

SUSTENABILITY REPORT

2024



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LETTER TO STAKEHOLDERS

DEAR STAKEHOLDERS

Bottonificio La Perla has been an integral part of the fashion industry for over 70 years. Today, as then, we are proud to promote and share with you our history and the values that have allowed us to become part of the world of the most prestigious luxury brands, both in Italy and internationally.

Founded in 1955 as a family-run business, La Perla was born in a context of manufacturing excellence, linked to the production of high-quality trench coats and clothing. Initially, we offered a limited selection of models, but we produced thousands of buttons for a rapidly expanding market.

Over the years, accompanying the evolution of our territory and the fashion industry, we have been able to interpret the signs of change, facing market challenges with determination and making choices guided by tradition, but above all by technological innovation.

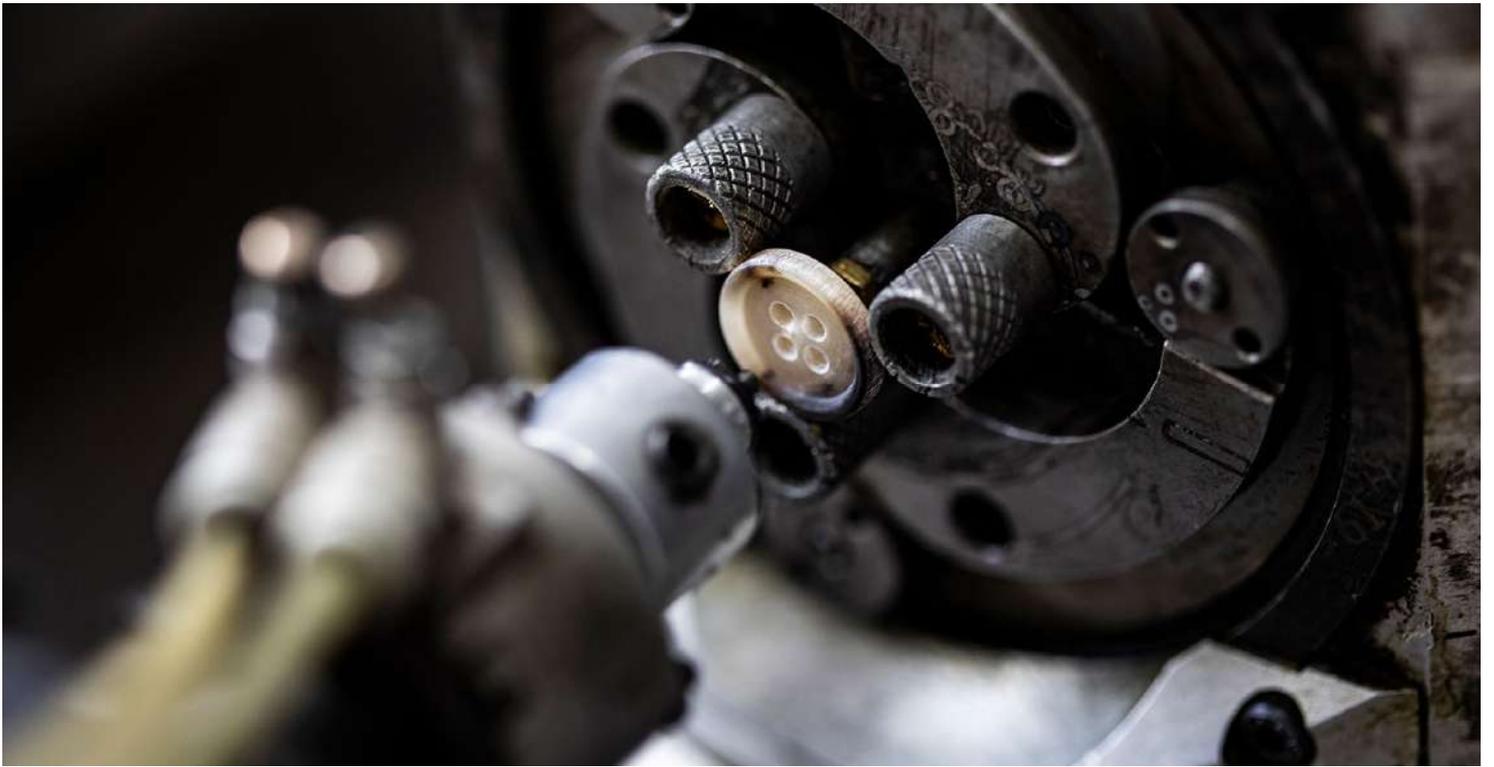
Our growth has been made possible thanks to the experience and dedication of our staff, the excellence of **Made in Italy**, in which we have always believed, and the values that still guide us today and that we are proud to pass on and share with our partners.

One of these core values is **sustainability**, an issue that has become increasingly central and essential in recent years. Our goal is to build an increasingly sustainable business model, convinced that economic development cannot exist without a concrete contribution to environmental and social well-being.

That is why we have chosen to draft this document, with the aim of presenting our commitment to a more responsible future. We have undertaken various initiatives to reduce our environmental impact, promote social inclusion, and ensure maximum transparency in our activities.

We invite you to read the document to learn about our progress and to work with us in building a better future.

Lisa Ragionieri, Bottonificio La Perla Srl



THE COMPANY AND ITS HISTORY

Origins and evolution

Since 1955, Bottonificio La Perla's buttons and accessories have combined more than half a century of tradition and experience with cutting-edge technology, capable of responding to the most unique requests.

Until the late 1980s, even the most prestigious brands did not have many alternatives when it came to choosing accessories and had to rely on local wholesalers for their collections.

It was during this period that the forward-thinking vision of reorganizing part of the production of customized developments began, giving designers of various brands the alternative of either settling for "choosing" a button or accessory from those available, or being able to create a specific model based on both functional and aesthetic needs that best matched their collection.

Since it began operating on the market, Bottonificio La Perla has evolved without changing its basic family-run structure, which has always been its hallmark. A radical managerial change took place at the beginning of 1991 when, after the retirement of three of the five founders due to well-deserved seniority, the daughters of the remaining partners, Ragionieri and Volpi, took over: a very timely change that is yielding excellent results, given the continuously growing relationships with the rest of Europe and the world.

Mission and values

The philosophy that guides Bottonificio La Perla has always been to believe that Made in Italy products must remain synonymous with excellence. For this reason, from the very beginning, the company's efforts have focused on achieving the highest quality standards. The company recognizes the centrality of human resources and believes that an essential factor for success and development is the professional contribution of the people who work there. At the same time, the company places dialogue, the exchange of information at all levels, the professional development and updating of its employees, and the establishment of a corporate identity and a sense of belonging at the center of its daily work. Bottonificio La Perla's goal is therefore to pursue excellence in the market in which it operates through sustainable development, safeguarding the environment and the safety of the people involved through consistent behavior that respects social ethics, achieving satisfaction and ensuring added value for employees, customers, and the community in general.

The governance model

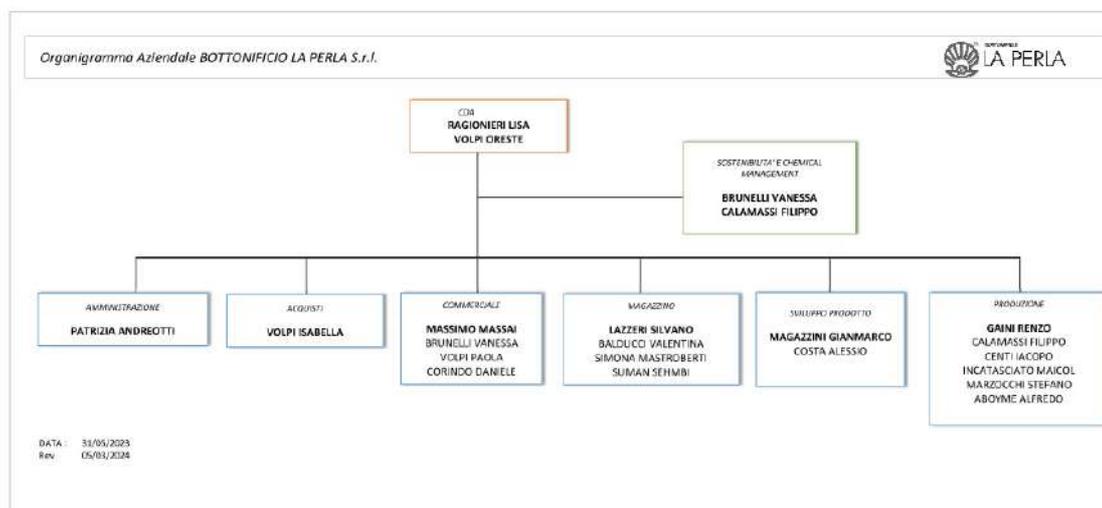


Image 1 – Company organization chart

The company is headed by a legal representative, namely the Chairman of the Board of Directors and the Vice Chairman of the Board of Directors, who have signing powers and represent the company in both ordinary and extraordinary administrative matters, as well as in the management of all other areas except for relations with personnel, which are managed solely by the Chairman. However, the two members of the Board of Directors have joint signing authority but must be authorized in advance in writing by the shareholders' meeting.

The coordination of sustainability initiatives is entrusted to the Sustainability Team, which consists of two formally appointed figures, the Chemical Manager and the Sustainability Manager, who liaise periodically in order to make decisions relating to sustainability in a shared manner and in accordance with company values.

Turnover and investments

In 2024, the company achieved a turnover of €2,965,187.21, compared to €3,310,017.69 in 2023. The domestic market accounts for 59.83% of total turnover.

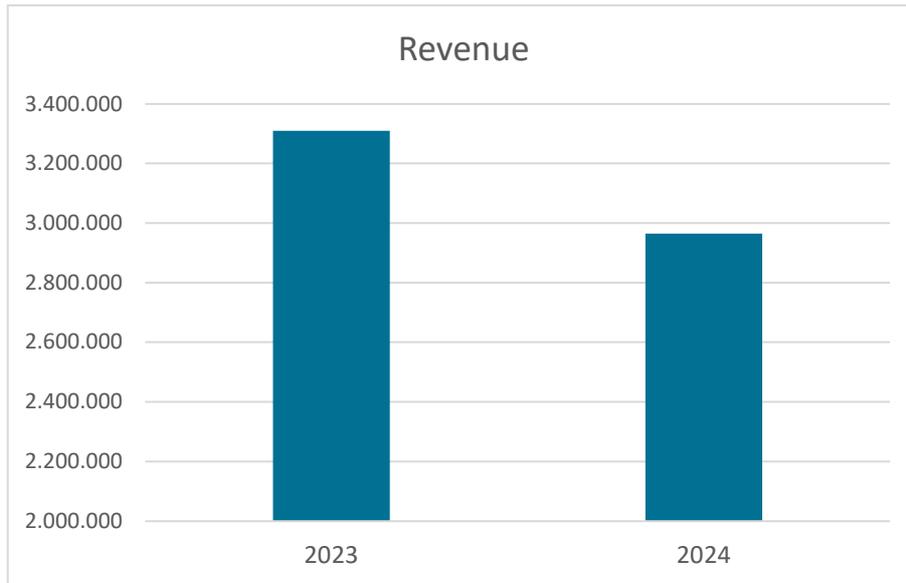


Chart 1 – Company turnover in 2023 and 2024

The year 2024 saw a 10.4% decrease in turnover. The slight decline was attributable to the contraction that affected the clothing sector in the reference year. Although many companies in the sector were forced to resort to layoffs or other financial support measures, for La Perla the impact was limited to a modest decline in turnover and a total production of 3,776,420 pieces. The company, therefore, never interrupted its activities or took drastic measures in terms of employment.

During the reporting year, several investments were made in plant and infrastructure. In particular, the heating system in the warehouse area was replaced: the old obsolete system was replaced with a heat pump with greater energy and thermal efficiency.

An old oven used for drying particular types of buttons, such as corozo and galalite, extremely porous materials that require the removal of residual moisture after dyeing, was also replaced. To this end, a new dedicated room equipped with a dryer was built, allowing for significant energy savings while offering a more efficient and sustainable alternative to the old oven.

With regard to the management of chemicals, special safety containers have been purchased, including containment tanks and spill-proof cabinets, and a specific area has been set up for the safe storage of these substances.

For international shipments to all countries with which it has commercial relations, Bottonificio La Perla has joined DHL's GoGreen Plus program, which involves the use of sustainable aviation fuel (SAF), certified and supplied by DHL Global Forwarding.

Thanks to this program, it is possible to reduce Tank-to-Wheel carbon emissions by up to 100% and Well-to-Wheel emissions by up to 80%, making a concrete contribution to reducing the environmental impact of air transport.

To give a concrete example: for a 1 kg shipment—one of our most frequent cases—from our Florence office to Paris, one of our main destinations, we achieve an average saving of 1.34 kg of CO₂ equivalent (WtW).

As confirmation of our participation and the environmental contribution generated, the company regularly receives an official certificate attesting to the results achieved under the GoGreen Plus program.

The sustainability of Bottonificio La Perla

Bottonificio La Perla's commitment to the Earth is aimed at safeguarding its abundance and beauty for present and future generations, with the goal of passing on the values and traditions that support the long-term development of human and environmental communities.

Bottonificio La Perla is committed at every stage of its activities to applying a preventive approach to the environment and its biodiversity, promoting initiatives for greater environmental responsibility, developing the use of environmentally friendly means and technologies, and exploiting energy from renewable sources.



VALUES, STRATEGIES, AND POLICIES

Button production is carried out through a supply chain from which Bottonificio La Perla sources materials that are selected based on sustainability criteria that allow for high-quality products to be obtained with great attention to both environmental and social attributes.

All suppliers have been mapped, and the company's Code of Ethics has been sent to the 118 suppliers of raw materials and semi-finished products and the 95 processing suppliers surveyed in 2024.

Excluding galvanic processing, which was not included in the supply chain mapping work of the 4s Chem project, the associated environmental and social risks were assessed to ensure customers that the sustainability commitments made internally by the company are also monitored externally, involving and training a continuously growing supply chain.

Growth and sustainability are what La Perla wants to stand out for, basing its strategy on the belief that ethics and profit cannot be at odds with each other, as long-term economic development cannot exist in isolation from social and environmental development.

Taking inspiration from and aligning itself with the Sustainable Development Goals, La Perla is committed to contributing to positive

change on a global level, assuming clear environmental and social responsibility.

Charter of Values

Below is La Perla's Charter of Values, adopted in 2020, as a concrete expression of its Sustainability Policy and the projects currently being implemented and reported on an ongoing basis.

Bottonificio La Perla S.r.l., aware of the importance of its commitments to the market and to current regulations, in order to share and communicate its values and principles of sustainability, has adhered to the Commitment 4sustainability® and drawn up this "Charter of Supply Chain Sustainability Values" (hereinafter referred to as the Charter of Values) intended for all its partners.

By signing the Commitment 4sustainability®, Bottonificio La Perla S.r.l. undertakes to:

- always put the founding values of 4sustainability® first: ethics, legality, transparency, anti-corruption, respect for the environment, people, and human rights;*
- involve its value chain in the implementation of current and future initiatives;*
- communicate and report on its initiatives in a correct, complete, and transparent manner;*
- promote awareness and training on the topic of sustainability among its employees and, as far as possible, among its suppliers and the local communities in which it operates;*
- use the 4sustainability® mark in accordance with the general conditions and guidelines for use received.*

For Bottonificio La Perla S.r.l., it is essential that all the different entities (direct suppliers, distributors, subcontractors, etc.) with which it collaborates directly and indirectly for the production of its articles share the same principles and practices to ensure sustainable production and pursue valuable collaboration—beyond mere compliance with national and international regulations—in the areas of workers' rights, the environment, health, and safety.

This document describes the fundamental values that Bottonificio La Perla S.r.l. has decided to implement in its sustainability strategy and which it requires its partners and suppliers to adopt and uphold in order to achieve the common goal of sustainable production. For this reason, we require that the document be signed by the Supplier as formal proof of its commitment to operate in accordance with the requirements described therein, in the form in which they are applicable to its business context.

The Charter of Values continues with a description of all the Values that we constantly uphold. These Values, the result of the materiality analysis carried out, can be summarized in the fundamental projects relating to supply chain traceability (TRACE), sustainable materials (MATERIALS),

reduction of environmental impact (PLANET), initiatives to reduce hazardous substances (CHEM), and other initiatives described later in this Sustainability Report.

Bottonificio La Perla has signed up to the 4sustainability commitment (<https://www.4sustainability.it/>), an innovative implementation framework and registered trademark that guarantees the sustainability performance of the fashion and luxury supply chain. The release and maintenance of the trademark are subject to the implementation of one or more of the six initiatives in the 4sustainability roadmap, as well as compliance with strict requirements that are constantly monitored. These initiatives coincide with the priorities identified by the Global Fashion Agenda and are based on and aimed at one or more of the United Nations Sustainable Development Goals.

The 4S® Protocol provides for a level of implementation (Ongoing, Basic, Advanced, Excellence) verified annually through a quantitative and qualitative assessment tool that verifies the requirements.

La Perla has implemented the CHEM (Basic) and PLANET (Basic) pillars, the main objectives of which are highlighted below.



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

The **4s Planet** protocol involves building a system for assessing the environmental aspects generated by the company's activities, measuring their impact, and defining a path for improvement.

Environmental responsibility

Bottonificio La Perla aims to reduce the environmental impact of its activities by adopting an approach focused on monitoring and continuously improving performance, starting with compliance with current regulations and paying constant attention to innovation and research and development.

In particular, with a view to reducing its environmental impact, Bottonificio La Perla aims to constantly reduce the release of pollutants into its production processes, and therefore into the environment, and to ensure compliance with increasingly restrictive limits on the presence of

chemicals that are hazardous to humans and the environment in the products delivered to customers.

Fully aware that the implementation of sustainability objectives is only possible through collaboration, we are constantly seeking partnerships with companies that share the same values of care for the environment and people, as well as a focus on innovation.

Bottonificio La Perla has therefore defined the following macro-objectives for reducing its environmental impact:

- implement a chemical risk management system aimed at reducing the environmental impact of the use of chemicals that are harmful to humans and the environment in production processes and throughout the production chain, in line with the state of the art in technical knowledge in this field, through the implementation of the ZDHC MRSL;
- ensure constant monitoring and improvement of the quality of wastewater directly and indirectly linked to our production;
- inform and train employees on the company's sustainability activities through regular meetings and gatherings, in order to stimulate research and innovation;
- pursue legislative compliance by constantly seeking out partners and suppliers who share the same values and strategic objectives and are capable of responding to the increasingly challenging demands of the market;
- adopting cutting-edge management techniques and tools aimed at continuously improving performance in the field of sustainability;
- periodically sharing the results achieved and the new improvement objectives defined with stakeholders;
- manage waste from the production process correctly and responsibly;
- give priority to partners in the district, with the aim of minimizing the environmental impact of moving materials throughout the production cycle;
- where possible, favor raw materials with a lower environmental and social impact, such as recycled or regenerated raw materials that are certified, tracked, traceable, organic, and/or linked to sustainable initiatives;
- consider the environmental impact of our activities right from the design stage of the collection with a view to sustainable/circular design;
- research and favor solutions aimed at reducing waste production and/or increasing reuse and recycling practices.

In light of the above objectives, the Company has decided to focus its efforts on addressing the issue of assessing and managing the risks arising from the use of chemicals in a systematic manner, and for this reason has adopted the CHEM 4sustainability® Protocol, which implements with a structured method, the ZDHC MRSL (www.roadmaptozero.com) and the PLANET 4sustainability® Protocol, aimed at reducing organizational emissions.

's social responsibility

In the ethical and social sphere, Bottonificio la Perla is committed to respecting workers' rights in accordance with the Universal Declaration of Human Rights and the main conventions of the International Labor Organization (ILO), national legislation, and the conditions set out in national collective bargaining agreements on:

- Freedom of association and the right to collective bargaining;
- Child labor;
- Minor labor;
- Forced labor;
- Health and safety;
- Prevention of all forms of discrimination and abuse;
- Regularity and transparency in employment contracts, recording of working hours, payment of wages due.

The company also undertakes to favor collaborative relationships with partners who pursue the same social objectives in compliance with applicable regulations and to verify, where possible, the correct application of these within partner companies.

The company therefore takes steps to disseminate all the contents of this policy within its organization, so that it is known and pursued at all levels. At the same time, all the tools have been put in place to disseminate these objectives to external parties with whom the company comes into contact. These are mainly customers and suppliers, as they are directly linked to the manufacturing cycle, but also relevant associations, communities, and public institutions, in order to raise awareness of sustainability issues.



MATERIALITY PROCESS

Starting from an analysis of the specific sector, sustainability trends relating to the field in which La Perla operates, the type of company, and a comparison with other similar companies, the relevant issues were defined and then used for discussion with stakeholders and for materiality assessment.



ENVIRONMENTAL

- Polluting emissions and impacts on climate change
- Energy efficiency and renewable energy
- Circular economy and good waste management practices
- Chemical management
- Water resource management
- Biodiversity protection
- Use of Sustainable Materials



SOCIAL

- Responsible supply chain management
- Diversity and Inclusion
- Support and Development of the Local Community
- Protection of Employee Health and Safety
- Professional Growth and Development
- Human capital well-being and employee support



GOVERNANCE

- Ethics, compliance, and business integrity
- Value Creation and Distribution
- Product Quality, Safety, and Innovation
- Supply Chain Traceability

Stakeholders

An initial analysis of the actors that influence the company's activities and over which La Perla has influence has identified and mapped the categories of stakeholders shown in the diagram below.



Image 2 – Potential stakeholders to be involved

As this is the company's first year of reporting, following internal mapping, the main stakeholders were also directly involved in determining the material issues for Bottonificio La Perla.

This involvement saw the submission of the issues previously analyzed by a company representative, so as to gather the views of the identified stakeholders – employees, suppliers, customers, the local community, and agents. This led to a partial integration of the previously identified issues with the addition of new material topics.

Below is the overall outcome of the materiality analysis following the integration of the stakeholders' views with what the company had already assessed as relevant.



Image 3 – Issues identified as relevant for Bottonificio La Perla

These issues are considered by the company to be the primary areas of focus; this does not exclude the possibility that, over time, these issues may be further expanded or modified due to market or business needs.

THE 2030 AGENDA: BOTTONIFICIO LA PERLA'S GOALS FOR A SUSTAINABLE WORLD

The 2030 Agenda for Sustainable Development is an action program for people and the planet signed in September 2015 by the governments of the 193 UN member countries. The Agenda sets out 17 Sustainable Development Goals (SDGs) and 169 related targets within a major action program that is guiding the world on the path forward. Everyone, including individual citizens and public, private, and non-profit organizations, is called upon to contribute to the achievement of these development goals.

In order to meet sustainable development requirements and given the importance of the 17 Sustainable Development Goals defined in the United Nations 2030 Agenda, it was decided to link each material topic, and therefore the related chapters, to the relevant Sustainable Development Goals, so as to highlight the contribution that will be sought and understood as a starting point for continuous improvement.



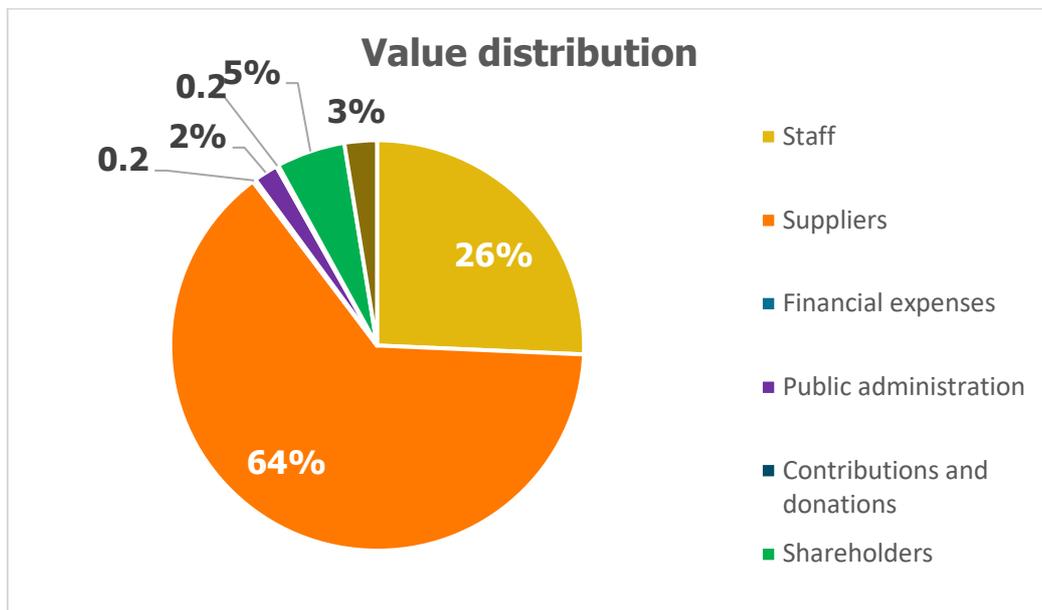
CREATION AND DISTRIBUTION OF VALUE

The creation of value by the company expresses our ability to create and distribute the economic results obtained for the benefit of all our stakeholders. This section details how this value is distributed to the various categories, representing a point of contact between the Statutory Financial Statements and the Sustainability Report.

The data is representative of Bottonificio La Perla and expresses the importance of how the value generated through the sale of manufactured products is then distributed, with particular attention to key stakeholders in the business, employees, and suppliers.

During 2024, the economic value generated by Bottonificio La Perla amounted to €2,965,187.21.

For La Perla, the two main stakeholders in terms of value collection are, first and foremost, **suppliers**, who receive almost two-thirds of the value generated by the company (**64%**), followed by **employees**, who collect **26%** of the distributed value, and, with a significantly lower value collection, shareholders, with 5%, and the Public Administration, with 2%. The **value retained** by the company, given by the difference between the value generated and the value distributed, is equal to **3%** of the value generated by Bottonificio La Perla in 2024.



Graph 2 – Percentage distribution of shared value



RESPONSIBLE PRODUCTION

Bottonificio La Perla is firmly committed to avoiding any disciplinary practices that do not comply with current regulations throughout its supply chain. This commitment reflects the company's desire to promote ethical and responsible behavior at every stage of the production process.

In support of this vision, the company requires its suppliers to sign a Code of Ethics, which sets out the fundamental principles to be followed: Ethics, Legality, Transparency, Anti-Corruption, Respect for the Environment, Protection of Human Rights and People. The code also includes adherence to the 4sustainability® framework, particularly in the areas of CHEM (chemical management) and PLANET (environmental impact), and defines standards of conduct relating to privacy, professional relationships, and the use of company assets, promoting a respectful and shared approach both within and outside the organization.

Bottonificio La Perla relies on trusted and carefully selected partners for the supply of raw materials, with whom it has had established relationships for decades. For new suppliers, the company adopts a rigorous selection process based on respect and shared values, as well as a commitment to sustainability.

Most of the materials used and marketed are raw materials of natural origin.

Upon arrival, the raw material is carefully selected and counted according to the order to be produced. The raw washer is then cut and milled: this

operation can be performed manually, in the case of special processes, or automatically using special machinery, previously set according to the button model to be produced.

Next, the buttons are drilled and rough-cut. They are then washed and treated with specific substances to remove the rough patina from the processed material.

After this stage, the buttons can be polished or sent to the warehouse, where they are sorted and sent for further processing such as laser engraving or dyeing. Once these stages are complete, the final finishing touches are applied, which may include polishing or painting.

Finally, the buttons undergo a meticulous sorting process: non-compliant or damaged buttons are discarded, while the remaining ones are prepared and packaged in the warehouse for shipment to customers.

MATERIAL SELECTION

Quality, safety, and customer satisfaction are key principles for Bottonificio La Perla. Each process is carefully monitored and supervised to ensure the production of high-quality products, a crucial element that is an essential prerequisite for sustainable growth. Our production has always focused on quality and customer service. In recent years, strategic reflection has led us to define product requirements and characteristics that allow customers to understand our organization's commitment to reducing its environmental impact.



PRODUCT QUALITY, SAFETY, AND INNOVATION

In order to guarantee excellent product quality, Bottonificio La Perla selects suppliers who can guarantee products, processes, and services with the utmost professionalism. In addition, the company constantly monitors technological advances in the processes that can be carried out, as well as the availability of higher-performance materials or those with a lower environmental impact.

In order to guarantee the quality of the products supplied as much as possible, Bottonificio La Perla provides, upon request, certifications regarding the origin of the goods and all the details certifying that the products are exclusively manufactured in our factory. In addition to this, we also provide a list of quality tests carried out on the product that certify the absence of chemicals or heavy metals in the material or finished product, as well as other tests relating to wash resistance.

Cases of non-compliance are limited exclusively to the product and do not affect the health and safety of employees and end users, which is carefully monitored during all stages of production, as well as compliance with mandatory regulations. Cases of non-compliance are limited to defects due to internal or external processing relating to coloring, both after dyeing and after electroplating, and, to a lesser extent, to minor errors in the selection or counting of items sent to the customer.

Total customer returns in 2024 represented only 0.54% of total sales volume.

	2023	2024
Non-conformities	N	N
Customers	10	13
Suppliers	12	8

Table 1 – Number of non-compliances in 2023 and 2024

USE OF SUSTAINABLE MATERIALS

The main raw materials used by the company are mainly horn, bone, corozo, mother-of-pearl, and galalite, for which there are currently no specific certifications attesting to their origin or reduced environmental and/or social impact.

Despite this, the materials used are largely derived from the waste products of other processes. Specifically:

- horn is taken from farmed buffalo destined for slaughter, from which the horns are taken and reused;
- galalite is a derivative of milk waste, being a derivative of casein;

- corozo is the seed of a nut from a specific type of palm tree in Ecuador which, after the nut has been harvested, is thrown away;
- natural mother-of-pearl does not affect the ecosystem because the company only purchases shells from farms;
- resins are supplied by various companies, and the company mainly uses certified polyester as a resin with 67% bio-resin content and 41% of CO2 emissions from renewable sources (whose carbon cycle is shorter – biomass and biofuels).



MEBA Formulation:

% Biobased content 67.0%

% Biobased Carbon as ASTM D6866 41.0%

Finally, it should be noted that of the 11,068 kg of raw materials and semi-finished products purchased, 5% (568 kg) are materials with some sustainability characteristics.

GOOD CHEMISTRY

CHEMICAL MANAGEMENT

Due to the type of production process it uses, Bottonificio La Perla does not make significant use of chemicals; in fact, the use of chemicals is limited to the dyeing, roughing, washing, and finishing stages of button production. Nevertheless, as part of its sustainability policy, it has deemed it important to work on reducing the impact of the use of harmful chemicals by asking its suppliers to adopt the ZDHC methodology and, starting in 2023, by adopting the MRSL ZDHC protocol as an internal production standard.

In doing so, Bottonificio La Perla has committed itself to eliminating substances that are hazardous to humans and the environment from all production processes in its supply chain, through the adoption of the standards, guidelines, and platforms of the ZDHC (Zero Discharge of Hazardous Chemicals) Roadmap to Zero Program.



Following the adoption of this protocol, a designated person was identified, who attended and completed the ZDHC CMS Framework for Suppliers training course and obtained certification. This person was then appointed Chemical Manager and will coordinate the activities planned for next year.

The goal is to move towards continuous and structured measurement of the results achieved by the supply chain in order to define future objectives with a view to continuous improvement.

In this measurement process, the ZDHC MRSL represents the benchmark against which the chemical industry, and therefore the processes involved in the fashion sector, are required to comply. The ultimate goal remains to gradually eliminate all substances listed in the MRSL from the production processes related to the products processed for us.



Bottonificio La Perla is committed to reducing and progressively eliminating toxic substances from the production chain through the adoption of **the 4sustainability® Chemical Management**

Protocol (4s CHEM) and the implementation of the **ZDHC MRSL (Manufacturing Restricted Substances List)**, as well as Addendum v.3.1 due to the request of some brands.

Products	2023	2024
	Kg	Kg
Auxiliary chemicals	6,859.58	6,753.74
Dyes	135	70

Table 2 – Chemicals used in 2023 and 2024

At the same time, in order to verify the compliance of incoming raw materials and to monitor (due diligence) the production process, the company has adopted the **PRSL 4sustainability (Product Restricted Substances List)**, which is applied as a reference standard in relation to the definition of a monitoring system for the verification of any chemical contamination present in incoming materials and/or throughout the production cycle. This PRSL is reviewed annually to ensure that it is constantly aligned with the requirements of the reference market (Fashion).

In order to ensure process compliance, La Perla requires its suppliers, in accordance with the **4sustainability® CHEM Protocol**, to:

1. **indicate which products are registered in the ZDHC Gateway and with which LEVEL in relation to the ZDHC MRSL v.3.1**, sharing the relevant ChemCheck;
2. if there is no Level in ZDHC Gateway, **send the relevant ZDHC-recognized certifications for each product** (such as GOTS, Bluesign, Eco Passport by Oeko-Tex, BLC Chem Map, etc.) **or, as a last resort, a self-declaration of compliance with the ZDHC MRSL v.3.1**. The self-declaration must be drawn up in accordance with ISO 17050 and must clearly state the trade name of all products for which the declaration is valid, as well as specifying the source of the information;
3. in the absence of product certifications, **communicate whether qualification in ZDHC Gateway and/or obtaining ZDHC-recognized certifications are among the objectives and, if so, what the expected implementation times are;**
4. **Commit to ensuring ongoing compliance with the requirements of the REACH regulation and related updates** (Candidate List, Annex XIV, Annex XVII) and send **updated Safety Data Sheets (SDS)** for products following each review.
5. **register for FREE with the ZDHC Academy** (<https://academy.roadmaptozero.com/>): this includes the calendar of courses available in Italy on Chemical Management, which the supplier is encouraged to attend, the calendar of online training courses, and any E-Learning courses that may be available;
6. **concentrate supplies**, even with reference to different orders, **into as few batches as possible**, in order to optimize the management of mutual production monitoring systems,

and **always indicate the batch number of the chemical product** in the accompanying documents.

With this declaration, the company asks its suppliers to undertake to ensure that all services performed for the work assigned to us comply with the requirements imposed by the REACH regulation and related updates (Candidate List, Annex XIV, Annex XVII) and that they are carried out in companies operating in full compliance with applicable environmental, health, and safety regulations.

To verify the declarations of its suppliers, Bottonificio La Perla avails itself of the possibility of carrying out a series of tests on the products supplied at accredited external laboratories.

ENVIRONMENTAL IMPACT

Environmental protection is a fundamental pillar for Bottonificio La Perla. Respect for and protection of the ecosystem, together with a commitment to reducing the environmental impact of its activities, are key principles that guide every operational phase of the company. We are convinced that these values are essential to ensure the continuity, growth, and sustainable development of our production. This section provides information on relevant environmental aspects and how the company manages their impact.

The main environmental impacts related to material issues occur mainly outside the direct organizational boundaries. Specifically, these include energy consumption, climate-changing emissions, waste and scrap production, and the environmental effects associated with the production and use of raw materials (already discussed in the previous chapter). These impacts derive from both the company's internal activities and those entrusted to external suppliers involved in the production cycle.



CIRCULAR ECONOMY

Bottonificio La Perla is constantly committed to identifying solutions aimed at reducing waste production and promoting waste recovery, favoring reuse over disposal.

Reducing waste at source, applying management practices that comply with current legislation and, above all, valorising waste with a view to the circular economy are fundamental pillars of the company's strategy.

Over time, the company has consolidated a strong focus on optimizing production processes, minimizing waste, and carefully monitoring non-compliance. La Perla is convinced that every meter or kilogram of discarded material represents an environmental and social impact that can be avoided through preventive and responsible actions.

The company carefully monitors the amount of waste produced each month through checks and electronic records, where trends are monitored compared to the previous year/period.

In production, waste is carefully managed by staff, with larger pieces of waste being set aside for reuse in the production of new accessories or as samples for new collections, thus reducing material waste.

Nevertheless, a study has been carried out on the systematic management and recovery of waste, but to date it has not been possible to find an effective and systematic way to recycle waste material, both plastic and natural, within the normal production cycle, as waste materials cannot be regenerated to the point where they can be effectively reused.

That said, in reality, the main waste in terms of volume produced by the company is the wastewater from the button washing and dyeing phase. This water cannot be treated internally due to the absence of an internal purification plant. Consequently, this waste is treated as refuse and is collected and managed by a specialized supplier.

The installation of a processing water purification plant is currently being evaluated.

Other waste generated consists of plastic and natural materials mixed with dust collected by the extraction system in the production department. This waste is stored in a drive-on container which is collected, emptied, and disposed of at a landfill site by a dedicated supplier.

3,696 kg NON-HAZARDOUS waste sent for RECYCLING in 2024

4,930 kg 2023 data

176,200 kg NON-HAZARDOUS waste sent for DISPOSAL in 2024

178,700 kg 2023 data

94 kg HAZARDOUS waste sent for RECYCLING in 2024

0 2023 data

0 kg HAZARDOUS waste sent for DISPOSAL in 2024

0 kg 2023 data

ENERGY EFFICIENCY AND RENEWABLE ENERGY

Bottonificio La Perla uses numerous and diverse energy sources. All of them are essential for carrying out the many activities within the organization, from electricity to the fuels used for production and for heating buildings.

The following table shows La Perla's energy consumption in GJ, with specific units of measurement, broken down by type of source used.

	2023	2024	
	GJ	GJ	% of total
Natural gas	127	135	20.5
Company fleet consumption (diesel)	35	33	5.0
Company fleet consumption (gasoline)	2	1	0.2
<i>Purchased electricity</i>	512	489	
<i>Electricity purchased with guarantees of origin</i>	512	489	
Total electricity consumed	512	489	74.4%
Total energy consumption	676	657	100.0
<i>Of which renewable energy</i>	512	489	74.4

Table 3 – Company energy consumption in 2023 and 2024

For Bottonificio La Perla, the energy consumed is mainly used for production activities and air conditioning. It is purchased entirely through guarantees of origin, which ensure that it comes from 100% renewable sources.

135,764 kWh	Electricity consumed in 2024
142,247	2023 data

ATMOSPHERIC EMISSIONS AND CLIMATE CHANGE

Bottonificio La Perla has not yet developed a plan for monitoring carbon dioxide emissions, and those reported in this year's Sustainability Report will be the first calculated on the basis of its direct consumption.

For the years 2024 and 2023, the greenhouse gas emission values expressed in kg of CO₂ eq are reported below for Scopes 1, 2, and 3 according to the Greenhouse Gas Protocol.

Direct emissions type 1

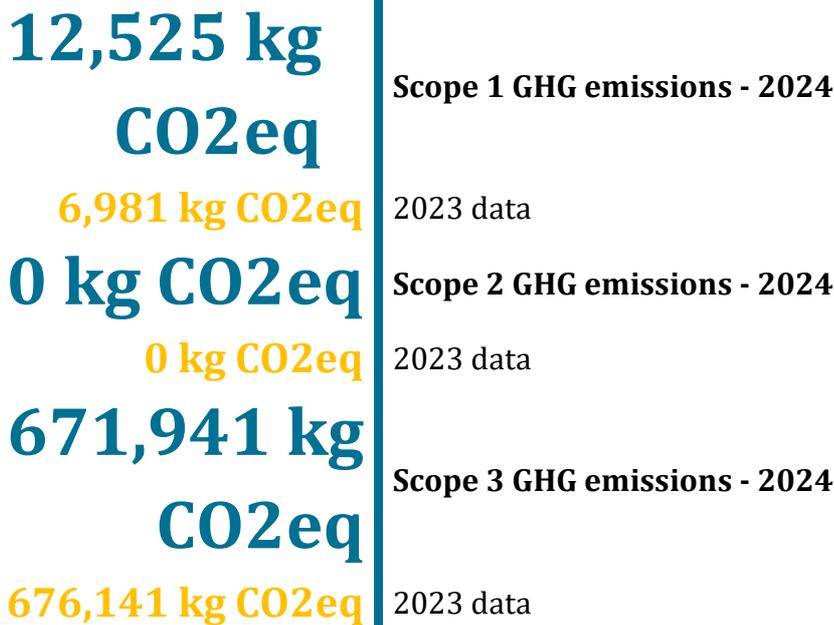
La Perla's direct emissions derive from the consumption of natural gas for heating and production processes and from fuel for company vehicles.

Indirect emissions of type 2

Scope 2 emissions are those associated with the consumption of electricity, drawn by the company from the distribution network and from self-production from renewable sources.

Indirect emissions of type 3

Scope 3 emissions are those due to the use of materials (excluding raw materials), waste, water, transport, and any suppliers included in the analysis.



SOURCE OF EMISSIONS	SOURCE
Electricity with G.O.	The contribution from this energy source is equal to 0, as the energy was produced entirely from renewable sources, certified with guarantees of origin.
Natural gas	1 kWh Heat, district or industrial, natural gas {RER} market group for Cut-off, U
Diesel fuel for transport	Transport, passenger car, medium size, diesel, EURO 5 {GLO} market for Cut-off, U
Transport, passenger car, medium size, petrol, EURO 5 {GLO} market for Cut-off,	Transport, passenger car, medium size, petrol, EURO 5 {GLO} market for Cut-off, U

Table 4 – Emission Factors for Scope 1 and 2 of the GHG Protocol

The Company, on the other hand, regularly monitors airborne dust emissions in the vicinity of all processing stations manned by an operator, after an initial chemical characterization. To ensure the health and ideal working conditions for operators, special extraction systems are installed at each workstation.

No checks or analyses are carried out for dust emissions from the chimney at the production site exit because, according to the AUA, emissions are so low that there is no legal obligation to carry out periodic checks.

TRACEABILITY AND RELATIONSHIP WITH SUPPLIERS

SUPPLIER SELECTION AND SUSTAINABILITY CRITERIA

As part of our commitment to responsible and sustainable growth, we place a central role on **supply chain management**. The selection of suppliers is not based solely on economic and quality criteria, but also includes environmental, social, and ethical parameters.

1. Environmental criteria

We require our suppliers to adopt environmentally friendly production practices, including:

- efficient use of natural resources (energy, water, raw materials);
- reduction of greenhouse gas emissions;
- responsible waste management;
- adoption of environmental certification systems where available.

2. Social criteria

We pay close attention to respect for human rights and working conditions. Suppliers are required to:

- ensure safe and healthy working environments
- comply with regulations on child and forced labor
- comply with regulations on child labor and forced labor;
- promote diversity and inclusion;
- protect freedom of association and collective bargaining.

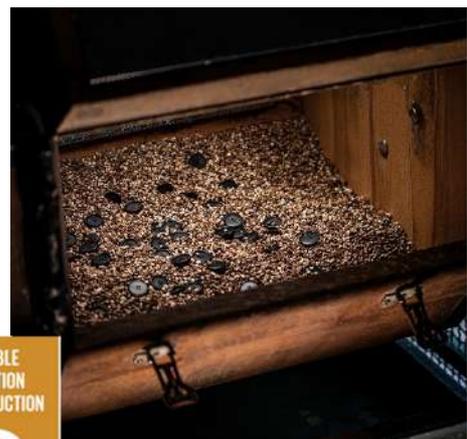
3. Ethical and governance criteria

We ask our business partners to operate according to principles of integrity, transparency, and legality, with particular attention to:

- combating corruption and anti-competitive practices;
- traceability and transparency throughout the supply chain;
- compliance with the Company's Code of Ethics.

4. Assessment and monitoring processes

All suppliers are subject to periodic verification. For long-standing partners and new ones, during the selection phase, we request to visit their facility where their operational headquarters are located to personally verify their compliance with our standards.



TRACEABILITY OF THE SUPPLY CHAIN

In 2020, La Perla launched a project to qualify its production supply chain on sustainability issues, to complement its Quality Control, which has always been part of its corporate procedures.

Suppliers involved in the Sustainability Charter of Values are committed to reducing their environmental and social impact through the use of good practices in their processes and, where possible, the purchase of certified materials. Suppliers who use chemicals are required to comply with the ZDHC MRSL.

During 2024, the company conducted a survey of its suppliers of raw materials and semi-finished products to understand their progress with regard to the ZDHC protocol. It was very pleased to find that three of its most important suppliers have adhered to the protocol and are implementing it within their companies with great dedication and interest.

As a result of the actions taken since 2024 to date, the number of suppliers (including packaging suppliers) that have implemented sustainability practices and improvement plans is shown below:

118 | **Number of suppliers assessed using environmental criteria in 2024**

140 | 2023 data

5 | **Number of suppliers with whom an improvement plan for environmental impact has been agreed upon in 2024**

113 | 2023 data

Production quality is constantly monitored through preventive checks on both raw materials and finished products, so that all the different stages of production can be monitored.

Service providers such as electroplating and painting companies are solely responsible for the work they carry out. They are available to eliminate any defects found and/or carry out additional work in order to deliver parts that comply with quality standards to customers.

GEOGRAPHICAL DISTRIBUTION OF RAW MATERIAL SUPPLIERS

ITALY		WORLD	
	SUPPLIERS	10	
	%		SUPPLIERS
	PURCHASE VALUE	54	%
			PURCHASE VALUE
			46

RESPONSIBLE SUPPLY CHAIN MANAGEMENT

This section provides information on the management of Bottonificio La Perla's supply chain.

Among the material issues identified, the company has identified supply chain responsibility and assessment as relevant. This is even more strategic considering that this issue is also considered central by the European Commission, which, in February 2022, presented a proposal for a directive on due diligence in value chains with regard to human rights and the environment (Corporate Sustainability Due Diligence Directive - CSDD), which, following the opinion of the EU member states, should be approved by the European Parliament in 2023. The proposal aims to oblige companies to carefully manage the social and environmental impacts throughout their supply chain, including their own commercial operations, and goes well beyond the current national legislation.

The production model of Bottonificio La Perla requires that the processes of milling, forming, and drilling the buttons, as well as the subsequent polishing and dyeing, are all carried out internally at the production site. Only in certain specific cases are painting processes carried out externally.

OUR PEOPLE

Bottonificio La Perla is convinced that in order to achieve the highest product quality and positive business results, it is essential to have a competent and motivated workforce. A sense of belonging is a fundamental element in developing growth and enhancement paths.

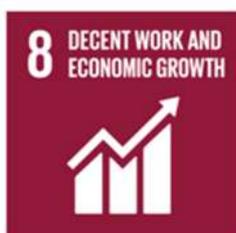
This chapter therefore deals mainly with social issues, with a particular focus on the internal sphere of the organization, i.e., its employees.

Bottonificio La Perla is actively committed to enhancing its human resources, recognizing the contribution of each employee without any form of discrimination.

Staff classification is established in accordance with the provisions of the relevant National Collective Labor Agreement (CCNL).

Salaries are determined directly by the owners, in accordance with the general principles of competence and merit.

In order to guarantee excellent quality products and achieve success at a corporate level, it is essential to be able to count on a competent and motivated workforce.



As of December 31, 2024, Bottonificio La Perla had a workforce of 17 employees, unchanged from December 31, 2023. The average age of employees is 44.

	MEN	WOMEN	TOTAL
Year	2024	2024	2024
TOTAL EMPLOYEES	10	7	17
Permanent employees	9	9	16
Fixed-term employees	-	-	-
Other forms of employment (1 temporary, 1 apprenticeship)	1	-	1
External workers	-	-	-
Full-time employees	9	7	16
Part-time employees	1	-	1
Administration and office staff	-	-	5
Production, warehouse, and logistics staff	-	-	11
Managers	-	-	1

Table 5 – Number of employees

VALORIZATION AND DEVELOPMENT OF PROFESSIONAL GROWTH

The Company is also convinced of the importance of maintaining and developing the skills of its employees and supporting, where possible, growth paths, both as a team and as individuals. In this regard, over the last few years, various training courses have been offered and delivered, totaling 120 hours in 2024, a slight increase compared to the previous year, when there were 110 hours.

In addition to the mandatory courses, Bottonificio La Perla provided:

- 20 hours of online training for a course on the use of Autocad;
- 20 hours of training at a plotter supplier for product updates and additional machine features;
- 30 hours of training at a CNC machining equipment supplier to learn how to use the equipment;
- 10 hours of internal training to update the other employee on the new functions of the CNC machining equipment.

Training	2023	2024
	Hours	Hours
Men	85	92
Women	25	28

Table 6 – Training hours by gender

SUPPORT AND DEVELOPMENT OF THE LOCAL COMMUNITY

The Company has always been committed to developing and supporting social activities in the community where it operates. Consequently, every request for support or sponsorship is carefully evaluated within the established annual budget.

The selection criteria are essentially based on providing support for activities that help the most vulnerable people, as well as contributing to events that may take place in the city or events sponsored directly by the Municipality of Empoli.

For the year 2024, the initiatives undertaken have seen support for non-profit organizations through a contribution to the Empoli Public Assistance Service for the purchase of a vehicle that will provide mobility support in the city center for people with disabilities. In addition, a number of cultural and other events were sponsored, which took place in the center of Empoli and were promoted by various public bodies, including the municipality itself.

These initiatives were sponsored with a contribution aimed at promoting and highlighting the excellence of the local area.

THE SUSTAINABLE FUTURE OF BOTTONIFICIO LA PERLA: OBJECTIVES, PROJECTS, AND INITIATIVES

The drafting of this first Sustainability Report by Bottonificio La Perla has confirmed that sustainability is a journey, in which the analysis of the numerous elements that comprise it supports the company in identifying improvement objectives relating to both internal efficiency and external impact. As a result, the following improvement objectives have been identified, which will be developed over the course of the next year, and for which the results will be published in the next Sustainability Report 2025.

2025 sustainability goals

For 2025, Bottonificio La Perla confirms its commitment to the *Chem* and *Planet pillars* of the **4sustainability** protocol, working towards an increasingly accurate assessment of environmental impacts and the adoption of measures aimed at reducing emissions and improving the management of chemicals.

Raw materials

The goal for next year is to intensify the search for eco-sustainable materials, avoiding those with a high environmental impact and favoring certified and traceable solutions.

Packaging

We will continue on the path towards sustainable packaging, using recycled, recyclable, or compostable packaging and gradually reducing the internal use of single-use plastics, such as water or coffee cups.

Supply chain and traceability

We will implement stricter controls on suppliers, paying greater attention to the transparency and traceability of materials. We will also introduce a new management system at our production site to optimize warehouse management and make the monitoring of raw materials more efficient.

Communication and transparency

We are updating our website to communicate our commitment to sustainability more clearly and directly, highlighting the results achieved and giving greater visibility to our efforts.

METHODOLOGICAL NOTE

This Sustainability Report represents Bottonificio La Perla S.r.l.'s first exercise in reporting non-financial information, with the aim of transparently reporting its performance and initiatives in the area of sustainability.

The purpose of the Sustainability Report is to disclose information on the economic, environmental, and social performance and impact of Bottonificio La Perla S.r.l.'s production activities, in order to account for the actions taken, maximize transparency towards stakeholders, and initiate, on a voluntary basis, an annual reporting process on ESG performance, defining improvement objectives.

The document has been prepared with reference to the GRI Standards, in the version of the GRI Universal Standards 2021.

The qualitative and quantitative information reported in the document refers to the period from January 1 to December 31, 2024, offering as complete a view as possible and, where possible, a comparison with the previous financial year.

The contents of the document have been identified by company management based on the results of dialogue with stakeholders. The most important issues and impacts for the organization and its stakeholders are reported in order to represent the context in which the company operates in the most complete and balanced way possible.

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

This document was reviewed by the Sustainability Manager and subsequently approved by the Chairman of the Board of Directors of Bottonificio La Perla S.r.l. on September 23, 2025.

The process of drafting the document involved the cross-functional involvement of the main company departments and the performance of the following activities:

- identification of the scope and period covered by the report;
- identification of material issues, as detailed below in the dedicated chapter;
- definition of the non-financial indicators to be reported;
- identification of the company departments to be involved;
- collection, processing, and consolidation of qualitative and quantitative data to be included in the report;
- drafting of the document, to be submitted for validation by senior management.

La Perla enlisted the support of Process Factory S.p.A. for the above activities.

The 2024 Sustainability Report of Bottonificio La Perla S.r.l. has not been subject to assurance by a third party.

GRI CONTENTS INDEX

Statement of use: Bottonificio La Perla S.r.l. has prepared this Sustainability Report with reference to the GRI Standards for the period 01.01.2024 – 31.12.2024

GRI used: Universal Standards GRI 2021

Applicable GRI sector standards: N/A

GRI Standard	GRI Disclosure	Section of the document	Scope / Notes / Omissions
GENERAL DISCLOSURES			
GRI 2 General information 2021	2-1 Organizational details	- METHODOLOGICAL PREMISE - THE ORGANIZATION YESTERDAY AND TODAY	Bottonificio La Perla S.r.l.
	2-2 Entities included in the organization's sustainability reporting	- METHODOLOGICAL PREMISE	Bottonificio La Perla S.r.l.
	2-3 Reporting period, frequency, and point of contact	- METHODOLOGICAL PREMISE	Bottonificio La Perla S.r.l.
	2-4 Review of information	- METHODOLOGICAL PREMISE	Bottonificio La Perla S.r.l.
	2-5 External assurance	- METHODOLOGICAL PREMISE	Bottonificio La Perla S.r.l. / no assurance activity is planned
	2-6 Activities, value chain, and other business relationships	- THE ORGANIZATION YESTERDAY AND TODAY - THE COMPANY & The production model - THE COMPANY & The reference market - THE COMPANY & Turnover and investments	Bottonificio La Perla S.r.l.
	2-7 Employees	- OUR PEOPLE & Our resources	Bottonificio La Perla S.r.l.
	2-8 Non-employees	- OUR PEOPLE & Our resources	Bottonificio La Perla S.r.l.
	2-9 Governance structure and composition	- THE GOVERNANCE MODEL	Bottonificio La Perla S.r.l.
	2-11 Chair of the highest governing body	- THE GOVERNANCE MODEL	Bottonificio La Perla S.r.l.
	2-15 Conflicts of interest	- CERTIFICATIONS AND INITIATIVES	Bottonificio La Perla S.r.l.
	2-16 Communication of critical issues	- THE GOVERNANCE MODEL & Responsible management of relations - OUR PEOPLE & Our approach	Bottonificio La Perla S.r.l.
	2-22 Statement on sustainable development strategy	- LETTER TO STAKEHOLDERS - THE SUSTAINABILITY OF BOTTONIFICIO LA PERLA: A HOLISTIC APPROACH - SUSTAINABILITY POLICIES	Bottonificio La Perla S.r.l.
	2-23 Policy Commitment	- CERTIFICATIONS AND INITIATIVES - THE GOVERNANCE MODEL & Responsible management of relationships - SUSTAINABILITY POLICIES	Bottonificio La Perla S.r.l.
	2-24 Integration of policy commitments	- THE GOVERNANCE MODEL	Bottonificio La Perla S.r.l.
	2-26 Mechanisms for requesting clarification and raising concerns	- THE GOVERNANCE MODEL & Responsible management of relationships	Bottonificio La Perla S.r.l.
2-27 Compliance with laws and regulations	- THE GOVERNANCE MODEL & Responsible management of relationships	Bottonificio La Perla S.r.l.	
2-28 Membership in associations	- THE GOVERNANCE MODEL	Bottonificio La Perla S.r.l.	

GRI Standard	GRI Disclosure	Section of the document	Scope / Notes / Omissions
	2-29 Approach to stakeholder engagement	- MATERIALITY PROCESS > Stakeholders	Bottonificio La Perla S.r.l.
	2-30 Collective agreements	- OUR PEOPLE > Our approach	Bottonificio La Perla S.r.l.

GRI Standard	GRI Disclosure	Section of the document	Scope / Notes / Omissions
MATERIAL TOPICS			
GRI 3	3-1 Process for determining material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
Material topics 2021	3-2 List of material topics	- MATERIALITY PATH > Materiality analysis	Bottonificio La Perla S.r.l.
CREATION AND DISTRIBUTION OF VALUE			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	- CREATION AND DISTRIBUTION OF VALUE	Bottonificio La Perla S.r.l. / Further information can be found in the Economic and Financial Report
TRACEABILITY OF THE SUPPLY CHAIN			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 204: Procurement practices	204-1 Proportion of spending on local suppliers	- RESPONSIBLE PRODUCTION > Supply chain traceability	Bottonificio La Perla S.r.l.
ETHICS, COMPLIANCE, AND BUSINESS INTEGRITY			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 205: Anti-corruption 2016	205-1 Operations assessed to determine risks related to corruption	- RESPONSIBLE PRODUCTION > Ethics, compliance, and business integrity	Bottonificio La Perla S.r.l.
GRI 206 Anti-competitive behavior 2016	206-1 Legal actions related to anti-competitive behavior, trust activities, and monopolistic practices	- RESPONSIBLE PRODUCTION > Ethics, compliance, and business integrity	Bottonificio La Perla S.r.l.
USE OF SUSTAINABLE MATERIALS			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 301: Material topics 2016	301-1 Materials used by weight or volume	- RESPONSIBLE PRODUCTION > Use of sustainable materials	Bottonificio La Perla S.r.l.
CHEMICALS MANAGEMENT			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 301: Material topics 2016	301-1 Materials used by weight or volume	- ENVIRONMENTAL SUSTAINABILITY > Chemicals management	Bottonificio La Perla S.r.l.
POLLUTANT EMISSIONS AND IMPACTS ON CLIMATE CHANGE			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 305: 2016 Emissions	305-1 Direct greenhouse gas (GHG) emissions (Scope 1)	- ENVIRONMENTAL SUSTAINABILITY > Atmospheric emissions and climate change	Bottonificio La Perla S.r.l.
	305-2 Indirect greenhouse gas (GHG) emissions from energy consumption (Scope 2)	- ENVIRONMENTAL SUSTAINABILITY > Atmospheric emissions and climate change	Bottonificio La Perla S.r.l.

	305-2 Indirect greenhouse gas (GHG) emissions from supplies and processing (Scope 3)	- ENVIRONMENTAL SUSTAINABILITY > Atmospheric emissions and climate change	Bottonificio La Perla S.r.l.
CIRCULAR ECONOMY AND GOOD WASTE MANAGEMENT PRACTICES			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 306: Waste 2020	306-3 Waste generated	- ENVIRONMENTAL SUSTAINABILITY > Circular economy and good waste management practices	Bottonificio La Perla S.r.l.
	306-4 Waste not sent to landfill	- ENVIRONMENTAL SUSTAINABILITY > Circular economy and good waste management practices	Bottonificio La Perla S.r.l.
	306-5 Waste sent to landfill	- ENVIRONMENTAL SUSTAINABILITY > Circular economy and good waste management practices	Bottonificio La Perla S.r.l.
ENERGY EFFICIENCY AND RENEWABLE ENERGY			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 302: Energy 2016	302-1 Energy consumption within the organization	- ENVIRONMENTAL SUSTAINABILITY > Energy efficiency and renewable energy	Bottonificio La Perla S.r.l.
RESPONSIBLE SUPPLY CHAIN MANAGEMENT			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 308: Environmental assessment of suppliers 2016	308-1 New suppliers selected using environmental criteria	- RESPONSIBLE PRODUCTION > Responsible supply chain management	Bottonificio La Perla S.r.l.
EMPLOYEE VALORIZATION AND DEVELOPMENT			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 404: Training and education 2016	404-1 Average number of training hours per year per employee	- OUR PEOPLE > Employee development and advancement	Bottonificio La Perla S.r.l.
PRODUCT QUALITY, SAFETY, AND INNOVATION			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.
GRI 417: Marketing and labeling 2016	417-2 Incidents of non-compliance in the disclosure and labeling of products and services	- RESPONSIBLE PRODUCTION > Product quality, safety, and innovation	Bottonificio La Perla S.r.l.
SUPPORT AND DEVELOPMENT OF THE LOCAL COMMUNITY			
GRI 3 Material topics 2021	3-3 Management of material topics	- MATERIALITY PROCESS > Materiality analysis	Bottonificio La Perla S.r.l.



**"Details make
perfection, and
perfection is not a
detail."
*Leonardo da Vinci***