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ESG REPORT 2025

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01

METHODOLOGICAL NOTE

The present Sustainability Report represents the first document voluntarily prepared and published by Fashion Tex Srl, in accordance with European Commission Recommendation (EU) 2025/1710, which promotes the adoption of the voluntary VSME principles (Voluntary Sustainability Reporting Standard for non-listed Micro, Small and Medium-sized Enterprises) for non-listed micro, small and medium-sized enterprises.

The qualitative and quantitative information contained in this document refers to the period from **1 January 2025 to 31 December 2025** and represents the Company's first structured reporting activity on environmental, social and governance (ESG) matters.

Reporting principles

The Report was prepared according to the principles of:

- materiality and proportionality in relation to the company's size and organizational characteristics;
- transparency, completeness and reliability of the reported information;
- verifiability and traceability of the data collected;
- clarity and comprehensibility for internal and external stakeholders.

The reporting was developed using the **VSME Basic Module** as the reference framework for identifying and presenting the main ESG information relevant to the Company and its stakeholders.

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CONTINUING TO LOOK TO THE FUTURE WITH RESPONSIBILITY





Sustainability Report 2025







- Ribbons
- Labels and Patches
- Green
- More
- Fashion Laces
- Packaging

GENERAL INFORMATION ABOUT THE COMPANY

02



Fashion Tex Srl was established in 2004 through the combination of the skills and many years of experience of it's current partners in the textile ribbon sector. The company operates in Abruzzo and produces ribbons for the clothing, leather goods, footwear and industrial packaging sectors. Over time, Fashion Tex has developed distinctive know-how in the integration of weaving and finishing techniques, including printing, washing, embroidery and decorative applications, creating customized products for the fashion sector.

Alongside seasonal collections, the company specializes in the development of made-to-measure productions for national and international customers in the fashion industry.

The registered office is located in Corropoli (TE), at Via Giovanni Pascoli 22. The company also has three operational warehouses located in Corropoli and Colonnella, as well as a showroom in Milan, supporting commercial activities and customer relations.

Vision

Fashiontex Srl aims to consolidate a modern and dynamic industrial business in the textile ribbon sector, combining quality, innovation and sustainability.

Mission

Fashion Tex Srl develops and manufactures ribbons and labels for the fashion and packaging sectors, combining textile tradition, creative research and technological innovation. The company operates with the objective of:

- ensuring high quality standards and customized solutions;
- investing in innovative materials and advanced production processes;
- operating in compliance with the law, safety requirements and the principles of social and environmental responsibility;
- enhancing relationships with employees, customers and the local community.



PRODUCTS AND MARKETS SERVED







Product

Ribbons: Lightweight and heavyweight, jacquard, velvet, lurex, embroidered or printed, as well as elastic ribbons, knitted ribbons and nets.

Product Types

- Ribbons: Lightweight and heavyweight, jacquard, velvet, lurex, embroidered or printed, as well as elastic ribbons, knitted ribbons and nets.
- Labels and Patches: Woven selvedge labels, jacquard, printed or ultrasonic-cut labels; silicone, plastic, high-frequency or embroidered patches.
- Packaging and Accessories: Tags in fine paper or fabric, shoppers, boxes, hang tags and ribbons dedicated to packaging.







Customers and Reference Markets

Fashion Tex Srl operates as a production partner for national and international fashion brands, supporting customers throughout all stages of the product development process: from graphic design and materials research to the production of samples, prototypes and industrial-scale production.

The company operates in the B2B market for the supply of textile accessories and components for the clothing, luxury, leather goods, footwear and packaging sectors. Its customers include garment manufacturers, footwear manufacturers, leather goods manufacturers, label producers, box manufacturers and prestigious fashion brands, both in the Italian and international markets.

Fashion Tex's competitive positioning is based on the quality of Made in Italy, it's ability to customize solutions and it's high level of technical specialization, enabling the company to operate as a qualified partner within the fashion supply chain.

Sustainability Report 2025



Ribbons
Labels & patches
Green
More
Fashion laces
Packaging

GOVERNANCE AND MANAGEMENT STRUCTURE

GOVERNING BODY

The company is managed by a Board of Directors (BoD) composed of three members, in office since 24 February 2020 until revocation:

- Tiziano Di Ubaldo: Chairman of the Board of Directors and Company Representative.
- Nicoletta Massucci: Director.
- Raffaele Monti: Director.

The governance structure ensures gender representation, with one female member (Nicoletta Massucci) out of three total members.

The company has established internal control structures to ensure legality and proper management:

- Single Statutory Auditor: Dr. Enzo Gasparroni, appointed on 29 June 2023 for a term of three financial years..
- **Organizational Model 231:** The company has adopted the organization, management and control model pursuant to Legislative Decree 231/2001, approved by the Board of Directors on 9 December 2021.
- **Supervisory Body (OdV):** At the same time as the adoption of the Model 231, a sole-member Supervisory Body was appointed.
- **Legality Rating:** The company holds a legality rating of two stars, awarded by the Italian Competition Authority (AGCM) on 25 March 2025.
- **Code of Ethics:** identifies a core set of values serving as a constant reference for the daily conduct of all employees in the management of business and their activities.

B11 CONVICTIONS

- The company recorded no convictions and/or fines for active or passive corruption during the reporting period.

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WHISTLEBLOWING REPORTING SYSTEM

Fashion Tex Srl has adopted a reporting system compliant with Legislative Decree 24/2023, designed to enable the reporting of unlawful conduct, regulatory violations or conduct inconsistent with company principles.

The system allows reports concerning administrative, accounting, civil and criminal offences, violations of the

Organizational Model 231, the Code of Ethics and other national and European provisions concerning environmental protection, health and safety, consumer protection, privacy and data security.

Particular attention is paid to **preventing and combating corruption, fraud, corporate crimes and conduct contrary to the principles of fairness and transparency.**

Reports can be submitted through a dedicated IT platform that ensures the confidentiality of the whistleblowers identity through encryption systems. It is also possible to submit reports anonymously and through alternative channels provided for by law.

The management of reports is entrusted to the Supervisory Body (OdV), which operates autonomously and independently.

The company guarantees protection for whistleblowers and prohibits any form of retaliation, discrimination or penalization against anyone who makes a report in good faith.

Nei casi previsti dalla legge, è inoltre possibile ricorrere al canale esterno gestito dall'Autorità Nazionale Anticorruzione (ANAC).

ECONOMIC PERFORMANCE AND CERTIFICATIONS

Indicator	2024	2025
Turnover	**9.309.068 EUR**	**6.824.703 EUR**
Total Assets	**8.822.637 EUR**	**8.993.648 EUR**

The trend in turnover shows a contraction in 2025. This trend confirms the progressive reduction in volumes compared with the historical peaks of the previous two-year period, reflecting a phase of significant transition and a decidedly more challenging market context.

MANAGEMENT SYSTEMS AND CERTIFICATIONS

Fashion Tex Srl adopts management systems certified by third parties to support the quality, safety of its processes.

In particular, the company holds:

- **UNI EN ISO 9001:2015** certification for its Quality Management System, issued by SGS Italia since 2008;
- **UNI ISO 45001:2018** certification for its Occupational Health and Safety Management System, issued by SGS Italia since 2022;;
- **FSC Chain of Custody** certification, obtained in 2020, guaranteeing the traceability and the use of raw materials from certified supply chains.



FASHION
TEX

SUSTAINABILITY ECO CONCIOUS

03

ENVIRONMENTAL INDICATORS

B3 ENERGY AND EMISSIONS

ENERGY CONSUMPTION:
440,093 MWh

of which	Renewable	Non-renewable
Electricity (from utility bill)	**9,579 MWh**	**255,06 MWh**
Internal Self-Generation	**114,6 MWh**	

NATURAL GAS CONSUMPTION:
12.794 SMC

FUEL CONSUMPTION:

of which	Litres
Diesel	**11.067**
Petrol	**5.853**

SCOPE 1	SCOPE 2	SCOPE 1 + 2
67,87 Tonnes CO_2 equivalent	**167.21** Tonnes CO_2 equivalent	**235,08** Tonnes CO_2 equivalent

For 2025, Fashiontex Srl joined a **CO_2 emissions offsetting project** in collaboration with LifeGate SPA.

The offset amounted to 222,191 kg of CO_2 through the purchase of certified carbon credits relating to an international solar energy generation project in India (“Renewable Solar Power Project by Renew Solar Power Private Limited”), certified according to the VCS (Verified Carbon Standard).

Lifegate SPA

LIFEGATE

INSURANCE COVER FOR PHYSICAL RISK

Fashion Tex Srl has taken out an **“All Risk” insurance policy with Zurich** (Policy no. RA168638), aimed at protecting company assets and ensuring business continuity in the event of damaging events of a climatic, accidental or socio-political nature.

The insurance coverage includes the main physical risks associated with climate change and natural events, including extreme weather events, earthquakes, floods, inundations, hail, frost and damage caused by excessive snow loads.

The policy also covers additional operational and property risks, including fire, water damage, failures of electrical and electronic systems, collapse or structural failure, as well as damage arising from socio-political events, vandalism and terrorism.

Through these protection instruments, the company manages the main physical risks that could compromise people's safety, the integrity of company assets and the continuity of production activities.

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SOIL, WATER AND THE CIRCULAR ECONOMY



B4 LAND USE AND BIODIVERSITY

The company carries out its activities on a total area of 6,728 m², including the headquarters, warehouses and parking areas, entirely classified as impermeable surface (sealed area).

The company sites are not located near protected areas or areas that are particularly sensitive from a biodiversity perspective. During the reporting period, there were no natural areas or nature enhancement initiatives, either within the company sites (in-site) or outside them (off-site).

USE OF RESOURCES AND CIRCULAR ECONOMY (B7) :

Waste	2025
Hazardous Waste	**350.00 kg**
Non-hazardous Waste	**28380.00 kg**

B6 WATER

The company's activities do not include production processes characterized by significant use of water resources.

During 2025, total water consumption amounted to 1,320 m³, entirely supplied through the public water network. There are no autonomous water abstraction systems nor any use of water from sources other than the public water supply.

04

SOCIAL INDICATORS

B8 WORKFORCE

TOTAL EMPLOYEES: 57

of which in	2025
Women	**24**
Men	**33**

TURNOVER 13%

NUMBER OF EMPLOYEES BELONGING TO "PROTECTED CATEGORIES" UNDER LAW 68/1999	**3**

B9 HEALTH AND SAFETY

Indicator	Value
Number of recordable work-related injuries during the reporting period	**1**
Hours worked by a full-time employee during the reporting period	**1528**
Total number of hours worked in a year by all employees during the reporting period	**87116**

B10 – TRAINING

Indicator	Value
Annual number of training hours per female employee during the reporting period	**381**
Annual number of training hours per male employee during the reporting period	**421**

FREEDOM OF ASSOCIATION AND WORKER REPRESENTATION

Fashion Tex Srl recognizes and protects freedom of trade union association and workers' right to representation, considering them important elements for dialogue and shared growth within the organization.

As of the reference date of this report, one employee is a member of a trade union organization, affiliated with CISL Abruzzo Molise.

The role of Unit Trade Union Representative (RSU) is held by Mr. **Maurizio Nepa**, who works in the Design and Development area. Drawing on his well-established sector experience and his knowledge of business processes—also developed within the Weaving area—he acts as the point of contact for employee representation.

INITIATIVES WITH IMPACT ON COMMUNITIES AND LOCAL AREAS

I BAMBINI DELLE FATE
per l'inclusione sociale

Fashion Tex Srl supports social inclusion initiatives aimed at people with disabilities and their families, contributing to projects that generate value for the local area and community.

In particular, the company supports the **"Casa Michele per Tutti"** project, promoted by the social enterprise Michele per tutti in the province of Ascoli Piceno and supported through the "I Bambini delle Fate" network.

The initiative is aimed at providing financial support and continuity to educational, care and social inclusion pathways for young people with autism and other forms of disability, as well as for their families.

05

ESG PERFORMANCE IMPROVEMENT OBJECTIVES

Area	Actions	Timeframe
Certifications (E, S, G)	ISO 14001 (Environmental management)	**2026–2028**
Stakeholders and Local Community	Strengthen regular consultations with key stakeholders.	**2026-2028**
Governance	Strengthen Governance and Ethics safeguards in the supply chain. Supplier Code of Conduct	**2026-2028**
Energy and Emissions	Limit the share of energy consumed that comes from fossil fuel sources.	**2026-2028**
Waste	Activate second-life projects along the supply chain for unsold products and production waste.	**2026-2028**

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ESG PERFORMANCE IMPROVEMENT OBJECTIVES

Area	Actions	Timeframe
Circular Economy	Recycled (and/or recovered and/or byproduct) content present in finished/semi-finished products and their packaging.	**2026–2028**
Human Resources	Participation in work-study programs or promotion apprenticeship activities.	**2026-2028**
Human Resources	Establish an internal team responsible for overseeing sustainability issues.	**2026-2028**

ESG REPORT

NOTES

This Sustainability Report was prepared with the support of the consulting company Profili Aziendali Srl.

The document was prepared through an internal process of collecting and validating company data, coordinated by Dr. Moscardelli, who supervised the activities of information collection, data analysis and content review.

This brochure constitutes the descriptive component of the Sustainability Report prepared according to the VSME standard. The complete version of the document, prepared in the digital XBRL format required by the standard and compliant with the official template published by EFRAG, is available through the relevant technical documentation filed within the Management Report.

2025

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