAGEMENT OF SUPPLY CHAIN ACTORS:** Tracy will be a catalyst for directly engaging all supply chain actors, creating a collaborative network.
- **PROACTIVE INFORMATION SHARING:** Tracy will encourage proactive sharing of relevant information regarding fabric processing all the way upstream, promoting greater transparency and communication among supply chain partners.
- **COMPLETE SUPPLY CHAIN MAPPING:** The tool will enable the creation of a complete supply chain mapping, starting with the location of raw material producers and accurately tracking each intermediate processing. This will provide a detailed and accurate view of LISA's product journey along the entire Supply Chain.
- **OPERATIONAL EFFICIENCY AND TIMELY RESPONSE:** With Tracy, the company will be able to identify any inefficiencies or disruptions in the supply chain in a timely manner, enabling a quick and targeted response to maintain business continuity.
- **SUSTAINABILITY PROMOTION:** Facilitated access to supply chain information will enable closer and more accountable monitoring of sustainability performance, contributing to LISA's commitment to a more sustainable Supply Chain.

USE OF SUSTAINABLE MATERIALS

The company implements a procurement policy aimed at using materials that comply with sustainability criteria and have certifications attesting to their origin and environmental quality. This choice not only helps to preserve the environment, but also results in more responsible production, in line with the values of protecting the planet and corporate social responsibility.

For the past several years, LISA has been undertaking a significant transformation toward sustainability in its procurement, which is based on Customer demands and trends. This requires the company to focus on sustainable raw materials, for which the company has forged new partnerships with certified suppliers.

As part of production, the company makes use of different types of raw materials, mainly print-ready fabrics, both shuttle and knitted.



L'azienda ha abbracciato in modo deciso il principio della sostenibilità, integrando nella sua produzione il 36% di materia prima derivata da processi di riciclo e 40% di materia prima rinnovabile. Questa scelta non solo riduce l'uso di risorse naturali vergini, ma contribuisce anche a diminuire l'impatto ambientale, favorendo la chiusura del ciclo di vita dei materiali.

Le certificazioni presentate nel capitolo dedicato rappresentano pilastri imprescindibili nel promuovere una cultura aziendale orientata all'eccellenza qualitativa e alla sostenibilità. Di seguito il dettaglio in metri della materia prima con caratteristiche di sostenibilità.



2022	2023	2022	2023
GOTS: 126.783,60 METERS	GOTS: 214.256,58 METERS	Finally, in terms of packaging, the following were used:	
GRS: 4.176.934,20 METERS	GRS: 4.496.423,55 METERS	2022	2023
ECOVERO: 702.072,90 METERS	ECOVERO: 750.974,89 METERS	14.298,00 KG PLASTIC,	14.494,00 KG PLASTIC,
BCI: 1.240.745,10 METERS	BCI: 1.566.766,45	90.429,95 KG CARDBOARD TUBES	69.310,00 KG CARDBOARD TUBES
FSC 100 /	FSC 100 187.675,65 METERS	103.975 KG OF WOODEN PALLETS	91.575,00 KG OF WOODEN PALLETS
RCS: 9.592,80 METERS	RCS: 148.508,18 METERS		
RCS-FSC MIX: 60.034,40 METERS	RCS-FSC MIX: 46.925,10 METERS		
FSC MIX: 4.326.556,20 METERS	FSC MIX: 2.691.618,59 METERS		
EUROPEAN FLAX: 47.230,60 METERS	EUROPEAN FLAX: 365.415,66 METERS		
LIVAECO: 75.376,40 METERS	LIVAECO: 69.611,38 METERS		
CMIA: 81.619,10 METERS	CMIA: 55.402,90 METERS		



ENVIRONMENTAL SUSTAINABILITY

Environmental protection is at the heart of the operations conducted by LISA. Respect for, preservation and protection of the ecosystem, along with reducing the impact on the environment, are the guiding principles that animate and motivate the company's activities. LISA is aware that these principles are fundamental to ensuring the continuity, growth and sustainable development of its operations.

The management of environmental aspects aims to reduce the environmental impacts associated with the company's operations and to promote greater attention to ecosystem protection. In the following paragraphs on individual relevant environmental aspects, detailed information is provided in order to achieve the goals of reducing impacts.

ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE

In the sustainability journey undertaken by LISA, the accounting of scope 1 and 2 emissions for the years 2023 and 2022 is reported, starting with energy consumption data over the past two years.

Type 1 direct emissions

At present, LISA's direct emissions are quite small and come from the consumption of natural gas used for office heating and fuel for company cars.

Indirect type 2 emissions

Scope 2 emissions are those associated with the consumption of electricity, which is entirely taken by the Company through the distribution network.

In the **Location Based** method calculation, which takes into account the national average energy mix, the ISPRA conversion factor of 0,3053 kgCO₂eq/kWh in 2022 and 0,2953 kgCO₂eq/kWh in 2023.

TYPE	2023	2022
Methane (Smc)	120.909	141.133
Gasoline (kg)	5.153	6.927
Diesel (kg)	26.009	25.316
Electricity from the grid (kWh)	1.348.605	1.519.056

EMISSIONS	2023 tonCO ₂ eq	2022 tonCO ₂ eq
Scope 1	374,56	418,91
Scope 2 (location based)	398,24	463,77

ENERGY SOURCE	UNIT OF MEASUREMENT	EF	SOURCE
Electricity [location based]	kgCO ₂ eq/kWh	0,2953	ISPRA
Methane	kgCO ₂ eq/kWh	0,18	1 kWh Heat, district or industrial, natural gas {RER} market group for Cut-off, U
Automotive diesel fuel (people)	kgCO ₂ eq/kWh	0,21	Transport, passenger car, medium size, diesel, EURO 5 {GLO} market for Cut-off, U
Automotive gasoline (people)	kgCO ₂ eq/kWh	0,24	Transport, passenger car, medium size, petrol, EURO 5 {GLO} market for Cut-off, U

CHEMICAL SUBSTANCE MANAGEMENT

The implementation of proper chemical management is a key pillar for LISA. This practice involves the adoption of strict procedures and protocols that cover the entire life cycle of chemicals, from their acquisition to their proper disposal. This ensures not only compliance with safety and environmental regulations, but also ensures the protection of workers' health and the prevention of potential adverse health and environmental impacts.

With this in mind, LISA adopted the **Chemical Management 4sustainability® Protocol**, which truly implements the MRSL ZDHC (www.roadmaptozero.com) and periodically transparently measures the level of implementation. The project included:

- The appointment of an internal Chemical manager with the system management team;
- The mapping of our supply chain, with the identification of chemical risk categories;
- The application of a PRSL (Product Restricted Substances List) for purchases in which we indicate limits to the presence of chemicals we want to keep under control in input;
- The Implementation of the MRSL ZDHC (Manufacturing Restricted Substances List), internally and at external chemical risk processes;
- The implementation of Chemical Inventory and qualification of chemicals according to ZDHC's conformance Guidance;
- The establishment of an internal Chemical Management procedure to ensure, among other things, purchases in accordance with internal standards and processes under control;
- The involvement of our suppliers on common goals through training activities, remote assessment and on-site audits;
- The training of our staff involved;
- The collection of information in our management systems to ensure traceability;
- The implementation of a statistical sampling and control plan through testing based on risk assessment;
- The use of a Data Management Platform for ongoing evaluation of progress;
- Ongoing reporting for the identification of the elimination and improvement plan

In order to obtain the implementation level of the 4sustainability® CHEM framework (according to one of the levels Ongoing, Basic, Advanced, Excellence), the company was measured and evaluated through a specific assurance activity, carried out through a check list containing the following sections:

- EHS (Environment-Health & Safety):
- Management System;
- Chemical hazard;
- Commodity risk;
- Supply chain assessment;
- Process management;
- Output management.

LISA was awarded the Excellence level in 2023.



The results are reported in LISA's 4sustainability e-report, accessible at the link <https://www.4sustainability.it/4sustainability-e-report-lisa/> or by scanning the following QR Code:



WATER RESOURCE MANAGEMENT



Responsible water resource management plays a critically important role within LISA's operations. Water is a vital element that permeates every stage of the production process.

Wise management of the water resource is a key pillar for a company focused on sustainability and environmental well-being. In addition to bringing economic and operational benefits, it demonstrates an ethical and responsible commitment that can have a positive impact on all of LISA's stakeholders.

In 2023, LISA's total water consumption is **13,023 cubic meters (12,709 cubic meters in 2022)**, equivalent to **0.013 megaliters (MI)**. All the water used comes from the Comoacqua aqueduct. The total volume of water discharges, together with their destinations, amounts to **7,646 cu m**.

Given LISA's central role in production management, with the design and printing activities under the direct responsibility of the company and the various fabric finishing and finishing processes outsourced to external companies, water consumption and management are most present in the stages that occur at the supply chain companies. The assessment of water withdrawn and its discharge, downstream of manufacturing processes, will therefore be further investigated and pursued over the next few years.

CIRCULAR ECONOMY AND GOOD WASTE MANAGEMENT PRACTICES

The adoption of principles related to the circular economy and the implementation of good waste management practices are key to promoting a sustainable and responsible development model in LISA.

The circular economy is based on maximizing the use of resources by reducing, reusing, recycling and recovering materials, thus avoiding waste and excessive waste generation. This approach helps to conserve natural resources, reduce environmental impact and promote sustainable resource management.

Good waste management practices, on the other hand, include proper waste separation, promotion of recycling and composting, reduction of non-recyclable waste generation, and adoption of innovative waste treatment technologies. These practices reduce waste accumulation in landfills, limiting environmental pollution and promoting responsible resource management.



2022

435.357,74 METERS

FABRIC SCRAPS PRODUCED (MT)

3,12%

OF THE TOTAL PRODUCED
(% OF PRODUCTION VOLUME)

2023

376.416,70 METERS

FABRIC SCRAPS PRODUCED (MT)

3,35%

OF THE TOTAL PRODUCED
(% OF PRODUCTION VOLUME)

In 2023, a total of **366,195 kg** of waste was disposed of, of which **365,750 kg** was classified as **non-hazardous** waste, while **445 kg** was categorized as **hazardous** waste.

WASTE PRODUCTION DETAILS

EWC Code	Rejection description	2023 (kg)	2023 (kg)
040222	Waste from processed textile fibers	137.820	104.242
080318	Out of print toner	310	
150101	Paper and cardboard packaging	114.910	118.650
150102	Plastic packaging	12.960	22.480
150103	Wooden packaging	25.350	18.070
150106	Mixed packaging	69.690	44.150
150110*	Packaging containing residues of or contaminated with hazardous substances	160	79
150202*	Absorbents, filter materials (including oil filters not otherwise specified), rags and protective clothing, contaminated with hazardous substances	133	552
160214	Discontinued electronic equipment NOT containing hazardous substances	150	
161003*	Aqueous concentrates, containing hazardous substances	152	
170405	iron and steel	4.560	9.760
170407	Mixed metals		7.040
200304	Sludge from septic tanks (*)		30.000
Total waste generated of which		366.195	355.023
Total non-hazardous waste		365.750	354.392
Total hazardous waste		445	631

(*) the year 2023 figure for code 200304 is not present because under Law 108/2021 the provider of the services themselves is considered the producer of the waste.

Of the total waste produced, more than **99 percent** (or 365,440 kg) went to recovery.

To reduce waste generation, the company has implemented several strategies, focusing mainly on the concept of circularity.

In particular, **a program has been initiated to earmark some of the second and third grade fabrics for the creation of bags**, which are used as gadgets for customers. These bags are **produced in collaboration with local cooperatives, thus helping to promote the local economy and reduce environmental impact.**



OUR PEOPLE

OUR APPROACH

To ensure excellent quality products and achieve company-wide success, it is essential to have a competent and highly motivated workforce. People's sense of belonging to LISA is a key pillar for developing paths of growth and enhancement. This is why social issues, which are the subject of the following paragraphs, were important in the materiality analysis. Of these, the themes of well-being, employee empowerment and involvement are of greatest interest. In addition to these, however, the theme of local community support and development will also be reported, given the many activities carried out by LISA in the area.

The established methods for forwarding critical reports to management include a preference for

direct communication through written reports and verbal interviews with department heads, as well as direct contact with people who wish to make reports, communications or requests. Special boxes are available in the company for anonymous reports, which are regularly inspected. In addition, there is an additional channel for anonymous whistleblowing-related reports through sealed containers that are opened by the supervisory body, as well as an e-mail box maintained by the same body.

During the reporting year, a total of 16 reports were reported to management. However, none of them were classified as critical level.

REMUNERATION POLICIES AND SYSTEM

LISA's commitment to its resources finds application in the recognition and enhancement of all employees, without distinction of any kind.

For the remuneration of management members (who account for 6 percent of the total), reference is made to the indications contained in the CCNL Dirigenti Industria, the CCNL applied to 94 percent of the employees is, on the other hand, Textile Clothing Fashion. Grading levels are determined based on the indications contained in the relevant CCNL. Salaries are determined by the managing directors considering several parameters: the role assigned, the level of responsibility, the specific task, the job classification, the possible management

of a team of collaborators, the delegations, the decision-making autonomy and the budget under their responsibility.

The ratio of the annual total pay of the highest-paid individual to the median values of the annual total pay of all employees (except the highest-paid individual) is **4.18 times**.

In addition, the ratio of the percentage increase in total annual pay for the highest-paid individual to the median value of the total annual percentage increase for all employees (excluding the highest-paid individual) is **4.39%.**

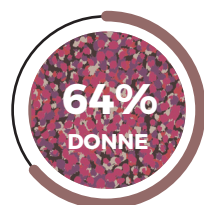
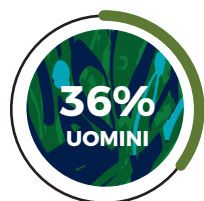
OUR RESOURCES

TOTAL EMPLOYEES

2023: 159

2022: 169

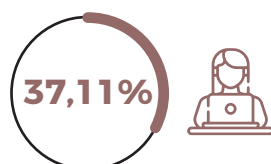
2021: 168



	WOMEN	MEN	TOTAL
	2023	2023	2023
Employees	102	57	159
Permanent employees	100	54	154
Temporary employees	2	3	5
Full-time employees	89	53	142
Part-time employees	13	4	17
Executives			9
Administration and office workers			59
Production, warehouse and logistics Employees			91

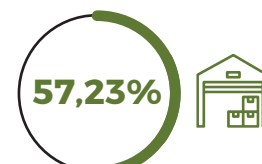
ADMINISTRATION AND OFFICES

59



PRODUCTION, WAREHOUSE AND LOGISTICS

91



AVERAGE AGE OF EMPLOYEES

43

During the reporting period under review, there were significant fluctuations in the number of workers who are not employees, as well as in the total number of employees.

As for non-employee workers, there was a fluctuation in terms of Autonomous Work Units (ALUs) of 3.39 percent. This figure shows a significant increase from the previous period, from a value of 0.76 AWU in 2022 to 4.15 AWU in 2023. This increase may indicate a change in personnel structure, with greater involvement of self-employed workers or outside contractors than in the previous year.

On the other hand, there was a negative fluctuation in the total number of employees, with a decrease of 10 employees between 2022 and 2023. In detail, the number of employees as of December 31, 2023 was 159, compared to 169 employees recorded as of December 31, 2022.



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15 030080



HUMAN CAPITAL WELLNESS AND EMPLOYEE SUPPORT

The implementation of proper work practices for LISA not only results in improved business performance in terms of efficiency and optimization of resources, but also implies the practical implementation of all health and safety standards required by regulations. All employees are regularly involved in specific training courses on these issues, and a dedicated health and safety management system operates consisting of the RSPP, RLS, employer, and competent physician.

The company is committed to providing a number of standard Benefits to all employees in order to promote well-being and support the different stages of employees' working and personal lives. These Benefits include:

- **"Baby" Award:** On the occasion of the birth of a child, employees receive an award of €500 to celebrate this important moment in their family life.
- **"Marriage" award:** An award of €500 is provided to celebrate an employee's wedding.
- **Benefits of Compensated Absences for Serious Health Problems:** Employees have the opportunity to benefit from justified paid absences for a total of 24 hours at the employer's expense in case of serious health problems, either personal or of family members within the first degree of kinship. This benefit is in addition to the provisions of the National Collective Labor Agreement (CCNL).
- **Italian Course for Foreigners:** Foreign employees are offered an Italian course free of charge in order to foster integration and communication within the work environment and the local community.
- **Extended Work-Life Balance:** The organization's work-life balance policy extends beyond the child's third birthday by offering part-time work options or the ability to change work schedules according to the employee's expressed needs.
- **Subsidized Loans:** Employees are given the opportunity to access subsidized loans to meet unexpected expenses or invest in their personal development.
- **Advance of severance pay:** It is also possible to apply for an advance of severance pay (TFR) for reasons other than those stipulated, providing financial support in times of need.
- **Restaurant Ticket:** For each day worked, employees receive a restaurant ticket worth €5, which can be used for meals during working hours.
- **Shopping Voucher:** Employees are given a shopping voucher worth €250, helping to support family expenses.
- **Fair Award:** At fairs or events relevant to the organization, a special award is given to employees involved in organizing and participating.
- **Attendance Token for Night Shift:** For employees who work night shifts, an additional attendance token of €20 is provided, recognizing the sacrifice and commitment required by this type of work.
- **Bonus Token for Overtime Work:** For overtime work worked on Saturdays and Sundays, employees receive a special bonus token, enhancing their commitment and dedication.
- **Giveaways for All Employees:** All employees receive a gift of a water bottle, a book on textile ennobling, and a copy of the textile collective bargaining agreement. These gifts aim to promote employee well-being and provide useful resources for their work in the textile industry.
- **SANIMODA Health Insurance:** Starting in 2017, employees are guaranteed health insurance through SANIMODA. This fund is dedicated to providing health care benefits that supplement those offered by the National Health Service. Health coverage costs 51 euros per quarter, including 45 euros for coverage and 6 euros for contributions, and is available to all blue and white-collar workers in the sector.

Supplementary pension plans are funded supplementary pension funds for workers who wish to build a pension position designed to supplement the public pension provided by the Inps. Each month, the company, by contractual provision, pays along with the worker's defined share of the position a contribution that is fully borne by the worker in the amount stipulated in the contract.

CONVENTIONS ENTERED INTO WITH:

- PREVIMODA
- INTESASANPAOLO
- PREVINDAI (for executives)

BONUSES DISBURSED IN 2023

	N°	Unit Amount	€
NIGHT TICKET	794	20	15.880 €
BIRTH AWARD	4	500 €	2.000 €
MARRIAGE AWARD	1	500 €	500 €
BONUS GROUP 1	183	40 €	7.320 €
BONUS GROUP 2	49	60 €	2.940 €
BONUS GROUP 3	124	100 €	12.400 €
BONUS GROUP 4	20	80 €	1.600 €
BONUS GROUP 5	5	100 €	500 €
BONUS GROUP 6	82	120 €	9.840 €
			52.980 €

	N° OF TICKETS DISPENSED	Amount	Total
RESTAURANT TICKET	29.064	5 €	142.206 €
	N° BENEFICIARIES	Company Load	Amounts 2023
SANIMODA	148		31.110 €
FASI	8		34.020 €
PREVINDAI	5		28.800 €
PREVIMODA	19		9.788 €
INTESASNAPAOLO	26		6.192 €
			109.910 €
TOTAL OVERALL			305.096 €

These Benefits represent the organization's commitment to supporting and valuing its employees, promoting a positive work environment focused on individual and collective well-being.

To foster internal communication and the sharing of important information, the company has invested in the development of a dedicated **intranet platform**. This digital tool provides a centralized place where employees can access resources, company documentation, official communications and training opportunities. The Intranet platform serves as a virtual hub for sharing value and promoting transparency and accessibility of information within the organization.

The company regularly subjects its personnel management practices to audits conducted by qualified external parties. During these audits, staff retention processes are examined in detail and the business climate is assessed. The conclusions and recommendations of the external auditors provide an objective and independent viewpoint on the effectiveness of the actions implemented and help identify possible areas for improvement.

HIRING

	2023	2022
Permanent hires	7	9
Fixed-term hiring	2	13
Other forms of hiring	26	17
Overall turnover rate	20%	26%

Analysis of the demographics of these hires provides a detailed look at the composition of the workforce:

PERMANENT HIRES:

A total of 7 permanent hires were made, all of whom were Italian nationals. These hires were distributed according to the age group of the candidates:

- 4 people (57%) in the 20-30 age group
- 1 person (14%) in the 30-40 age group
- 1 person (14%) in the 40-50 age group
- 1 person (14%) in the 50-60 age group

TEMPORARY HIRES:

There were 2 temporary hires, also of Italian citizenship. The breakdown by age group is as follows:

- 1 person (50%) in the age group 20-30 years old
- 1 person (50%) in the 30-40 age group

OTHER FORMS OF HIRING (INTERNSHIPS/ APPRENTICESHIPS): In addition, 26 trainees/apprentices were accepted, most of whom belong to the younger age group:

- 9 people (35%) in the 15-18 age group
- 17 people (65%) in the 19-29 age group

During the reporting year, the company granted parental leave to 10 women.

Five women returned to work during the reporting period after taking parental leave. All are still employees of the organization in the 12 months following their return.





EMPLOYEES ENHANCEMENT AND DEVELOPMENT

In LISA, special attention is paid to the recognition of individual qualifications, experience and skills. This makes it possible to place each worker in the most suitable role and to ensure fair pay for the same position, without any form of discrimination.

Training and development opportunities are key pillars for both professional and personal growth of employees. For this reason, the company constantly invests in training initiatives, as evidenced by the total of 1,180 hours of training provided in 2023 (with an average of 6 hours per worker). Training programs are not only limited to health and safety issues, but also delve into aspects related to social and environmental responsibility.

	2023	2022
TOTAL TRAINING HOURS	1.188	1.888
Average number of training hours provided per employee	6	11,2

Training interventions, carefully planned and organized by the company with the aim of raising the professional profile of its employees, are an integral part of a broader strategy aimed at consolidating skills and promoting people's individual development.

Training programs for skill enhancement and support during career transitions have included:

MANAGEMENT TRAINING <ul style="list-style-type: none">• Sustainability manager: sustainable production in fashion and luxury• ITIL4® strategist course: direct, plan & Improve• Effectiveness in production• Business english• Course innovate processes and solve problems	TECHNICAL/OPERATIONAL TRAINING <ul style="list-style-type: none">• Excel• English• ITIL Foundation Palo Alto• PCNSA - network security administrator• Responses to specifications• GOTS 7.0 certification update	HEALTH AND SAFETY TRAINING <ul style="list-style-type: none">• General training• Specific low risk training• Specific training high risk• Course module a - RSPP• Electrical Work PES/PAV/PEI• Updating qualification for operators of self-propelled industrial forklifts /with driver on board• Update specific training / high risk• Update specific training low risk
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The company has implemented a series of training programs aimed at enhancing workers' skills and providing support during periods of transition or facing complex work challenges. These courses aim to equip employees with the tools they need to adapt and thrive in a changing work environment. Among the main training programs conducted are:

SUSTAINABILITY MANAGER:

Sustainable production in fashion and luxury. This is the 10-module training course developed by Process Factory to create awareness and skills on sustainability issues most relevant to fashion&luxury. 2 people from Lisa, including our Sustainability Manager, participated in the course and achieved the expected qualification.

INNOVATING PROCESSES AND PROBLEM SOLVING:

This course focuses on acquiring the ability to adapt one's work processes to changing work requirements and characteristics. Through learning about flexibility in work groups, managing changes in priorities and work layout, participants are able to successfully meet emerging challenges and maintain a high level of operational efficiency.

QUALITY AND EFFECTIVENESS IN PRODUCTION:

This program is dedicated to the creation and development of a system of procedural tools aimed at monitoring and reporting operations in production departments. The goal is to keep production processes under tight control in order to increase their efficiency and effectiveness. Through the application of quality management methodologies and practices, participants acquire the skills needed to ensure high standards of production and meet customer needs in an optimal manner.

The corporate code of ethics was presented to all department heads and employees to ensure full understanding of policies and procedures to protect human rights.

Analyzing the data provided regarding the training hours spent, interesting differences emerge between genders and roles employed.

As for training hours for office workers, the total was 449 hours for women and 415 hours for men. For female workers, 149 hours of training were used, while for male workers, the number of hours was 583.

During the reporting period, as a part of the course on GOTS certification to Standard 7.0, the company devoted a total of 14 hours to training on human rights policies and procedures. This training aimed to raise awareness and train employees on respect for fundamental rights and the importance of promoting an inclusive and human rights-friendly corporate culture.

In percentage terms, 100 percent of both internal and external security personnel have participated in training on human rights policies and procedures. This figure highlights the company's commitment to ensuring that those working in the security sector are fully aware of regulations and guidelines aimed at protecting and promoting human rights.

100% of staff undergo regular performance and career development reviews.



COMMUNITY CLOSENESS AND SUPPORT

Lisa has always been close to the area and community in which it operates and in general to the emerging needs of the population.

For this reason, in 2023 as Lisa SPA has reconfirmed its collaboration with Fondazione Veronesi, through the funding of two research grants in the field of oncology, and with the Polisportiva C.D.G. of Veniano: thanks to this support, to date 245 young people, coached by competent instructors, can realize a path of sporting and at the same time educational growth in the field of football.

In addition, the Lisa Group supports the activities of the Prima Spes Onlus Foundation, which is particularly concerned with supporting initiatives in favor of people in situations of hardship, disadvantage or suffering from disabilities, both in Italy and in countries of the South.

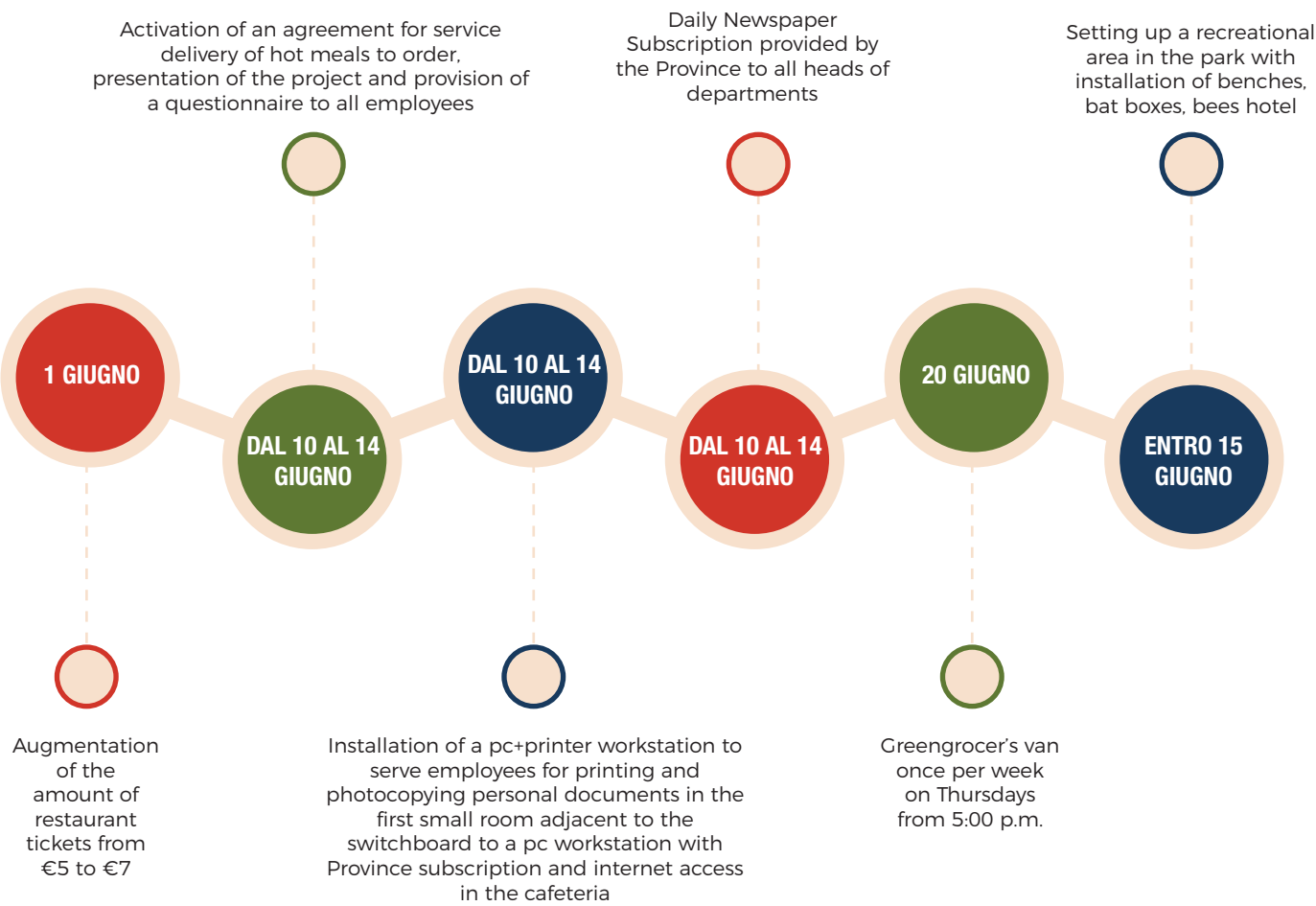
LISA'S SUSTAINABLE FUTURE: GOALS, PROJECTS AND INITIATIVES

The decision to prepare and publish the Sustainability Report, in addition to other reporting that transparently accounts for sustainability performance, is a very important step for LISA.

The path of sharing and disclosure undertaken by the Company increasingly enables it to focus on important aspects on which to direct efforts, including in response to the needs of stakeholders. Indeed, the company's sustainable development principles, values and strategies have led to the establishment of common growth targets for the coming period, which are given below for each material theme:

<p>QUALITY, SAFETY AND PRODUCT INNOVATION</p> <p>Adopt in daily operation the "LISA MySuite" platform for creative sharing dedicated to the world of textiles.</p> <p>Maintain the product quality control plan.</p>	<p>POLLUTANT EMISSIONS AND CLIMATE CHANGE IMPACTS</p> <p>Initiate a feasibility assessment for the implementation of a photovoltaic system at the company's headquarters.</p>	<p>CHEMICALS MANAGEMENT</p> <p>Strengthen the CHEM 4S project by intensifying due diligence activities along the entire production chain, from raw material to finished product. Ensure compliance with ZDHC's MRSL through rigorous testing conducted at certified laboratories.</p>
<p>SUPPLY CHAIN TRACEABILITY</p> <p>Implement SMETA (Sedex Member Ethical Trade Audit) 2-Pillar Audit in order to ensure that the highest social standards are met in the workplace along the supply chain.</p> <p>Further development of the "Tracy" tool for Supply Chain tracking and involvement.</p>	<p>HUMAN CAPITAL WELFARE AND EMPLOYEE SUPPORT</p> <p>Developing the Welfare 2024 Project (see detail)</p>	<p>ETHICS, COMPLIANCE AND BUSINESS INTEGRITY</p> <p>Continue the autonomous and independent work of the supervisory body under the 231 Model and evaluate whistleblowing reports.</p>
	<p>WATER RESOURCES MANAGEMENT</p> <p>To further reduce water withdrawal through the use of new, more efficient printing machinery.</p>	<p>USE OF SUSTAINABLE MATERIALS</p> <p>Increase the recycling rate of GRS products to 100 percent. Enhance the supply of fabrics made from organic cotton in the collection</p> <p>Phase out the use of conventional viscose, favoring sustainable or FSC Mix certified fibers.</p>

WELFARE PROJECT 2024



The company is working on additional welfare goals that will be implemented starting in 2024, among them:

Creation of an outdoor dining area and reclamation of the yard between the canteen and the janitor's house

Objective | To improve the well-being and satisfaction of employees by providing an outdoor space where they can relax during breaks

An outdoor dining area will help create a more pleasant work environment, promoting relaxation and socialization among employees.

Implementation of a psychological support and counseling desk dedicated to department heads

Objective | To provide psychological support and stress management tools to department heads to improve their leadership ability and overall well-being.

Topic: Department heads often face high stress and significant responsibilities. A dedicated counseling desk can offer them the support they need to better manage work pressures, improving their effectiveness and overall work climate. This intervention will help promote a healthier and more productive work environment.

Installation of lockers for receiving parcels

Objective | package receiving lockers will enable employees to receive personal packages safely and conveniently, avoiding problems of non-delivery or theft. This initiative demonstrates the company's commitment to improving the quality of life for employees by reducing the stress associated with handling deliveries during working hours.

To ensure the well-being of human capital and offer support to employees, individual interviews are conducted to assess the effectiveness of retention initiatives and business climate.



CONTENTS GRI INDEX

Usage Disclaimer:

LISA S.p.A. has compiled this Sustainability Report in accordance with GRI Standards for the period 01.01.2023 - 31.12.2023.

Utilized GRI Standards: Universal Standards GRI 2021
Applicable Industry-Specific GRI Standard: N/A

GRI Standard	Informative GRI	Document section	Scope / Notes / Omissions
GENERAL INFORMATION			
GRI 2 Informative generali 2021	2-1 Organizational details	<ul style="list-style-type: none"> METHODOLOGICAL PREMISE GOVERNANCE MODEL 	LISA S.p.A.
	2-2 Entities included in the organization's sustainability reporting	<ul style="list-style-type: none"> METHODOLOGICAL PREMISE 	LISA S.p.A.
	2-3 Reporting period, frequency, and point of contact	<ul style="list-style-type: none"> METHODOLOGICAL PREMISE 	LISA S.p.A.
	2-4 Review of information	<ul style="list-style-type: none"> METHODOLOGICAL PREMISE 	LISA S.p.A.
	2-5 External assurance	<ul style="list-style-type: none"> METHODOLOGICAL PREMISE 	LISA S.p.A. / No assurance activity planned
	2-6 Activities, value chain, and other business relationships	<ul style="list-style-type: none"> THE EVOLUTION OF THE ORGANIZATION: PAST AND PRESENT MISSION AND VALUES THE COMPANY > Production Model THE COMPANY > Market Reference THE COMPANY > Turnover and Investments SUPPLY CHAIN TRACEABILITY 	LISA S.p.A.
	2-7 Employees	<ul style="list-style-type: none"> OUR PEOPLE> Our Resources 	LISA S.p.A.
	2-8 Non-employee workers	<ul style="list-style-type: none"> OUR PEOPLE> Our Resources 	LISA S.p.A.
	2-9 Governance structure and composition	<ul style="list-style-type: none"> GOVERNANCE MODEL 	LISA S.p.A.
	2-11 Chair of the highest governance body	<ul style="list-style-type: none"> GOVERNANCE MODEL 	LISA S.p.A.
	2-12 Role of the highest governance body in overseeing management's performance	<ul style="list-style-type: none"> GOVERNANCE MODEL > Sustainability Governance 	LISA S.p.A.
	2-14 Role of the highest governance body in sustainability reporting	<ul style="list-style-type: none"> IL MODELLO DI GOVERNANCE > Sustainability Governance 	LISA S.p.A.
	2-15 Conflicts of interest	<ul style="list-style-type: none"> CERTIFICATIONS AND INITIATIVES GOVERNANCE MODEL > Responsible Relationship Management 	LISA S.p.A.
	2-16 Communication of concerns	<ul style="list-style-type: none"> GOVERNANCE MODEL > Responsible Relationship OUR PEOPLE > Our Approach 	LISA S.p.A.
	2-19 Remuneration standards	<ul style="list-style-type: none"> OUR PEOPLE > Policies and Remuneration System 	LISA S.p.A.
	2-20 Remuneration determination process	<ul style="list-style-type: none"> OUR PEOPLE > Policies and Remuneration System 	LISA S.p.A.
	2-22 Statement on sustainable development strategy	<ul style="list-style-type: none"> LETTER TO STAKEHOLDERS THE SUSTAINABILITY OF LISA: A HOLISTIC APPROACH 	LISA S.p.A.
	2-23 Commitment in terms of policies	<ul style="list-style-type: none"> CERTIFICATIONS AND INITIATIVES GOVERNANCE MODEL > Responsible Relationship Management THE SUSTAINABILITY OF LISA: A HOLISTIC APPROACH > SUSTAINABILITY POLICIES 	LISA S.p.A.
	2-24 Integration of policy commitments	<ul style="list-style-type: none"> GOVERNANCE MODEL > The model 	LISA S.p.A.
	2-25 Processes for addressing negative impacts	<ul style="list-style-type: none"> GOVERNANCE MODEL > Responsible Relationship Management 	LISA S.p.A.
	2-26 Mechanisms for seeking clarification and raising concerns	<ul style="list-style-type: none"> GOVERNANCE MODEL > Responsible Relationship Management 	LISA S.p.A.
	2-27 Compliance with laws and regulations	<ul style="list-style-type: none"> GOVERNANCE MODEL > Responsible Relationship Management 	LISA S.p.A.
	2-28 Membership in associations	<ul style="list-style-type: none"> GOVERNANCE MODEL 	LISA S.p.A.
	2-29 Approach to stakeholder engagement	<ul style="list-style-type: none"> MATERIALITY PATHWAY > Stakeholder 	LISA S.p.A.
	2-30 Collective agreements	<ul style="list-style-type: none"> OUR PEOPLE > Policies and Remuneration System 	LISA S.p.A.

GRI Standard	Informative GRI	Document section	Scope / Notes / Omissions
MATERIAL TOPICS			
GRI 3 Material topics 2021	3-1 Material Topics Determination Process	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
	3-2 List of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
CREATION AND DISTRIBUTION OF VALUE			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis • GENERATING AND DISTRIBUTING VALUE	LISA S.p.A.
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	• GENERATING AND DISTRIBUTING VALUE	LISA S.p.A. / Further information can be found in the Financial Statement
ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 205: Anti-corruption 2016	205-1 Operations assessed for risks related to corruption	• RESPONSIBLE PRODUCTION > ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY	LISA S.p.A.
	205-2 Communication and Training on Anti-corruption Regulations and Procedures	• RESPONSIBLE PRODUCTION > ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY	LISA S.p.A.
	205-3 Confirmed Incidents of Corruption and Measures Taken	• RESPONSIBLE PRODUCTION > ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY	LISA S.p.A.
GRI 206 Anti-competitive behavior 2016	206-Legal Actions Related to Anti-competitive Behavior, Trust Activities, and Monopolistic Practices	• RESPONSIBLE PRODUCTION > ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY	LISA S.p.A.
PRODUCT QUALITY AND SAFETY			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 417: Marketing and labeling 2016	GRI 417-2 Incidents of non-compliance regarding product and service information and labeling	• RESPONSIBLE PRODUCTION > QUALITY, SAFETY, AND PRODUCT INNOVATION	LISA S.p.A.
SUPPLY CHAIN TRACEABILITY			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	• RESPONSIBLE PRODUCTION > SUPPLY CHAIN TRACEABILITY	LISA S.p.A.
ADOPTION OF SUSTAINABLE MATERIALS			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 301: Material 2016	301-1 Materials used by weight or volume	• RESPONSIBLE PRODUCTION > APPLICATION OF SUSTAINABLE MATERIALS	LISA S.p.A.
	301-2 Materials Used Derived from Recycling	• RESPONSIBLE PRODUCTION > APPLICATION OF SUSTAINABLE MATERIALS	LISA S.p.A.
ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 305: Emissions 2016	305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)	• ENVIRONMENTAL SUSTAINABILITY > AIR EMISSIONS AND CLIMATE CHANGE	LISA S.p.A.
	305-2 Indirect Greenhouse Gas (GHG) Emissions from Energy Consumption (Scope 2)	• ENVIRONMENTAL SUSTAINABILITY> AIR EMISSIONS AND CLIMATE CHANGE	LISA S.p.A.

CHEMICAL SUBSTANCE MANAGEMENT			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 301: Materials	301-1 Materials used by weight or volume	• ENVIRONMENTAL SUSTAINABILITY > CHEMICAL SUBSTANCE MANAGEMENT	LISA S.p.A.
WATER RESOURCE MANAGEMENT			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 303: Water and Discharges 2018	303-3 Water withdrawal	• ENVIRONMENTAL SUSTAINABILITY > WATER RESOURCE MANAGEMENT	LISA S.p.A.
CIRCULAR ECONOMY AND WASTE MANAGEMENT BEST PRACTICES			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 306: Waste 2020	306-2 Management of significant impacts related to waste	• ENVIRONMENTAL SUSTAINABILITY > CIRCULAR ECONOMY AND WASTE MANAGEMENT BEST PRACTICES	LISA S.p.A.
	306-3 Generated waste	• ENVIRONMENTAL SUSTAINABILITY > CIRCULAR ECONOMY AND WASTE MANAGEMENT BEST PRACTICES	LISA S.p.A.
HUMAN CAPITAL WELL-BEING AND EMPLOYEE SUPPORT			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 401: Employment 2016	401-1 New employee hires and turnover	• OUR PEOPLE > HUMAN CAPITAL WELLNESS AND EMPLOYEE SUPPORT	LISA S.p.A.
	401-2 Benefits for full-time employees not available to part-time or temporary employees	• OUR PEOPLE > HUMAN CAPITAL WELLNESS AND EMPLOYEE SUPPORT	LISA S.p.A.
EMPLOYEE DEVELOPMENT AND EMPOWERMENT			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 404: Training and Education 2016	404-1 Average annual training hours per employee	• OUR PEOPLE > EMPLOYEE RECOGNITION AND DEVELOPMENT	LISA S.p.A.
	404-2 Employee skill enhancement and transition assistance programs	• OUR PEOPLE > EMPLOYEE RECOGNITION AND DEVELOPMENT	LISA S.p.A.
	404-3 Percentage of employees receiving regular performance and professional development evaluations	• OUR PEOPLE > EMPLOYEE RECOGNITION AND DEVELOPMENT	LISA S.p.A.
COMMUNITY PROXIMITY AND SUPPORT			
GRI 3 Material topics 2021	3-3 Management of Material Topics	• MATERIALITY PATHWAY > Materialty Analysis	LISA S.p.A.
GRI 413: Local Communities 2016	413-1 Operations involving the local community, impact assessments, and development programs	• OUR PEOPLE > COMMUNITY ENGAGEMENT AND SUPPORT	LISA S.p.A.



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