

SUSTAINABILITY REPORT

2022



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LETTER TO STAKEHOLDERS

Dear Stakeholders,

We take this opportunity to reach out to you, introducing the inaugural Sustainability Report from LISA, and express our heartfelt gratitude for your unwavering support and pivotal role in our company.

LISA has consistently dedicated itself to the production of fabrics, primarily for women's clothing, that seamlessly blend elegance, innovation, and sustainability. Located in the textile hub of Como, renowned for its rich culture, heritage, and creativity, we endeavor to infuse these elements into every facet of our product offerings.

Our mission, centered on providing sustainable and top-quality fabrics, serves as the guiding force behind all our endeavors. We take pride in utilizing eco-friendly materials, including organic cotton and recycled fibers, to craft products that not only meet the style and design expectations of our customers but also uphold a profound respect for our shared planet.

In our journey, we have achieved noteworthy milestones in implementing sustainable production practices, thereby reducing the environmental footprint of our operations. This encompasses the transition to cutting-edge thermal plants and the construction of energy-efficient buildings for our design offices. We have embraced advanced printing technologies like sublimation and digital printing, enabling us to create vivid and long-lasting prints with minimal water usage. This commitment allows us to preserve the natural beauty of our region while meeting the global market's demands.

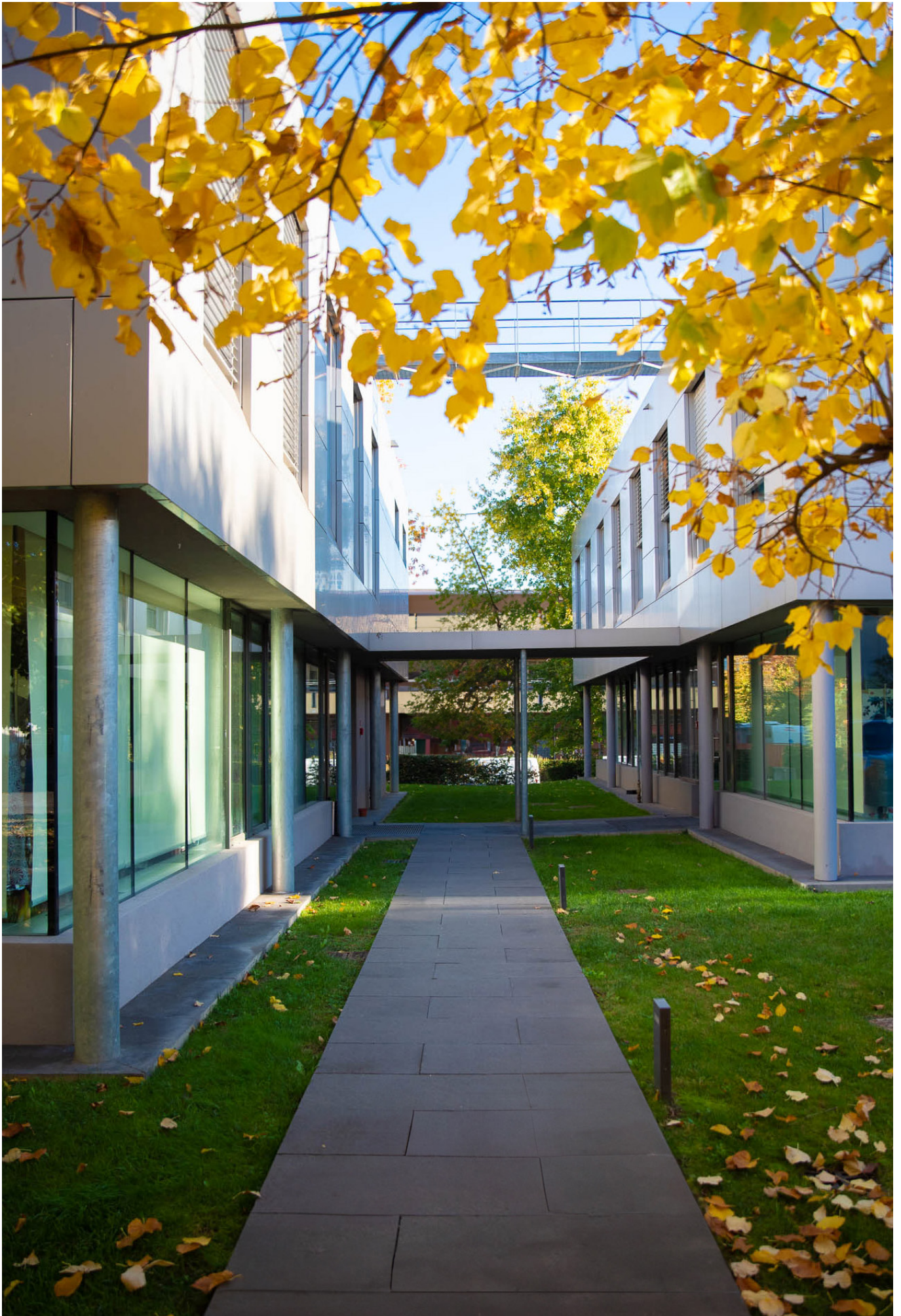
We would like to share with you some of our recent successes::

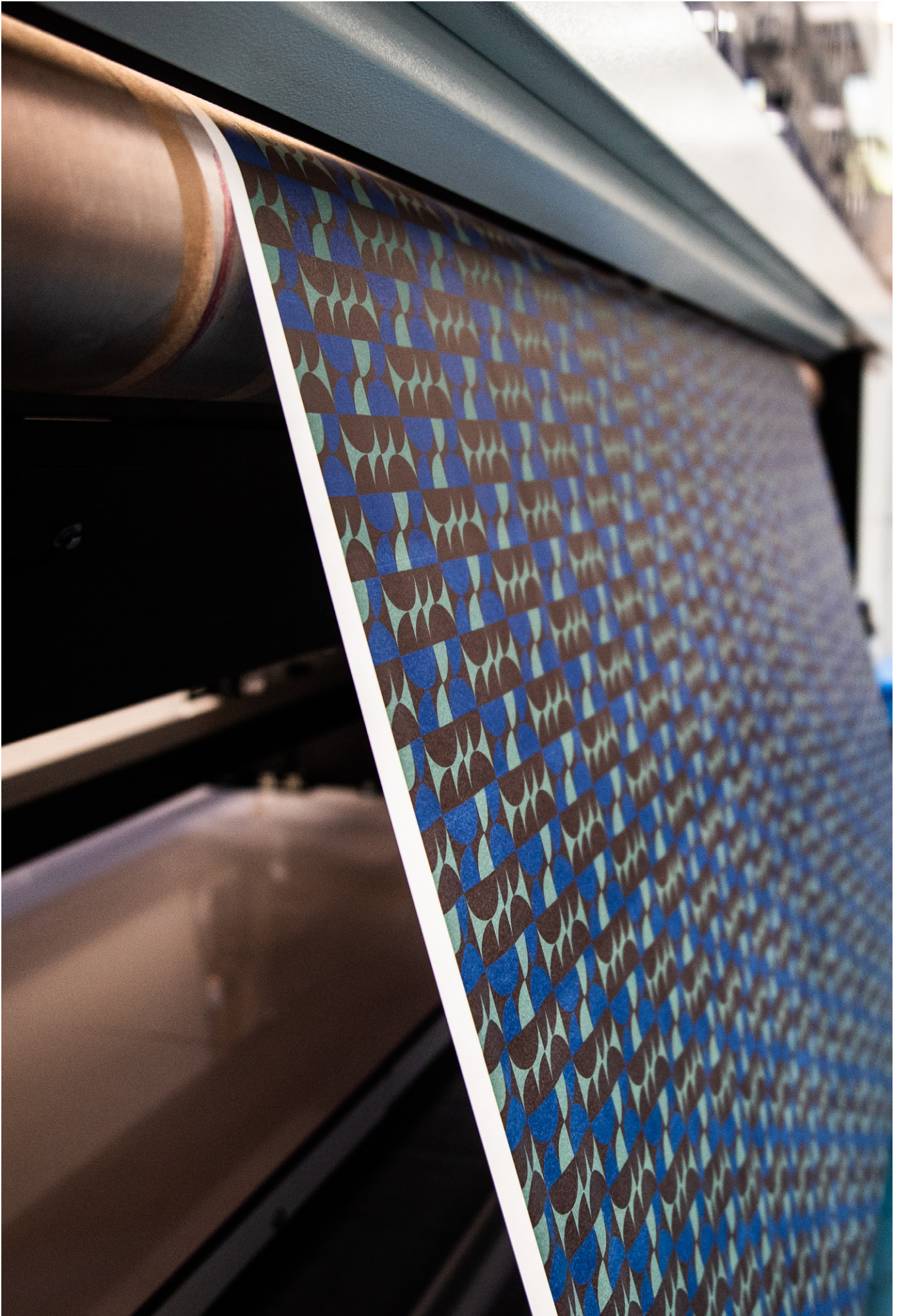
- We have expanded our catalog of sustainable fabrics, offering an even more diverse range of options for our customers.
- Our presence in the international market has strengthened due to the quality of our products and our commitment to sustainability.
- We have initiated new collaborations with designers, supporting creativity and innovation in the fashion industry.
- Our continued investment in the training and development of our employees has created a team at the forefront of the latest technologies and trends.
- We have shared best practices with our partners in terms of energy efficiency and proper waste management.

We are eager to continue growing and improving, always maintaining high ethical and quality standards. We would like to thank you once again for your ongoing interest and support. We believe that our commitment to sustainability and production excellence can bring lasting benefits to all parties involved.

We listen carefully to the feedback from our stakeholders and are always eager to improve. We look forward to a future of collaboration, innovation, and sustainability, which, despite geopolitical and market complexities, can still bring many rewards.

Paolo Pagani
LISA's CEO







METHODOLOGICAL PREMISE

The current Sustainability Report marks a significant milestone for LISA as its inaugural disclosure of non-financial information. The primary objective is to transparently showcase the company's performance and sustainability initiatives. The report aims to provide clear insights into the economic, environmental, and social aspects stemming from LISA's operational activities. This commitment ensures a continuous account of the undertaken actions, enhances transparency for relevant stakeholders, and voluntarily initiates an annual reporting cycle on Environmental, Social, and Governance (ESG) performance. It also outlines improvement objectives for LISA.

The report covers information on governance, economic, environmental, and social themes, aligning with the GRI Standards in the 2021 Universal GRI Standards version. The qualitative and quantitative data presented in the document pertains to the period from January 1st to December 31st, 2022, with comparisons, where feasible, to the preceding fiscal year.

Document content has been carefully identified by company management based on stakeholder dialogue results. It highlights the most critical themes for both the organization and its stakeholders, providing a comprehensive and balanced representation of the sustainability context in which LISA operates.

Data and information are conveyed in clear language, aiming to offer comprehensive, timely, and, wherever possible, comparable insights over time. A detailed list of reported indicators and their placement within the report can be found in the GRI Content Index at the end of the document.

This document underwent review by the Sustainability Manager and subsequent ratification by Lisa's Management on December 12, 2023.

The drafting process, coordinated by the function, involved the cross-functional participation of key company functions, encompassing the following activities:

- Identification of the reporting scope and period;
- Identification of material themes, detailed in a dedicated chapter;
- Definition of non-financial indicators for reporting;
- Identification of company functions to involve;
- Collection, processing, and consolidation of qualitative and quantitative data for inclusion in the report;
- Drafting the document for validation by top management.

For these activities, LISA received support from Process Factory. The 2022 Sustainability Report of LISA has not undergone third-party assurance.

For further information, questions, or details regarding the themes presented in the document, please contact the following email address:

sustainability@lispaspa.it.

Moreover, this reporting initiative has facilitated the dissemination of a working methodology and a focus on measuring, collecting, and disseminating data—a fundamental foundation for establishing a comprehensive sustainability reporting process.

HIGHLIGHTS OF LISA'S PERFORMANCES IN 2022

13.949.127,57

METERS PRODUCED

0

CASES OF DISCRIMINATION



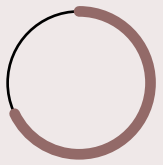
63%

WOMEN AS A PERCENTAGE
OF TOTAL EMPLOYEES



93%

PERMANENT EMPLOYEES



65,20%

OF POLYESTER PURCHASED
FROM RECYCLED SOURCES
(GRS)



76,46%

OF LINEN PURCHASED
THAT IS OF EUROPEAN
ORIGIN (EUROPEAN FLAX)



99,36%

OF COTTON PURCHASED
THAT HAS SUPPORTED
ENVIRONMENTAL AND
SOCIAL IMPROVEMENT
INITIATIVES IN THE SUPPLY
CHAIN (OF WHICH 8.69% IS
ORGANIC GOTS)



99,99%

PERCENTAGE OF PURCHASED
VISCOSE DERIVED FROM
RESPONSIBLY MANAGED
FORESTS (FSC)

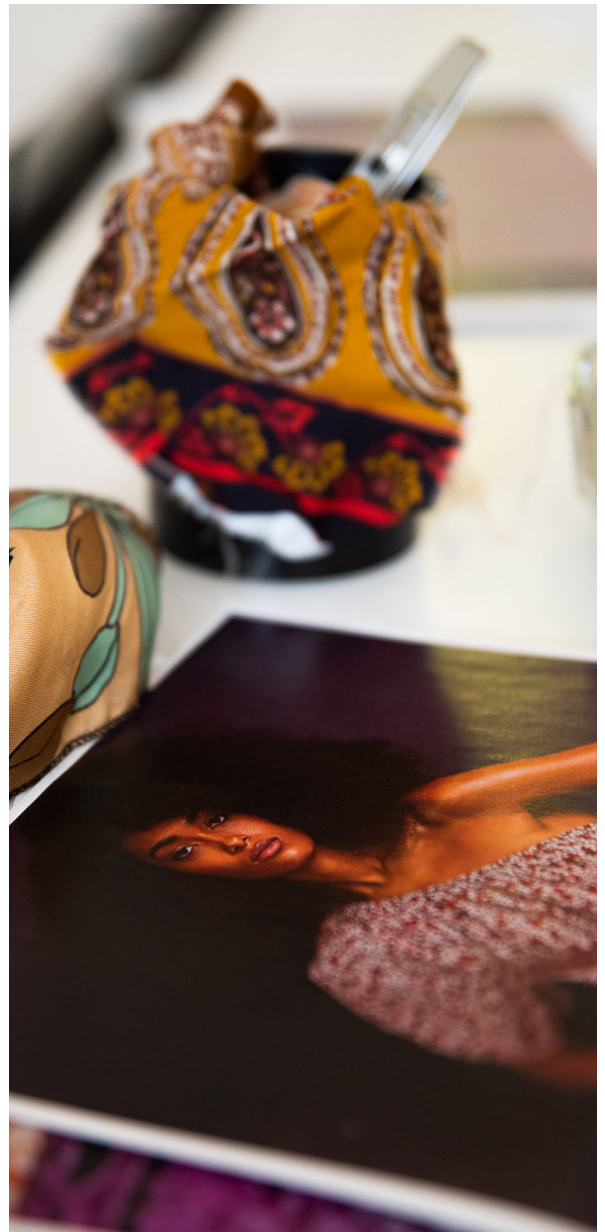


LISA

THE EVOLUTION OF THE ORGANIZATION: PAST AND PRESENT

LISA, situated at Via per Fenegrò, 26, 22070 Veniano CO, is a specialized textile company dedicated to the design and production of fabrics for women's clothing. Boasting a workforce of over 150 employees and strategically located offices in Italy, Germany, and China, LISA holds an indisputable leadership position in the manufacturing of printed fabrics. Its journey commenced in 1970 as a modest player in the textile sector, and over the years, it has transformed into a formidable presence in the realm of fashion.

Deeply rooted in Italy with a firmly established global footprint, LISA stands today as a trustworthy and proficient partner, adept at swiftly addressing the demands of its clientele through the provision of tailor-made, top-quality fabrics. The company has consistently invested in human resources, innovation, and sustainability, ensuring an ethically sound production process capable of showcasing Italian style on the world stage. For more than fifty years, LISA has been the supplier of choice for collections from globally renowned brands, delivering an unparalleled blend of quality, creativity, and punctuality that distinguishes it in the industry.







THE MANUFACTURING CORE OF LISA IS THE PRINTING HOUSE IN MARTINENGO, RENOWNED AS AN INDUSTRIAL EXCELLENCE IN BOTH THE ITALIAN AND INTERNATIONAL TEXTILE PANORAMA.

LISA proudly includes three business units, each specializing in a distinct market:



LISA

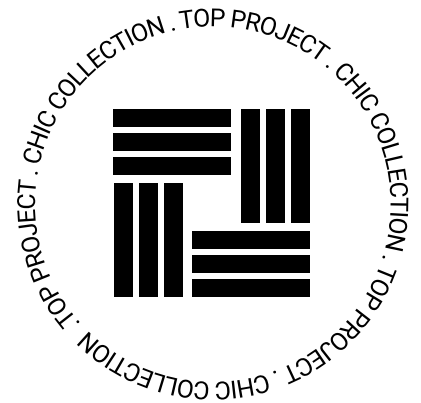
CREATIVE COLLECTION

Light, lively, and unpredictable, the Lisa Creative Collection embodies a youthful spirit dedicated to all women who relish the art of expressing their style, embracing ever-fresh looks. Each collection is born directly from the hands of our talented stylists, meticulously crafting concepts first on paper and then digitally. They skillfully blend creativity and vintage themes with the latest trends.

TOP PROJECT

CHIC COLLECTION

Luxury is always attuned to reinterpret trends, and the Top Project is tailored for the sophisticated woman who refuses to compromise, especially when it comes to style. This versatile yet chic line is practical yet elegant, designed for those who revel in continuously experimenting with new combinations of shapes, colors, and allure.



ATELIER ELLE

THE COLLECTION

The line sketches the most refined elements of haute couture, boasting exclusive access to vintage archives showcasing the boldest successes in Italian style. Atelier Elle thus celebrates a love for beauty that knows no bounds, seamlessly merging with contemporary styles on luxurious fabrics like silk, cotton, and viscose.



This is Lisa today—the culmination of a rich history characterized by passion and determination.

MISSION AND VALUES

LISA runs its operations with a vision firmly anchored in fundamental values, including responsibility, ethics, integrity, fairness, transparency, and legality. The company is acutely aware that these principles directly influence the objectives and reputation of both the company and the Group as a whole. This unwavering commitment not only generates value but also aligns with the highest expectations of various stakeholders.

LISA's mission is to satisfy customer needs by seamlessly combining quality and sustainability. The collective contribution of everyone has been, and remains, central to the company's growth.

Specializing in the production of fabrics for women's clothing, the company distinguishes itself through its dedication to sustainability and an extensive range of printing options. For LISA, sustainability is not merely a market requirement; it represents a genuine opportunity for growth and continual improvement. Over the years, substantial initiatives have been championed, delineating the company's commitments to social, economic, and environmental concerns. Treating waste as a valuable resource and actively seeking solutions to address the challenges of an ever-evolving world form the nucleus of the company's strategic approach.



CERTIFICATIONS AND INITIATIVES

Sustainability is rooted in the operational approach of every member of the LISA team. This philosophy, consistently vibrant and fueled by ongoing exploration, steers the company's growth and development, facilitating the attainment of progressively ambitious milestones in terms of social responsibility and sustainability.

LISA's Code of Ethics is the foundation of the principles governing the company's activities and management. It delineates the objectives and values that direct the company's operations, with special emphasis on the key stakeholders with whom LISA interacts on a daily basis. All individuals representing LISA, whether in Italy or internationally,

and those engaging in business relationships with the company, including agents and intermediaries, are mandated to adhere to the principles and directives outlined in the Code of Ethics, aligning with their respective functions and responsibilities.

The company has implemented a series of initiatives and certifications, both corporate and product-related, that attest to its commitment to excellence standards. For LISA, these certifications go beyond mere formal recognitions; they embody a work philosophy and a way of interpreting the professional environment. They function as tangible tools to promote a culture grounded in these values both within and beyond the company.



4S CHEM

The company is dedicated to adhering to the 4sustainability chemical management protocol, aiming to completely eliminate toxic and harmful substances from production through the adoption of the MRSL ZDHC (Zero Discharge of Hazardous Chemicals).

Sorona®



Sorona® fabrics undergo rigorous content and performance tests as part of the Common Thread certification program. This program offers a level of transparency and traceability that underscores the significance of the decision to collaborate with Sorona® – a decision that carries substantial importance and impact, both presently and in the future.

FSC



The Forest Stewardship Council (FSC) is actively committed to preserving our forests and safeguarding those who depend on them. This commitment encompasses the protection of animal and plant species, respect for the rights of indigenous populations, and the safety of forestry workers, among various other crucial aspects.

ECOVERO™



LENZING™ ECOVERO™ fibers represent an eco-conscious choice, sourced from certified renewable wood origins and bearing the additional assurance of the FSC label. The production process adheres to rigorous environmental standards, yielding key benefits such as a 50% reduction in emissions and water impact compared to generic viscose.

The manufacturing of LENZING™ ECOVERO™ fibers not only results in lower emissions and water impact but also makes a significant contribution to environmental sustainability. These fibers, crafted from wood pulp, a renewable resource, ensure responsible and sustainable sourcing.

LIVAECO



Livaeco cellulose by Birla originates from sustainably certified forests, ensuring traceability for each Livaeco-labeled garment back to its source.

GLOBAL RECYCLED STANDARD



The Global Recycled Standard (GRS) is an international benchmark that sets forth criteria for certifying textile products made from recycled materials. This standard is pivotal in ensuring that products claiming to be crafted from recycled materials adhere to specific sustainability and environmental responsibility criteria. Focusing on pre-consumer (e.g., industrial scraps) and post-consumer (used consumer products) recycled materials, the GRS aims to promote the responsible and sustainable use of recycled materials in textile production.

REPREVE – UNIFI



UNIFI’s REPREEVE fiber, derived from recycled plastic bottles, transforms an environmental challenge into a positive opportunity. Their vertically integrated production process guarantees top-quality fibers, chips, and recycled flakes. REPREEVE, the only fiber with eco-performance holding U TRUST® verification for certified recycled content, employs exclusive FiberPrint® tracking technology to verify REPREEVE’s presence at any point in the supply chain.

RECYCLED CLAIM STANDARD



The Recycled Claim Standard (RCS) is a voluntary international standard outlining third-party certification requirements for the use of recycled materials and traceability throughout the supply chain.

GLOBAL ORGANIC TEXTILE STANDARD



The Global Organic Textile Standard (GOTS) comprises stringent rules and criteria defining requirements for global organic textile production. Recognized as the highest standard for textiles using organic fibers from organic farming, GOTS certification necessitates adherence to criteria spanning raw material cultivation, production, and finishing processes. This includes prohibitions on harmful chemicals, as well as the adoption of sustainable practices for water and energy management.

ORGANIC CONTENT STANDARD



The Organic Content Standard (OCS) is an international benchmark that offers precise and reliable guidance on the percentage of organic material present in textile products. This standard is pivotal in verifying the authenticity of “organic” claims in textile products, simultaneously advocating for the adoption of more sustainable and environmentally friendly agricultural practices. Certification according to the Organic Content Standard provides assurance that the declared percentage of organic material is accurate.

OCS BLENDED



OCS Blended certification verifies the presence of a blend of certified organic cotton (G.O.T.S.) and other materials certified for their ecological value, such as recycled polyester. This standard ensures that textile products contain a specific percentage of materials sourced from ecological and sustainable origins, indicating that the article has been made with a combination of materials adhering to specific environmental standards.

BETTER COTTON STANDARD SYSTEM



The Better Cotton Standard System offers a comprehensive approach to the sustainable production of cotton, encompassing three fundamental pillars: environmental, social, and economic. Distinguished by its ability to integrate principles and criteria with concrete monitoring mechanisms, this system demonstrates tangible results and real impacts. Through this initiative, responsible farming practices are promoted, workers’ rights are protected, and economic development is stimulated within the communities involved in cotton production.

COTTON MADE IN AFRICA



Since 2005, Cotton Made in Africa (CmiA) has been a pioneer in promoting sustainable cotton from Africa. This internationally recognized standard is more than just a quality mark; it signifies a tangible commitment to environmental protection and the improvement of living and working conditions for small-scale farmers and dedicated gin workers.

EUROPEAN FLAX®



The European Flax Seal signifies excellence in European flax fiber, suitable for a broad range of textile applications. This designation not only promotes and safeguards flax farming and industry within the European Union but also underscores the significance of regional roots and deep sectoral expertise, impossible to replicate elsewhere. It is an ambitious global brand aimed at gaining recognition from end consumers. European Flax fiber is the fundamental raw material for companies and products carrying the prestigious MASTERS OF LINEN® brand, ensuring quality and authenticity.

THE STANDARD 100 BY OEKO-TEX®



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



GOVERNANCE MODEL

LISA includes different business relationships, both within a larger Group and through its subsidiaries. Specifically, LISA holds full ownership of the limited liability companies:

- LISA KEQIAO, based in Shanghai, China
- LISA GERMANY, based in Ratingen, Germany

These entities primarily serve commercial purposes.

The company, in turn, is 70% controlled by Lisa Holding, with a relationship primarily based on share ownership and the leasing of real estate. Lisa Holding also controls Stamperia di Martinengo S.r.l., with which LISA has commercial relationships primarily involving technical services, such as fabric printing.

LISA's governance is overseen by a **board of directors** consisting of three individuals:

- Battista Saibene
- Paolo Pagani
- Valentino Pagani

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

Deloitte & Touche is the appointed company for the auditing process.

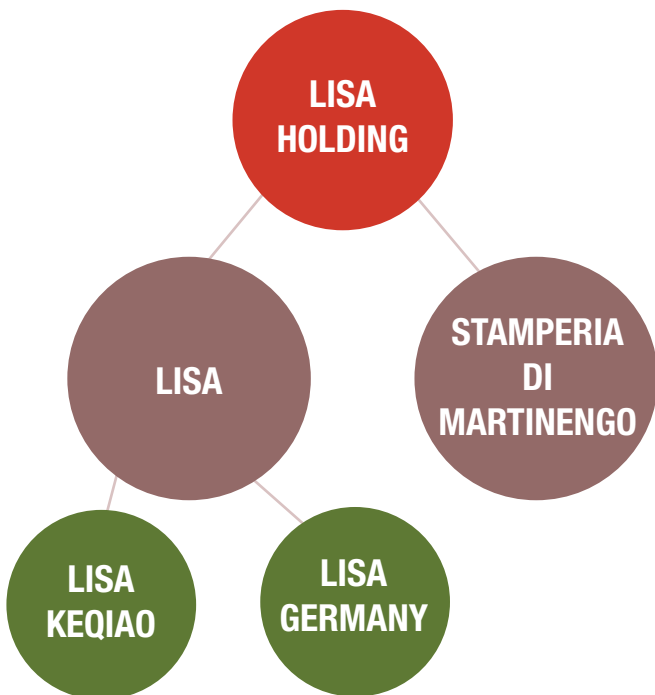
The company is affiliated with **Sistema Moda Italia** and has joined **Confindustria**, demonstrating a strong commitment to the industry and close integration into the national industrial context.

THE MODEL

LISA has implemented a structured and well-defined approach for fulfilling its sustainability commitments. This process involves various levels within the organization, ensuring that each unit has clear tasks and responsibilities regarding sustainability and corporate objectives.

The Management is responsible for establishing goals, policies, and fundamental guidelines, while department managers and team members are responsible for implementing them in their daily work.

The company's commitments to sustainability and responsible production are integrated into all stages of the organization. Organizational strategies are geared towards a sustainable future vision, reflecting both short-term and long-term objectives. Operational policies outline guidelines for responsible resource use, reducing environmental impact, and promoting ethical business conduct. Detailed operating procedures explain how production, printing, and material management processes align with corporate commitments.

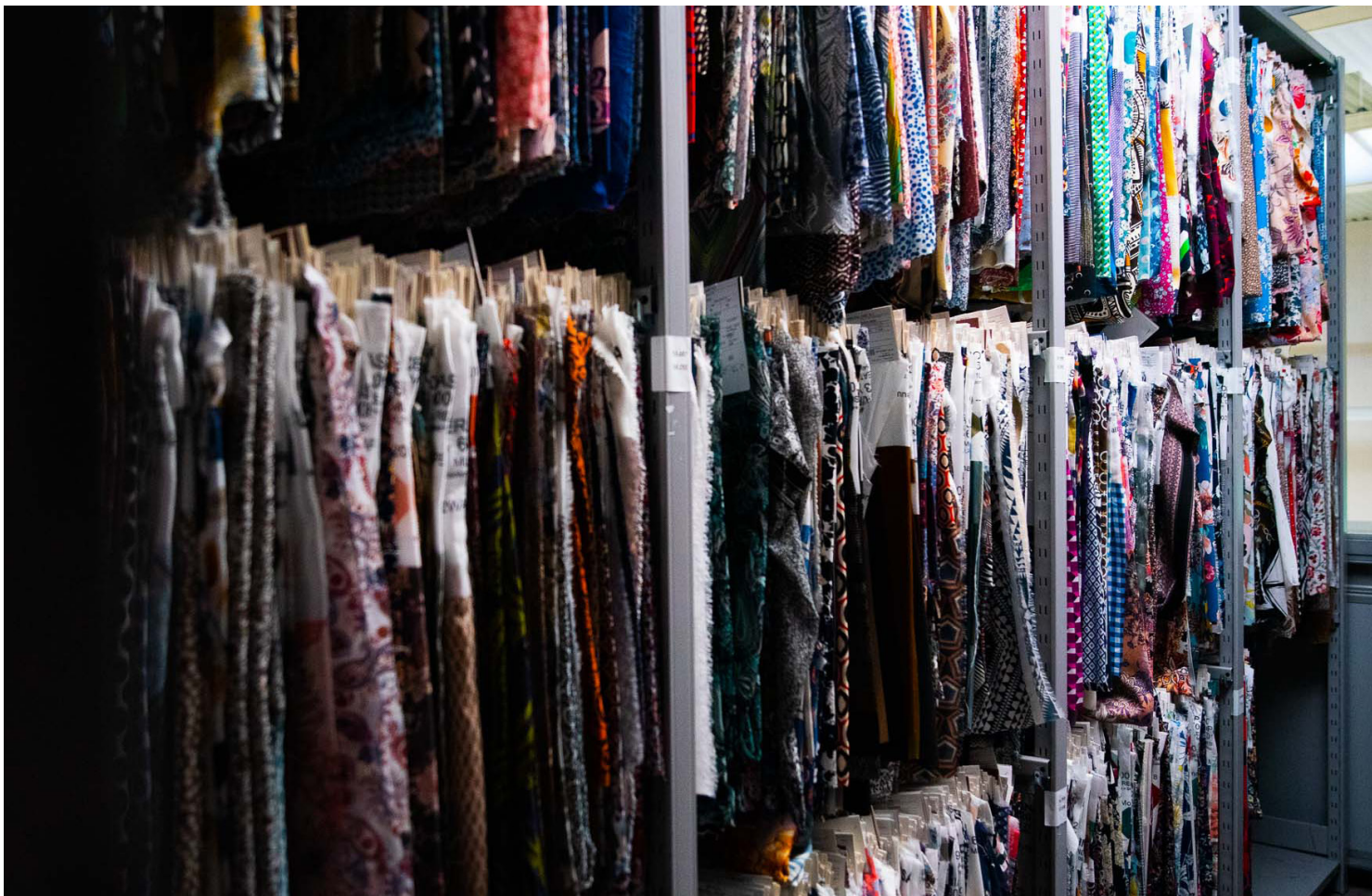


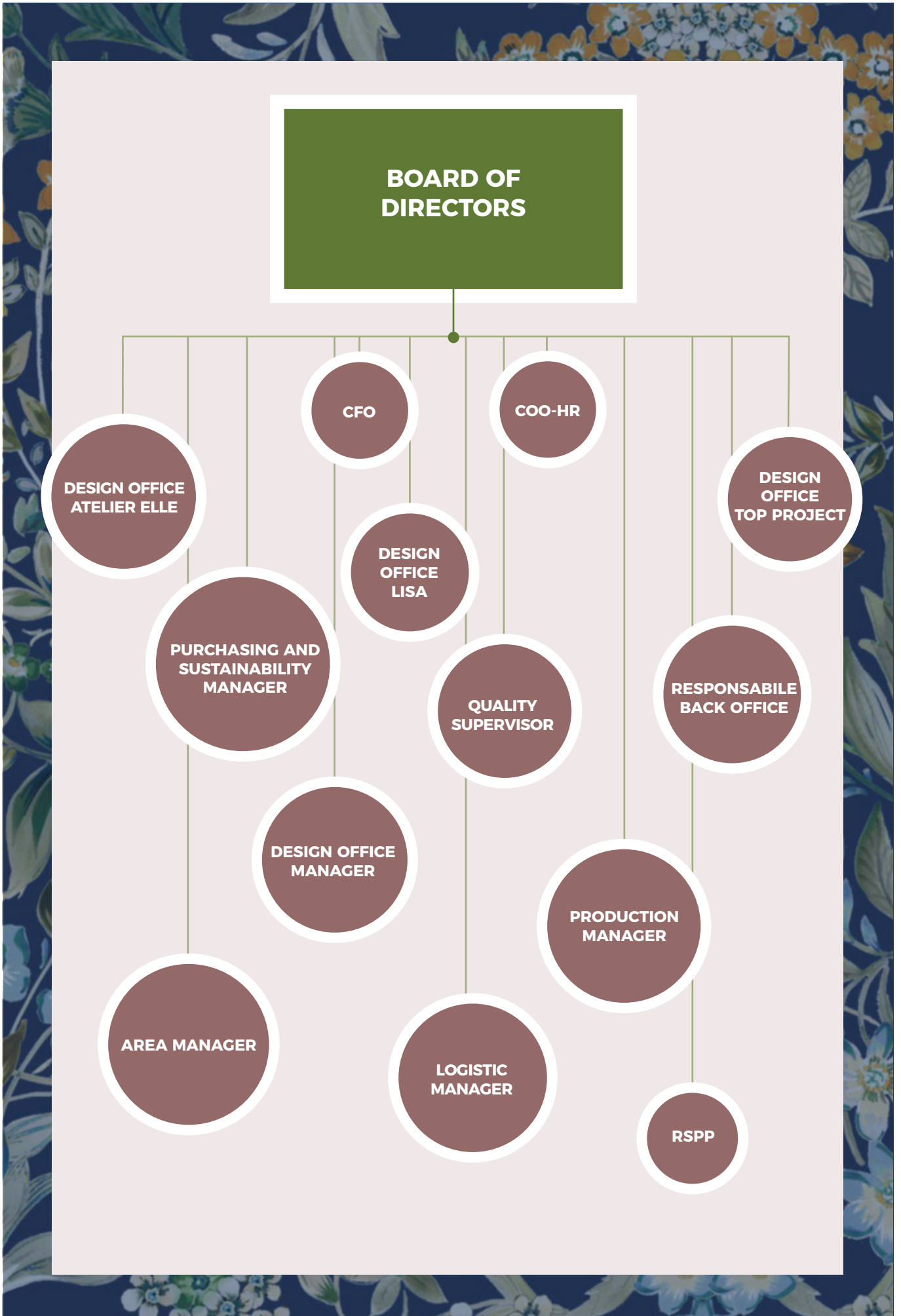
LISA acknowledges that fulfilling commitments extends beyond internal operations and encompasses commercial relationships with suppliers, customers, and other stakeholders. Sustainability standards are communicated to suppliers, who are encouraged to adhere to them. Customer relationships are built on transparency, providing accurate information regarding the sustainable aspects of products. Additionally, the company actively seeks collaborations with businesses that share similar sustainability values.

To ensure that all employees comprehend and actively participate in the implementation of corporate commitments, LISA provides specific training programs. These programs cover a broad range of topics, including sustainability principles, policies, and operational procedures related to sustainable production, responsible resource use, environmental impact reduction, business ethics, and expectations in commercial 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 achieving sustainability goals.

The effectiveness of processes to identify and manage the organization's impacts on the economy, environment, and people is reviewed with varying frequency depending on the issues. Processes underlying strategic priorities are reviewed by management semi-annually, while others are reassessed at intervals determined by changes in the internal and external context, involving all responsible parties.

The company adopts a predominantly horizontal organizational structure. In this context, the horizontal organizational chart serves as the foundation for LISA's entire operational structure. Unlike traditional hierarchies where information flows vertically, LISA's approach encourages the horizontal distribution of knowledge. This translates to more direct communication, quick decision-making, and increased agility in responding to the changing dynamics of the market.





SUSTAINABILITY GOVERNANCE

The organization has formally nominated Giacomo Beretta as the figure responsible for sustainability issues. In the role of Sustainability Manager, Giacomo oversees various certifications, receives project directives from the Management, and manages their development. The Manager regularly updates the Management on progress and collaborates actively with various teams and external consultants to implement sustainability projects.

The Management plays a strategic role in identifying and managing ESG (Environmental, Social, and Governance) impacts. In addition to defining, implementing, and monitoring projects and the company's mission, it actively engages in the development of the territory, organizing specific meetings with local partners and associations.



RESPONSIBLE RELATIONSHIP MANAGEMENT

LLISA places significant importance on fostering open dialogue with its stakeholders. Every ongoing project is regularly shared with the entire staff, and employees have access to a dedicated online channel to report any issues.

LISA provides collaborators, suppliers, customers, and all stakeholders with an online form to report any behavior, action, or omission that, committed by anyone within or on behalf of LISA, may constitute a violation of applicable laws or regulations, the principles expressed in the "Code of Ethics," or that may directly or indirectly cause economic, financial, or reputational harm to the company.

Moreover, systems are in place to report any illicit behavior in the workplace, both directly and anonymously through the Whistleblowing Box.

To facilitate communication with its stakeholders, the company utilizes social networks such as LinkedIn and Instagram. In particular, informative content regarding ongoing operations and undertaken projects is shared on Instagram.

Over the years, the organizational model 231 has been adopted to regulate and define the organizational structure and management of the most sensitive processes. Its objective is to attribute and define the scope of responsibility within the organization to prevent and reduce the risk of committing criminal offenses. It also serves as a valuable guide for all employees and collaborators, providing clear guidance on behavior, supervision schemes, and measures to ensure, to the greatest extent possible, the prevention of illicit behavior and corrupt practices.

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





THE COMPANY

PRODUCTION MODEL

Focused on the production of fabrics for women's clothing, the company distinguishes itself through its unwavering commitment to sustainability and a diverse range of printing options.

In 2022, LISA achieved a production milestone of nearly 14 million meters of printed fabrics (13,949,127.57 meters in total).

Here is an overview of its operational activities:

- **Sustainable Weaved and Knitted Fabrics:** LISA adheres to an eco-friendly philosophy, incorporating materials such as organic cotton, Ecovero viscose, and other natural or recycled fibers (GRS and RCS) to craft sustainable fabrics.
- **Rotary Printing:** Equipped with state-of-the-art machinery for rotary printing on fabrics, courtesy of Stamperia di Martinengo (a company within the same Group), LISA ensures efficient large-scale production with the capacity to use up to 12 color cylinders.
- **Inkjet Printing:** Utilizing high-definition inkjet printing technologies, LISA can create intricate patterns and designs on fabrics. This flexible method is ideal for limited quantities or customized prints without color restrictions.
- **Sublimation Printing:** Sublimation printing results in vibrant and durable prints, particularly suitable for polyester fabrics.

The range of services offered by LISA is equally diverse:

- **Custom Design:** LISA collaborates with clients to create unique patterns and designs that reflect their needs and visions.
- **Commissioned Production:** Clients can commission specific fabrics tailored in terms of type and design, ensuring a unique result in line with industry trends.
- **Vintage Archive:** A catalog of vintage designs and garments is available to clients, enriching the pattern selection process.
- **Sustainable Consulting:** Given the commitment to sustainability, LISA provides clients with advice on making their end products more eco-friendly, suggesting sustainable materials and production methods.
- **Quality Control:** Rigorous quality control is conducted on every fabric produced, ensuring that the designs meet client specifications and that the fabrics are defect-free.
- **Fast Delivery:** Thanks to an efficient supply chain and production process, the company offers fast delivery times without compromising quality.
- **Customer Support:** LISA maintains a dedicated customer support team ready to answer questions, provide order status updates, and guide customers in the fabric and design selection processes.



LISA's industrial production seamlessly combines craftsmanship with state-of-the-art printing technologies. The warehouses consistently stock millions of meters of fabric from over 300 different bases, with a daily production output reaching tens of thousands of meters. The beating heart of this operation is Stamperia di Martinengo, a national and international textile excellence. With six rotary machines boasting a printing capacity exceeding 100,000 meters per day, alongside seven inkjet machines for digital printing, LISA ensures the production of 72 meters of fabric per minute with its own designs.

Following the printing stage, these fabrics undergo washing, steaming, coppering, and special finishes, transforming into high-quality raw materials for leading fashion brands. Each raw fabric undergoes rigorous tests before printing to ensure it meets customer needs and possesses the appropriate characteristics. Throughout the production process, chemical, physical, and mechanical tests are conducted to ensure high-quality final products, culminating in a visual check performed by a computerized inspector.

LISA consistently invests in research, controls, and experiments on materials and technologies to ensure compatibility between industrial production and the safety of humans and the surrounding environment. The company is firmly committed to social and environmental sustainability, as evidenced by the purchase of certified raw materials that ensure the protection of people and the environment.

In fabric printing, only GOTS and Level 3 certified dyes for the ZDHC Roadmap to Zero are utilized. The ZDHC program, an international initiative aiming to eliminate hazardous chemicals from industrial processes, has been adhered to by LISA since 2019.

Each article possesses its own specific characteristics; therefore, there is no standardized production cycle for each product. Additionally, the chronological sequence of processing phases varies for various fabric articles. These aspects imbue all LISA products with the characteristic of uniqueness and research, symbols of the prestigious Made in Italy brand and a guarantee of high quality.

Supporting the entire production process are technical offices such as administration, purchasing, R&D, and communication. All these "staff office" functions ensure the proper execution of production phases, guaranteeing coordination between departments and the circulation of information throughout the company.



MARKET REFERENCE

Geographically, LISA establishes business relationships with clients globally, ensuring a widespread international presence for its products. The company enjoys a robust commercial footprint not only in Europe but also in South America, Asia, and the United States. LISA's clientele spans across

the fast fashion sector to a segment of medium-high-end products, encompassing both fast fashion and programmed items.



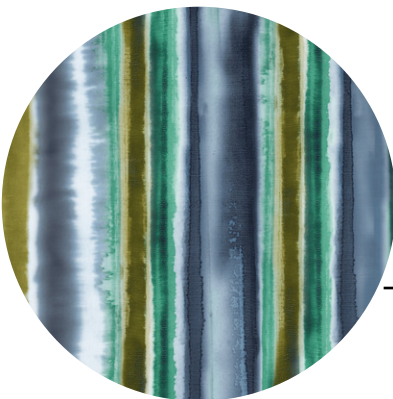
COUNTRIES SERVED 2022

40

TOTAL CUSTOMERS 2022

111

ITALY **23** | FOREIGN **88**



RAW MATERIAL SUPPLIERS

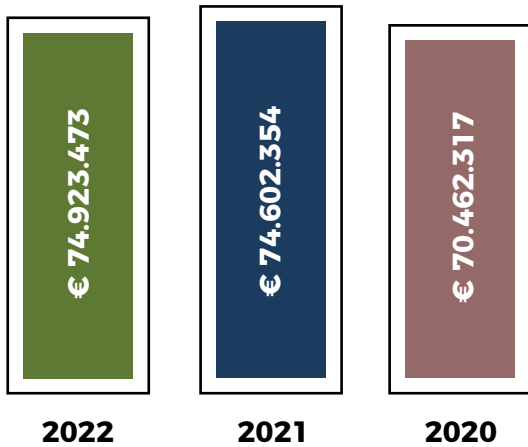
14

ITALY **5** | EUROPE **3** | OUTSIDE EUROPE **6**

Customers with a turnover exceeding 100,000.00 euros.

TURNOVER AND INVESTMENTS

In 2022, the company achieved a turnover exceeding 74 million euros. The most notable performances were recorded in the European Union, followed by the non-European CEE market, and finally, Italy.



Investments in the machinery park are attributed to the acquisition of two printing machines that do not require water usage in the finishing stages. Additionally, there was the purchase of 2 state-of-the-art machines for internal quality control.

Concerning R&D investments, the company conducts in-depth research on materials and concepts in close collaboration with stylists. This research serves as inspiration for the creation of new prints and encompasses the latest trends, innovative materials, advanced technologies, production processes, and a thorough analysis of products offered by competitors. This information acquisition phase is continuously fueled throughout the year, involving well-defined stages such as participating in fairs, fashion shows, and meetings with suppliers and clients. The creative team processes the material collected during this research phase with an innovative approach.

Additional investment is dedicated to "LISA MySuite," an integrated platform for creative sharing specifically designed for the textile sector. This revolutionary tool enables the creation of mood boards and 3D previews for clothing and accessories, providing LISA's customers with an extraordinarily detailed digital preview of products in development.

Furthermore, the company is allocating resources to develop an advanced online traceability 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 every stage of the production process.

Significant investments made by LISA in the field of cybersecurity deserve emphasis. A new firewall, equipped with a backup unit, has been implemented, and all Wi-Fi antennas have been upgraded in accordance with the latest security standards. Furthermore, penetration tests have been conducted, confirming the robustness of the company's IT infrastructure.

TOTAL INVESTMENTS



INVESTMENTS IN PLANTS AND EQUIPMENT



INVESTMENTS IN SOFTWARE AND INNOVATION



INVESTMENTS IN R&D



THE SUSTAINABILITY OF LISA: A HOLISTIC APPROACH

In the realm of LISA, the emphasis on sustainable development and social responsibility is exemplified through an ongoing dedication to enhancing the quality of life in the community and the surrounding territory. This commitment follows a comprehensive and proactive approach that encompasses corporate ethics, social and economic development, as well as environmental principles. It actively engages not only employees but also customers, the production chain, and the entire community.

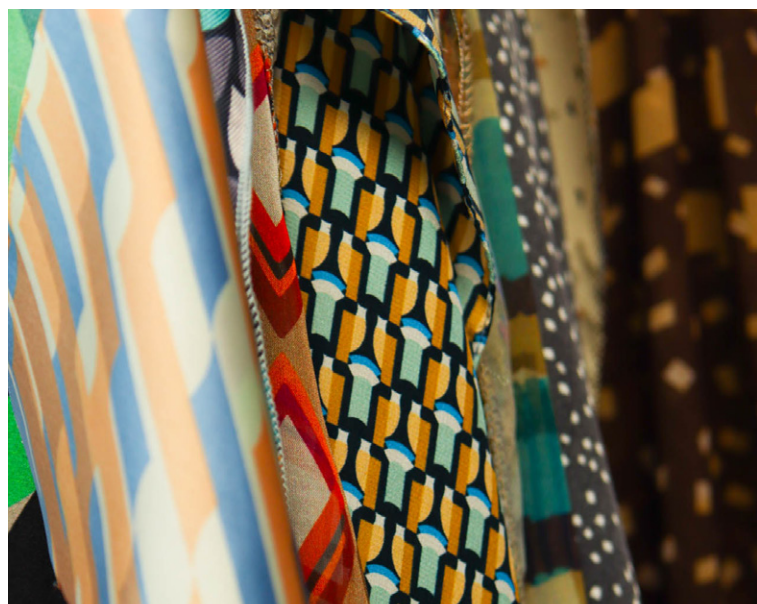
The foundation for achieving the established objectives lies in the planning of a short and medium-term strategic plan. Current certifications in effect necessitate the formulation of short-term improvement plans (1-3 years), outlining the means, tools, and strategies to be implemented. This process ensures that the company remains consistently oriented towards continuous improvement and a tangible commitment to sustainability and social responsibility.

SUSTAINABILITY POLICIES

For LISA, sustainability is not merely a market requirement but a genuine opportunity for growth and continuous improvement. Over the years, the company has championed significant initiatives that have delineated corporate commitments to social, economic, and environmental issues. Key documents encapsulating the guidelines, strategy, and objectives of LISA include the Corporate Policy on management, quality, environment, and safety, as well as the Code of Ethics.

<https://www.lisapa.it/en/principles-and-procedures/>

Within its activities, the Company commits to continuous improvement of environmental performance, prevention of pollution, and compliance with regulatory obligations, encompassing the management of processes at risk of sanctions.



MATERIALITY PATHWAY

Within the reporting process, the materiality analysis stands as a central element aimed at delineating the most pertinent sustainability issues for LISA and its stakeholders. To achieve this, the company has adhered to a structured methodological approach, involving the identification and assessment of sustainability issues within its context. The evaluation is based on strategic aspects, relevance, expected impact from the perspective of stakeholders, and the company itself.

The material issues, along with the obtained results and future objectives, will be correlated with the SDGs, Sustainable Development Goals of the 2030 Agenda. This alignment ensures that **LISA's activities contribute to a shared global sustainability path.**

CONTEXT AND RELEVANT THEMES

Commencing with an analysis of the specific sector and sustainability trends related to the field in which LISA operates, the type of company, and a comparison with other similar entities, relevant themes have been defined. These themes were then employed for comparison with stakeholders and for materiality assessment.



- Pollutant emissions and impacts on climate change
- Energy efficiency and renewable energy
- Circular economy and good waste management practices
- Chemical substance management
- Water resource management
- Biodiversity conservation
- Use of sustainable materials



- Responsible supply chain management
- Diversity and Inclusion
- Support and Development of the Local Community
- Health and Safety Protection of Employees
- Enhancement and Development of Professional Growth
- Human Capital Well-being and Employee Support



- Ethics, Compliance, and Business Integrity
- Value Creation and Distribution
- Product Quality, Safety, and Innovation
- Supply Chain Traceability

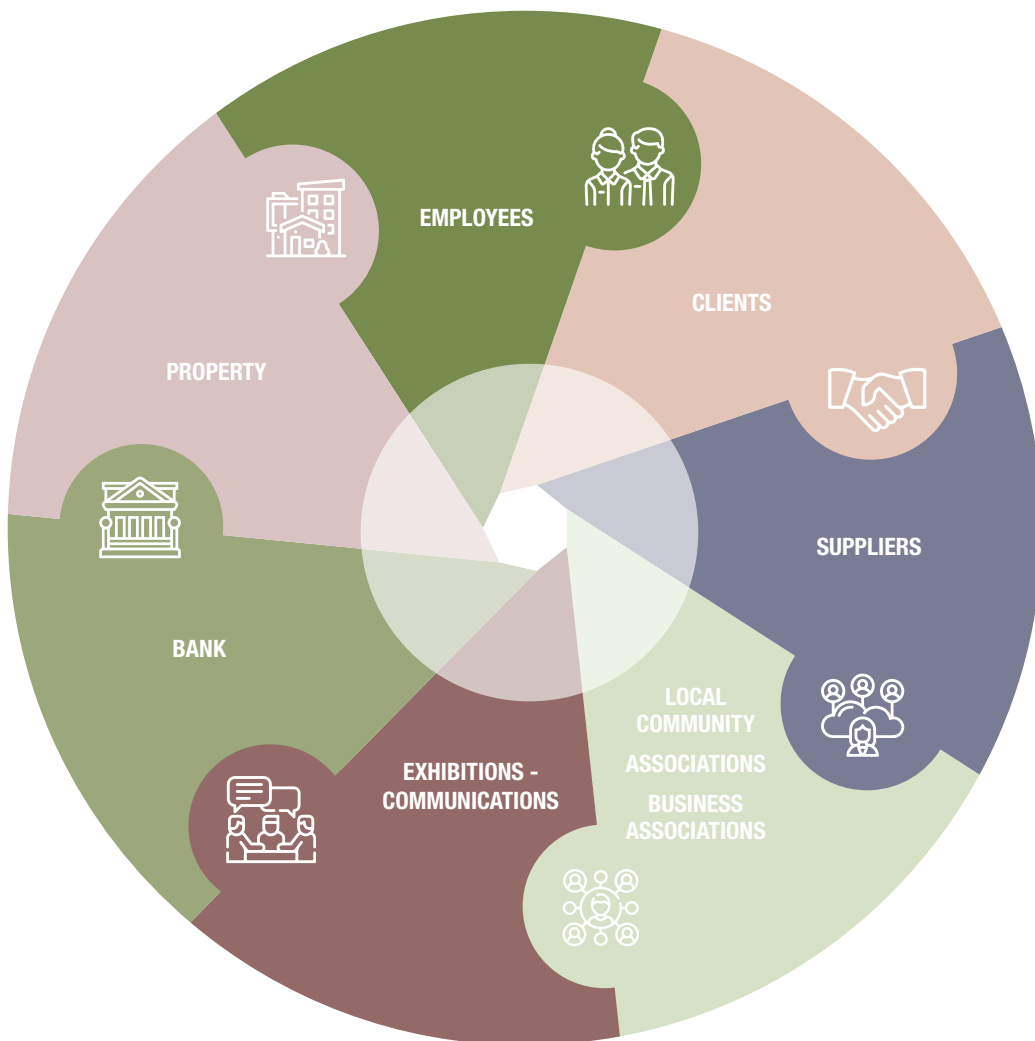
STAKEHOLDERS

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 creating shared value, also through the implementation of projects aimed at meeting the expectations and needs of the stakeholders. These projects can be identified based on this initial reporting exercise.

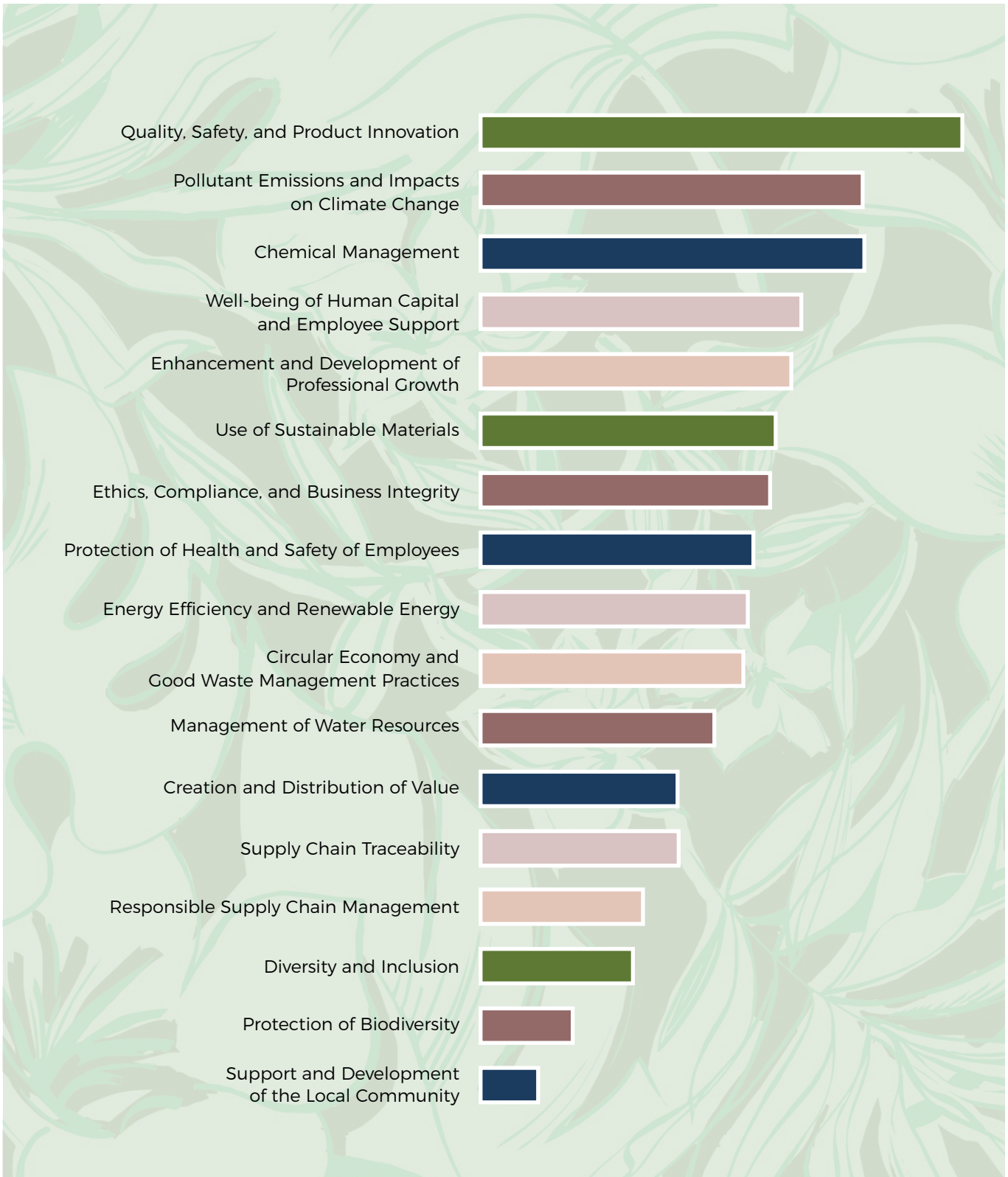
The process of identifying stakeholders involved the company's management and was based on relationships established with local and sectoral entities, as well as on issues relevant to the company's activities.

In this perspective, all entities influencing and/or influenced by LISA's activities, services, and performance have been identified. Below are the categories of stakeholders that have been mapped, and engagement methods will be further developed in the coming years, assessing specific methods and frequency to develop and strengthen the relationship over time.



In this inaugural reporting year, each stakeholder category was engaged with a sustainability questionnaire tailored to explore the relevance of the presented themes based on their perspectives and perceptions of expected impact.

Through the analysis of the 93 responses received, a prioritization scale was derived according to the stakeholders' viewpoints. Additionally, a qualitative assessment of the impact that each theme may have on different categories was established.

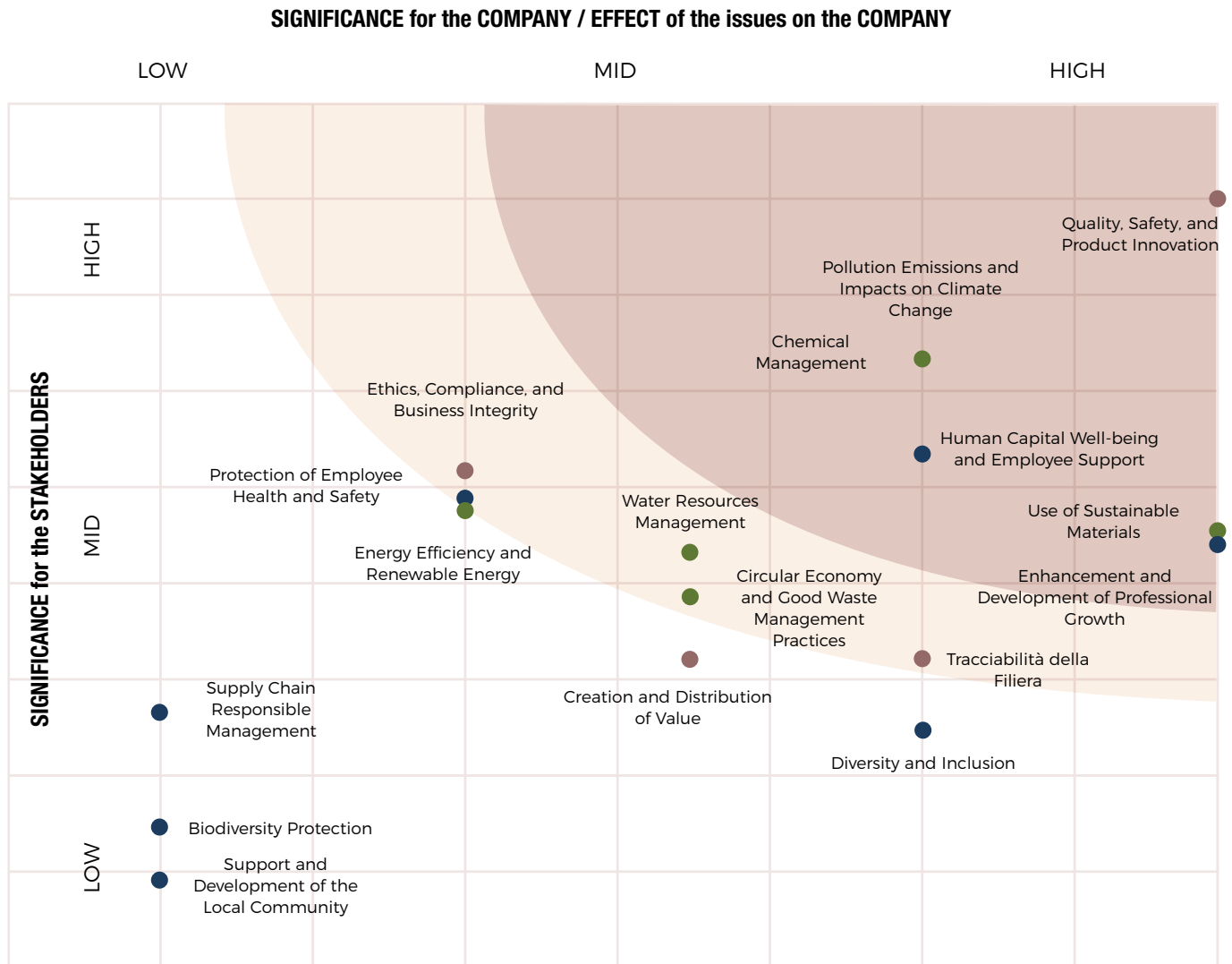


MATERIALITY ANALYSIS

The results obtained from engaging stakeholders were thoroughly examined and assessed by the working group, conducting an impact evaluation of the relevant issues on the company's business, following an "outside-in" approach. Therefore, based on the evaluation of the survey results directed at stakeholders within the company's themes, it was possible to identify the material topics of significance for the company, visually represented through the materiality matrix and detailed in the table provided in the next section.

The materiality analysis process will undergo periodic updates in the coming years to validate its content and reflect any changes that may occur over time. Within the document, each material topic will be addressed in the following paragraphs.

MATERIALITY MATRIX





























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

The 2030 Agenda for Sustainable Development serves as a comprehensive action plan endorsed in September 2015 by the governments of 193 UN member countries, outlining 17 Sustainable Development Goals (SDGs - Sustainable Development Goals) along with 169 associated targets. This visionary agenda is steering the global community toward a shared future. It invites active participation from individuals as well as public, private, and non-profit organizations to collectively work towards achieving these developmental objectives.

Recognizing the imperative of sustainable development and acknowledging the pivotal role of the 17 SDGs outlined in the UN's Agenda 2030, it has been decided to align each material issue with the corresponding Sustainable Development Goals. This alignment not only underscores the intended contributions but also serves as a foundational step towards ongoing enhancements.



SCOPE	MATERIAL ISSUE	DESCRIPTION	RELEVANT SDGS
 <p style="text-align: center;">GOVERNANCE</p>	<p>Ethics, Compliance, and Business Integrity</p>	<p>Ethics, compliance, and business integrity” embody the company’s commitment to upholding ethical standards of conduct, meeting regulatory requirements, and aligning with market norms in its operational context.</p>	 
	<p>Product quality, safety, and innovation</p>	<p>For ‘Product Quality, Safety, and Innovation,’ the company implements a system of controls to ensure quality and safety standards for its products and processes. This includes the use of raw materials and procedures aimed at achieving product quality standards.</p>	 
	<p>Supply Chain Traceability</p>	<p>For ‘Supply Chain Traceability,’ reference is made to the company’s management practices and capabilities to map and keep its production chain under control.</p>	
 <p style="text-align: center;">ENVIRONMENT</p>	<p>Adoption of sustainable materials</p>	<p>For ‘Adoption of Sustainable Materials,’ we refer to the careful selection of sustainable raw materials, whether certified, produced using sustainable practices, recycled, or regenerated, with the aim of reducing, whenever possible, the use of non-renewable materials.</p>	 
	<p>‘Pollutant Emissions and Impacts on Climate Change</p>	<p>For ‘Pollutant Emissions and Impacts on Climate Change,’ we are addressing the company’s efforts to manage and minimize its emissions that contribute to pollution and climate change effects.</p>	 
	<p>Management of Chemical Substances</p>	<p>For ‘Management of Chemical Substances,’ the company’s commitment involves proper handling of chemical products to reduce the presence of toxic and harmful substances, as well as monitoring discharges and pollutants produced throughout the entire production process</p>	 
	<p>Circular Economy and Good Waste Management Practices</p>	<p>For ‘Circular Economy and Good Waste Management Practices,’ the company’s focus is on the possibility of using raw materials from by-products of other processes or recycled materials. It involves attention to reducing waste and considering options for recovery or proper disposal.</p>	  
 <p style="text-align: center;">SOCIAL</p>	<p>Well-being of Human Capital and Employee Support</p>	<p>For ‘Well-being of Human Capital and Employee Support,’ the company addresses all aspects related to human resources management aimed at ensuring employee well-being (compensation, incentives, welfare services, etc.), along with services and benefits that the company may provide to improve the work-life balance of its employees.</p>	    
	<p>Valorization and Development of Professional Growth</p>	<p>For ‘Valorization and Development of Professional Growth,’ the company focuses on practices for attracting and developing its talents, emphasizing internal talent, with attention to specific training programs and development plans.</p>	 

GENERATING AND DISTRIBUTING VALUE

The company showcases its adeptness in creating value, not just in economic terms but also for the benefit of stakeholders. This section provides intricate details on how this value is distributed across different categories, acting as a connective link between the Financial Statement and the Sustainability Statement. The data presented

below illustrates how the value generated through the provided services is equitably and sustainably distributed among various stakeholders. This transparency underscores the company's dedication to ensuring a fair and sustainable allocation of the generated value.

	2022
TOTAL ECONOMIC VALUE GENERATED	74.923.473,00 €
including revenue from core operations	74.673.895,00 €
Economic value distributed to EMPLOYEES	9.185.945,00 €
Economic value distributed to SUPPLIERS	52.146.544,00 €
Economic value distributed to the COMMUNITY	593.669,00 €
Economic value distributed to PUBLIC ADMINISTRATION	2.561.308,00 €
Profits distributed	10.000.000,00 €
Total economic value distributed	74.487.466,00 €
Retained economic value	186.429,00 €



RESPONSIBLE PRODUCTION

ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY

In managing ethical aspects, LISA has implemented its organizational and management model in accordance with Legislative Decree 231/01, regularly updating it to ensure compliance with current regulations. The Ethical Code holds a prominent position in LISA's documentation. This document guides the company in pursuing business objectives while fully respecting the universal principles of Social Responsibility, recognizing the interconnection between economic and sustainability goals. LISA commits not to support, even within its supply chain, disciplinary practices not provided for by reference regulations.

In the spirit of heightened transparency, the achievements for the 2022 reporting year are as follows:

- No instances of corruption were identified.
- No legal actions were taken against the organization for anti-competitive behavior, antitrust violations, or monopolistic practices.
- No non-compliances occurred with regulations or voluntary codes concerning the impact on the health and safety of the products offered by the company.
- No privacy violations or customer data losses were reported.
- No instances of non-compliance with principles of confidentiality and information protection were identified.

QUALITY, SAFETY, AND PRODUCT INNOVATION

Quality, safety, and customer satisfaction stand as cornerstone principles for LISA. Every process is meticulously monitored to ensure the production of top-tier products, a pivotal element that serves as an indispensable prerequisite for sustainable growth.

These considerations exert a substantial impact both internally and externally. LISA assumes direct responsibility for the selection and management of partner companies engaged in external processing. For LISA, the continual commitment to sustainable product management represents a fundamental challenge. Simultaneously, customer satisfaction assumes a pivotal role, steering product development with a dedicated focus on customer needs. The ability to consistently address the actual needs and expectations of customers forms the bedrock for establishing and sustaining enduring relationships.

Meeting high-quality standards involves responding to customer needs in terms of functionality, reliability, and safety. Certifications such as GOTS, GRS, OCS100, and OCS Blended play pivotal roles as tools to ensure and foster a corporate culture oriented toward quality.

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

Concerning returns to suppliers due to non-conformities, no situations have been identified. Furthermore, no instances of non-compliance have been noted regarding product and service information, labeling, as well as marketing communication on products and services, in adherence to mandatory or voluntary regulations. The company persists in maintaining elevated standards of quality and compliance, thereby reaffirming its unwavering commitment to customers and business partners.



116.854

METERS OF PRODUCT RETURNED BY CUSTOMERS DURING 2022 DUE TO NON-CONFORMITY

0,84%

PERCENTAGE OF CUSTOMER RETURNS AS A SHARE OF THE TOTAL PRODUCT VOLUME

SUPPLY CHAIN TRACEABILITY

€ 15.388.364,64

TOTAL ECONOMIC VOLUME
OF RAW MATERIAL
PURCHASES IN 2022

5,2% 

PURCHASES OF RAW
MATERIALS FROM SUPPLIERS
BASED IN ITALY (OF WHICH
OVER 90% IN LOMBARDY)

1,6% 

PURCHASES OF RAW
MATERIALS FROM
SUPPLIERS BASED IN
EUROPE

93,2% 

PURCHASES OF RAW
MATERIALS FROM
SUPPLIERS BASED OUTSIDE
THE EU

During 2022, the company established relationships with 226 suppliers, of which 31 are involved in the production of the offered product. The primary type of purchased raw material is represented by ready-to-print fabrics. In total, 14 suppliers of raw materials are used for production. Regarding outsourced processes, specialized suppliers are employed for rotary printing, washing, and finishing. Similarly, suppliers are involved in fabric preparation, digital printing, as well as sublimation printing.

€ 17.013.995,98

TOTAL ECONOMIC VOLUME OF
OUTSOURCED PROCESSING
IN 2022

8

INVOLVED LOCAL BUSINESSES

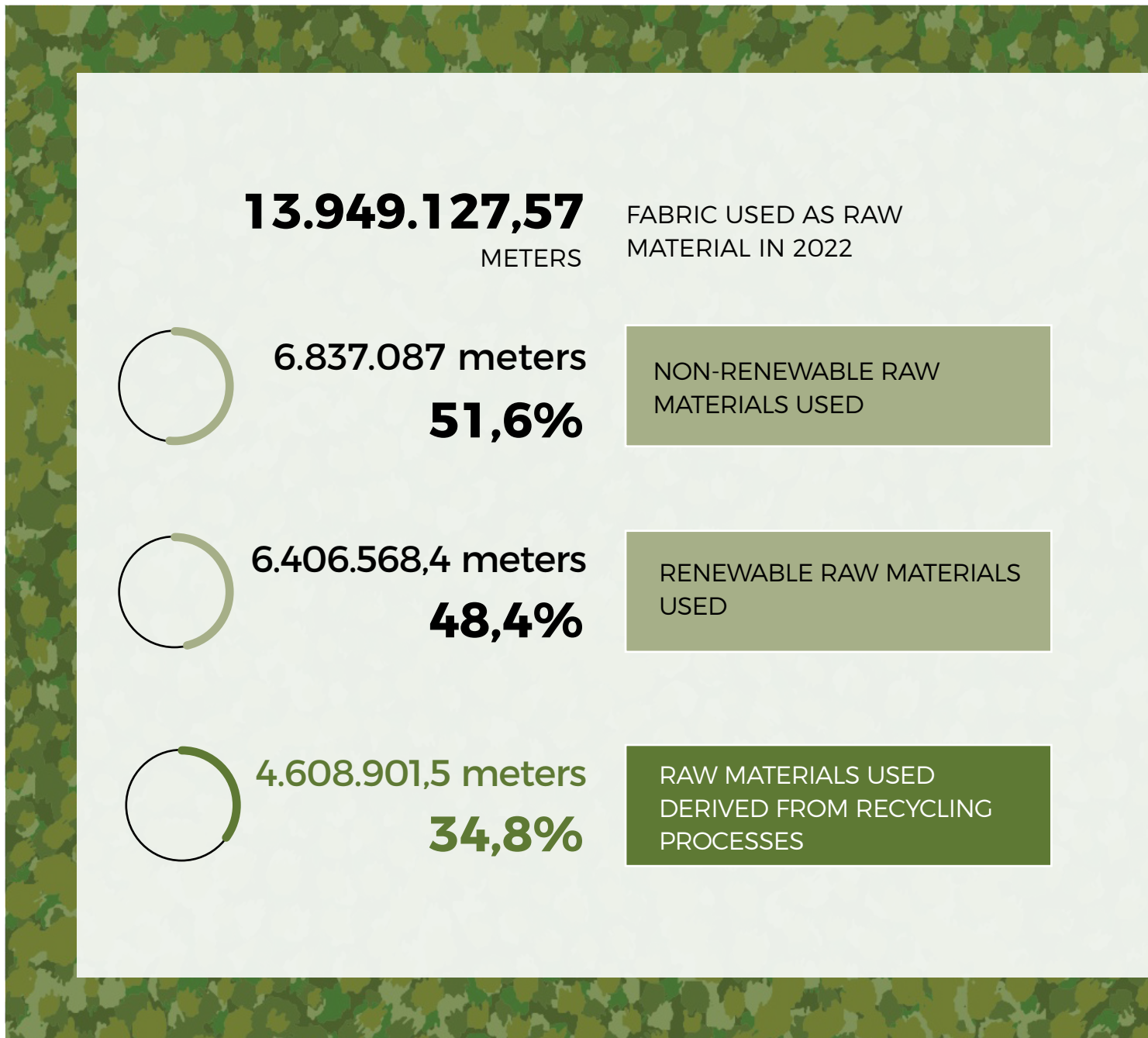
With a total investment of €17,013,995.98 in outsourced operations to local suppliers, the company has formed partnerships with 8 local businesses, representing 100% of the processing suppliers. This tangible commitment underscores the strong bond and shared interest in the local community.

APPLICATION OF SUSTAINABLE MATERIALS

The company enforces a procurement policy with a focus on utilizing materials that meet sustainability criteria and are certified to verify their origin and environmental quality. This decision not only plays a role in environmental preservation but also translates into a more responsible production approach, aligning with values centered around

planet protection and corporate social responsibility.

Throughout the production process, the company employs various types of raw materials, predominantly ready-to-print fabrics, encompassing both shuttle-woven and knitted varieties.



The company has firmly embraced the principle of sustainability by incorporating nearly 35% of raw materials derived from recycling processes into its production. This decision not only curtails the consumption of virgin natural resources but also plays a pivotal role in diminishing environmental impact, promoting the closed-loop lifecycle of materials.

The certifications outlined in the dedicated chapter serve as indispensable pillars in fostering a corporate culture centered around quality excellence and sustainability. Here is a detailed breakdown of sustainably sourced raw materials for the year 2022:



GOTS:

126.783,60 METERS

GRS:

4.176.934,20 METERS

ECOVERO:

702.072,90 METERS

BCI:

1.240.745,10 METERS

RCS:

9.592,80 METERS

RCS-FSC MIX:

60.034,40 METERS

FSC MIX:

4.326.556,20 METERS

EUROPEAN FLAX:

47.230,60 METERS

LIVAECO:

75.376,40 METERS

CMIA:

81.619,10 METERS

Finally, in terms of packaging, the following were used:

14.298,00 KG

OF PLASTIC,

90.429,95 KG

OF CARDBOARD TUBES

103.975 KG

OF WOODEN PALLETS

ENVIRONMENTAL SUSTAINABILITY

The preservation of the environment lies at the heart of LISA's operations. Upholding, conserving, and safeguarding the ecosystem, while simultaneously diminishing the environmental footprint, are the foundational principles that drive and motivate the company's endeavors. LISA recognizes the paramount importance of these principles in ensuring the ongoing, sustainable growth and development of its initiatives.

The management of environmental aspects is geared towards mitigating the environmental impacts associated with the company's activities and fostering increased attention to ecosystem preservation. In the subsequent sections, which delve into specific, pertinent environmental aspects, comprehensive information is provided to fulfill the objectives of impact reduction.

AIR EMISSIONS AND CLIMATE CHANGE

In the sustainability journey undertaken by LISA, an initial assessment of scope 1 and 2 emissions has been conducted.

Direct Emissions - Scope 1

Currently, LISA's direct emissions are relatively low and primarily stem from the consumption of natural gas for office heating and fuel for company vehicles.

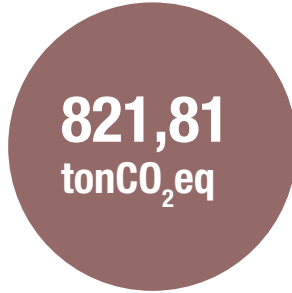
This figure represents optimized consumption resulting from the boiler replacement initiative in 2019, yielding an estimated 40% reduction in consumption.

Indirect Emissions - Scope 2

Scope 2 emissions are associated with the consumption of electricity drawn from the grid by the company.



Greenhouse gas (GHG) emissions of scope 1



Greenhouse gas (GHG) emissions of scope 2*

*The calculation was performed using the "location-based" approach.



CHEMICAL SUBSTANCE MANAGEMENT

The establishment of effective chemical substance management stands as a cornerstone for LISA. This approach entails the implementation of stringent procedures and protocols that encompass the entire life cycle of chemical substances, from procurement to responsible disposal. This not only ensures adherence to safety and environmental regulations but also protects the well-being of employees and mitigates potential adverse impacts on health and the environment.

To achieve this goal, LISA has embraced the Chemical Management Protocol 4sustainability®, seamlessly integrating the MRSL ZDHC (www.roadmaptozero.com) and consistently assessing its application level. The project encompasses:

- The appointment of an internal Chemical Manager with the system management team.
- Mapping of our supply chain, identifying categories of chemical risk.
- The application of a PRSL (Product Restricted Substances List) for purchases, specifying limits on the presence of chemicals that we want to keep under control in input.
- Implementation of the MRSL ZDHC (Manufacturing Restricted Substances List), internally and at external chemical risk processes.
- Creation of the Chemical Inventory and qualification of chemicals according to the conformance Guidance of ZDHC.
- Definition of an internal Chemical Management procedure to ensure, among other things, purchases conforming to internal standards and processes under control.
- Involvement of our suppliers in common objectives through training activities, remote assessments, and on-site audits.
- Training of our involved staff.
- Collection of information in our management systems to ensure traceability.
- Implementation of a statistical sampling and control plan through risk-based testing.
- Use of a data management platform for continuous performance evaluation.
- Ongoing reporting for the identification of the elimination and improvement plan.



ID Nr. 4S-100297



WATER RESOURCE MANAGEMENT



Effective management of water resources is a pivotal aspect of LISA's operational strategy. Water, a fundamental component integrated into every facet of the production process, underscores the company's commitment to sustainability and environmental well-being. Beyond the evident economic and operational advantages, this conscientious approach reflects an ethical and responsible dedication that can positively influence all of LISA's stakeholders.

LISA's overall water consumption stands at 90,000 cubic meters, equivalent to 90 megaliters (Ml), sourced exclusively from the Comoacqua aqueduct. The comprehensive assessment of water discharges, including their destinations, accounts for a total of 9,809 cubic meters.

Considering LISA's pivotal role in production management, where design and printing operations are conducted in-house while fabric finishing processes are outsourced to external entities, water consumption and management are particularly prominent in various stages of the supply chain. The examination of water intake and discharge downstream of processing stages will undergo further scrutiny and exploration in the coming years.

CIRCULAR ECONOMY AND BEST WASTE MANAGEMENT PRACTICES

The adoption of circular economy principles and the implementation of effective waste management practices are pivotal in fostering a sustainable and responsible development model at LISA.

The circular economy revolves around maximizing resource utilization through strategies such as reduction, reuse, recycling, and material recovery, thereby preventing wastage and mitigating excessive production. This approach plays a crucial role in preserving natural resources, mitigating environmental impact, and championing sustainable resource management.

On the other hand, sound waste management practices encompass proper waste segregation, the encouragement of recycling and composting, minimizing non-recyclable waste generation, and embracing innovative technologies for waste treatment. These practices not only curtail the buildup of waste in landfills but also contribute to environmental pollution control and advocate for responsible resource management.

435.357,74 METERS
OF FABRIC WASTE GENERATED IN 2022

3,12%
OF TOTAL PRODUCTION

Sold with a focus on material recovery.

314.035,28 METERS
OF FABRIC WASTE

71.511,57 KG
OF FABRIC IN STOCK



Of these, a total of 355,023.00 kg of waste was disposed of, with 354,471.00 kg classified as non-hazardous, while 552 kg were categorized as hazardous waste.

To minimize waste production, the company has adopted several strategies, with a primary focus on circularity. Specifically, a program has been initiated to repurpose some of the second and third-choice fabrics for creating bags, which are used as promotional items for customers. These bags are produced in collaboration with local cooperatives, contributing to the promotion of the local economy and reducing environmental impact.





OUR PEOPLE

OUR APPROACH

To ensure outstanding product quality and achieve business success, having a skilled and highly motivated workforce is indispensable. The sense of belonging among individuals at LISA serves as a cornerstone for fostering growth and recognition pathways. This is why social issues, discussed in the following paragraphs, have proven to be crucial in the materiality analysis. Of particular interest among these issues are well-being, employee empowerment, and engagement. Additionally, the theme of supporting and developing the local community will be highlighted, considering the numerous activities carried out by LISA in the area.

The established methods for submitting critical reports to Management include a preference for

direct communication through written reports and verbal discussions with department heads, as well as direct contact with individuals intending to make reports, communications, or requests. The company provides designated boxes for anonymous reports, which are regularly inspected. Moreover, there is an additional channel for anonymous reports related to whistleblowing through sealed containers opened by the oversight body, along with an email inbox managed by the same body. Throughout the reporting year, a total of 16 reports were communicated to Management. However, none of these were classified as critical-level incidents.

POLICIES AND REMUNERATION SYSTEM

LISA's commitment to its workforce is evident in the recognition and appreciation of all employees, without any form of discrimination. Regarding the remuneration of Management members, constituting 5.5% of the total workforce, it adheres to the guidelines outlined in the National Collective Labor Agreement (CCNL) for Industrial Executives. For the remaining 94.5% of employees, the applicable CCNL is Textile Clothing Fashion,

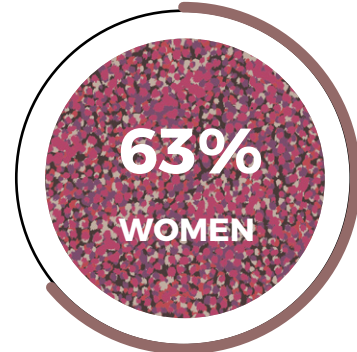
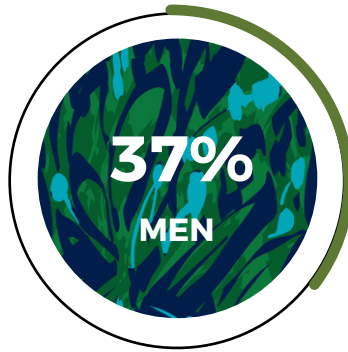
and classification levels are determined in accordance with the stipulations of the relevant CCNL. Remuneration levels are set by managing directors, taking into account various factors such as assigned role, level of responsibility, specific duties, classification, potential team management, delegations, decision-making autonomy, and the budget under their purview.

OUR RESOURCES

TOTAL EMPLOYEE

2022: 169

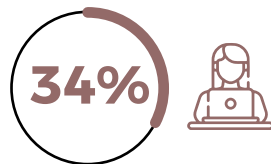
2021: 168



	WOMEN	MEN	TOTAL
	2022	2022	2022
employees	107	62	169
permanent employees	103	56	159
temporary employees	4	6	10
full-time employees	91	59	150
part-time employees	16	3	19
administrative and office staff			58
production, warehouse, and logistics staff			101
Managers			10

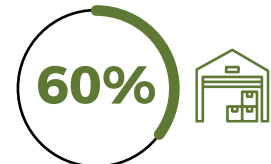
ADMINISTRATION AND OFFICES

58



PRODUCTION, WAREHOUSE, AND LOGISTICS

101



AVERAGE AGE OF EMPLOYEES

42



87305
156 020080



HUMAN CAPITAL WELLNESS AND EMPLOYEE SUPPORT

Implementing suitable work practices for LISA not only enhances business performance in terms of efficiency and resource optimization but also entails the practical application of all health and safety standards mandated by regulations. All employees actively engage in specialized training programs covering these aspects, and a dedicated health and safety management system is established. This system comprises the RSPP (Person Responsible for the Prevention and Protection Service), RLS (Workers' Health and Safety Representative), employer, and occupational doctor.

Sensitivity to the individual needs of LISA employees involves acknowledging them beyond their professional roles. Consequently, all staff members receive various benefits, including:

- A bonus on the occasion of the birth of a child;
- A bonus on the occasion of marriage;
- Free Italian courses for foreigners;
- The possibility to reconcile work and family life even beyond the third year of the child's age, through part-time options or schedule modifications based on the collaborator's

expressed needs;

- Interest-free loans and the option to request an advance on the TFR (Severance Pay) for reasons other than those provided for;
- Restaurant tickets for all employees;
- A Christmas bonus in gift vouchers;
- In 2022, fuel vouchers were also provided for each employee;
- The option to join a health integration plan through SANIMODA or FASI.

The standard benefits offered to full-time and part-time employees of the organization typically include:

- SANIMODA or FASI (integration with basic health coverage);
- Parental leave;
- Pension contributions.

To ensure the well-being of human capital and provide support to employees, individual interviews are conducted to assess the effectiveness of loyalty initiatives and the corporate atmosphere.

HIRING

2022

Permanent hires

9

Fixed-term hires

13

Other forms of hires

3 non-curricular internships
14 curricular internships

Overall turnover rate

26%



EMPLOYEE RECOGNITION AND DEVELOPMENT

At LISA, we place significant emphasis on acknowledging qualifications, experience, and individual capabilities, ensuring that each employee is assigned to the most fitting role with fair compensation, devoid of any discriminatory practices.

Our commitment to fostering the professional and personal growth of our employees is evident in our foundational pillars of training and development. Consequently, the company consistently invests in training initiatives, exemplified by the delivery of a total of 1,888 training hours in 2022, averaging 11.2 hours per employee. These programs extend beyond addressing health and safety concerns to explore facets of social and environmental responsibility.

The meticulously planned and executed training interventions, designed to enhance the professional profiles of our employees, form an integral component of a comprehensive strategy dedicated to skill consolidation and the encouragement of individual development.

Notable training programs aimed at augmenting skills and providing support during professional transitions have encompassed:

- Sustainability training provided by the consultancy firm Process Factory;
- Essential guide to laboratory accreditation according to the UNI CEI ISO/IEC standard;
- Training on "TEXTILE SURFACES - Woven fabrics and the weaving cycle";
- Training on "Effective Communication";
- Training on "Conflict Management";
- Basic / Advanced Photoshop Courses
- ZDHC CMS TIG TRAINING;
- Internal alignment and ZDHC training activities provided by the consultancy firm Process Factory.

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

The company's ethical code has been presented to all department heads and employees to ensure a full understanding of policies and procedures safeguarding human rights.



TOTAL TRAINING HOURS	1.888
----------------------	-------

Average number of training hours provided per employee	11,2
--	------



COMMUNITY ENGAGEMENT AND SUPPORT

LISA demonstrates a strong commitment to the communities in which it operates, both locally and globally, addressing the emerging needs of the population in Italy and abroad. In 2022, LISA renewed its social commitment through collaboration with the Fondazione Veronesi, funding two research grants in the field of oncology. Additionally, it reaffirmed its support for FAI - Fondo Ambiente Italiano - contributing to the enhancement, protection, and maintenance of an archaeological site near Agrigento.

Simultaneously, Lisa Holding played a significant role in addressing the refugee and migrant crisis, focusing particularly on women and children affected by the crisis in Ukraine. In addition, it funded a water project in Africa, ensuring access to clean water for various rural communities through the construction of a well in Burundi.

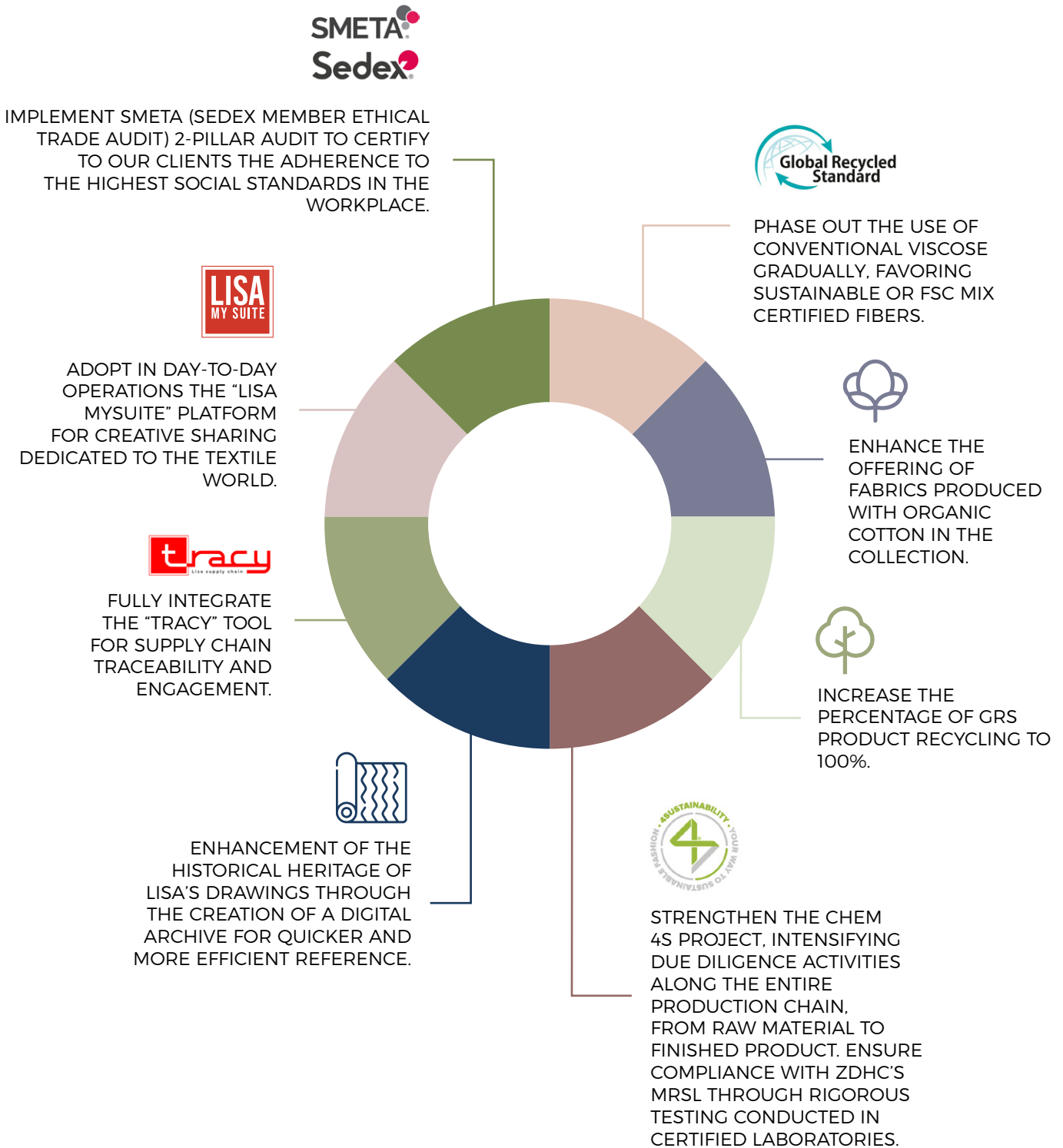
Lastly, the LISA group continues to support the activities of the Fondazione Prima Spes Onlus, focused on supporting initiatives for individuals in situations of distress, disadvantage, or disability. These efforts solidify Lisa's social commitment to creating a positive impact not only in the commercial sector but also in the well-being and development of the communities it is involved with.

THE SUSTAINABLE FUTURE OF LISA: OBJECTIVES, PROJECTS, AND INITIATIVES



The decision to draft and publish the Sustainability Report, along with other transparent reporting on sustainability performance (such as certifications, policies, and social balance sheets), represents a significant step for LISA. The company's commitment to sharing and disseminating information will increasingly focus on crucial

aspects to direct efforts, responding to the needs of stakeholders. The principles, values, and strategies of the company's sustainable development have indeed led to the definition of common growth objectives for the coming year, which are outlined below:



CONTENTS GRI INDEX

Usage Disclaimer:

LISA S.p.A. has compiled this Sustainability Report in accordance with GRI Standards for the period 01.01.2022 – 31.12.2022.

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-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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 **BE HUMAN EVERYDAY**