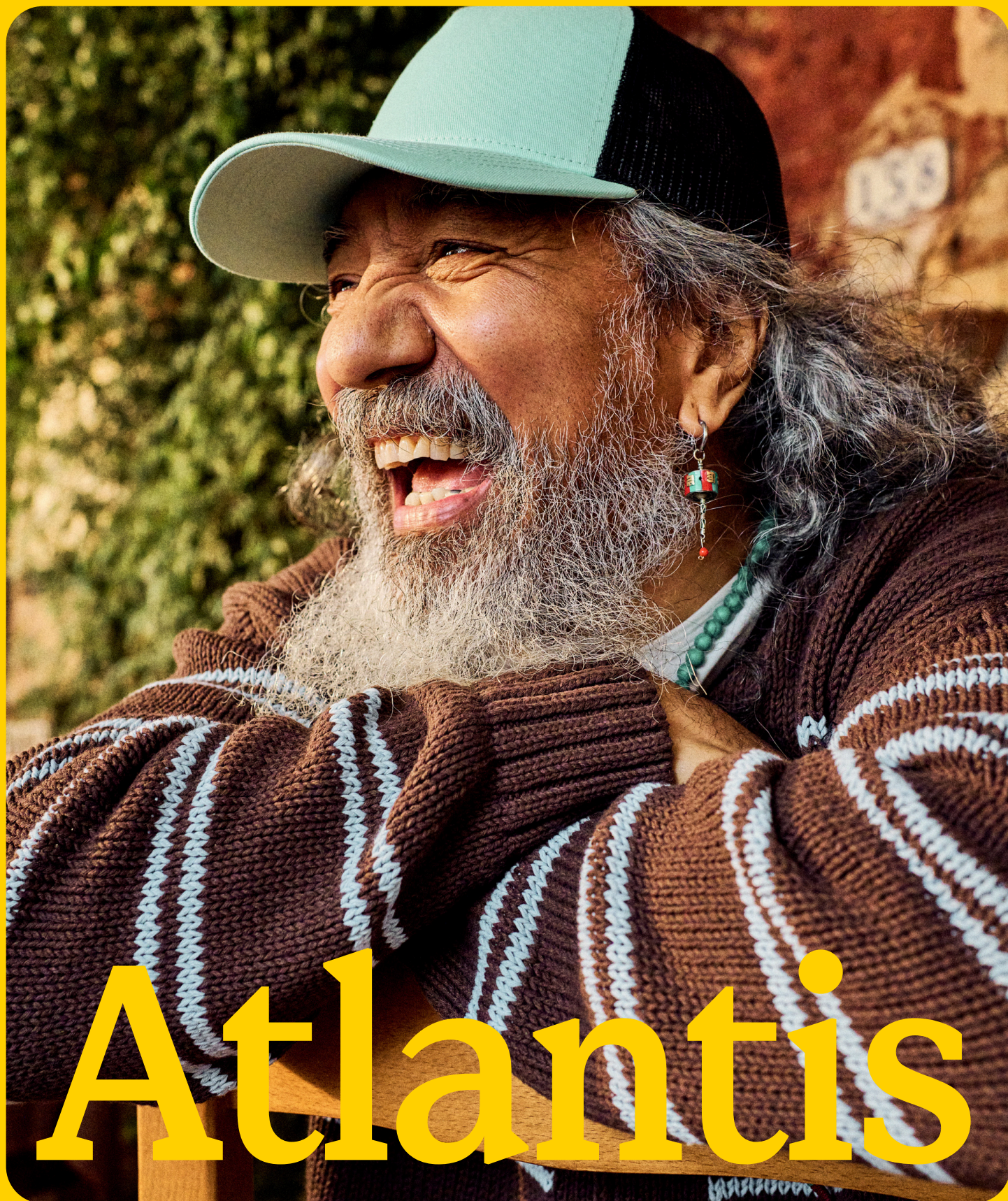


**MASTER ITALIA S.p.A.**  
**Benefit Company**



**Impact Report 2025**

## Impact Report 2025

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## Letter from the CEO

Dear Stakeholders,

In recent years, doing business has become increasingly complex. Markets are changing quickly, the international balance of power is growing more unstable, expectations are constantly evolving, and the role of companies is also changing.

Today, we are no longer asked to generate only economic results, but also to take responsibility for the impact we have on people, environment, and throughout the entire value chain.

For this reason, during 2025, we continued to invest in the future of Master Italia even when it would have been easier to simply defend the present.

We invested in brand development, organizational structure, digitalization, new corporate spaces, the supply chain, and the evolution of our products toward materials with a lower environmental impact. We strengthened corporate governance and continued the process of integrating sustainability into decision-making processes and the company's strategic vision.

Becoming a Benefit Company was not a starting point, but the formalization of a journey already begun in previous years. The company's growth, internationalization, and market evolution have gradually led us to understand that sustainability and innovation could no longer be considered separated activities, but an integral part of our competitive identity.

Today, for us, being a Benefit Company means above all having a clear direction.

It does not mean chasing a trend or adding initiatives unrelated to the company's core business. It means introducing a different approach to corporate governance, taking responsibility for our choices even in the most complex moments, and maintaining a long-term vision even when the context pushes toward the short term.

The most important challenge is probably exactly this: consistency over time.

Being a Benefit Company raises the bar. It requires greater awareness, greater internal alignment, and the ability to build a shared corporate culture. It also requires a great deal of transparency, because the risk that this model will be seen as a label or a mere PR stunt still exists, especially in international and B2B contexts where the concept of a Benefit Company is not yet well known.

That is why we believe the best way to give value to this choice is to continue making it a reality through our daily decisions, investments, relationships with people, and the way we envision the company's future.

This Impact Report tells the story of this journey: the activities carried out, the results achieved, the challenges faced, and the goals we will continue to pursue.

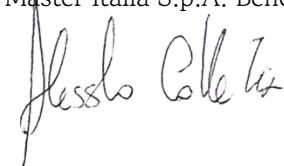
Thank you to everyone who contributes to this evolution every day.

I'll conclude with a question I keep asking myself, especially in times of great uncertainty, when markets change rapidly and decisions become more difficult: what do we want our margins to be made of? The honest answer to this question is what will build the credibility of tomorrow's businesses.

**Alessandro Colle Tiz**

President

Master Italia S.p.A. Benefit Company



## Letter from the Impact Manager

Dear Stakeholders,

A year ago, in Master Italia's first Impact Report, I wrote that true change was not so much in the activities we carried out, but in our ability to begin questioning the real impact of our choices.

Today, after another year as a Benefit Company, I believe the greatest realization is a different one: understanding how difficult, yet also necessary, it is to maintain a clear direction in a constantly changing environment.

Talking about sustainability, responsibility, and positive impact while the world often seems to be moving in the opposite direction is not easy. We live in a time of great complexity, where priorities shift quickly, markets accelerate, and the short term constantly threatens to absorb all available energy.

And it is precisely in these moments that you realize whether certain issues are truly part of a company's culture or not.

Throughout 2025, I have come to understand even more clearly that sustainability at Master Italia no longer belongs solely to a specific department or function. It has entered daily discussions, decisions, doubts, confrontations, and, at times, even the organizational tensions that come with every phase of real growth.

Because evolving also means this: accepting complexity, dealing with new balances, understanding that immediate answers aren't always available, and that many of the most important decisions require time, discussion, and the ability to stay consistent.

In this journey, the role of the Impact Report is not to describe a perfect company. Instead, I believe its value precisely lies in the opportunity to stop, observe what has been done, measure the impacts generated, and understand where improvement is needed.

This year, too, there were goals achieved, others still incomplete, and new insights that emerged along the way. But perhaps the most important result is having continued to build tools, governance, skills, and a culture to face the future with greater responsibility.

I am increasingly convinced that today companies have a role that goes beyond the product or service they offer. Companies help build communities, relationships, organizational culture, and future prospects for thousands of people.

This is why I believe that the task of those who lead or support an organization is also to maintain a lucid perspective, continuing to build a vision even when there seems to be a lot of "smoke" around us that can obscure our view of tomorrow.

But visibility is not the same as vision.

As Impact Manager, together with the Sustainability Committee and all the people who contribute daily to this journey, I will continue to work to ensure that sustainability does not remain a collection of statements, but increasingly becomes a concrete ability to generate positive, measurable, and lasting impacts.

**Elisa Pavan**  
Impact Manager  
with the Sustainability Committee  
Master Italia S.p.A. Benefit Company



## Bringing order to complexity

For Master Italia, operating in the textile sector means being aware of the impact this industry has every day on the environment, on people, and on global supply chains.

The company's growth and the gradual evolution of the market have led Master Italia, over the years, to mature an increasingly structured reflection on its role as a business and on the responsibility that comes with operating in a complex and constantly evolving sector.

Some of the core ESG commitments had already been established before a structured sustainability path was outlined: a focus on quality, long-term relationships with suppliers, product safety, traceability, and accountability to stakeholders and the local community are, in fact, elements deeply rooted in the company's culture.

It gradually became obvious that sustainability, along with innovation, needed to be integrated into the very way the company is led, into decision-making processes, and into the long-term strategic vision.

For this reason, in **January 2024, Master Italia S.p.A. transformed itself into a Benefit Company**, integrating into its articles of incorporation, alongside economic targets, also **common benefit objectives related to governance, people, environment, products, community, and supply chain**.

The transformation into a Benefit Company reflected the desire to provide the structure, accountability, and continuity needed for a journey that had already begun in previous years.

2025 marked the first full year in which this evolution was put to the practical test by the complexities of corporate management, international markets, and the global economic landscape.

In a landscape characterized by accelerating social and environmental changes, growing geopolitical instability, and intense short-term pressure, Master Italia continued to invest in brand development, organizational strengthening, process digitization, supply chain evolution, and the transformation of the Atlantis collection toward products made with materials that have a lower environmental impact.

At the same time, the company continued its efforts to integrate ESG principles into its business planning, consolidating impact monitoring tools, internal engagement activities, and evaluation systems increasingly focused on the long term.

Today, sustainability is viewed not as a set of separate initiatives, but as a criterion increasingly integrated into how the company is governed, how investments are directed, and how future challenges are faced.

In this context, the ability to maintain a clear direction even within complex scenarios represents one of the central elements of Master Italia's strategic vision.

## The Benefit Corporation: A New Entrepreneurial Model

The Benefit Company represents a true legal status, recognized by the Italian legal system and ruled by Art. 1, paragraphs 376–382, of **Law no. 208** of December 28, 2015. It allows a company to pursue, alongside its profit-driven economic activity, an additional purpose related to the well-being of people, communities, territories, the environment, and cultural and social activities.

It is not a new legal form but rather an **evolution of traditional corporations**—a new model of business, a **new entrepreneurial approach** that charts a path toward a more sustainable future, aligned with the goals of the 2030 Agenda set by the United Nations Organization. It is a concrete opportunity to embrace a vision that aims to create value, while also serving the interests of all stakeholders.

### The timeline of sustainability



## From Product to Purpose: The evolution of a Business Model

Master Italia S.p.A. was founded in 1995 in the Venice area thanks to the entrepreneurial vision of Gianni Pasin, with the goal of transforming the cap from a simple promotional item into a true symbol of style, communication, and identity.

Over the years, thanks to a growth path built on quality, design, internationalization, and the development of solid relationships with customers and partners, the company has consolidated its position in the headwear sector, becoming an international leader in the design and supply of hats and accessories.

Today, Master Italia is led by Alessandro Colle Tiz, who has guided the company's evolution toward a model increasingly focused on innovation, organizational structure, and the integration of sustainability into the company's strategy.

By valuing synergies and the know-how acquired, Master Italia has developed two main business areas:

**Atlantis Headwear**, the heart and soul of the company, is the division dedicated to the development and distribution of the Atlantis brand collections, which was launched almost at the same time as the company's founding. In recent years, the brand has experienced significant evolution and international growth, consolidating a positioning based on design, quality, innovation, and a progressive integration of sustainability as a long-term strategic direction, in line with the company's values.

**Custom Made** is a division specializing in the development of customized headwear projects for companies and brands across various sectors and markets. Through a full-service approach with high added value, it guides the client through every stage of the project—from the creative concept to design, from prototyping to the delivery of the finished product—collaborating with entities in the fashion, sportswear, automotive, racing, corporate, and merchandising sectors, as well as with major international sports and music events.

The two divisions contribute almost equally to the company's revenue, with Atlantis Headwear accounting for approximately 51% of 2025 revenue and the Custom Made division the remaining 49%.

Exports continue to represent a strategic pillar of the company's business, with an established presence in over 60 countries and an increasingly structured presence even in the most competitive international markets. The ability to develop strong relationships with international distributors, partners, and customers continues to be one of the defining elements of Master Italia's growth path.

Over time, headwear has taken on a significance for Master Italia that goes beyond a simple product or accessory, becoming a tool for communicating and spreading a culture focused on responsibility and sustainability.

From this evolution, the concept of "mindswear" emerged. While headwear represents the product that identifies the company, "mindswear" represents the culture of sustainability that Atlantis wishes to promote and share with customers, partners, and stakeholders who choose the brand.

For Master Italia, moving "from product to purpose" means evolving toward a business model capable of generating economic value while simultaneously integrating a focus on people, the environment, the local community, and the supply chain.

## With your head held high

Our n°s reflect a business project that is constantly growing, where what truly matters are the people and their ability to bring a vision to life.

30

years of know-how and experience

60

+people, of which 65% women

100

+ millions of caps delivered all over the world

2

Impact Reports

1500

+ products in collection

3

Sustainability Reports

950

products with a low environmental impact

2

Codes: one Code of Ethics and one Code of Conduct

## Purpose, Vision, Mission and Values

### Purpose

We promote a culture of sustainability by dressing minds, not just heads.

Our commitment goes beyond simply producing accessories: our goal is to positively influence people's thinking and consciousness about sustainability, aspiring to promote a profound change<sup>3</sup> in the mindset of our stakeholders, starting with our own evolution as a company that seeks to actively contribute to the common good. We create mindswear, not just headwear.

### Vision

To become the global reference point in the headwear sector, recognized for our social and environmental responsibility, continuous innovation, and value-driven service. We pursue a long-term business model, committed to valuing human capital and aiming to leave a positive and long-lasting impact on people and the environment.

### Mission

We develop headwear solutions with a full-service approach, focused on guaranteeing a satisfying experience that builds customer loyalty.

We believe in the power of the product we represent: the cap. So that what people wear can tell their story and become a statement of style, quality, innovation, and responsibility.

### Values



#### Respect

For People and the Planet. People and the planet are at the center of everything we do. We are committed to creating positive social impact and reducing our environmental footprint, promoting well-being and sustainability throughout the entire value chain.



#### Integrity

We act with transparency, ethics, and responsibility. Integrity guides every decision and relationship, both internal and external, and is the pillar of the trust we build every day.



#### Innovation

We look to the future with an open and curious mind. Our constant search for new solutions allows us to evolve, improve our processes and products, and anticipate the challenges facing our industry with a sense of responsibility.



#### Quality

We are committed to offering high-quality products that provide lasting value, while honoring the promise we make to our customers.

# Atlantis

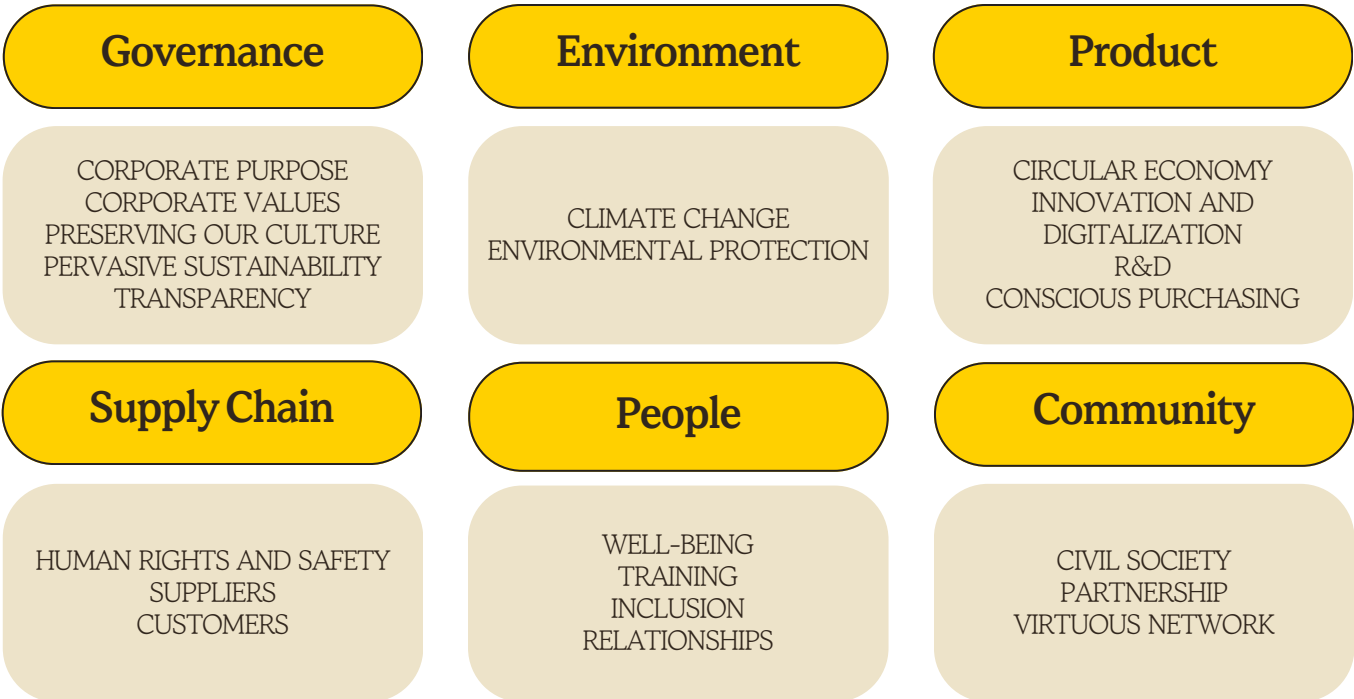
## Our effort

The common benefit purposes identified by Master Italia can be grouped into **6 macro-areas**, each contributing to the achievement of the **Sustainable Development Goals** outlined in the **2030 Agenda**.

These purposes represent the expression of a **new evolved business paradigm**. They are formally embedded in the **company's bylaws**, which have been appropriately updated to reflect our commitment to go beyond traditional business objectives. Alongside economic activity, our aim is to generate **one or more positive effects**—or **reduce negative impacts**—for one or more categories such as **people, communities, territories and the environment, cultural and social assets and activities, organizations, associations, and other stakeholders**.



### The objectives of public benefit of Master Italia S.p.A. – Single-Member Benefit Company (former Art. 2 of the company's statute)



## The objectives of common benefit

### Governance

**F1** Strengthen and pursue the **company's purpose** through the paradigm of a civil economy, to encourage the common good of the community and the territory in which it operates.

**F2** Share and bring the **company's values** to life, in order to inspire people to express their potential for personal growth, organizational success, and the common good.

**F3** Develop a long-term vision to pass on to future generations the commitment to continuously integrate emerging sustainability topics with corporate values, so that this **culture is preserved**, protected, and becomes an integral part of the company's value.

**F4** Embed **sustainability** throughout the governance structure and into all levels of the organization.

**F5** Commit to communicate business decisions and choices with the highest **transparency**.

### Environment

**F1** Reduce our impact on **climate change** by focusing on proper waste management, CO<sub>2</sub> emissions reduction and energy efficiency.

**F2** Promote **environmental protection** projects to raise awareness about protecting local ecosystems and preserving biodiversity.

### Product

**F1** Develop high-quality products with consideration of their complete life cycle and the principles of **circular economy**, by using low-impact and durable materials.

**F2** Support continuous product innovation thanks to the **digitalization** of processes and **new technologies**, aiming for a holistic and, where it is possible, regenerative approach to ecosystems.

**F3** Pursue **research and development** activities that enable longer product use phases and the adoption of raw materials with lower environmental impact and social risks compared to conventional alternatives.

**F4** Provide consumers with information about products and the supply chain to help them being **more informed about their purchasing decisions**.

## The objectives of common benefit

### Supply chain

- F1** Protect **human rights** by ensuring **quality and safety in the workplace**.
- F2** Monitor **suppliers** and actively contribute to raising awareness about environmental protection, labor rights, and anti-corruption practices.
- F3** Meet **customer** expectations through various methods aimed to improve supply chain processes.

### People

- F1** Prioritize **wellbeing**, work-life balance, workplace safety, and healthy working environments by promoting preventive health initiatives.
- F2** Support **training programs** to encourage personal development among employees and coworkers, and to develop a culture of knowledge sharing.
- F3** Promote **inclusion** regardless of age, gender, disability, race, ethnicity, religion, or other factors, in order to embrace diversity and equity.
- F4** Strengthen interpersonal **relationships** to build mutual trust and encourage collaboration at all levels.

### Community

- F1** Respond to local needs by actively supporting and promoting projects and initiatives that benefit **civil society**.
- F2** Support **innovative educational initiatives** that involve suppliers, distributors, customers, schools, and institutions.
- F3** Create a **virtuous network** to share best practices and knowledge that can help people understand the impact of their actions.

## Reading Guide to the Impact Report

Following the formal decision to pursue specific **common benefit purposes** as outlined in its bylaws, Master Italia identifies **specific goals each year, plans and controls** the actions needed to achieve them, and uses **appropriate indicators** to measure the effects generated.

This **Impact Report** refers to the period from **January 1 to December 31, 2025**. It outlines the **specific objectives, actions** undertaken, and results achieved in pursuit of the company's common benefit purposes. It also provides an **assessment of the impact generated during 2025** and presents the **planned actions and targets for 2026** with respect to those purposes.

In line with its first Impact Report, Master Italia has continued the process of collecting, analyzing, and processing data and information to measure the effects of its business activities in relation to the key areas of public benefit identified by the Company. This approach is also developed by referencing international frameworks and standards such as **ESG criteria** (Environmental, Social, and Governance), the **Sustainable Development Goals** (SDGs) of the United Nations 2030 Agenda, and the principles of the United Nations Global Compact.

The **2030 Agenda for Sustainable Development**, adopted in September 2015 by the governments of 193 UN member countries, is a global action plan for people, planet, and prosperity. It includes **17 Sustainable Development Goals** and **169 associated targets**. The business sector plays a key role in achieving these goals, as it is a primary driver of economic development. Companies of all sizes and industries can contribute meaningfully through responsible business models, investment, innovation, technological development, and multi-stakeholder collaboration.

The **United Nations Global Compact** encourages companies worldwide to align their strategies and operations with universal principles in the areas of **human rights, labor, environment, and anti-corruption**, in order to support a more sustainable and inclusive global economy. Master Italia joined this strategic initiative in 2017.



**WE SUPPORT**



## Reading Guide to the Impact Report

Furthermore, for a Benefit Company, the use of the GRI Standards issued by the **Global Reporting Initiative (GRI)** provides a solid and comparable data framework for disclosing sustainability performance.

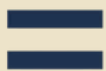
However, due to the evolution of European regulations and the publication of the European Sustainability Reporting Standards (ESRS) by the European Financial Reporting Advisory Group (EFRAG), it has become necessary to adopt the ESRS in order to ensure a consistent and unified sustainability communication approach.

The tables on the following pages present the indicators/KPIs used to measure the effects generated by the actions implemented with regard to the company's stakeholders. For each KPI, it is specified whether it follows an international standard or has been customized to reflect the characteristics of Master Italia, along with the relevant measurement method.

To assess the impact generated, the company also used the B Impact Assessment (BIA) external evaluation standard, as required under Italian Law no. 208/2015 for Benefit Company.

This Impact Report is attached to Master Italia's 2025 financial statements for the purpose of filing with the Companies Registration list, along with the documents comprising the Company's statutory financial statements. Some environmental data and related details, which were not yet available at the time of filing, will be included in the updated and complete version of the document, which will subsequently be published in the section of the company's website dedicated to sustainability.

### THE 10 PRINCIPLES OF THE UN GLOBAL COMPACT



#### HUMAN RIGHTS

- 1 Businesses should support and respect the protection of internationally proclaimed human rights;
- 2 Make sure that they are not complicit - also indirectly - in human rights abuses.



#### LABOUR

- 3 Businesses should support the freedom of association and the effective recognition of the right to collective bargaining;
- 4 The elimination of all forms of forced and compulsory labour;
- 5 The effective abolition of child labour;
- 6 The elimination of discrimination in respect of employment and occupation.



#### ENVIRONMENT

- 7 Businesses should support a precautionary approach to environmental challenges;
- 8 Undertake initiatives to promote greater environmental responsibility;
- 9 Encourage the development and diffusion of environmentally friendly technologies.



#### ANTI-CORRUPTION

- 10 Businesses should work against corruption in all its forms, including extortion and bribery.

## The 2025 Impact Assessment

### Governance ESG G



### Common Benefit Purposes

**F1**

Strengthen and pursue the **company's purpose** through the paradigm of a civil economy, to encourage the common good of the community and the territory in which it operates.

**F2**

Share and bring the **company's values** to life, in order to inspire people to express their potential for personal growth, organizational success, and the common good.

**F3**

Develop a long-term vision to pass on to future generations the commitment to continuously integrate emerging sustainability topics with corporate values, so that this **culture is preserved**, protected, and becomes an integral part of the company's value.

**F4**

**Embed sustainability** throughout the governance structure and into all levels of the organization.

**F5**

Commit to communicate business decisions and choices with the highest **transparency**.

### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Company's purpose	Sharing vision, mission, and corporate values with employees	timeline	February	February
	ESG risks	start of the risk analysis process	n° of workshops	2	1
F3	Integration of sustainability	expansion Sustainability Committee	n° of people	2	not achieved
		presentation Sustainability Committee to employees	timeline	April	April

Data Source: BoD

## The 2025 Impact Assessment

Governance  
ESG G



Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F3	Company Policy	purchasing management	timeline	July	December
		waste management	timeline	March	March
		travel and business trip management guidelines project	timeline	December	not achieved
		drafting and presenting sponsorships / donations	timeline	June	August
F4	Transparency and accountability	presentation of the Industrial Plan	% employees	100	100
		presentation of the Impact Report	% employees	100	90
		Sustainability Report	timeline	July	November
		B Corp certificate	timeline	December	not achieved
		choice of Provider for starting the ESG rating	n° of provider analyzed	2	2

Data Source: BoD

## The 2025 Impact Assessment

Governance  
ESG G



### Positive effects/impacts generated:

During 2025, Master Italia continued its process of integrating sustainability into corporate governance, progressively strengthening the link between its strategic vision, business goals, and Common Benefit Purpose.

In February 2025, the **Industrial Plan, corporate purpose, vision, and mission** were shared with employees in a general meeting, with the aim of promoting greater awareness of the company’s strategic direction and the role that sustainability, innovation, and responsibility play in Master Italia’s evolution.

The **Sustainability Committee**, established in the previous fiscal year, also continued its work, supporting the Impact Manager and the Board of Directors in defining guidelines, priorities, and initiatives in the areas of ESG and Mutual Benefit. During the “Talking Hats” event in April 2025—a periodic internal gathering dedicated to sharing and discussing topics of common interest and/or raising awareness—the Sustainability Committee also presented the Company’s first Impact Report to employees, outlining the path taken, the defined objectives, and the key actions developed within the framework of Common Benefit Purposes.

2025 was, however, characterized by a particularly complex and unstable economic and international context, which required corporate governance to maintain a strong focus on business continuity, economic and financial stability, and the organization’s ability to adapt to market developments. The reduction in volumes compared to the previous fiscal year necessitated a review of priorities, timelines, and resource allocation, including with respect to some ESG projects initially planned.

For this reason, some activities planned under Common Benefit Purposes initiative have been delayed or rescheduled for 2026. This decision reflects the company’s commitment to maintaining a consistent and sustainable approach—including from an economic perspective—by progressively integrating sustainability goals with the long-term needs of business stability, continuity, and resilience.



## The 2025 Impact Assessment

### Environment ESG E



### Common Benefit Purposes

**F1**

Reduce our impact on **climate change** by focusing on proper waste management, CO<sub>2</sub> emissions reduction and energy efficiency.

**F2**

Promote **environmental protection** projects to raise awareness about protecting local ecosystems and preserving biodiversity.

### Beneficiaries Stakeholder: Environment

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Waste management	monitoring of non-recyclable waste	ESRS E5-5 kg of waste disposed in non-recyclable waste	3.000	4.320
		project for the reduction of non-recyclable waste and improvement of separate waste collection	n°	2	2
		project for the reuse of SAMPLES BOX packaging	timeline	July	not achieved

## The 2025 Impact Assessment

### Environment ESG E



### Beneficiaries Stakeholder: Environment

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Emissions	CO2 monitoring within the company perimeter - Scope 1 and Scope 2 (SBTi target)	ESRS E1-6 tCo2eq (scope 1+2)	75 MB	119 MB*
				53 LB	113 LB*
			ESRS E1-6 tCo2eq (scope 1)	31	82*
			ESRS E1-6 tCo2eq (scope 2)	44 MB	38 MB*
			22 LB	31 LB*	
		CO2 monitoring - Scope 3	ESRS E1-6	11.230	Processing data**
			tCo2eq (scope 3)		

Data source: Analysis of internal data, utility bills, data collection for the CFO, and preliminary estimates; Facility and Sustainability Office

\*Preliminary data calculated based on information available as of the date of preparation of this Impact Report (version REV. 00/2026). The final figures will be consolidated as part of the 2025 Organizational Carbon Footprint (CFO) update.

\*\* Data related to Scope 3 emissions are currently being consolidated as of the date of this Impact Report and will be included in the 2025 Organizational Carbon Footprint (CFO) update published on the company website.

## The 2025 Impact Assessment



### Beneficiaries Stakeholder: Environment

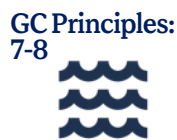
COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Emissions	replacing toilet paper with recycled toilet paper	var % kg di CO2 eq	-10	achieved*
		replacing adhesive tape with bio-circular tape	var % kg di CO2 eq	-24	> -50%
	Renewable energy	installation of new photovoltaic system (logistics hub)	kWp installed	157 kWp	achieved
		production from solar panels	kWh ESRS E1-5	150.000	149.000
		100% renewable purchased energy contract	timeline	June	May (retroactive activation)

Data source: Analysis of internal data, utility bills, data collected for the CFO, and preliminary estimates; Facility and Sustainability Office

\* The emissions reduction target has been met on an estimated basis. The estimated reduction in emissions compared to the 2024 baseline is approximately 34%.

## The 2025 Impact Assessment

### Environment ESG E



### Beneficiaries Stakeholder: Environment

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	energy efficiency	renewable energy assessment report on total needs	timeline	December	December
F2	environmental protection	internal and external projects	n°	2	3

Data source: Analysis of internal data, utility bills, data collection for the CFO, and preliminary estimates; Facility and Sustainability Office



## The 2025 Impact Assessment

### Environment ESG E



### Positive effects/impacts generated:

Master Italia continues its efforts to integrate environmental sustainability into its business operations, guided by the principles of the Science Based Targets initiative (SBTi), an international partnership between CDP, the UN Global Compact, the World Resources Institute (WRI), and WWF aimed at supporting companies in setting emissions reduction targets consistent with climate science and the goals of the Paris Agreement.

In December 2023, SBTi validated Master Italia's near-term science-based targets, confirming the company's commitment to reducing Scope 1 and Scope 2 emissions by 2030, compared to the 2021 baseline year, and to monitoring and progressively reducing Scope 3 indirect emissions.

As of the date of preparation of this Impact Report, for the purpose of filing with the Annual Financial Statements, the process of finalizing the Organizational Carbon Footprint (CFO) for 2025 was still ongoing. This situation was primarily due to certain internal reorganizations and a slowdown in the collection and provision of the data necessary to complete the calculations.

For this reason, some environmental data reported in this section are still estimates or temporary and will be consolidated in the updated version of the Impact Report published on the company's website.

Strengthening ESG data collection processes, coordination among the various corporate data owners, and environmental monitoring activities represents one of the improvement objectives identified for 2026 by the Impact Manager and the functions involved in the reporting process.

In 2025, Master Italia continued to consolidate its environmental strategy, despite operating within a complex economic and international context that required a revision of the priorities and timelines for certain projects. In this scenario, the company continued to invest in monitoring environmental impacts, improving energy efficiency, and promoting a greater culture of sustainability.

In November 2025, the company's new logistics hub was completed, a project that expanded Master Italia's operational space and logistics capacity. In parallel with the infrastructure development, the company launched a project to integrate the landscape and increase green spaces, including the planting of new trees, boundary hedges, wooded areas, and lawns, as well as the implementation of dedicated irrigation systems. Planting activities were scheduled between 2025 and 2026 based on the most suitable seasons for the various plant species to take root.

Investments in energy efficiency and renewable energy production also continued. The company's photovoltaic system generated a total of approximately 149,000 kWh of electricity, of which about 63,400 kWh was consumed directly on-site. The new system installed at the logistics hub became operational only toward the end of the fiscal year, so it was not possible to determine its full energy-saving potential.

## The 2025 Impact Assessment

### Environment ESG E



In May 2025, Master Italia also activated a contract for the supply of electricity derived 100% from renewable sources certified through Garanzie d'Origine (GO), applied retroactively to the entire fiscal year for utilities directly managed by the company. This decision led to a significant reduction in Scope 2 emissions, according to the market-based approach, associated with the electricity consumption of company sites covered by the certified renewable supply.

The market-based Scope 2 results, however, continue to be significantly influenced by the presence of two leased warehouses, where energy consumption is currently estimated based on the areas used, consistent with the approach adopted in 2024. These sites, used mainly as storage warehouses and characterized by a limited number of operators and the absence of heat pump heating systems, are presumed to have actual consumption lower than the estimates currently used.

In light of this, Master Italia believes that the Scope 2 values associated with the leased warehouses may be conservatively overestimated in the preliminary calculations of the 2025 Organizational Carbon Footprint. Nevertheless, the implementation of certified renewable energy supply has enabled a significant reduction in the market-based impact related to electricity purchased directly by the company.

The assessments regarding leased warehouses will be further refined as part of the finalization of the 2025 Organizational Carbon Footprint (OCF).

Regarding direct Scope 1 emissions, some refrigerant gas emissions were recorded in 2025 as well, associated with the completion and commissioning of the new logistics hub. Even though these emissions were lower than those recorded in 2024 during the main construction and renovation activities, refrigerants continue to represent one of the main areas of focus for the company's environmental monitoring.

Still with regard to Scope 1, 2025 saw an increase in mileage traveled by the company fleet, primarily linked to the expansion of commercial activities and an increase in visits to customers, distributors, and partners, which are considered strategic for strengthening business relationships, especially in the Italian market. Given that this trend may continue in future fiscal years, Master Italia intends to gradually initiate a process of renovating its company fleet, evaluating in 2026 the replacement of at least one diesel vehicle with an electric one.

Indirect Scope 3 emissions, on the other hand, continue to represent the predominant component of the company's carbon footprint, consistent with Master Italia's asset-light business model, which relies exclusively on third-party production. In 2025, the company continued its methodological consolidation efforts related to measuring the environmental impacts of the products and materials used, through the application of LCA-based approaches and increasingly specific emission factors tailored to the main product categories of the Atlantis collection.

In parallel with structural interventions and emissions monitoring activities, in 2025 the company continued to develop environmental initiatives linked to biodiversity, land conservation, and stakeholder awareness.

## The 2025 Impact Assessment

### Environment ESG E



Among these, the collaboration with Sea the Change—developed for the international event “30 Hats Later” organized by Atlantis Headwear—has taken on particular significance. The initiative was designed not only as an opportunity for networking and showcasing the collection, but also as a chance to transparently address the issue of sustainability in international events and their environmental impacts.

With the support of Sea the Change, an analysis of the event’s overall carbon footprint was conducted, monitoring the main sources of emissions related to transportation, hospitality, energy consumption, communication materials, and waste management.

The analysis revealed a total carbon footprint of approximately 35.5 tCO<sub>2</sub>eq, over 90% of which was attributable to participant transportation, confirming that mobility is one of the most significant aspects of sustainable management for international events.

The initiative’s goal was not simply to compensate for the event’s impact, but to understand its main sources of emissions, identify possible preventive reduction measures, and promote greater awareness of the impacts generated. The remaining emissions were associated with Blue Carbon credit projects aimed at protecting Venice’s lagoon ecosystems and salt marshes, through initiatives related to ecosystem management, biodiversity protection, and coastal erosion mitigation.



In 2025, Master Italia also continued the project developed in collaboration with 3Bee as part of the “Pollinate the Planet” initiative, reconfirming its commitment to protecting biodiversity and local ecosystems. Through support for a local apiary located in the Caorle area and the use of Hive-Tech technology, the project enables the monitoring of environmental conditions and bees health, facilitating timely interventions in the event of environmental stress or critical situations. The monitored hives effectively function as bioindicator sentinels, contributing to the preventive monitoring of the balance of the surrounding ecosystem.

According to project estimates, the initiative contributes to the protection and monitoring of approximately 300,000 bees and the pollination of about 300 million flowers per year, while also supporting awareness-raising activities on biodiversity and the fundamental role of pollinating insects for ecosystems and the food supply chain.

Among its community-based environmental initiatives, in 2025 the company also collaborated with TEDx Venice as part of the “Worlds of Wonder” edition, supporting a cleanup activity at the Lido di Venezia dedicated to waste collection and raising awareness about microplastic pollution. The initiative involved employees, volunteers, and local communities, encouraging reflection on the role that even small collective actions can play in protecting the environment and the local area.

## The 2025 Impact Assessment

### Environment ESG E



Several internal awareness-raising initiatives related to waste reduction and the promotion of more aware behaviors in everyday company life also continued. Among these was the gradual shift toward using the Moka as an alternative to capsule coffee, which contributed to an estimated 5% reduction in packaged coffee consumption compared to the previous year, despite a roughly 20% increase in the numbers of employees at the company. According to internal estimates, this decision has prevented the consumption of approximately 2.3 kg of plastic associated with single-use materials.

Initiatives launched in 2024 also continued, focusing on replacing virgin toilet paper with certified recycled paper and using ISCC PLUS-certified bio-circular adhesive tape. Both projects contributed to reducing the environmental impacts associated with the company's consumables and to raising awareness of purchasing choices with a lower environmental impact.

With the aim of progressively consolidating more sustainable practices, both in offices and in operational and logistics areas, monitoring of waste generated and internal recycling activities continued. However, the management of dry waste remains an area for improvement, particularly in warehouse and goods handling operations, which involve packaging and materials that are difficult to recycle.

The amount of dry waste reported in kilograms for 2025 was influenced by an update to the conversion factor applied by the waste service provider to convert collection volumes into kilograms. In the relevant municipality, the factor used by the provider increased by approximately 20%.

Despite this methodological update, the total number of collections carried out in 2025 decreased compared to the previous year (27 versus 29), highlighting substantial operational stability in dry waste management and a result that is overall in line with the company's target set for the year.

Master Italia's environmental journey therefore continues to develop through a progressive, integrated, and increasingly data-driven approach, focused not only on reducing direct impacts but also on spreading a culture of sustainability that is increasingly connected to the business, the local area, people, and the company's long-term responsibility.



## The 2025 Impact Assessment

### Product ESG E



### Common Benefit Purposes

- F1** Develop high-quality products with consideration of their complete life cycle and the principles of **circular economy**, by using low-impact and durable materials.
- F2** Support continuous product innovation thanks to the **digitalization** of processes and new **technologies**, aiming for a holistic and, where it is possible, regenerative approach to ecosystems.
- F3** Pursue **research and development** activities that enable longer product use phases and the adoption of raw materials with lower environmental impact and social risks compared to conventional alternatives.
- F4** Provide consumers with information about products and the supply chain to help them being **more informed about their purchasing decisions**.

### Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	process circularity	sustainable Atlantis products developed	n°	105	133
		new sustainable materials	n°	1	2
		workshop on ecodesign issues	n° of employees	8	10
		registration with consortium for textile waste management	timeline	September	not achieved

Data source: Analysis of internal data—Purchasing, Product, Sustainability, and Compliance Department

## The 2025 Impact Assessment

Product  
ESG E



Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F2	process digitization	training for the use of the bill of materials tool	n° of people	4	4
		start data integration project with ref. to Transaction Certificates on Atlantis data sheet supplier	timeline	July	July
		project evaluation with 3D technology	timeline	June	June
		start working group project reporting headwear returned, obsolete and flawed in stock	timeline	December	November
		start the project on improvement data traceability of Atlantis' products - qr code label	timeline	November	December

Data source: Analysis of internal data—Purchasing, Product, Sustainability, and Compliance Department

## The 2025 Impact Assessment

Product  
ESG E



Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F2	process digitization	information sharing between Atlantis and Custom Made teams via digital tools	n° of tools	2	2
		double verification test for sustainable fabrics	n° of tests	2	2
		production inspections	n° of inspections	223	144
F3	safety and quality	increase warehouse quality control	n° of controls	80	85
			var%	10	18
		start project for inbound QC procedure for new warehouse	timeline	October	not achieved
		start procedure Risk Assessment Security Products	timeline	September	September

Data source: Analysis of internal data—Purchasing, Product, Sustainability, and Compliance Department

## The 2025 Impact Assessment

Product  
ESG E



Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F4	Transparent communication for informed decision-making	internal and external disclosure carbon footprint tool	n° of initiatives	2	2
		promote the durability of purchased products	n° of initiatives	1	1
		raising awareness of large air transport users	% open rate of communication	30	not achieved

Data source: Analysis of internal data—Purchasing, Product, Sustainability, and Compliance Department



## The 2025 Impact Assessment

### Product ESG E



### Positive effects/impacts generated:

Since 2018, Master Italia has been developing its first products using low-impact materials while maintaining high standards of quality, comfort, and durability.

In 2025, the company continued to strengthen this approach, integrating sustainability as a fundamental criterion for product development, materials management, traceability, quality, and supplier relations.

A total of 133 Atlantis products were developed with sustainability features consistent with the company's framework, exceeding the initial target of 105 items. At the same time, the company continued to expand the portfolio of preferred materials used in the collection, introducing new solutions with reduced environmental impact and continuing applied research on textiles and secondary components.

Atlantis' Product Sustainability Framework continues to serve as the primary internal reference for evaluating materials and design choices. The framework integrates considerations related to environmental impacts, traceability, quality, durability, regulatory compliance, and responsible supply chain management, with the aim of supporting product development consistent with the principles of the circular economy and the reduction of environmental impacts.

The Atlantis approach also continues to prioritize products characterized by high durability, continuous use, and season-less design, with the goal of extending the product's useful life over time and reducing the impacts associated with frequent replacement of items.

One of the most significant developments in 2025 was the greater involvement of the Custom Made team in eco-design and sustainable materials management processes, which had historically been developed in a more structured way within the Atlantis line.

Through cross-functional application workshops conducted as part of the Innovation Initiative, the company began to build stronger connections between the Atlantis and Custom Made business lines, with the goal of sharing evaluation criteria, approaches to materials, information flows, and decision-making tools focused on product sustainability.

The workshops were not conceived as mere theoretical training, but as opportunities for concrete work on real-world cases, application simulations, operational challenges, and decision-making processes related to product development. The activities covered topics such as ecodesign, environmental assessment of textile fibers, circularity, innovative materials, strategic management of sustainable materials, definition of roles and responsibilities, and integration of ESG standards into company operational processes.

## The 2025 Impact Assessment

### Product ESG E



### Positive effects/impacts generated:

Following the workshops, an internal feedback questionnaire was collected, which was completed by over 80% of the participants. Over 90% of the evaluations were positive, and most participants said that the workshop met or exceeded their initial expectations.

The most appreciated aspects were the opportunity to compare different company departments, share approaches and operational issues, and the practical nature of the activities performed.

Particular attention was paid to creating shared tools between Atlantis and Custom Made for material selection, certification management, and the evaluation of customer requests, with the goal of making sustainability an increasingly widespread skill throughout the company.

Master Italia has also expanded its range of low-impact materials, introducing new solutions that combine quality, performance, aesthetics, and reduced environmental impact.

Among the main developments of the 2026 Collection are new strategic materials such as Recycled Denim and recycled Merino wool, reinterpreted according to an approach oriented towards reducing environmental impact and product durability.

Regarding denim, Atlantis Headwear developed a product made with 50% recycled cotton and 50% virgin cotton, using the DyStar Indigo Vat 40% Solution dyeing technology, which reduces the sodium hydrosulfite used in the dyeing process up to 70% and estimates a 20% reduction in the carbon footprint compared to conventional denim.

The introduction of Recycled Denim represents the desire to reinterpret one of the most iconic fabrics in the textile sector through a more aware and responsible vision, while maintaining high standards of aesthetics and quality.



## The 2025 Impact Assessment

### Product ESG E



### Positive effects/impacts generated:

At the same time, Atlantis Headwear introduced a new interpretation of Merino wool, a recycled material with premium properties such as temperature regulation, breathability, and comfort. This approach focuses on the optimization of existing materials and the reduction of virgin resource use. Using recycled wool reduces emissions by up to 88% compared to virgin wool, from 79.6 kg CO<sub>2</sub>e/kg to 9.91 kg CO<sub>2</sub>e/kg of fiber.

The use of recycled secondary components has also continued, including visors made from materials derived from the recovery of discarded fishing nets and plastic bottles, as part of the project initiated with ReTraze®.

Both GOTS and GRS, the product certifications, were renewed, continuing the company's path of consolidating traceability and responsible management of materials, and the range of GRS-certified products in the Atlantis collection was further expanded.

To accurately evaluate the environmental impact of products throughout their lifecycle, Master Italia continues to use the "CF Atlantis" tool, an internal tool based on the LCA (Life Cycle Assessment) methodology and certified in conformity with the "Systematic Approach" (UNI EN ISO 14067) by a third-party accredited body, ACCREDIA.

The tool allows us to quantify the carbon footprint of products in accordance with the UNI EN ISO 14040 and UNI EN ISO 14044 standards, supporting both emission monitoring and ecodesign and simulation activities.

In 2025, 125 articles were analyzed, with an estimated investment of about six months of work dedicated to collecting data, modeling LCA, and verifying and updating the environmental information associated with the products.

For each article in the Atlantis collection with a reduced environmental impact, the carbon footprint was quantified and compared with that of products made with conventional materials. The analysis considers the cradle-to-gate process, from the procurement of raw materials to the delivery of the finished product to the Atlantis warehouse.

In 2025, the emission reductions associated with Atlantis's low-impact products reached 558,899 kg CO<sub>2</sub>eq, up compared to 536,981 kg CO<sub>2</sub>eq in 2024.

According to EPA (Environmental Protection Agency) equivalencies, this value corresponds to approximately the CO<sub>2</sub> absorbed by 9,240 trees over ten years.

These results represent not only an environmental measurement activity for Master Italia, but also a concrete tool for supporting design choices, material selection, and increasing transparency with customers and stakeholders.

## The 2025 Impact Assessment

### Product ESG E



### Positive effects/impacts generated:

For each Product Carbon Footprint, a corresponding External Communication Report has been prepared. This document supports the communicated data, relating to the CO<sub>2</sub>eq emitted during the item's production, and is intended to support the online publication of the Atlantis PCFs scheduled for 2026. This activity represents a further step towards increasingly structured communication of information related to product impacts throughout their life cycle.

As a matter of fact, transparency towards the customer continues to represent one of the central principles of Master Italia's approach. In addition to communicating environmental information associated with products, the company has continued its awareness-raising activities regarding the importance of product durability and quality as fundamental elements for reducing long-term environmental impacts.

Concurrently with the development of ecodesign materials and tools, the double verification activities on sustainable fabrics – particularly those of biological origin – and quality controls along the supply chain have continued, with the aim of ensuring consistency between the declared characteristics and the results obtained from laboratory tests. The company has also continued to strengthen inspection and quality control activities on products, both during production phases and in internal warehouse management, in order to prevent the distribution of non-conforming products and progressively improve the monitoring of logistical flows.

In 2025, the total number of inspections at production sites was lower than initially planned. This trend was mainly influenced by the reduction in production volumes compared to initial forecasts and by a progressive evolution of the quality control approach, increasingly oriented towards a risk-based logic and prioritization of checks on productions considered more sensitive.

Also, with a view to greater organizational efficiency and optimization of control costs along the supply chain, the company has progressively concentrated inspection activities on projects and suppliers deemed more critical from a qualitative, regulatory, or design perspective.

Internal quality controls at the company warehouse, on the other hand, increased by approximately 18% compared to the previous year, exceeding the target set for the fiscal year.

A structured Product Safety Risk Assessment procedure has also been launched, with the aim of further strengthening the oversight of risks related to materials, components, regulatory compliance, and product use in different destination markets.

This activity has also been accelerated by the entry into force of Regulation (EU) 2023/988 on general product safety (GPSR), which requires an increasingly structured approach to preventive risk assessment, traceability, and the management of safety information throughout the product's life cycle.

## The 2025 Impact Assessment

Product  
ESG E



### Positive effects/impacts generated:

Particular attention has also been paid to the issue of PFAS and the evolution of the international regulatory context, continuing the monitoring activities of materials, supplier declarations, and customer compliance requests. Some projects initially planned for 2025 have instead experienced delays or rescheduling. In particular, the launch of a structured inbound QC procedure dedicated to the new logistics hub has been postponed primarily due to operational priorities related to the completion and commissioning of the new logistical and organizational structures.

Regarding the management of textile waste and adherence to dedicated consortia, the process has been affected by the limited regulatory clarity concerning the entry into force of Extended Producer Responsibility (EPR) in the textile sector and the related operational procedures still being defined at national and European levels.

Despite this, during 2025, Master Italia has initiated in-depth analysis and discussions with the main consortium active in this area, gathering technical, operational, and economic information useful for establishing future internal procedures and evaluating the most consistent adherence methods with its business model.

The company plans to continue these activities in 2026, a year considered strategic for the progressive definition of EPR guidelines applicable to the textile sector and for the structuring of future end-of-life management systems for textile products.

Master Italia's product journey therefore continues to evolve through an approach in which sustainability, quality, traceability, safety, and durability are considered complementary elements and an integral part of product development and the long-term relationship with customers, suppliers, and stakeholders.



## The 2025 Impact Assessment

### Supply Chain ESG S



GC Principles:  
1-2-5-10



### Common Benefit Purpose

**F1**

Protect **human rights** by ensuring **quality** and **safety** in the workplace.

**F2**

Monitor **suppliers** and actively contribute to raising awareness about environmental protection, labor rights, and anti-corruption practices.

**F3**

Meet **customer** expectations through various methods aimed to improve supply chain processes.

### Beneficiaries Stakeholder: Suppliers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Human Rights of workers	identification of calculation system for equalization of minimum wages vs. living wages	timeline	December	December
	Transparency and traceability	database with information on suppliers for low-impact Atlantis items	% suppliers inserted	100	100
		sustainability certifications	n°	2	2

Data source: Processed from internal data - Purchasing, Product, Sustainability and Compliance Office

## The 2025 Impact Assessment

Supply Chain  
ESG S



GC Principles:  
1-2-5-10



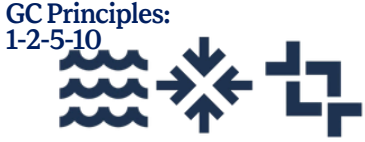
Beneficiaries Stakeholder: Suppliers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Transparency and traceability	bluesign system program - assessment launch	timeline	May	April
		Atlantis' items suppliers submitted to questionnaire (rating)	%	90	7100%
			average score	2,7/5	3/5
		Atlantis Virtuous Suppliers Rating for Benchmark Rating	n° of suppliers	4	2
		database preparation for supply chain data collection	timeline	December	August
F2	Supplier training	workshop to implement the sustainability strategy	n° of suppliers involved	1	not achieved
	Audits at suppliers	administration questionnaire suppliers visited	%	50	60

Data source: Internal data processing - Purchasing, Product, Sustainability, and Compliance Office

## The 2025 Impact Assessment

Supply Chain  
ESG S



Beneficiaries Stakeholder: Suppliers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F3	Customer satisfaction	monitoring complaints received from consumers and/or end-users	ESRS S4-3	<0,10%	0,08%
			% of goods subject to complaint on turnover		
		create new customer satisfaction survey	timeline	October	not achieved
		creation of a new database for product security and quality	timeline	November	November

Data source: Internal data processing - Purchasing, Product, Sustainability, and Compliance Office



## The 2025 Impact Assessment

### Supply Chain ESG S



GC Principles:  
1-2-5-10



### Positive effects/impacts generated:

Master Italia continues to consider the supply chain a central element of its sustainability journey, recognizing that the majority of environmental and social impacts associated with Atlantis products are closely linked to activities carried out along the production chain.

For its core business, the company relies on a network of manufacturers located in different geographical areas, selected based on product type, technical expertise, quality, operational reliability, and the ability to meet the environmental and social requirements set by Master Italia.

Caps and numerous textile accessories are primarily produced by suppliers located in the Far East, while for some product categories, such as knitted hats, sourcing also involves European suppliers. At the same time, for specific customization and finished garment processing activities, the company continues to collaborate with local embroidery and printing companies, maintaining a strategic territorial supply chain component, especially for the Custom Made business unit and for special projects or sponsorships.

Among Master Italia's Common Benefit Purposes is the desire to collaborate with suppliers capable of ensuring respect for human rights, adequate working conditions, responsible management of environmental impacts, and a transparent approach to ESG issues.

For this reason, in recent years, the company has progressively structured an ESG monitoring and evaluation system for suppliers, initially focused on first-tier (Tier 1) suppliers connected to the Atlantis line. The ESG rating system developed by Master Italia includes environmental, social, and governance indicators and integrates information related to certifications, third-party audits, chemical management, use of preferred materials, traceability, and sub-supplier monitoring.

During 2025, the database dedicated to the traceability of suppliers connected to low-environmental-impact Atlantis items reached 100% coverage of the planned suppliers. Concurrently, the consolidation of supply chain information and documentary evidence associated with ESG certifications and requirements continued.

Master Italia has also continued to maintain and consolidate GOTS and GRS certifications along its production chain, strengthening the traceability and document management processes for certified materials.

The work to prepare a structured database for collecting supply chain data has also been completed, finishing ahead of the initially planned timeline. This activity represents an important step in supporting the evolution of traceability systems, ESG data collection, and information management required by future European regulatory developments, including Digital Product Passport (DPP), Extended Producer Responsibility (EPR), Green Claims, and supply chain transparency requirements.

## The 2025 Impact Assessment

### Supply Chain ESG S



GC Principles:  
1-2-5-10



### Positive effects/impacts generated:

At the same time, Master Italia continued its ESG evaluation activities for Atlantis suppliers through the internally developed questionnaire, with the support of specialized partners in the textile sector.

In 2025, 71% of the planned suppliers completed the ESG questionnaire, with an average score of 3/5, an improvement compared to the initial target of 2.7/5.

The reduction in the completion percentage compared to the 90% target is not attributable to a decrease in oversight of the supply chain. Master Italia recognizes, in fact, that suppliers are increasingly involved in similar requests from different clients, brands, and stakeholders. The ESG questionnaire developed by the company, while representing an important tool for delving into environmental, social, and governance issues relevant to the textile sector, requires significant commitment in terms of data collection, documentation, and time dedicated to completion.

For this reason, during 2026, the company will commit to further strengthening support and guidance activities for suppliers in completing the questionnaire and collecting the required ESG evidence, with the aim of fostering greater collaboration and quality of information shared along the supply chain.

Throughout the year, audit, visit, and information gathering activities with suppliers also continued, exceeding the initially planned target and achieving the administration of the internal on-site audit procedure for 60% of the visited suppliers.

Master Italia has also initiated a process of evaluation and improvement with bluesign®, through a Brand Assessment and a Gap Analysis dedicated to governance, supply chain, chemical management, material traceability, and monitoring of environmental and social impacts along the supply chain.

This activity has allowed for the identification of key future development areas and the definition of further priorities for the evolution of the company's sustainability management system, further strengthening the company's structured approach to ESG issues and responsible supply chain management.

During 2025, Master Italia also began in-depth activities related to the equalization of minimum wages and living wages along the production supply chain, thanks to collaboration with bluesign®, with the aim of identifying calculation methodologies and tools consistent with the characteristics of different geographical sourcing contexts.

This issue represents an area of growing relevance for the textile sector and for the evolution of international ESG expectations, especially in connection with the protection of human rights and working conditions along the global supply chain. The activity also represents a first step towards a greater understanding of the indirect social impacts associated with the global supply chain.

## The 2025 Impact Assessment

### Supply Chain ESG S



GC Principles:  
1-2-5-10



### Positive effects/impacts generated:

Regarding the direct involvement of suppliers through dedicated workshops on corporate sustainability strategy, the activity planned for 2025 was not completed within the initially planned timeframe, mainly due to operational and organizational priorities related to the management of new logistics projects and the development of internal ESG data collection systems.

Together with ESG topics, Master Italia continues to monitor supply chain quality through indicators related to customer satisfaction and qualitative complaints received on products.

In 2025, the value of goods subject to claims relative to merchandise turnover stood at 0.08%, remaining below the internal maximum target of 0.10%.

This indicator, although formally referring to customer satisfaction, also represents a direct measure of the effectiveness of supply chain management processes, considering that the production of Atlantis products rely on third-party suppliers and that product quality, conformity, and reliability depend largely on the oversight of processes along the supply chain.

A new internal database dedicated to product safety and quality issues has also been created, with the aim of further strengthening the structured collection of information related to conformity, controls, materials, and the management of risks associated with products, also in preparation for the evolution of European regulatory requirements concerning product compliance and the traceability of technical information associated with products.

Supply chain management today represents for Master Italia not only an operational and qualitative oversight but also a strategic tool for progressively integrating environmental, social, and governance criteria into relationships with its production partners, thereby increasing traceability, transparency, and the ability to monitor impacts along the supply chain over time.



## The 2025 Impact Assessment

### People ESG S



### Common Benefit Purposes

**F1**

Prioritize **wellbeing**, work-life balance, workplace safety, and healthy working environments by promoting preventive health initiatives.

**F2**

Support **training programs** to encourage personal development among employees and coworkers, and to develop a culture of knowledge sharing.

**F3**

Promote **inclusion** regardless of age, gender, disability, race, ethnicity, religion, or other factors, in order to embrace diversity and equity.

**F4**

Strengthen interpersonal **relationships** to build mutual trust and encourage collaboration at all levels.

### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Workplace Safety	delivery and training handbook	% employees trained	100	achieved
	Health Promotion	plan Talking Hats on food education	timeline	December	December
		On-site blood tests at the company	% membership	70	85
		Specialist Visits - Centro di Medicina 2025	n° of visits	96	>130

Data source: Internal data processing - Human Resources Office

## The 2025 Impact Assessment

People  
ESG S



Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Work-life balance	Reduction of unused vacation days	var %	-5	-8,9
	Improving welfare	wider use of meal vouchers	timeline	January	January
		satisfaction with meal voucher availability	% highly appreciated	70	90
		inform about health prevention tools	% membership	60	not achieved
F2	Non-mandatory training	professional courses and on ESG topics	n°	15	34
			ESRS S1-13	43	27
			average hours per employee		
F3	Inclusion	Talking Hats	n°	5	5
			% membership media	85	89
			% highly appreciated	80	84

Data source: Internal processing - Human Resources Office

## The 2025 Impact Assessment

### People ESG S



### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F4	Internal communication	team building	n°	1	1
		Feedback between teams and front lines	n° of teams	4	4
		Digital noticeboard sustainability and internal communication	n° of news	24	23
		email	n° of interactions (reactions / comments)	240	181

Data source: Elaborations on internal data - Human Resources and Sustainability Office



## The 2025 Impact Assessment

### People ESG S



### Positive effects/impacts generated:

Throughout 2025, Master Italia continued to develop its path as a Benefit Company, placing its people at the center of its business growth. They are considered a fundamental element for the organization's long-term sustainability and resilience.

In a context of organizational transformation, dimensional growth, and business model consolidation, the company has continued its investments related to well-being, training, safety, and the quality of the work environment, with the goal of building an increasingly solid, inclusive, and responsible organization.

In recent years, the number of employees has progressively increased, from 33 people in 2021 to 60 in 2025. The company's workforce has an average age of 35.7 years and an average tenure of approximately six years, a particularly significant figure considering the national context and the employment dynamics of younger segments of the working population.

Only in 2025, 17 new employees were hired, including two international professionals, while 9 curricular internships from local high schools and universities were also welcomed. In parallel, the company recorded an 80% increase in free applications received compared to the previous year, rising from 86 applications in 2024 to 155 in 2025.

The focus on people is also reflected in the evolution of welfare and organizational flexibility policies. Over the years, Master Italia has progressively structured support tools for parenting, work-life balance, and employee well-being, introducing measures that go beyond the provisions of the national collective agreement.

### Distinctive elements

ADDITIONAL  
PARENTAL LEAVE

WORK ENVIRONMENT

WELFARE AND  
FLEXIBLE WORK

VOLUNTEER  
PERMITS

CAREGIVER  
PERMITS

TRAINING AND  
INFORMATION

## The 2025 Impact Assessment

### People ESG S



### Positive effects/impacts generated:

In 2025, the company also updated and expanded some employee welfare measures, increasing the daily value of meal vouchers per employee and introducing new digital tools for service management and utilization.

Concurrently, the previous health insurance system dedicated to serious illnesses was replaced with an approach more focused on widespread **health prevention**. In collaboration with Centro di Medicina, the company developed a prevention package including blood tests conducted directly at the company ("Check-up km0"), specialist visits of the employees' choice, as well as special agreements that also cover employees' family members living with them. Participation in the blood tests organized directly at the company reached approximately 85% of the company population, significantly exceeding the target set for 2025. Overall, over 130 health services were provided throughout the year, including analyses, specialist visits, and check-ups.

Throughout 2025, the initiative to improve company spaces and work environments continued, also in relation to the operational launch of the new company logistics hub. The project was developed not only to support the company's operational growth but also with the aim of enhancing the quality of work environments and supporting the company's organizational evolution. The company also expanded several initiatives related to the inclusion and daily well-being of its people, introducing the "Atlantis & This Unique" project within company spaces. This project provides free access to sanitary pads in the main company restrooms. The initiative was launched with the goal of contributing to the creation of more inclusive, accessible work environments that are attentive to people's daily needs, while simultaneously promoting gender equality and organizational well-being.



In parallel, the company continued to invest in internal communication and employee engagement through structured tools for company-wide sharing, feedback between teams and managers, and internal discussion moments called "Talking Hats." At the end of the year, an internal company newsletter was also introduced, developed with the aim of improving information sharing, increasing awareness of company projects, and fostering greater employee involvement in the organization's activities.

Sending communications via Outlook also allows for the monitoring of some initial engagement metrics, including the number of reactions received by emails, supplemented by qualitative surveys aimed at gathering feedback and identifying opportunities for improving internal communication.

## The 2025 Impact Assessment

### People ESG S



### Positive effects/impacts generated:

Regarding the development of a structured and widespread feedback culture within the organization, this is a process that has been initiated progressively and is destined to take time to consolidate as a habitual organizational practice across different company levels.

Throughout 2025, a total of five "Talking Hats" meetings were organized, dedicated to topics such as sustainability, financial education, supplementary pensions, welfare, and internal communication. The meetings recorded an average participation of 89% of the people involved and a high satisfaction level of 84%, exceeding the targets set for the year.

In terms of training, Master Italia has continued its investments in the professional, managerial, and transversal skill development of its people. During 2025, 34 professional courses and courses on ESG topics were delivered, significantly exceeding the target set for the year.

The training activities covered topics such as sustainability, ecodesign, governance, product safety, digitalization, export, quality, marketing, innovation, organizational structure, and managerial development.

However, the average training hours per employee did not reach the target set for 2025. This result highlights how the delivery of training has not yet managed to involve all company functions in a sufficiently homogeneous way, particularly those roles characterized by higher operational intensity.

A significant portion of the training activities was also dedicated to structured onboarding programs for new resources. During 2025, approximately 13 cross-functional onboarding programs were managed, for an estimated total of over 600 hours of internal training dedicated to understanding Master Italia's vision, transferring skills, learning company processes, and the organizational integration of new people joining the company.

During 2025, the HSE Department also focused its activities on strengthening the company's prevention and protection system, also in relation to organizational evolution and the commissioning of the new logistics hub. The main activities included updating the Risk Assessment Documents (DVR), revising emergency plans, training on new machinery, and reinforcing company firefighting teams. In parallel, the company continued to adapt its processes to regulatory changes, with particular reference to the digitalization of some management systems, the implementation of the internal whistleblowing channel, and the monitoring of periodic checks related to equipment and safety devices.

Therefore, attention to people continues to represent one of the central elements of Master Italia's evolution as a Benefit Company. The experience gained in recent years confirms that investing in well-being, professional growth, training, and the quality of the work environment is not only a social responsibility but also a strategic factor for attractiveness, competitiveness, and sustainable long-term development.

## The 2025 Impact Assessment

### Community ESG S



### Common Benefit Purposes

- F1** Respond to local needs by actively supporting and promoting projects and initiatives that benefit **civil society**.
- F2** Support **innovative educational initiatives** that involve suppliers, distributors, customers, schools, and institutions.
- F3** Create a **virtuous network** to share best practices and knowledge that can help people understand the impact of their actions.

### Beneficiaries Stakeholder: Community and Territory

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Social Initiatives - Donations	total financial donations to non-profit organizations	% donations on profit	0,95	1,68
		Support to cultural-naturalistic association projects	n° of activities	18	20
			n° of students	514	392
		Support to the Emporio Solidale project	n° of families	313	313
		support for international projects	n°	1	1

Data source: Internal data processing - Office of Sustainability and Human Resources

## The 2025 Impact Assessment

### Community ESG S



### Common Benefit Purposes

- F1** Respond to local needs by actively supporting and promoting projects and initiatives that benefit **civil society**.
- F2** Support **innovative educational initiatives** that involve suppliers, distributors, customers, schools, and institutions.
- F3** Create a **virtuous network** to share best practices and knowledge that can help people understand the impact of their actions.

### Beneficiaries Stakeholder: Community and Territory

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2025	RESULTS 2025
F1	Social Initiatives - Donations	support for health promotion and prevention projects	n° of initiatives	2	3
		support projects of environmental sustainability promotion	n°	2	3

Data source: Internal data processing - Office of Sustainability and Human Resources

## The 2025 Impact Assessment

### Community ESG S



### Positive effects/impacts generated:

Throughout 2025, Master Italia continued to develop its commitment to the community and the region through social, educational, cultural, and environmental initiatives aligned with the Common Benefit Purposes defined by the Benefit Company.

The company's approach is based on a desire to build long-term relationships with the region, supporting projects capable of generating concrete impacts in the social, educational, health, and environmental spheres, with a particular focus on local realities and initiatives aimed at the most vulnerable people.

Overall, during 2025, Master Italia supported 20 social, cultural, educational, and environmental initiatives and projects, exceeding the annual target set within the Common Benefit Purposes. The total financial support and product donations made during the year reached a value exceeding 1.68% of the company's profit, compared to an initial objective of 0.95%.

59% of the total value was distributed in the form of direct financial contributions, while the remaining portion was allocated to product donations, used by the beneficiary associations and organizations to support their social, cultural, educational, and fundraising activities.

Master Italia also supported three initiatives dedicated to environmental sustainability and ecological awareness, again exceeding the company's annual target.

These include initiatives dedicated to the protection of biodiversity developed with 3Bee, the Blue Carbon project linked to the protection of the Venetian lagoon ecosystems and salt marshes, already described in the Environment chapter of this Report, as well as the educational project "Il Bosco dei Racconti" (The Forest of Stories), developed with Il Pendolino-ODV and Casa dei Racconti.

The "Il Bosco dei Racconti" project represents a collaboration developed in continuity with previous years and is dedicated to the environmental awareness of new generations and the enhancement of the relationship between people, territory, and biodiversity.

During the project, 20 free educational modules/workshops were conducted for kindergartens and primary schools in eastern Veneto, involving a total of 392 children and young people and 50 teachers from 21 classes/school sections. Although the number of students involved was lower than the initially planned target, the project maintained a high qualitative level and a significant educational impact on the territory, also confirmed by the satisfaction questionnaires returned by the participating teachers.

The activities, carried out in the wooded areas of Casa dei Racconti in Ceggia (Venice), addressed topics such as biodiversity, nature, photosynthesis, and the role of trees, contributing to strengthening the link between environmental education, the territory, and the local community. The company also supported the project through the donation of Atlantis products dedicated to the initiative's educational and promotional activities.

## The 2025 Impact Assessment

### Community ESG S



### Positive effects/impacts generated:

In 2025, Master Italia further consolidated its commitment to initiatives dedicated to health, prevention, and collective well-being, exceeding the targets defined within the Common Benefit Purposes.

Among these is the support for activities promoted by the Mental Health Department of ULSS4 Veneto Orientale within the framework of the Mental Health Festival and the "CarTastorie" project. This collaboration, continuing from previous years, is dedicated to raising awareness on mental health, social inclusion, and combating the stigma towards people experiencing psychological distress.

The company's support also materialized through the donation of Atlantis caps for the city walk organized as part of the 2025 Mental Health Festival, an initiative aimed at strengthening dialogue between the territory, the community, and health services.

The company also supported initiatives promoted by AIL Venezia and AIL – Cori in Boea, dedicated to raising awareness and supporting activities related to hematological research and assistance.

On the occasion of Christmas 2025, the company chose to allocate part of the budget traditionally dedicated to corporate social events to support solidarity initiatives, transforming this occasion into a concrete gesture of shared social responsibility with its employees. The decision was made in agreement with the internal events committee, which voluntarily chose to prioritize increased solidarity contributions over organizing a Christmas corporate event.

Among these initiatives, Master Italia supported Medici con l'Africa CUAMM through a donation destined for the neonatology unit of San Kizito Hospital in Matany, in the Karamoja region of Uganda, one of the country's most fragile areas. The company's contribution will concretely help ensure healthcare and assistance for over 30 premature or critically ill newborns in the neonatal intensive care unit supported by the organization.

The collaboration with Emporio Solidale San Vincenzo, an organization committed to supporting families and people in socio-economic hardship, also continued, in line with previous years. Through the company's contribution, it was possible to concretely support the purchase of meals and essential goods for families assisted by the association, contributing to the company's target of supporting 313 family units in the area.

Also, thanks to the Emporio Solidale network, Master Italia made donations of hats and winter accessories intended for the territorial network supporting homeless people and for association activities aimed at the most vulnerable individuals.

## The 2025 Impact Assessment

### Community ESG S



### Positive effects/impacts generated:

During the Christmas period, the company, in continuity with previous years, also supported the local association I Marmellotti. This organization, born from the Sandonatese rugby community, is involved in solidarity initiatives for the local community. The company's contribution supported activities dedicated to meal distribution and assistance to local families during the Christmas season. Some members of the Atlantis team also directly participated on Christmas Day in delivering meals alongside the association's volunteers, making a concrete contribution to local community support activities.

The company also supported Fody SB Srl, a Benefit Company and innovative startup engaged in recovering textile waste, promoting the circular economy, and facilitating the employment of individuals facing disadvantage and disability. The donation was allocated to projects for transforming textile waste into life-saving blankets and to employment inclusion programs developed through dedicated social workshops.

Throughout 2025, Master Italia also supported the Regional Session of the European Youth Parliament Italy, organized in Venice from March 6th to 9th, 2025, as part of the European Youth Parliament network. The initiative involved approximately one hundred young people from various European countries in a simulation of European Parliament activities focused on the theme of "fragility," addressed in its social, environmental, and economic dimensions. The decision to support the event through financial contribution and the provision of Atlantis caps stems from the desire to back projects aimed at new generations, promoting international dialogue, active citizenship, environmental awareness, and civic participation.

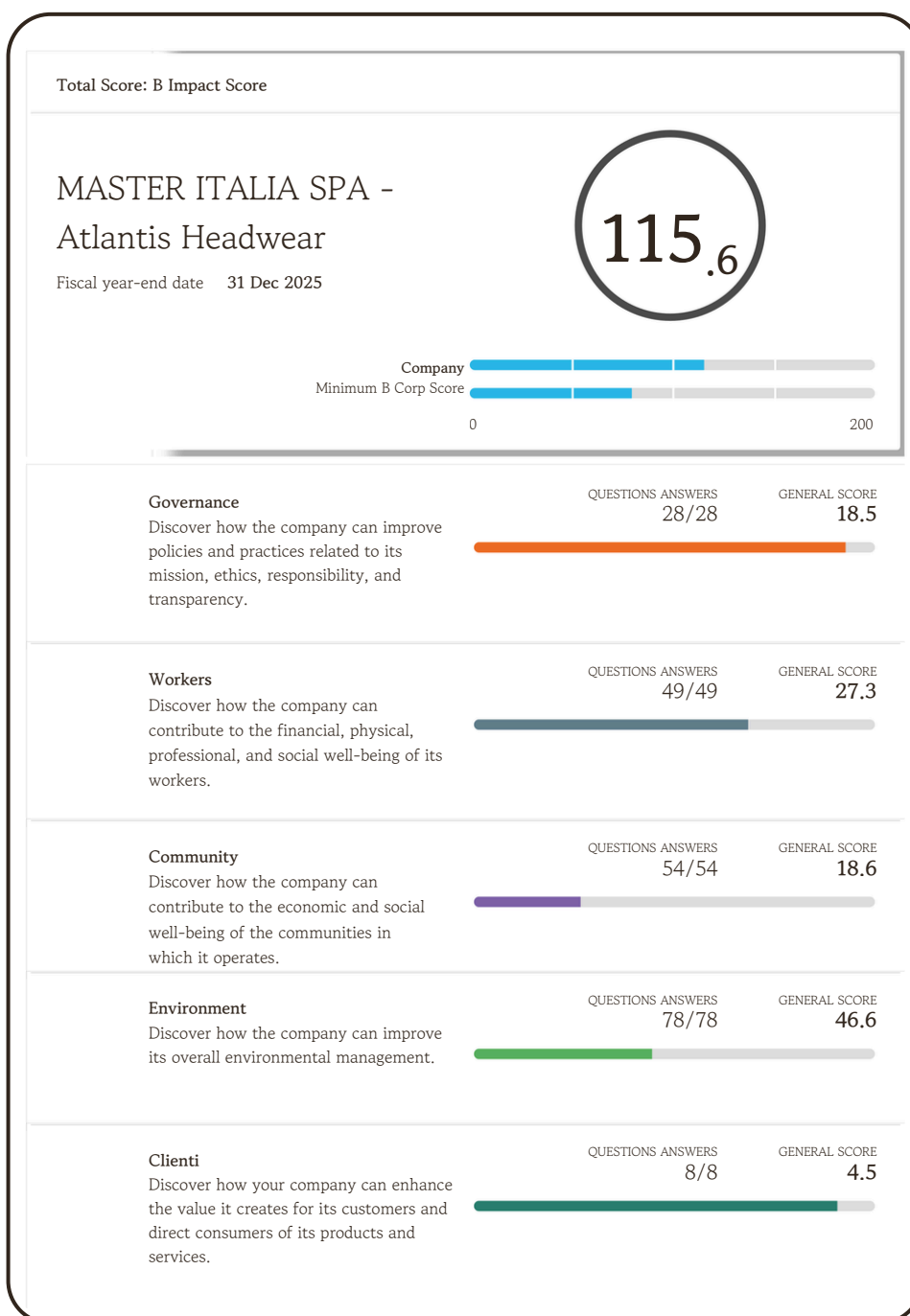
Furthermore, Master Italia continues its commitment to maintaining a strong connection with the local territory by supporting cultural associations, sports organizations, religious institutions, and various social initiatives. This commitment is driven by the conviction that the role of a benefit company extends beyond economic value creation, actively contributing to building more resilient, inclusive, and sustainable communities.



## B Impact Assessment (BIA)

To comply with the reporting obligations for Benefit Companys (Law 208/2015, sections 376-384) regarding the impact generated, Master Italia also utilized the B Impact Assessment (BIA v.1.6), the framework developed by B Lab and recognized by legislation as an external and independent evaluation standard.

The BIA represents a comprehensive assessment of company performance across five impact areas: Governance, Workers, Community, Environment, and Customers. Master Italia's score in 2025 is 115.6 points out of 200. This result may be subject to updates following the final consolidation of data related to the organization's Scope 1, Scope 2, and Scope 3 emissions.



## Goals to Achieve in 2026

For the year 2025, specific goals have been identified to contribute to the **common benefit purposes** expressed in the corporate purpose, the Sustainable Development Goals (SDGs) of the 2030 Agenda, and the United Nations Global Compact Principles.

Specific actions have been planned, each associated with targets that will be measured at the end of the year using appropriate indicators.

The specific goals and actions are organized according to the three ESG pillars: Environmental, Social, and Governance.



## Goals to Achieve in 2026

### Governance ESG G

#### The common benefit purposes

**F1**

Strengthen and pursue the **company's purpose** through the paradigm of a civil economy, to encourage the common good of the community and the territory in which it operates.

**F2**

Share and bring the **company's values** to life, in order to inspire people to express their potential for personal growth, organizational success, and the common good.

**F3**

Develop a long-term vision to pass on to future generations the commitment to continuously integrate emerging sustainability topics with corporate values, so that this **culture is preserved**, protected, and becomes an integral part of the company's value.

**F4**

**Embed sustainability** throughout the governance structure and into all levels of the organization.

**F5**

Commit to communicate business decisions and choices with the highest **transparency**.

#### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Corporate purpose	Meeting on purpose, vision, mission with employees	timeline	October
	ESG risks	ESG risks analysis path meetings	n° of workshop	2
	Strengthening of Governance	Integration of an independent figure to support the Board of Directors	n° of figures added	1
F2	Company values	Meeting on company values with employees	n° of workshop	2

## Goals to Achieve in 2026

### Governance ESG G

#### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F3	Integration of sustainability	Expansion of the Sustainability Committee	n° of people	2
		Presentation of the new Sustainability Committee to employees	timeline	September
	Company Policy	Drafting and implementation of an AI Company Policy for responsible use	timeline	October
		Travel and business trip management guidelines project	timeline	December
		presentation of informed purchasing policies	timeline	October
F4	Transparency and accountability	presentation of the Impact report	% employees	90
		Sustainability report	timeline	July
		Submission for external verification of the B Corp self-assessment for initiation of the certification process	timeline	December

## Goals to Achieve in 2026

### Environment ESG E

#### Common Benefit Purposes

**F1**

Reduce our impact on **climate change** by focusing on proper waste management, CO<sub>2</sub> emissions reduction and energy efficiency.

**F2**

Promote **environmental protection** projects to raise awareness about protecting local ecosystems and preserving biodiversity.

#### Beneficiaries Stakeholder: Environment

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Waste management	monitoring non-recyclable waste	"ESRS E5-5 kg of waste disposed of in non-recyclable dry"	3.000
			n° of emptying	< 27
	Emissions	monitoring of CO2 produced in the company perimeter- Scope 1 and Scope 2 (target SBTi)	ESRS E1-6 tCo2eq (Scope 1+2)	75 MB
				53 LB
			ESRS E1-6 tCo2eq (Scope 1)	31
				ESRS E1-6 tCo2eq (Scope 2)
22 LB				

## Goals to Achieve in 2026

### Environment ESG E

#### Beneficiaries Stakeholder: Environment

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Emissions	monitoring CO2- Scope 3	ESRS E1-6	10.700
			tCo2eq (Scope 3)	
		monitoring progress target reduction emissions	n° of checkpoint	5
	definition of goals emissions reduction of Scope 3 - custom made	n° of workshops	1	
	Renewable energy	production from solar panels	kWh ESRS E1-5	315.000
	Energy efficiency	evaluation of new energy efficiency interventions for company buildings	timeline	May
Company fleet electrification	replacing the diesel fuel vehicle with electric vehicle	n° of vehicles	1	
F2	Environmental protection	internal and external projects	n°	3
		completion of trees planting of logistics hub	timeline	June
		Biodiversity assessment of the Impact of the new Logistics Hub	timeline	June

## Goals to Achieve in 2026

### Product ESG E

#### Common Benefit Purposes

- F1** Develop high-quality products with consideration of their complete life cycle and the principles of **circular economy**, by using low-impact and durable materials.
- F2** Support continuous product innovation thanks to the **digitalization** of processes and new **technologies**, aiming for a holistic and, where it is possible, regenerative approach to ecosystems.
- F3** Pursue **research and development** activities that enable longer product use phases and the adoption of raw materials with lower environmental impact and social risks compared to conventional alternatives.
- F4** Provide consumers with information about products and the supply chain to help them being **more informed about their purchasing decisions**.

#### Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	process circularity	sustainable Atlantis products developed/purchased	n°	135
		membership of consortium for textile waste management (EPR)	timeline	December
		definition company guideline on textile EPR management and product end-of-life	timeline	November
		internal awareness of EPR issues and end-of-life management product	n° of meetings	1

## Goals to Achieve in 2026

**Product  
ESG E**

**Beneficiaries Stakeholder: Environment and Costumers**

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Reduction of material waste	analysis of solutions for use and reduction of existing conventional fabrics	timeline	September
F2	Process digitization	internal training on Bill of Materials and Transaction Certificates	n° of people	4
		development and launch of first release of AI tool to support the graphics team	timeline	May
		Project launch for the creation of an online database, integrated with the custom-made PLM, for monitoring quality controls and managing/reducing disputes	timeline	September
		Preliminary analysis of the creation project for the automatic extraction of custom-made Bill of Materials	timeline	October

## Goals to Achieve in 2026

### Product ESG E

#### Beneficiaries Stakeholder: Environment and Costumers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F2	Process digitalization	double verification test for sustainable fabrics	n° of tests	2
		upstream production inspections	n° of inspections	150
F3	Safety and quality	maintain warehouse control/quality	n° of inspections	85
		project initiation for inbound QC procedure for new warehouse	timeline	July
F4	Transparent communication by conscious choice	internal and external disclosure carbon footprint tool	n° of initiatives	2
		promote the durability of purchased products	n° of initiatives	1
		raising awareness among large customers regarding the impacts of means of transport	% open rate of communication	30

## Goals to Achieve in 2026

### Supply Chain ESG S

#### Common Benefit Purposes

**F1**

Protect **human rights** by ensuring **quality** and **safety in the workplace**.

**F2**

Monitor **suppliers** and actively contribute to raising awareness about environmental protection, labor rights, and anti-corruption practices.

**F3**

Meet **customer** expectations through various methods aimed to improve supply chain processes.

#### Beneficiaries Stakeholder: Suppliers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Human Rights Workers	Minimum wages vs. living wages assessment on strategic suppliers	n° of suppliers	3
	Transparency and traceability	sustainability certifications	n°	2
		bluesign system program	n° of checkpoints	2

## Goals to Achieve in 2026

### Supply Chain ESG S

#### Beneficiaries Stakeholder: Suppliers

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Transparency and traceability	suppliers Atlantis items submitted to questionnaire (rating)	%	90
			average score	3/5
		evaluation of high-performing Atlantis suppliers for benchmark rating	n° of suppliers	4
F2	Monitoring and improvement of supply chain	completion of the EcoVadis assessment for Master Italia	rating EcoVadis	Silver
	Supplier training	workshop to implement the sustainability strategy	n° of suppliers involved	1
F3	Customer satisfaction	monitoring complaints received from consumers and/or end users	ESRS S4-3 % of goods subject to complaint on turnover	<0,10%
		creation of a new survey for costumer satisfaction	timeline	December

## Goals to Achieve in 2026

### People ESG S

#### Common Benefit Purposes

**F1**

Prioritize **wellbeing**, work-life balance, workplace safety, and healthy working environments by promoting preventive health initiatives.

**F2**

Support **training programs** to encourage personal development among employees and coworkers, and to develop a culture of knowledge sharing.

**F3**

Promote **inclusion** regardless of age, gender, disability, race, ethnicity, religion, or other factors, in order to embrace diversity and equity.

**F4**

Strengthen interpersonal **relationships** to build mutual trust and encourage collaboration at all levels.

#### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Safety at work	SMETA/Sedex audit at Master Italia	timeline	November
		implementation of guest badge system for access registration and security management	timeline	April
	Health promotion	doing Talking Hats on nutrition education	timeline	March
		blood analysis in the company	% membership	85
		specialist visits - Medical Center 2026	n° of visits	>130

## Goals to Achieve in 2026

### People ESG S

#### Beneficiaries Stakeholder: Employees

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Work-life balance	Reduction of unused vacation days	var %	-5
		release new policy expansion of access to smartworking	timeline	January
	Improving welfare	inform about tools for health prevention	% membership	60
F2	Non-mandatory training	professional courses, on ESG topics and internal training	n°	15
			ESRS S1-13	30
			average n° of hours per employee	
F3	Inclusion	Talking Hats	n°	5
			average % of membership	85
			% high approval	80
F4	Internal communication	team building	n°	1
		Feedback between teams and managers	n° of teams	4
		internal communication Inside Atlantis	n° of emails	12
	n° of interactions		240	
	Engagement	analysis company climate questionnaire and definition of improvement plan	timeline	September

## Goals to Achieve in 2026

### Community ESG S

#### Common Benefit Purposes

**F1**

Respond to local needs by actively supporting and promoting projects and initiatives that benefit **civil society**.

**F2**

Support **innovative educational initiatives** that involve suppliers, distributors, customers, schools, and institutions.

**F3**

Create a **virtuous network** to share best practices and knowledge that can help people understand the impact of their actions.

#### Beneficiaries Stakeholder: Community and Territory

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Social initiatives-donations	total financial donations to non-profit associations	% donations on profit	1,3
		project support Cultural-naturalistic association	n° of activities	20
			n° of students	400
		support to the Emporio Solidale project	n° of families	313
		support to projects on an international level	n°	1
		support to projects of health promotion and prevention	n° of initiatives	2
		support to projects for sustainability promotion	n°	2

## Goals to Achieve in 2026

### Community ESG S

#### Beneficiaries Stakeholder: Community and Territory

COMMON BENEFIT PURPOSE	SPECIFIC OBJECTIVE	ACTION	INDICATOR	TARGET 2026
F1	Social Initiatives - Volunteering and Socialization	participation in solidarity events and volunteer activities	n°	2
		outreach activities on sustainability topics for minors	n° of internal staff	2
			n° of participants	100
F2	Training Proposals	hosted students	n° of students	9
		lessons at school/university	n°	3
F3	External Partnerships	collaboration with external institutions	n° of institutions	1
		meetings with the Sustainability Group - Confindustria Veneto Est	% adherence	80
		dissemination of sustainability culture through company summit speeches at external events	n°	5

## Conclusions

Throughout 2025, Master Italia continued its evolution as a Benefit Company, engaging more concretely with the complexities of the economic, social, and environmental context in which businesses operate today.

It was a year that demanded balance, adaptability, and long-term vision. In a landscape characterized by market slowdowns, international instability, and increasing short-term pressure, the company chose to continue investing in its organizational evolution, sustainability, people, governance, and brand development, maintaining a direction consistent with its declared values.

During 2025, Master Italia continued to consolidate its journey as a Benefit Company, strengthening its sustainability culture, internal engagement, and ESG and environmental monitoring tools.

2025 also represented a year of increased awareness regarding the complexity that accompanies any real transformation process. Some objectives were achieved, while others required more time or a revision of priorities. Sustainability today is no longer interpreted as a collection of separate initiatives, but as a criterion increasingly integrated into decision-making, business growth management, and change adaptation.

Looking ahead, Master Italia intends to continue strengthening the integration of ESG principles within its corporate strategy, consolidating its decarbonization path, developing products with a lower environmental impact, and engaging its supply chain.

Furthermore, 2025 made it even more evident how sustainability, often perceived as an intangible element, is in reality capable of generating concrete effects on the company's positioning and the quality of relationships built.

Increasingly frequently, Master Italia engages with international stakeholders and partners who share similar values, vision, and sensitivity regarding themes of responsibility, transparency, and positive impact. The partnership with the All Blacks is a significant example of this. The collaboration's claim — "Choose The Hard Way" — indeed evokes the idea that the most complex, demanding, and responsible choices are often also those that allow for long-term value creation, reflecting the vision with which Master Italia today interprets its journey as a Benefit Company.

Because today, more than ever, we believe that a company's credibility is built not only through economic results but also through the quality of the choices made to achieve them.



# Atlantis

This Impact Report, drafted pursuant to Law 208/2015, Article 1, paragraphs 376 to 384, and approved by the Board of Directors, was prepared by the people of Master Italia, specifically by the Impact Manager, with the valuable assistance of the Sustainability Committee and all colleagues who gathered further data.

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**Contact:**

**Master Italia Spa Benefit Company**

**Registered Office:**

**Via Giorgio La Pira, 19**

**30027 San Donà di Piave (VE)**

**Italy**

**Tel. +39 0421 57 11 11**

**Website: [atlantisheadwear.com](http://atlantisheadwear.com)**

**Email: [sustainability@atlantisheadwear.com](mailto:sustainability@atlantisheadwear.com)**



**MASTER ITALIA S.p.A.**  
**Società Benefit a Socio Unico**

Via Giorgio La Pira, 19 - 30027 - San Donà di Piave - (Venezia) Italy  
t. +39 0421 57 11 11 - atlantisheadwear.com - info@atlantisheadwear.com  
Tax code and VAT n°: IT02591350273 - Capital stock € 200.000,00 (fully paid) - REA VE0226037