



IMPACT REPORT 2025





Table of Contents

Introduction	4
Guide to reading the report	5
Methodological Note	5
Accademia HModa SB	6
Our story	7
Our mission	8
Our contribution to SDGs	10
Our stakeholders	11
Our impacts	12
Environmental impacts	13
Social impacts	15
Negative impacts of the Fashion-Textile sector and mitigation strategies	16
The commitments of Benefit Corporations	18
Our goals	19
Our progress	24
Orientation	30
Partnerships with schools	31
Collaboration with IPSIA of Fermo	31
Future Stories - Made in Italy	32
Training	34
Accademia HModa Calzatura	35
Accademia Sartoriale Italiana	37
Craft-Mi	38
Collaboration with the University of Macerata	39
Accademia HModa France	40
Projects and collaborations with IFM	41
Content Index	44



Introduction



Guide to reading the report

This report has been prepared with the intention of providing an overview of the environmental and social activities and performance of Accademia Holding Moda Srl SB.

The scope of the report refers only to the activities carried out by Accademia Holding Moda Srl SB. As a result, according to GRI standards, the scope of reporting is to be understood as extending to all stakeholders, internal and external, of Accademia Holding Moda.

Methodological Note

This document is the third edition of the company's impact report and contains the main value-creating initiatives as well as an account of the shared benefit objectives undertaken. It aims to meet the sustainability-related information demands of key stakeholders, in a true and transparent manner. In producing the documentation, the company used the GRI Standards 2021 in the option "with reference to GRI Standards" in compliance with the principle of transparency. In the appendix, a parallelism with the assessment areas in reference to Italian Law of 28/12/2015, Art. 1 paragraph 378-Annex 5 on benefit corporations has been provided.

The Company is also committed to pursuing the Sustainable Development Goals (SDGs) of the United Nations 2030 Agenda in its business activities.

The time frame considered runs from January 1, 2025 to December 31, 2025, it coincides with that which was reported within the economic budget. The registered office is located at Largo Augusto 8 in Milan, Italy, while the operational headquarters for this fiscal year coincides with the Ente Formativo Calzaturiero delle Marche,¹ located at Via Valletta 2, Civitanova Marche. The details of the targets set as Benefit Corporations refer to those achieved in 2025 and set for subsequent years.

¹ The change from Ente Formativo Calzaturiero to Accademia HModa Calzatura stems from the evolution and greater degree of structuring achieved by Accademia HModa, which made it necessary to separate and exemplify the naming of its Business Units, such as Calzatura (Footwear), consistent with the organisational structure implemented by HModa.



Accademia HModa SB



Our story

Accademia HModa was set up in 2020 with the aim of accompanying the new generations on a vocational training path, by transmitting the know-how acquired by the people of HModa companies over years of experience in the haute couture clothing production sector. In the beginning, it was a project extended to HModa member companies. In 2023, Accademia HModa became a benefit corporation and launched its first orientation projects dedicated to young talent. In 2025, it expanded its mission by offering educational paths with a strong impact on territories, targeting not only group companies but also brands and the supply chain.

The HModa Group pursues the aim of promoting the aggregation of small and medium-sized enterprises specialising in various products and processes for national and international haute couture brands. Group companies work together to create value and relationships that grow over time, always with an eye on sustainability. From the desire to be a part of the positive change in the industrial

system in the surrounding area, HModa places People at the centre of its business model, enhancing their uniqueness and characteristics, and promoting teamwork between virtuous companies from different evolving sectors.

Thanks to this know-how spread throughout Italy (in particular in Veneto, Emilia Romagna, Tuscany, Marche and Campania), HModa is able to cover as many as 11 product categories, contributing significantly to the textile, leather, footwear and ready-to-wear sectors (such as leather clothing and light clothing for women). Each company specialises in different products and services, which together provide a complete, vertical offer, guaranteeing Made in Italy products that combine craftsmanship and innovation. HModa activities are customer-centric and the Group is continuously improving in the pursuit of excellence, anticipating needs and requirements.



Our mission

The Group's need to contribute to passing on *savoir faire* and training young professionals stems from its love for Made in Italy and Italian manufacturing. In 2023, the growth of this commitment led Accademia HModa to become a Benefit Corporation, pledging to become a catalyst for this project, not only for the Group's companies but for the entire fashion-luxury goods sector.

During 2025, the Company confirmed its commitment to the pursuit of its strategic goals, making positive progress overall. Regarding the goals taken on as a Benefit Corporation, two specific goals were affected by a phase of internal reorganisation. This process, while resulting in a temporary reshaping of operational timelines, was instrumental in consolidating the company's structural foundations, ensuring greater effectiveness in achieving future impacts.

Therefore, 2025 looks like a year of strong consolidation and advancement, in which the foundation has been laid to strengthen the structure of projects and achieve even more significant results in the near future. For more detail and insight, see Chapter 4, section 2.

Accademia HModa, as a Benefit Corporation, bases its mission on principles of authenticity, determination and passion, indispensable values that guide every aspect of its activities. The Company recognises and values the excellence of Made in Italy, giving due credit to the workers who, with dedication and skill, create garments of high craftsmanship. The vision of Accademia HModa looks to the future, with the intention of preserving and passing on the crafts and arts of manufacturing, recognised as the essential foundation of the high fashion industry. In this sense, Accademia HModa is committed to enhancing talent by identifying and cultivating talented human resources, offering them growth and specialisation paths that promote qualified placement in the fashion industry, actively promoting access to professional opportunities and supporting the development of young talent. This commitment translates into the transfer not only of technical skills, but also of the values and passion that distinguish Italian craftsmanship excellence, with the aim of preserving and renewing manufacturing traditions. Accademia HModa's educational offerings include customised, diverse and modular pathways designed to meet the specific needs of both companies and individuals, encouraging continuous learning and professional development.

The company actively supports the territory by collaborating with educational and territorial institutions, establishing synergies that strengthen ties with the local community and enhance the manufacturing traditions of the area.

"We believe in authenticity, determination and passion. We believe in the value of Made in Italy and in the People who, with care and enthusiasm, make high-quality garments. We believe in the future of the crafts and arts of manufacturing and their redevelopment as core activities of the haute couture industry."



TALENT

We intercept resources that aspire to join the fashion world and create pathways for growth and specialisation



CRAFTSMANSHIP

We train tomorrow's craftsmen and women through the transmission of values, passion and technique



TRAINING

Possibility to activate different pathways that can be customised according to the company's needs



TERRITORY

Partnerships with schools and institutions, together with the manufacturing traditions of the local area, are key to achieving the goal

Our contribution to SDGs

SDG 4

The company, as part of the HModa Group, is committed to supporting the sustainable development goals of Agenda 2030. By its nature and type of business it aspires to be able to contribute to SDG 4 The UN goal focusses on quality education and aspires to ensure equitable, inclusive and quality education for all, promoting learning opportunities for all.



Accademia HModa, with its mission to train new talents in the fashion industry, aims to contribute to the achievement of the target through:

- **Quality vocational training:** By offering specialised courses and combining theory and practice, Accademia HModa guarantees its students high-quality training, preparing them to best meet the challenges of the job market, as well as placement in companies should deserving students so wish.
- **Equity and inclusion:** Accademia HModa is committed to creating an inclusive learning environment, open to all those who wish to pursue an education in the fashion industry, regardless of gender, origin or social and economic background.

- **Skills development:** The courses offered by Accademia develop not only technical skills specific to the fashion industry, but also transversal skills such as creativity, problem solving and teamwork, which are crucial for personal and professional success.

Knowledge:

Building a body of knowledge

Our training courses are based on a solid foundation of theoretical and practical knowledge. Through in-depth study of products, production processes, materials, Italian design history, and market dynamics, our students gain a comprehensive understanding of the excellence of Made in Italy. This solid foundation makes them able to meet the challenges of the present and anticipate future trends.

Know-how:

Developing new skills

The workers are at the very heart of our teaching. Our workshops are genuine ateliers where students learn to transform raw materials into unique items, expressing their creativity and developing refined taste. Know-how, combined with technical expertise, allows the production of high quality products in line with the highest Made in Italy standards.

Knowing how to:

Develop responsibility, respect and professional ethics.

The training we aim to offer goes beyond technical skills. We cultivate in our students a sense of responsibility, professional ethics and a genuine passion for their work. Know-how, understood as a mental attitude and as a set of values, is fundamental to becoming a true Made in Italy professional.

Our stakeholders

Listening to and involving stakeholders are set as priority objectives of the Accademia Holding Moda Impact Report. The Company is committed to accommodating stakeholders' concerns, perspectives and expectations and translating them into concrete initiatives. This approach guides the company's strategic choices and fosters the building of responsible and collaborative relationships with the local context and community of reference.

Attention to Stakeholders is at the core of the company's mission and drives the development of wide-ranging educational projects. In 2025, the Society strengthened the engagement of the following key stakeholders:



The stakeholder analysis and mapping work conducted in 2024 enabled the Company to structure a more effective and strategic dialogue with stakeholders. This approach has strengthened the ability to intercept the needs and expectations of key stakeholders, directing initiatives in a way that is consistent with the aims of common benefit and ensuring greater effectiveness in implementing its strategy.

Accademia HModa continues to pursue and maintain an open and constructive dialogue with its stakeholders, aimed at creating an inclusive environment characterised by an attitude of mutual respect.



Our impacts



A study of the context in which the company operates was conducted, and compared to the materiality analysis conducted for the parent company HModa, the scope was narrowed to only environmental and social impacts related to or generated by the company. The full materiality analysis required by GRI 3 is attributable to the Holding Moda Group and will be featured in the 2025 Sustainability Report.

The study of our impacts took into account the expectations of our stakeholders, the cultural and social context in which we operate, and our business model.

Environmental impacts

The environmental impacts of Accademia HModa are mainly attributable to the activities carried out at the company's physical location, the Marche Accademia HModa Calzatura Training Institute. With a view to transparency and accountability to its stakeholders, the company considers it essential to provide clear reporting of the impacts generated.

Currently, the company's consumption concerns energy and water resources, which are related to the daily use of the building. It should be noted that energy consumption is solely related to purchased electricity consumption, and there are no other energy sources.

The total values recorded in the year 2025 are shown below. The values given refer, as anticipated above, to the consumption of electricity and water, the latter intended for sanitary use only, as no other forms of consumption are present.

Year	Electricity (kWh)	Water (m³)
2025	37,150	335

During 2024, an initial exercise was conducted to quantify its environmental impact by developing a detailed calculation of greenhouse gas emissions generated by its activities. In continuation of the previous year, an in-depth analysis was carried out in 2025 that looked at direct (Scope 1) and indirect emissions related to energy consumption (Scope 2). It should be noted that no consumption of either natural gas or fuel was recorded for the reporting year because there is no company fleet, so Scope 1 equals zero.

Scope 2 analysis focused on emissions associated with the consumption of electricity purchased and used at the company's premises. In order to ensure maximum accuracy and comparability of results, Scope 2 emissions were determined by applying two different methodologies: the "location-based" method, which reflects the average emissions of the Italian national energy mix, and the "market-based" method, which instead considers the specific energy sources purchased directly by the company. In both cases, updated conversion factors provided by DEFRA (Department for Environment, Food and Rural Affairs) for 2025 were used.

- **Scope 2 Location based: 12 tonCO₂e**
- **Scope 2 Market based: 0 tonCO₂e**

With regard to indirect Scope 3 emissions, the calculation considered only those from employee commuting, excluding other sources such as supply chain or business travel, which were considered irrelevant given the configuration of the company, which is characterised by a single physical location with predominantly office-based activities and a team of 2 employees.

● **Scope 3 "Category 7 - Employee commuting": tonCO₂e²**

Year	Scope 1 emissions (tonCO ₂ e)	Scope 2 (tonCO ₂ e) Location-based	Scope 2 (tonCO ₂ e) Market-based	Scope 3 (tonCO ₂ e)	Total Location- based (tonCO ₂ e)	Total Market- based (tonCO ₂ e)
2024	-	7	9	1	21	23
2025	0	12	0	1	13	1

During 2025, Scope 1's emissions remained zero, as the company has no fossil fuel consumption or natural gas use headed to the company. Scope 2 market-based emissions were further reduced to zero, thanks to the full-year supply of electricity with Guarantees of Origin. Scope 3 emissions, which are currently attributable solely to employee commuting, were essentially unchanged from the previous year.

Awareness about its own impacts from the company's water and energy consumption, although not considered material, nonetheless led Accademia HModa, in line with the Holding Company's position and its own willingness to embark on a path of improvement, to take concrete action to reduce its Scope 2 emissions. During 2025, in fact, the company has taken specific steps to implement a more responsible approach in this area, through the continuation of the electricity supply contract and the purchase of Guarantees of Origin, certifications that attest to the renewable origin of the energy used.

In addition to the actions mentioned above and because of the acknowledged responsibility that every business holds towards the environment, the company has promoted several initiatives aimed at raising awareness among young students with respect to environmental issues related to the fashion industry and the impacts generated by the supply chain. Through specific lectures and workshops, Accademia HModa confirms its desire to train knowledgeable professionals who can contribute positively to the future of the industry.

² The estimated CO₂e emissions for commuting were calculated using an average value of kgCO₂e/km according to DEFRA 2023 data. The analysis considers only employees in force as of 12/31/2025, assuming that each employee traveled the round-trip distance daily for 220 working days. The means of transportation considered is an average diesel-powered automobile.

Social impacts

Accademia HModa aims to bridge the gap between school and the world of work, offering young talents the opportunity to specialise in a strategic sector such as fashion. Thanks to its innovative training approach, which combines theory with work experience, Accademia makes a significant contribution to the development of the territory and the enhancement of Made in Italy.

◆ Social impacts for the local community:

- **Economic development:** By collaborating with local companies, Accademia HModa contributes to the stimulation of local economic growth, creating new employment opportunities and enhancing craft skills, supporting the economic growth of historic manufacturing areas.
- **Enhancement of cultural heritage:** By imparting the craft traditions and production techniques typical of Italian-made products to young people, Accademia helps to preserve cultural heritage and to pass on traditions that would otherwise be lost.
- **Community involvement:** Through open-day initiatives in HModa Group companies, by creating opportunities for students to get to know and see the excellence of Made in Italy first-hand. The aim is to make sure that the trades within the companies are rediscovered and appreciated again. Students, families and teachers are directly involved (through the orientation offered by Future Stories) in site visits and workshops.

◆ Social impacts for the school community and training institutions:

- **School orientation:** Accademia HModa offers a point of reference for students wishing to undertake training in the fashion industry, providing information and guidance on professional opportunities.

- **Partnerships with schools:** Accademia, with the Future Stories project, partners first level secondary schools to intercept and inspire young people to enrol in high schools with a focus on "Industry and Crafts for Made in Italy".
- **Teacher training:** Through continuous teacher training, Accademia contributes to the upskilling for teachers and the alignment of training curricula with the needs of the job market. In the Accademia HModa project, teachers with specific know-how and great experience are selected to pass on their expertise to students. In the Future Stories project, teachers in the target schools are offered specific training to support young people and families during orientation.

◆ Social impacts for the textile-fashion sector:

- **Innovation:** Accademia HModa promotes innovation in the fashion industry, training new professionals to meet the challenges posed by digitalisation and sustainability. It aims to foster cross-fertilisation through generational diversity to exchange specific skills with the young and fresh vision of new market challenges.
- **Sustainability:** Accademia raises students' awareness of the importance of environmental and social sustainability, promoting ethical and responsible production practices and giving them basic ESG training as part of their education.
- **Strengthening the supply chain:** By collaborating with companies in the industry, Accademia contributes to strengthening the Made in Italy production chain and fosters generational change.

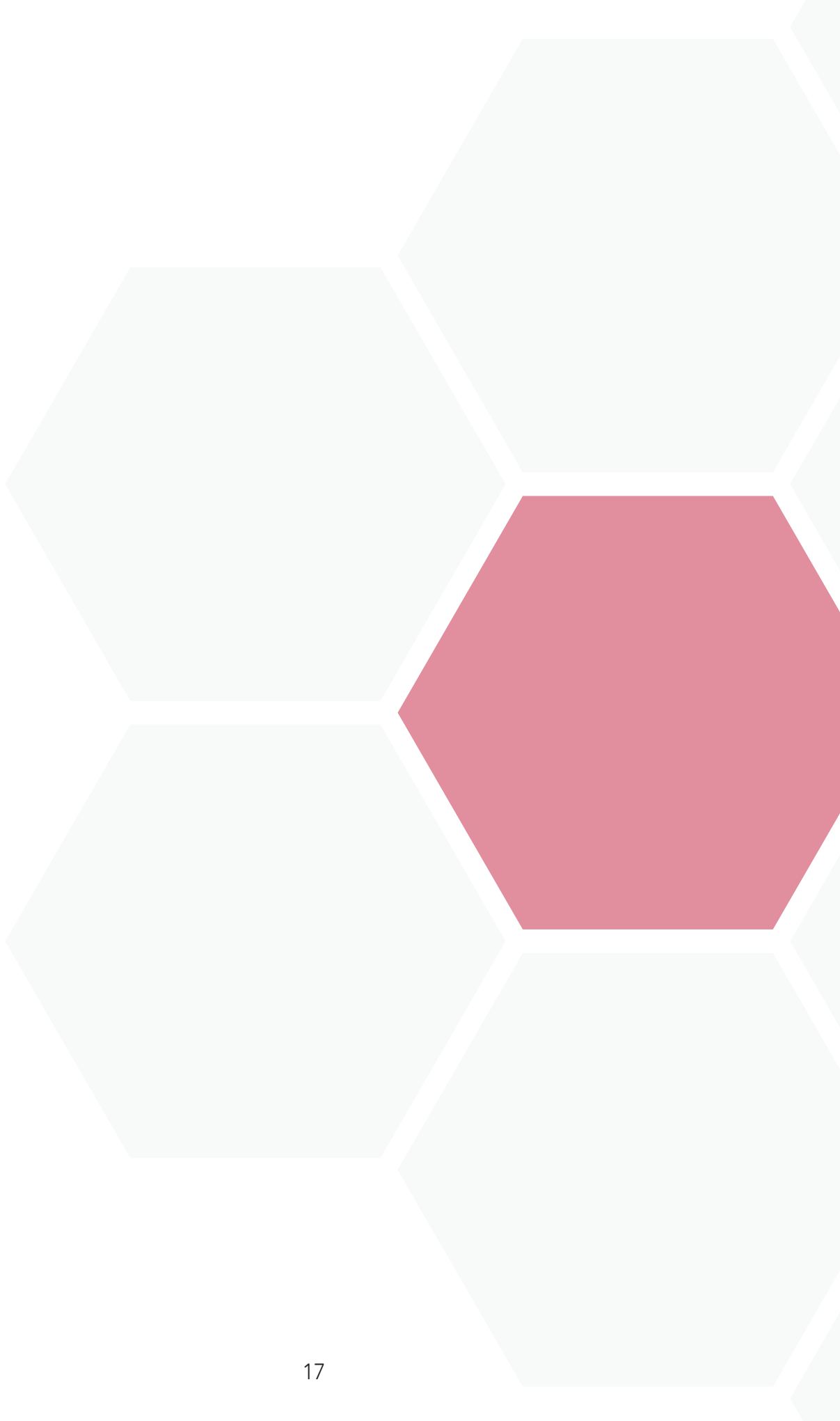
Negative impacts of the Fashion-Textile sector and mitigation strategies

The company is aware that its activities are connected - albeit indirectly - to a number of negative environmental and social impacts that require careful assessment and targeted action.

Our main focus includes:

- **Loss of Made in Italy savoir faire and workmanship:** The move away from craft techniques and quality materials, once the mainstays of the Italian textile industry, has weakened the competitiveness of companies, making them more vulnerable to competition from countries with lower production costs. The disappearance of these unique skills risks impoverishing the cultural and productive heritage of our country.
- **Workers' rights:** At the production stages, which are often located in countries with less protective legislation, it casts a shadow over the entire supply chain. The exploitation of child labour, unsafe working conditions, and inadequate wages undermine the reputation of companies and Made in Italy.
- **Scarcity of raw materials:** Depletion of natural resources is a preponderant issue. Many materials, such as cotton and wool, and the environmental impact associated with their cultivation and processing, call for deep reflection on how they are produced and consumed. Companies must find innovative solutions to reduce environmental impact and ensure the availability of raw materials in the long term. Furthermore, they are responsible for conscious consumption and the intelligent use of resources in order to reduce waste and the use of chemicals wherever possible.
- **Difficulties in upcycling for textile waste:** The production of low-cost clothing and the ever-increasing number of collections per year have generated a huge amount of textile waste, which saturates landfills and creates major problems for the environment. The complexity of modern textiles and the lack of adequate infrastructure make it difficult to recycle and reuse these materials, representing a loss of valuable resources.
- **Lack of generational turnover:** The difficulty of transmitting the know-how of our workers to the new generations, and the limited attractiveness of a sector perceived as not very dynamic and with low remuneration, risk creating a skills and production vacuum and jeopardising the future of the Italian textile industry.
- **Fragmentation of the value chain:** The fragmentation of the supply chain makes it difficult to trace the origin of raw materials and ensure the transparency of production processes. This fragmentation makes it more complex to guarantee product quality and limits the ability of companies to respond to the needs of increasingly sustainability-conscious consumers.
- **Difficulties in internationalisation of SMEs:** Small and medium-sized Italian enterprises face difficulties in internationalising due to their small size, lack of financial resources, and the complexity of foreign markets. Competition and trade barriers are further obstacles to their growth.

Aware of the negative impacts that characterise the fashion and textile supply chain, the Company intends to promote an educational model capable of generating positive and lasting value, cultivating in new generations the technical skills and sensitivity necessary to meet the environmental and social challenges of the future, and to bring the quality and ethics of Made in Italy back to the centre.





The commitments of Benefit Corporation



Our goals

Accademia HModa became a benefit corporation on February 09, 2023. This milestone strengthened its commitment to a more responsible and sustainable business model that integrates profit maximisation with the creation of value that can be shared by society.

In accordance with the provisions of Italian Law No. 208 of December 28, 2015 on benefit corporations, Accademia HModa has included the following common benefit purposes in its corporate purpose:

- Sourcing products from producers and suppliers who promote a fairer, more ethical and sustainable economy that respects people and protects the environment;
- Promoting and supporting initiatives for sustainable development and environmental protection, social inclusion, and sharing, combating discrimination in any form, supporting vulnerable groups, health and physical and mental awareness;
- Supporting and partnering with organisations that work in respect of the environment and people, supporting organisations working in the voluntary sector;
- Supporting fashion and fashion companies according to principles of inclusion and equal opportunities in the broadest sense, supporting deserving designers, figures and projects through scholarships or other forms.

The stakeholder analysis, conducted in 2024, made it possible to classify the different categories of stakeholders according to their level of interest and influence on the company's activities, enabling the identification of strategic priorities and the definition of targeted interventions capable of responding effectively to the needs of each stakeholder,



while respecting the principles of transparency and accountability.

At the same time, a thorough assessment of activities and initiatives that the company can implement to improve its impact was carried out. The study led to the structuring of an articulated action plan, divided into short-, medium- and long-term goals, supported by specific KPIs, which ensure their functional monitoring.

These indicators are key tools for measuring the effectiveness of actions taken, identifying any areas for improvement and adjusting strategies based on the results obtained. Each KPI has been associated with a one-year evaluation period, within which it is expected to achieve

the set targets and to analyse the impacts generated by the implemented activities.

The goal-setting process is the result of a shared and participatory process that actively involved all people working in the organisation, receiving validation from the President and Sole Director of Accademia HModa, confirming the strategic alignment of the goals with the corporate vision.

In line with its commitments, Accademia HModa is committed to periodically updating future strategies in order to pursue sustainable growth and continuous improvement.

This is followed by details and goals of the future activities the company intends to pursue from 2024 and the respective indicators that will ensure optimal monitoring of progress in the near future.

Goal 1. Provide a clear and transparent orientation pathway

To guide students in their educational and career choices through a comprehensive and accessible orientation pathway.

Activities	KPIs	Period	Impacted Stakeholders
Organise orientation days in high schools, during which students and teachers can visit the Accademia's laboratories and meet professionals in the field.	- Number of schools visited - Number of students participating - Number of enrollments in orientation courses	Short-term 2025	Training institutions Textile-Fashion Sector
Create an AHM website, with detailed information about courses, alumni testimonials and career opportunities.	- Number of unique visitors to the website - Number of downloads of information materials	Short-term 2025	School communities Local communities

Goal 2. Develop partnerships with schools

Create strategic partnerships with schools, fostering the development of educational initiatives, projects and activities that involve students and enhance their talents.

Activities	KPIs	Period	Impacted Stakeholders
Organise educational projects in collaboration with schools, such as sustainable fashion competitions or prototyping workshops. Direct involvement of middle/high schools through the creation of competitions promoting sustainable fashion.	● Number of projects implemented ● Number of students involved ● Capital earmarked for prizes	Mid-term 2026	Training institutions School communities
Enter into agreements with high schools to offer internships and apprenticeships to students.	● Number of agreements with high schools and number of internships activated/Number of agreements entered into ● Number of students doing internships at partner companies	Mid-term 2026	Training institutions School communities

Goal 3. Provide highly skilled professionals

To ensure that training is always up-to-date and in line with developments in the Fashion-Textile sector, with the aim of training highly qualified professionals ready to meet the needs of the market.

Activities	KPIs	Period	Impacted Stakeholders
Constantly update educational offerings, introducing new courses and specialisations in line with the latest industry trends. Provide sustainability training.	● Number of new courses activated ● Number of training hours provided ● % professionals with no. of years of experience (Accademia teachers) ● % pupils finding jobs and by when	Short-term 2024	Textile-Fashion Sector
Inviting experts in the field to give lectures and workshops to ensure that the skills of teachers and students are continuously updated.	● Number of experts invited ● Number of training hours provided by experts	Mid-term 2026	Textile-Fashion Sector

Goal 4. Create a network of contacts

Fostering strategic connections between students, professionals and companies aimed at promoting collaborations, growth opportunities and value exchanges in the field.

Activities	KPIs	Period	Impacted Stakeholders
Organise networking events, such as conferences, fashion shows and trade fairs, to connect students, faculty, companies and industry professionals.	● Number of events organised ● Number of participants	Short-term 2025	Textile-Fashion Sector
Create an online platform dedicated to networking, where students can create their own profiles and get in touch with companies.	● Number of registered users ● Number of job offers posted	Long-term 2027	School communities Textile-Fashion Sector

Goal 5. Reduce environmental impact

Mitigate environmental impact through adoption of less impactful practices, process optimisation, and commitment to responsible resource management.

Activities	KPIs	Period	Impacted Stakeholders
Adopt sustainable practices in workshops, using recycled materials and promoting energy conservation.	● Amount of waste sorted ● Measuring energy consumption per unit of product (energy accountability) ● Amount of products made from salvaged materials and donated to charitable organisations	Short-term 2024	School communities Local communities
Organise initiatives to raise awareness of environmental sustainability, such as workshops and seminars.	● Number of participants in the initiatives ● Reduction of CO2 emissions	Short-term 2024	School communities Local communities

Goal 6. Promote diversity and inclusion

Foster diversity and inclusion by creating a welcoming and respectful environment where differences are valued and everyone has an equal opportunity to express their potential.

Activities	KPIs	Period	Impacted Stakeholders
Offer scholarships and benefits to students from disadvantaged backgrounds	• Number of scholarships awarded • Percentage of students from disadvantaged backgrounds	Long-term 2027	School communities Local communities
Organise events and initiatives to promote diversity and inclusion in the fashion world	• Number of events organised • Participation of people from diverse backgrounds	Long-term 2027	School communities Local communities Textile-Fashion Sector

Our progress

In 2025, Accademia HModa has further strengthened its commitment to collaborations and synergies, launching new projects together with colleges, universities and leading companies in the fashion industry. Educational offerings have been strengthened, with a focus on the impacts of educational and production activities and the need to ensure continuity from projects undertaken in the previous year. This strategy has enabled Accademia to consolidate its role as a benchmark for training new talent, maintaining a strong link between technical education, sustainability and innovation.

The following is intended to provide an overview of the goals achieved during 2025 and the progress that has materialised compared with the targets set in the previous year.

Goal: Provide a clear and transparent orientation pathway

Activities	KPIs	Stakeholders	Timing
Organise orientation days in high schools, during which students and teachers can visit Accademia's laboratories and meet professionals in the field.	- Number of schools visited: 1 - Number of students participating: 14 - Number of enrollments in orientation courses: 25	Textile-Fashion Sector	2025

During the year, an orientation day was organised at the State Professional Institute for Industry and Handicraft (IPSIA) "Ostilio Ricci" in Fermo. The initiative was a moment of meeting and dialogue with students and teachers of the "Calzatura" specialisation, aimed at presenting the educational and professional opportunities offered by Accademia.

Looking ahead, there are plans to expand orientation activities by involving other institutions in the area, considering the introduction of guided tours at the headquarters of Accademia HModa Calzatura, in order to offer students a more direct and immersive experience in the world of education and the footwear industry.

Status: 10%

Activities	KPIs	Stakeholders	Timing
Create an AHM website, with detailed information about courses, alumni testimonials and career opportunities.	- Number of unique visitors to the website: 0 - Number of downloads of information materials: 0	School communities Local communities	2025

The goal was not fully achieved during 2025. However, several activities are currently underway in collaboration with the Holding Company's Communications Department aimed at making the Accademia HModa section of the HModa website more accessible and intuitive.

A comprehensive and updated catalog of courses and projects promoted by the Company was also produced during the year to support clearer and more structured communication of training initiatives, which may provide a useful starting point for the development of a dedicated online space.

Goal: Develop partnerships with schools

Activities	KPIs	Stakeholders	Timing
Organise educational projects in collaboration with schools, such as sustainable fashion competitions or prototyping workshops. Direct involvement of middle/high schools through the creation of competitions promoting sustainable fashion.	Number of projects implemented: 2	Training institutions School communities	2026

The year 2025 represented a year of consolidating and strengthening the commitment to collaborate with the school world through the Storie di Futuro project, the orientation project involving key figures from HModa companies in schools throughout the territory.

During the year, the second edition of Storie di Futuro came to an end, and in the fall, the next one, which will be completed in early 2026, was launched, involving 40 institutions. The goal of this new edition is to broaden involvement to secondary schools, which are closer to the world of work.

Goal: Provide highly skilled professionals

Activities	KPIs	Stakeholders	Timing
Inviting experts in the field to give lectures and workshops to ensure that the skills of teachers and students are continuously updated.	- Number of experts invited: 20 - Number of partner companies involved: 4.	Textile-Fashion Sector	2026

As part of the training courses promoted at Accademia HModa Calzatura, collaboration with professionals and leading companies in the fashion and footwear industry is constantly enhanced, with the aim of enriching the educational offerings through direct experiences and sessions for technical updating.

In 2025, a number of companies, including Valmor and professionals from major brands in the industry, were involved to learn more about pattern-making processes, the main technical stages of footwear production, and cellular production models. The activities implemented included thematic workshops, Q&A sessions with experts, direct testimonials and company visits aimed at fostering experiential and concrete learning.

Goal: Create a network of contacts

Activities	KPIs	Stakeholders	Timing
Organise networking events, such as conferences, fashion shows and trade fairs, to connect students, faculty, companies and industry professionals.	• Number of events organised: 1 • Number of students participating: 34	Textile-Fashion Sector	2025

In 2025, the "Monter la Primer Marche" initiative was launched, a project carried out in collaboration with IFM that offered three students selected by the French institute the opportunity to visit some of the main locations in the Marche's footwear district and make the footwear they designed. The experience provided an important opportunity for exchange and the creation of new synergies between academia and manufacturing.

Goal: Promote diversity and inclusion

Activities	KPIs	Stakeholders	Timing
Offer scholarships and benefits to students from disadvantaged backgrounds	• Number of scholarships awarded • Percentage of students from disadvantaged backgrounds	School communities Local communities	2027

To date, there are no specific scholarships for courses sponsored by Accademia HModa, but please note that all of Accademia HModa's technical courses are free for students as they are funded by companies and public funds

For 2026, the company plans to expand its training offerings by adhering to the regional call "Public Notice Axis 3 - Social Inclusion - Objective 4.h(2) (Regional Council Decree No. 1935/2023)," with the aim of extending access to courses to particularly disadvantaged groups such as the long-term unemployed, people with disabilities, women in vulnerable conditions, migrants and those subject to judicial measures. This initiative represents a significant opportunity to make the training provided more inclusive, strengthening Accademia's social role and promoting job placement for more fragile segments of the population.

Progressive 2024-2025

Goal: Provide highly skilled professionals

Activities	KPIs	2024	2025
Constantly update educational offerings, introducing new courses and specialisations in line with the latest industry trends.	● Number of new courses activated	2	3
	● Number of training hours provided	1,200	1,600
	● % pupils finding jobs and by when ³	55%	32% ⁴

To date, Accademia offers comprehensive training led by experts with more than 30 years of experience in the footwear industry. Specialised training consists of regional technical courses and tailor-made courses developed in cooperation with partner companies, characterised by high technical and professional value.

In 2025, the third and fourth editions of the Technical Course for the attainment of the qualification of "Footwear Mass Production Worker" were attended by a total of 25 students, 32% of whom found employment with companies in the Marche footwear district.

New courses activated during the year include a training course developed at the direct request of the brand. Unlike the technical courses implemented through adherence to regional calls, this program was designed as a more vertical course in response to the specific needs of the Client. The course was aimed at students previously selected by the brand, with the goal of immediate job placement, achieving a 100 percent hiring rate.

The expansion of training offerings, through increasingly vertical and personalised pathways, allows Accademia to strengthen its role as a catalyst in the growth of new professionals in the field and to expand the pool of young talent ready to enter the world of work.

Activities	KPIs	2024	2025
Provide sustainability training.	● Number of lessons	2	2
	● Number of training hours provided	10	8
	● Number of participants in the initiatives	28	19

In continuation of the previous year, a lecture dedicated to the topic of sustainability was organised in October 2025 at the headquarters of Accademia HModa Calzatura, with a special focus on supply chain, traceability and responsibility in the fashion industry. The initiative provided an in-depth look at challenges and opportunities related to sustainable development, actively engaging students and faculty in specialised awareness and training.

³ It should be noted that the percentage values shown refer only to the "Footwear Mass Production Worker" course.

⁴ It should be noted that the percentage reported does not include students hired who participated in the fourth edition of the course, as the latter ended in February 2026.

Goal: Reduce environmental impact

Activities	KPIs	2024 ⁵	2025
Adopt sustainable practices in workshops, using recycled materials and promoting energy conservation.	● Amount of products made from salvaged materials and donated to charitable organisations	89 pairs	238 pairs

In 2025, Accademia HModa renewed its commitment to the promotion of the circular economy with a project aimed at the valorisation of textile waste and collaboration with charities. The initiative, launched in 2024, took the form of a collaboration with Fermo's Caritas, the pastoral body of the Italian Bishops' Conference dedicated to promoting charity and supporting people in need. In this context, students from Accademia HModa Calzatura were involved in the creation of footwear made using textile scraps and destined for the charity.

Specifically, 238 pairs of shoes for both men and women were delivered to Caritas, which were subsequently distributed to people in need. This project not only allowed waste materials to be given new life, but also provided a concrete opportunity to strengthen ties with the local community.

This is an important and enhancing project that is intended to be pursued with continuity in the following years.

KPIs	2024	2025
Energy consumption	0	5

Activities	KPIs	2024	2025
Organise initiatives to raise awareness of environmental sustainability, such as workshops.	● Reduction of CO2 emissions		100% scope 2 reduced

Scope 2 market-based emissions have been reduced to zero due to the continuous supply of electricity fully covered by Guarantees of Origin (GO), which certify that it comes from renewable sources and enable the cancellation of indirect emissions associated with purchased electricity. Looking forward, the company intends to continue to consolidate its climate mitigation strategy through the progressive extension of the Scope 3 analysis scope and the implementation of initiatives to reduce residual impacts.

⁵ The number is significantly lower than what was achieved in 2025, as production has been started and refers only to the last months of the year.

SIGGI
the 36.5

44

AHM Accad
HMod



Orientation

Partnerships with schools

Collaboration with IPSIA of Fermo

In February 2025, an orientation day was held at the State Professional Institute for Industry and Craftsmanship (IPSIA) "Ricci" in Fermo, aimed at students in the "Footwear" specialisation of the classes that are finishing the path. The collaboration was promoted by Accademia HModa Calzatura, in collaboration with the Institute's Orientation Team.

The meeting with the students was an important opportunity to present the HModa Group as a manufacturing player in the fashion industry, and to enhance Accademia HModa as a reference centre for training technical profiles for companies in the sector, raising awareness of the courses offered by Accademia HModa Calzatura.

This intervention is part of the orientation and territorial promotion activities conducted by Accademia HModa to create a bridge between secondary school and specialised training, promoting the qualified entry of young people into the world of work in the fashion and footwear industry.

During the day, students and faculty had the opportunity to participate in informational and discussion sessions on the educational offerings of Accademia HModa Calzatura's courses, learn about the technical and creative skills required by the regional production chains, and learn more about career and professional growth opportunities with industry experts and Accademia HModa Calzatura contact persons.

The meeting provided an important opportunity to present future orientation activities planned at the Group's companies, including Valmor and other partners, with the aim of fostering an ongoing exchange between education and business and direct knowledge of the footwear production environment.

At the end of the activity, the names of participating students and recent graduates of the specialisation course were collected, with the aim of fostering post-diploma placement and maintaining an ongoing relationship to support orientation and job placement.

This synergy constitutes a model of school-to-work transition, which Accademia HModa intends to continue and extend, involving additional Vocational Institutes and Academies in the area in the near future.

Future Stories -

Made in Italy

According to statements by major luxury brands, the fashion industry will need more than 90,000 technicians, craftsmen and workers by the end of the decade. Currently, these resources are not present and the basic skills for their long-term success are lacking. A collaboration between HModa, La Fabbrica and Accademia HModa has resulted in an ambitious educational orientation project aimed at raising awareness among upper level secondary school students. The learning orientation course is mainly aimed at the second and third year classes of secondary schools, so that students about to choose a high school specialisation are encouraged to opt for pathways related to the world of fashion. This approach was chosen to bridge the gap between the demand and supply of qualified professionals, ensuring a generational change in companies in the sector.

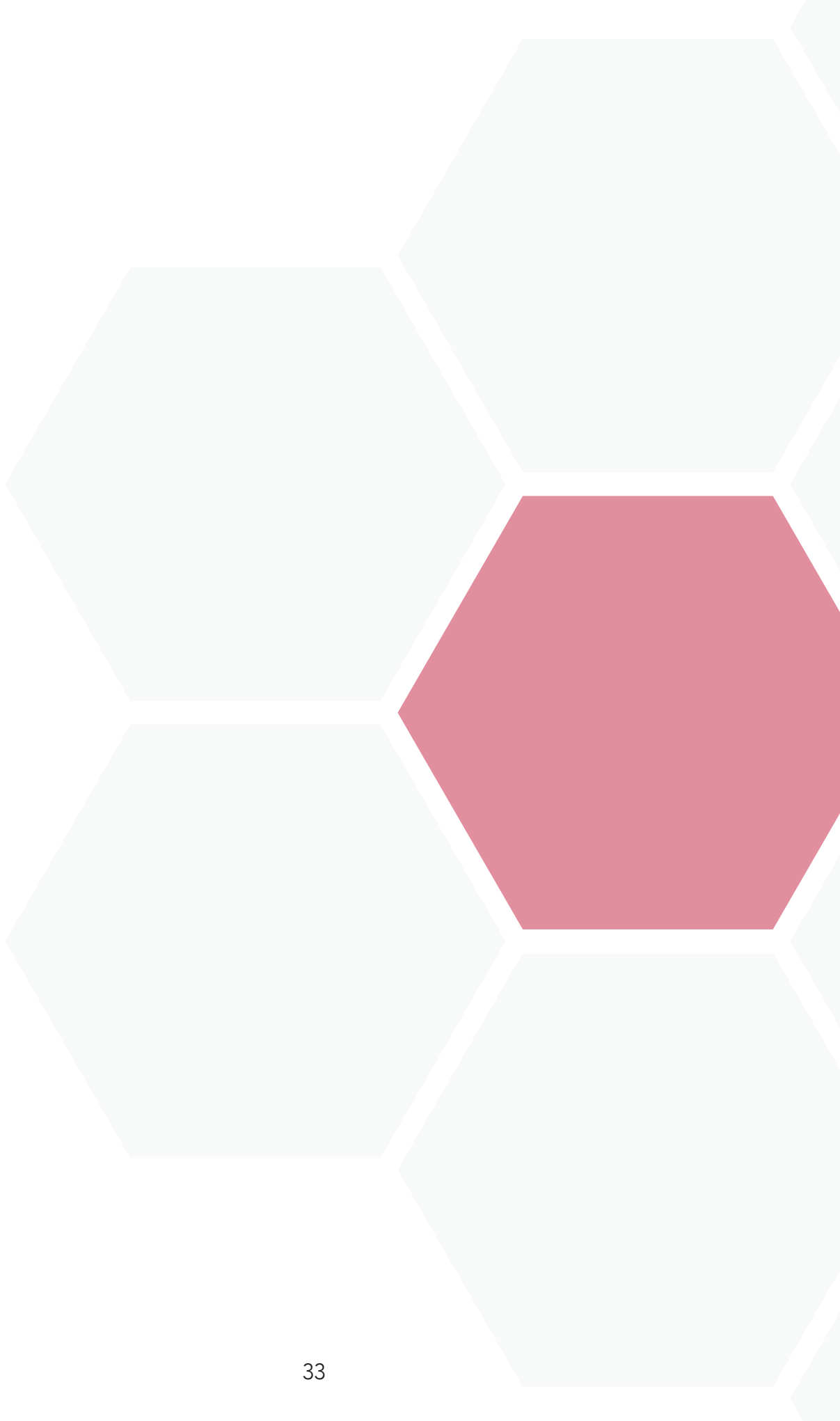
Storie di Futuro aims to develop orientation paths for schools and its students to introduce schoolchildren to the world of Made in Italy, through the presentation of HModa Group companies.

The programme provided detailed information on the available courses of study and job opportunities in the fashion industry, emphasising the numerous specialisations required to succeed in this profession. In addition, it created direct opportunities for interaction between classes and companies in the sector operating in their area, allowing students to come into contact with concrete professional realities.

The 2024 edition, concluded in January 2025, involved 50 middle schools in the regions where the Group's major companies operate, namely, Tuscany, Lombardy, Veneto, Campania, Emilia-Romagna and Marche.

The project also included the creation of a group competition aimed at classes in which they were asked to create a podcast dealing with Made in Italy. The prize for the winning class was the delivery of 3D viewers with which the students were able to immerse themselves in a virtual craft workshop, allowing them to explore it and interact with typical workshop tools (work table, mannequin, fabric, etc.).

Building on the great success of the last edition, the one planned for the 2025-2026 academic year will involve 40 schools, divided equally between 20 junior high schools and 20 senior high schools. The goal is to broaden the scope of the initiative by extending orientation activities to students closer to educational and vocational choices. In this way, the course aims to accompany young people in a more conscious reflection on their aspirations, fostering a constructive dialogue between school and the world of work, and promoting direct knowledge of the opportunities offered by the sector.





Training

Accademia HModa Calzatura

Accademia HModa Calzatura, formerly known as Ente Formativo Calzaturiero, is the regional section of Accademia HModa and offers intensive and extensive training courses from beginner to advanced level as its educational offerings.

Accademia HModa Calzatura is accredited by the Marche region for the professional training of specialised resources in the production of high-end footwear, developed through technical courses.

In 2025, the second and third free job-guaranteed vocational training course "Footwear mass production worker" was held, funded by the Marche region through Sector Manager DecreeNo.230/FOAC/2023. The success of the initiative was confirmed by the launch of the fourth edition in September.

The course aims to train specialised professionals who can master the main stages of footwear production, from material preparation to processing, from component assembly to final finishing, performing each operation according to the technical specifications provided by the teachers.





The course is structured with a first part for all students aimed at introducing and beginning to "practice" all stages of the footwear production process through the following modules:

- ◆ Made in Italy and Sustainability (4 hours)
- ◆ Safe management of work on machinery and fixed installations (16 hours)
- ◆ Composition of cutting pattern of hides and other material (40 hours)
- ◆ Preparation of footwear components (100 hours)
- ◆ Footwear assembly (100 hours)
- ◆ Shoe finishing (96 hours)

Subsequently, each trainee undertakes an individualised path based on the identified predispositions and aspirations and needs expressed by the target companies.

The faculty consists of industry professionals and internal and external specialists who stand out for their high degree of expertise and vocation for teaching.

The shoes made during the course are created using scrap materials, acquired from external sponsors. In this way, students are introduced early on to the value of recovery and reuse.

The qualification issued from the training course, upon passing the final exam, is the Certificate of Professional Qualification (EQF3 level) of Footwear Mass Production Worker, which in 2025 was obtained by all 28 students in the second and third editions of the course.

The scope of the training project is also measured in the latter's enormous capacity to provide integrated training, capable of combining learning with job placement. During the year, in fact, 60 percent of the students who completed the course were hired by companies in the industry.

In 2025, Accademia HModa entered into a partnership with a prestigious luxury fashion house to design and deliver a customised technical course. The training course, aimed at candidates previously selected by the brand, was entirely entrusted to Accademia HModa, which, through Accademia HModa Calzatura, structured a tailor-made educational program, calibrated to the Client's specific needs.

Specifically, between May and July 2025, Accademia HModa structured a 400-hour basic hemming course for 15 selected resources for the fashion house's new production site. The training course is designed to provide the fundamental technical skills needed to perform hemming operations, preparing participants for entry into the department, on a job shadowing basis, and the gradual acquisition of operational autonomy.

This initiative consolidates and strengthens Accademia HModa's positioning as a partner of choice for the training and professional development of young talent.

Accademia Sartoriale Italiana

In 2025, Accademia HModa, in collaboration with two major luxury fashion houses, launched a major training project named Accademia Sartoriale Italiana (ASI).

Accademia Sartoriale Italiana takes the form of a unique initiative, which stands out in the Italian panorama for being the first course dedicated to the training of new prototypists specialised in ready-to-wear, particularly in the production of men's sportswear and outerwear.

The first edition of the course, inaugurated in March, was held at the headquarters of a brand partner in the project, in the province of Padua, confirming the strategic role of the Veneto region as an important hub for Italian tailoring, and functional to be able to offer students a

high-level educational experience in one of its main centres.

The course consists of 320 hours of theoretical and practical training conducted by specialised teachers and industry professionals, followed by a 288-hour practical shadowing period at partner companies, including RBS and Project, HModa Group companies. This edition and the next scheduled ones, also include an important involvement of RBS, an expert company in pattern making and packaging, which will be able to transfer its know-how to the trainees, through the support of Accademia HModa, as the Group's point of reference for the development of training paths.





The scope of the project is manifested in the significant job placement opportunity it provides for students, ensuring that 70 percent of participants can obtain employment contracts with partner companies upon completion. The goal is to train highly skilled operational figures in production and technical tasks, capable of meeting the needs of companies and contributing to the strengthening of the production chain as a whole.

Craft-Mi

Craft-Mi takes the form of an important educational project, born from the synergistic collaboration between ITS MITA of Scandicci, Accademia HModa, Beste and the PIN Foundation of the Polo Universitario di Prato. Launched in 2024, this partnership aims to train highly specialised technical figures capable of operating competently in the fashion and luxury industry, responding to the growing quality demands of the sector.

The project resulted in the development of two training tracks dedicated to modeling and prototyping: Luxury Garment Developing and Prototyping and Luxury Pattern Making.



Both courses adopt a "learning by doing" approach, emphasising hands-on learning and direct experience in real production settings. With a total duration of 1,800 hours (including internship hours), the pathways were provided free of charge and involved a total of 50 students.

The collaboration was formalised through an agreement between the parties that included the provision of training spaces at Beste, near Prato, and the involvement of HModa Group professionals as supplementary support to the classes delivered by MITA faculty. This model made it possible to integrate educational skills and manufacturing know-how, offering students a comprehensive educational experience that is expendable in the job market.

The first edition of the two courses was successfully completed in 2025. The milestone was celebrated with an institutional meeting in the presence of the President of HModa and key figures from the institutions involved, a moment that formally sanctioned the results achieved and the value of the partnership. The event was also attended by students from the two courses of the 2024-2025 academic year, who were able to share their experience and skills attained.

Collaboration with the University of Macerata

In 2025, Accademia HModa took an important step in strengthening its institutional collaborations by signing a scientific collaboration agreement with the Department of Economics and Law of the University of Macerata.

This partnership constitutes a fundamental step in Accademia's strategy of evolving its educational offerings, aimed at creating a structured link between academia and production reality, with a particular focus on enhancing the craftsmanship know-how of the Marche footwear district.

The collaboration, in fact, was created with the aim of integrating theoretical and technical skills to foster the competitiveness of the area and the training of professional profiles with high added value in the fashion and manufacturing sectors.

In 2025, the collaboration between Accademia HModa and the University of Macerata was made official through the signing and sealing of the Network Agreement. This agreement allows for the development of a joint working group, coordinated by key figures from both parties, and the launch of the agreed-upon projects that will include specialised training and refresher courses, internships and placement paths within companies in the footwear district, participation in regional research and development calls, and dissemination events aimed at university students and recent graduates.

The initiative is part of a broader strategy of developing educational and research synergies that aims to promote the growth of human capital in the region, increase job placement opportunities and develop innovative educational modules that can be exported to other territorial contexts, as well as the opportunity to actively contribute to academic research activities.

Accademia HModa France

During 2025, a significant step was taken in strengthening the educational presence on the French territory through the establishment of Accademia HModa France. This important development marks the transition from the educational activities carried out at the Paris Showroom&Lab to the creation of an accredited training organisation with an autonomous structure and full institutional legitimacy.

The establishment of such an educational institution represents a strategic investment that testifies to the Company's commitment to consolidating its educational mission beyond national borders. This evolution aims to open up new perspectives for innovative training projects and solid collaborations with French schools, luxury maisons and institutions, positioning itself as a point of reference for the transmission of Italian savoir-faire and the creation of international training synergies.

Projects and collaborations with IFM

Since 2022, Holding Moda has collaborated with the Institut Français de la Mode (IFM), one of the most prestigious international institutions in the field of education in the fields of fashion, luxury, design and management. IFM stands out for its commitment to promoting equal opportunity in the fashion industry by offering scholarships to deserving students and supporting research and innovation in education.

The opening of this collaboration represented an opportunity for Accademia HModa to explore new creative perspectives and a moment of exchange and growth, in which to share with young talents the values that represent our Group. This collaboration was further consolidated with Holding Moda's official entry into the Institut Français de la Mode (IFM) Foundation in October 2024.



As a partner of the Foundation, Holding Moda contributes annually through its membership fee to the funding of scholarships for economically or socially disadvantaged female students, supporting their education and promoting equal access to education.

On an annual basis, Accademia HModa organises intensive workshops involving Group companies, offering Master of Arts in Fashion design students an immersive and highly professionalising educational experience. For the academic year 2025-2026, the companies featured in the training activities were Rilievi, RBS and Alex&Co.

The initiative consists of several days of intensive activities during which students have the opportunity to interact directly with the production realities of the Holding Moda Group. Each company shares its experience, technical know-how and strategic vision with the young designers, providing a concrete and in-depth understanding of the production dynamics and challenges that characterise the contemporary fashion industry.

Classes prefer a practical dimension. In fact, students have the opportunity to design and make their own creations, supported by the technical skills and resources of partner companies. In this way, they can turn their ideas into concrete collections by directly experiencing production processes and engaging with industry professionals.

The initiative concludes the following year with the students' participation in the opening of Paris Fashion Week, where the garments they made are presented.

For Paris Fashion Week occurring in 2025, Accademia HModa wanted to place greater emphasis on a commitment to more responsible design and production. With this in mind, the company collaborated with the Holding Company's internal Sustainability department, HPlanet, for an initial measurement of the environmental impact generated by the production of the garments, designed by students in the 2024-2025 academic year.

Specifically, the project involved the creation of a label, applicable to the finished garment, bearing a QR code, which would give easy



access to a presentation of the garment and a brief discussion regarding the emissions generated and those avoided in its creation: from the creative concept to production and transportation, considering the materials used.

This pilot project was extended to three selected students in the course, who were able to make the impact generated by their garments easily usable and shareable through the label. The initiative reflects a desire to raise awareness and encourage young designers to integrate the knowledge they have learned about sustainability from the earliest stages of design.

Monter la Première Marche

The year 2025 saw the conclusion of a very valuable project, the result of a new path of collaboration with the Institut Français de la Mode: the initiative "Monter la Première Marche," translated "Taking the First Step."

The name of the project perfectly describes its goal: to encourage young talents to take their first step into the world of luxury footwear, improving their creative skills and technical expertise before their professional debut. This is an unprecedented experimental pedagogical initiative that has created an unprecedented bridge between the Marche region and Paris, fostering dialogue and intercomprehension between the students of Accademia HModa (future footwear artisans), and the students of IFM's Master of Arts (designers of tomorrow's footwear). A meeting of the creative universe with the universe of craftsmanship.

In January 2025, IFM's young creatives visited some of the most representative realities of the Marche's footwear district, deepening their knowledge of production techniques and local craftsmanship savoir-faire. Afterwards, each student had the opportunity to develop prototypes of the footwear they designed.

The creation of the footwear was entrusted to the HModa Group's Footwear Business Unit, whose technical directors accompanied

the three young designers through all stages of the production process, from design to prototype development, helping to translate their imagination and artistic expressiveness into highly manufactured products. The completed models were delivered in July 2025 and were evaluated and awarded at the IFM.

This initiative significantly strengthened the intersection between design and craftsmanship, demonstrating how international collaboration and dialogue between educational institutions can enhance Italy's manufacturing heritage while providing young talent with a unique professionalising experience.





Content Index



Declaration of use	Accademia Holding Moda SB reported the information mentioned in this GRI content index for the period January 01, 2025 to December 31, 2025 in the "Referenced with GRI" mode
Using GRI 1	GRI 1: Fundamental Principles 2021

				Areas of evaluation L. 28/12/2015 Art. 1 Paragraph 378-Annex 5
GRI Standard	Disclosure	Information detail	Reference in the text	
GRI 2: General Disclosure 2021	Disclosure 2-1 Organisational Details	2-1a, 2-1b, 2-1c, 2-1d	5	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-2 Entities included in the organisation's sustainability report	2-2a	5	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-3 Reporting period, frequency and point of contact	2-3a, 2-3c	5	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-6 Activities, value chain and other business relationships	2-6a	46	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-7 Employees	2-7a	46	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-9 Governance Structure and Composition	2-9a, 2-9b	46	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-22 Strategy statement on sustainable development	2-22a	10	Corporate governance
GRI 2: General Disclosure 2021	Disclosure 2-29 Approach to stakeholder engagement	2-29a i, 2-29a ii, 2-29a iii,	11	Corporate governance
GRI 3: Material Topics 2021	Disclosure 3-1 Process of determination of material topics	3-1a i, 3-1a ii	11-16	Corporate governance
GRI 302 Energy 2016	Disclosure 302-1 Internal energy consumption within the organisation	302-1 a, 302-1 b, 302-1 f, 302-1 g	13	Environment
GRI 305 Emissions 2016	Disclosure 305-1 Direct Greenhouse Gas (GHG) Emissions (Scope 1)	305-1 a, 305-1 g	13	Environment
	Disclosure 305-2 Indirect Greenhouse Gas (GHG) Emissions from energy consumption (Scope 2)	305-2 a, 305-2 b, 305-2 g	13	Environment
	Disclosure 305-3 Other indirect GHG emissions (Scope 3)	305-3 a, 305-3 g	13-14	Environment
GRI 405: Diversity and equal opportunity 2016	Disclosure 405-1 Diversity in governance bodies and among employees	405-1a, 405-1b	46	Workers
GRI 413: Local Communities 2016	Disclosure 413-1 Operations with local community involvement, impact assessments and development programmes	413-1 a i	27-41	Other Stakeholders

Disclosure 2-6 a: Activities, Value Chain and Other Business Relationships

The company offers a service for training, transmission, and valorisation of skills in the fashion industry.

As of December 31, 2025, the company has two employees, who mainly carry out office work at the headquarters of the Marche Footwear Training Institute. Employees' duties focus on administrative, organisational and management aspects, ensuring coordination of business activities and support for training projects.

Disclosures 2-7 a, b: Employees

As of 12/31/2025, the Company has two employees, female, operating in the country, specifically in the Marche region. Both employees are hired on permanent contracts. One resource has a full-time contract, the other a part-time contract.

Disclosures 2-9 a, b: Governance Structure and Composition

The Company is represented by a Sole Director who guides its activities. This figure is responsible for strategic and operational management, ensuring coordination of business decisions and ensuring the achievement of set goals.

Disclosure 405-1 a, b: Disclosure 405-1 Diversity in governance bodies and among employees

As of December 31, 2025, there is a sole director, male, aged between 41 and 50, and two employees, female, aged between 30 and 50, in the company.

