AMF/

/CHAINES&CIE

RJC REPORT 2025

Prepared in accordance with the RJC CoP 2024 standard, the UN 2030 AGENDA PRINCIPLES and GRI INDICATORS - M.RJC.002 rev.01 of 04/06/2025

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1. GENERAL CONSIDERATIONS

1.1 DESCRIPTION

The RJC Report and Management Review is a public information document on the social and environmental effects of the activities of AMF S.p.A. and Chaines Et Cie, and provides an account of the actions carried out and the future initiatives of the companies. The document is prepared annually and reports the values, results and objectives of AMF S.p.A. and Chaines Et Cie in the field of environmental, social and ethical relations.
The document is prepared by the Sustainability Department, in collaboration with the other members of the RJC Team, in accordance with the requirements of the RJC CoP standard, used as guidelines to address these aspects in a systematic way. For this RJC Report, the data and information reported refer to the consolidated perimeter made up of AMF S.p.A. and its subsidiary Chaines et Cie S.a.s. Unless otherwise indicated, in the remainder of the document the term "AMF" is used to refer to the two companies jointly.

The document includes both the RJC Corporate Policy and the Management Review, aimed at defining, verifying, correcting and improving the company's commitment to sustainability.
The RJC Report and Management Review in fact has a dual purpose:

- it is a management tool for Management, as it measures the Company's Social Responsibility and Sustainability Policy and the other policies and procedures adopted to apply the Standard, together with performance results, with a view to continuous improvement.
- it is a means of communication, because it informs and gathers information from interested parties who, in this way, take part in the company's conduct. This document is made available to all company personnel through the intranet and to all external interested parties through the website www.amfgroup.tech.

1.2 RECIPIENTS

The RJC Report and Management Review is addressed to those who have significant relationships with AMF and in particular to:

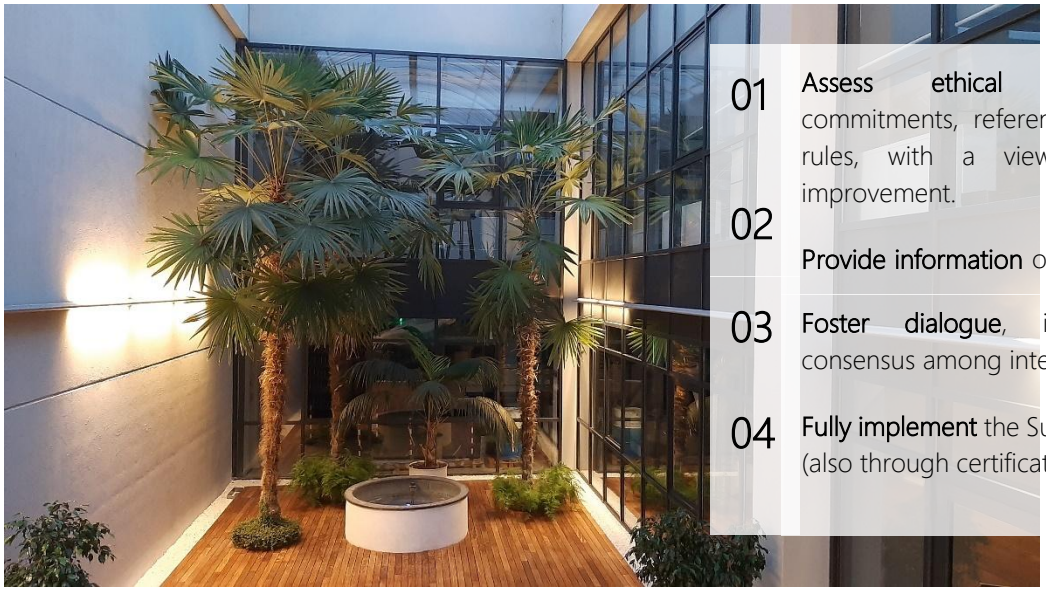
- ✓ COMPANY PERSONNEL;
- ✓ COLLABORATORS;
- ✓ CUSTOMERS;
- ✓ SHAREHOLDERS;
- ✓ BUSINESS PARTNERS;
- ✓ LOCAL COMMUNITY;
- ✓ SUPPLIERS;
- ✓ SUBCONTRACTORS;
- ✓ TRADE UNIONS.

The company asks these parties for direct or indirect participation in this shared commitment to safeguarding the environment and protecting fundamental human rights.

1.3 OBJECTIVES

The objective of the RJC Report and Management Review is to provide an account of the initiatives developed by AMF and to communicate, clearly and transparently to all interested parties, the results achieved in the field of social responsibility and sustainability.

More specifically, the RJC Report and Management Review aims to:



01 **Assess ethical values**, social commitments, reference principles and rules, with a view to continuous improvement.

02 **Provide information** on the social effects

03 **Foster dialogue**, involvement and consensus among interested parties.

04 **Fully implement** the Sustainability System (also through certification)

1.4 REGULATORY ELEMENTS

The organisation must comply with local and national laws and other applicable laws, prevailing industry standards, and the other requirements to which the organisation subscribes, as well as this Standard. Where such laws, standards or other requirements to which the organisation subscribes and the Standard address the same subject, the provision that is more favourable to workers must be applied. The organisation must also respect the principles of the following international instruments:

- RJC CoP 2024
- RJC CoC 2024
- Consolidated Act 81/2008 – Workers' Health and Safety
- Code du Travail 2017
- European Privacy Regulation (EU) 2016/679
- National Collective Labour Agreement (CCNL) for fashion-sector workers 2025-27
- Convention Nationale IDCC 3251
- OETH Law (obligation to employ disabled workers)
- Workers' Statute – Law 300/1970
- Code de l'Environnement
- Dignity Decree (Decree-Law 87/2018)
- Law 68/99 – employment of protected categories
- Legislative Decree 66/2003 – Organisation of working time
- Legislative Decree 231/2001
- European Regulation (EU) 2023/988
- Legislative Decree 152/2006
- ILO Convention 1 (Hours of Work – Industry) and Recommendation 116 (Reduction of Hours of Work)
- ILO Conventions 29 (Forced Labour) and 105 (Abolition of Forced Labour)
- ILO Convention 87 (Freedom of Association and Protection of the Right to Organise)
- ILO Convention 98 (Right to Organise and Collective Bargaining)
- ILO Conventions 100 (Equal Remuneration) and 111 (Discrimination – Employment and Occupation)
- ILO Convention 102 (Social Security – Minimum Standards)
- ILO Convention 131 (Minimum Wage Fixing)
- ILO Convention 135 (Workers' Representatives)
- ILO Convention 138 and Recommendation 146 (Minimum Age)
- ILO Convention 155 and Recommendation 164 (Occupational Safety and Health)
- ILO Convention 159 (Vocational Rehabilitation and Employment – Disabled Persons)
- ILO Convention 169 (Indigenous and Tribal Peoples)
- ILO Convention 177 (Home Work)
- ILO Convention 181 (Private Employment Agencies)
- ILO Convention 182 (Worst Forms of Child Labour)
- ILO Convention 183 (Maternity Protection)
- ILO Code of Practice on HIV/AIDS and the World of Work
- Universal Declaration of Human Rights
- International Covenant on Economic, Social and Cultural Rights
- International Covenant on Civil and Political Rights
- United Nations Convention on the Rights of the Child
- United Nations Convention on the Elimination of All Forms of Discrimination against Women

- United Nations Convention on the Elimination of All Forms of Racial Discrimination
- United Nations Guiding Principles on Business and Human Rights
- OECD Guidelines for Multinational Enterprises
- UNI/PdR 125:2022 on Gender Equality
- Official Gazette No. 176 of 29/07/2022 – Transparency Decree
- ISO 30415 – Diversity & Inclusion

2. AMF PROFILE

2.1 COMPANY HISTORY AND PROFILE

Since 1996, AMF S.p.A. has been a benchmark for the most important international fashion houses in the production of metal and non-metal accessories for clothing, footwear, leather goods and costume jewellery. It has built its credibility and success by standing out for a unique combination of product quality and service versatility, production efficiency and creativity. All enhanced by an outstanding after-sales service, worldwide. Located in Bassano del Grappa (VI), where precision engineering meets the goldsmith industry, AMF is also home to the group's chemical and performance laboratories, as well as all galvanic treatments and the "savoir faire" in leather processing and goldsmithing.

Chaines et Cie S.a.s. (Chaines et Cie), a subsidiary based in Paris, is a historic French excellence in the creation of chains and accessories in gold, brass and steel for leather goods, as well as high-end jewellery, with more than a hundred years of experience. Chaines et Cie is recognised for its exceptional artistic heritage in the chain sector, which has enabled the company to establish an exclusive relationship with the most iconic luxury brands.

INNOVATION

AMF is the centre of the group's product development, where all the processes the group can offer come together to arrive at the finished product.

THE PRODUCTS

The company's mission is to create necessary accessories. AMF supplies the leading international maisons with the widest range of products and processes on the market.
AMF products range from the small and simple rivet to highly complex finished technological accessories made from a variety of materials: in addition to its core business of metalworking, AMF also works with leather, plastics, natural materials and precious materials.
The offer ranges from proprietary solutions to fully customised products developed in co-design with the end customer.

TEAM

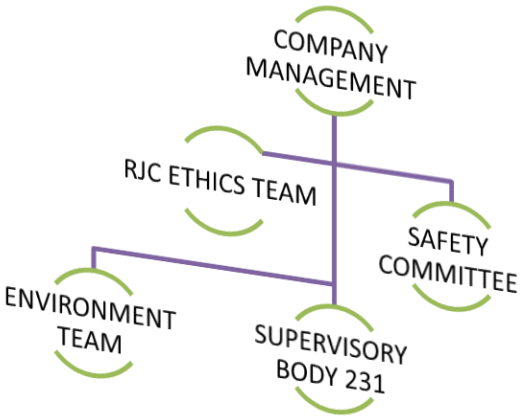
The work team stems from the commitment of everyone, each in their own area of expertise, to pursue collective goals and share success.
The sense of company community effectively takes root in respect for the common good and the collective interest.
In this way AMF establishes itself as a company and as a working community in responsibly representing the values of Italian know-how, giving it the light it deserves and promoting it by spreading ethical and quality principles throughout the entire professional network, down to the supply chain.

CULTURE

Excellence is not a feature of AMF products, it is simply its identity: it is the result of a culture of quality, sustainability, love for one's work and for the world around us, attention to detail and, at the same time, a view of the big picture.

ORGANISATIONAL STRUCTURE AND RESPONSIBILITIES

The company management system includes teams and committees tasked with monitoring business processes, promoting sustainability improvement, acting promptly when necessary, and supporting and encouraging the organisation in applying ethical principles.



2.2 RJC TEAM

The RJC Team is made up of management representatives and workers' representatives.
The main responsibilities regarding the RJC CoP System are summarised below:

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RJC SYSTEM MANAGER

- Is responsible for compliance with the RJC standard
- Defines and approves the Corporate Policy
- Chairs the Management Review in order to verify the adequacy and effectiveness of the System Policy and to define the improvement actions to be implemented
- Approves the RJC Report and Management Review
- Is responsible for the implementation and monitoring of the SRS (Social Responsibility System) with the collaboration of the other members of the RJC Team
- Prepares the RJC Report and Management Review with the collaboration of

RJC TEAM

- Collaborates with Senior Management for the correct application of the Social Responsibility System
- Facilitates communication between workers and Management, as it includes their representatives, who therefore act as direct spokespersons
- Identifies and assesses risks, prioritising the areas with the greatest potential for non-compliance with the RJC Standard
- Monitors activities in the workplace in order to keep under control:
  a) compliance with the RJC CoP standard;
  b) the implementation of the actions planned to address the risks identified by the RJC Team;
  c) the effectiveness of the methods adopted to meet the organisation's policies and the requirements of the standard
- Takes part in the preparation of the RJC Report and Management Review
- Ensures the implementation of the actions put in place to resolve non-conformities and the implementation of corrective and preventive actions
- Takes part in the preparation of the training plan
- Is responsible for relations with the Certification Body
- Is responsible for relations with interested parties.

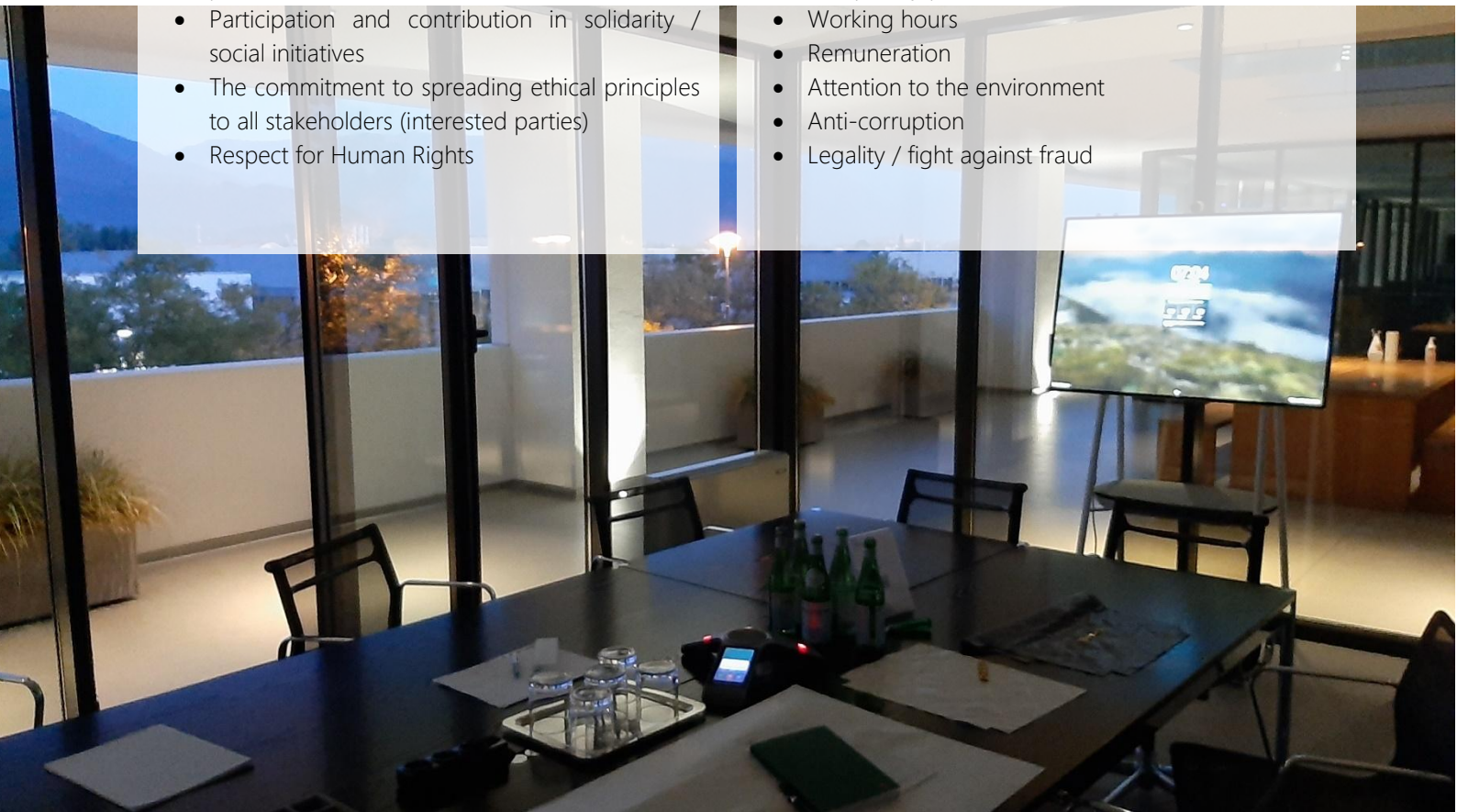
2.3 ETHICAL CORPORATE POLICY

AMF has therefore decided to develop and apply a Sustainability System consistent with the international RJC CoP standard.
To this end, the company undertakes to adhere and comply with:

- all the requirements of the RJC CoP standard
- the Conventions of the International Labour Organization (ILO)
- the United Nations Convention on the Rights of the Child
- the Universal Declaration of Human Rights
- the United Nations Convention on the Elimination of All Forms of Discrimination against Women and of All Forms of Racial Discrimination
- the International Covenant on Civil and Political Rights and on Economic, Social and Cultural Rights.
- all national and international laws on the subject, including Legislative Decree 81/2008 as amended, on health and safety in the workplace, and Regulation (EU) 2016/679 on the confidentiality and processing of personal data.
- the OECD Guidelines
- Legislative Decree 152/2006 (Consolidated Environmental Act)

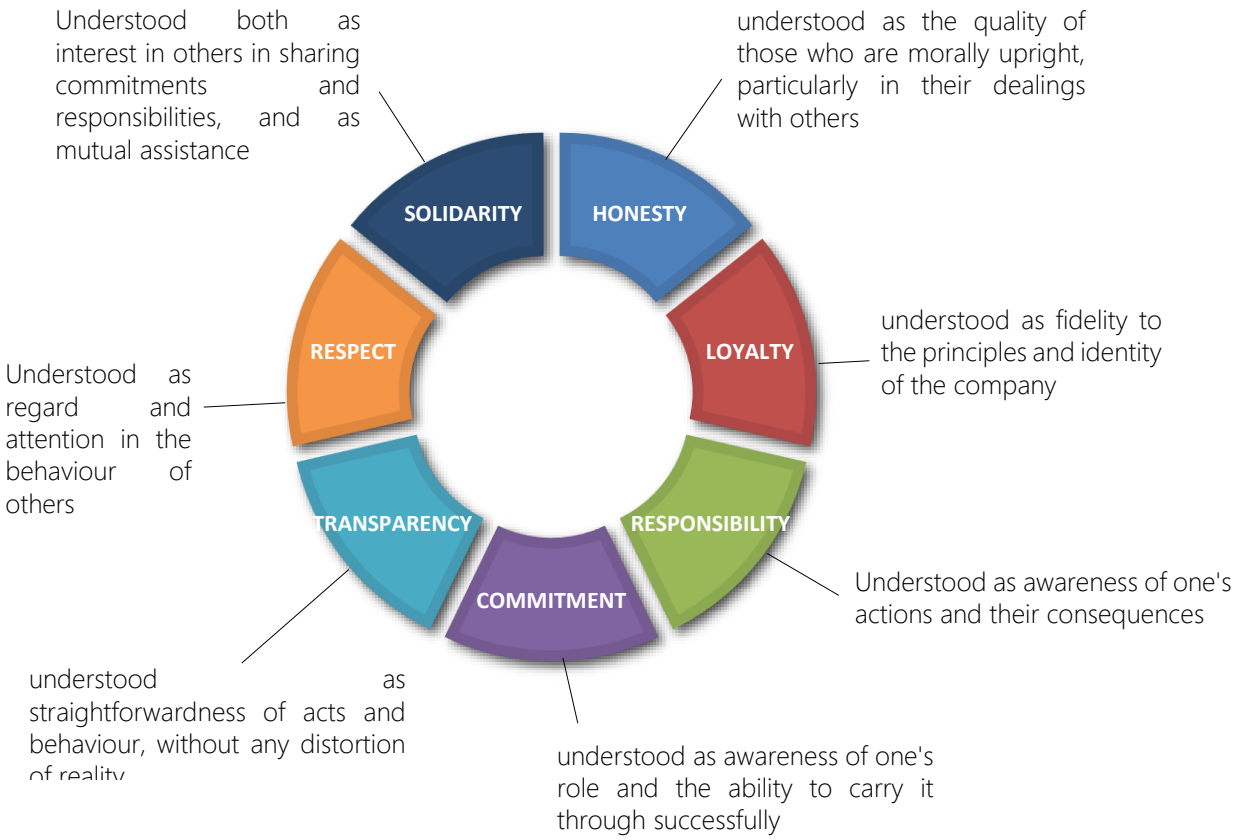
The introduction of a Sustainability System at AMF has the following general objectives:

- The prevention of situations that harm individual rights
- Increasing the efficiency of its organisational structure and of the supply chain
- The spread of a culture of social responsibility through a permanent process of training, involvement and empowerment of personnel
- The rationalisation of the structure and procedures with a clear and balanced definition of tasks and responsibilities
- The creation of a stimulating and rewarding working climate for the professional growth of personnel
- Participation and contribution in solidarity / social initiatives
- The commitment to spreading ethical principles to all stakeholders (interested parties)
- Respect for Human Rights
- The company undertakes to respect the principles set out in the Sustainability System and, in carrying out its activities, requires its employees / collaborators / suppliers to comply with the regulatory requirements regarding:
- Child and juvenile labour
- Voluntary employment
- Health and safety
- Freedom of association and right to collective bargaining
- Discrimination
- Diversity and Inclusion
- Disciplinary practices
- Working hours
- Remuneration
- Attention to the environment
- Anti-corruption
- Legality / fight against fraud



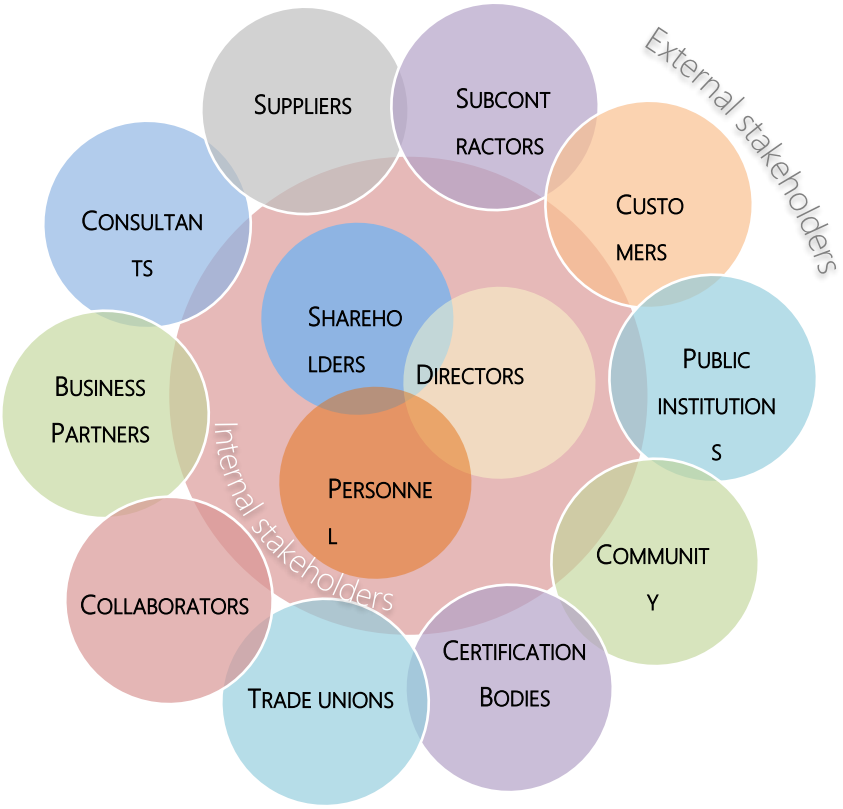
2.4 VALUES

AMF, consequently, recognises as fundamental the human values primarily represented by:



3 INTERESTED PARTIES (STAKEHOLDERS)

The interested parties identified in AMF's social responsibility system can be divided into two different groups: internal and external stakeholders.



Each group has a different set of expectations, requirements, needs and interests with regard to the company.

In general:
With regard to internal stakeholders, sustainability is expressed and affirmed by ensuring compliance with the rules, involvement and mutual trust, in a working climate suited to providing the greatest possible protection for employees and collaborators, and in the willingness to foster the growth of everyone's skills, generating satisfaction for each person's needs and aspirations.
With regard to external stakeholders, sustainability is expressed in a variety of ways depending on the roles each of them assumes, and can be summarised as the awareness of dealing with a company whose attention to sustainability is evident, certified by independent bodies and also made explicit through this management review.

In particular:

CEO
The ethical need is to ensure the company's economic growth while respecting human, social and environmental rights.

How it is met
Promote sustainable economic growth by developing a business model increasingly oriented towards sustainability, generating the benefits of internal and

external satisfaction necessary to achieve economic objectives and personal and team fulfilment.

SHAREHOLDERS

The need is not only to obtain a positive financial return in the form of profits, but to take part in projects to protect and safeguard people and our Planet.

How it is met

Adhere to projects for the continuous improvement of corporate sustainability, report results objectively and identify possible developments and growth opportunities year after year.

BUSINESS PARTNERS

The need of business partners (e.g. group companies) is to share sustainability principles in order to build trust among stakeholders and a team spirit in tackling the challenges of our time.

How it is met

Adhere to a common sustainability policy; define common objectives and strategies for safeguarding the environment and for the proper management of human resources.

PERSONNEL AND COLLABORATORS

The ethical need is to satisfy one's own needs, both economic and of personal fulfilment, according to one's aptitudes, personal convictions, needs and aspirations, in an environment that guarantees respect, health and safety for workers.

How it is met

Implement a management system that respects the inspiring ethical principles, verifying that the socio-economic, health and safety needs of the employed personnel are met, in relation to their aptitudes and aspirations, continuously improving the effectiveness of the methods defined to achieve the ethical objectives set.

SUPPLIERS AND SUBCONTRACTORS

The ethical need is to establish a fruitful collaboration in terms of economics and business growth, without compromising one's own sustainability and in full respect of the rights of the resources employed (human and environmental).

How it is met

Establish clear collaborative relationships and create a partnership in the activity aimed at respecting the rights of their workers, and collaborate on the improvement actions jointly identified. Sustainability is achieved through teamwork: therefore ethical and environmental principles are shared with all the players in the supply chain.

CUSTOMERS

The ethical need is to have their needs met in relation to the product and service purchased without thereby compromising respect for the rights of the resources used to make it and the environment in which we live; and not to damage their own image by being associated with behaviour that is ethically irresponsible towards the community.

How it is met

Meet customers' needs by creating lasting collaborations, and define a communication channel with them that makes it possible to receive reports, suggestions and complaints. Monitor customers' sustainability by promoting sustainability principles and encouraging their adoption.

COMMUNITY

The ethical need is to see fulfilled the desire to protect and, if possible, improve the wellbeing and image of the community, understood as businesses and citizens.

How it is met

Build over time a sustainable business model that can help meet the image needs of the community in which we grow and concretely inspire all the parties that belong to it (businesses and citizens); spread wealth in the area by creating jobs.

TRADE UNION

The ethical need is to see the principles of worker protection and respect applied, and to see concrete attention paid to the worker as the central and founding element of every company

How it is met

Pay constant attention to human resources, understanding their needs and monitoring the level of satisfaction. Identify improvement actions that can support corporate wellbeing.

4 SUSTAINABILITY REQUIREMENTS

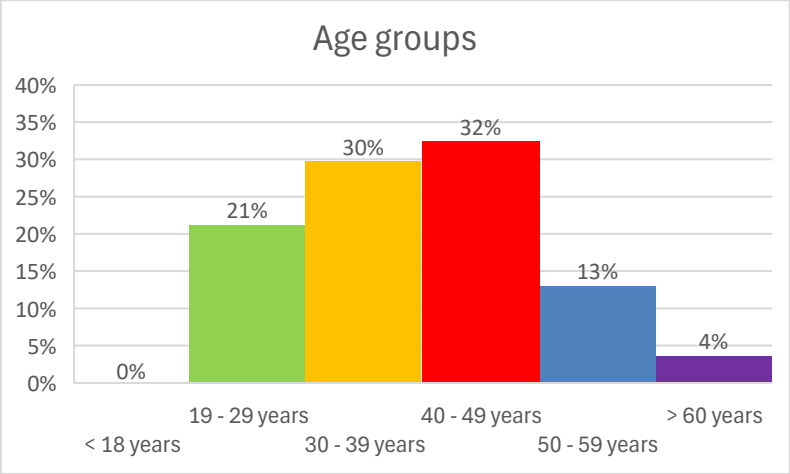
PRINCIPLE 1: NO POVERTY
Children have the right to play and to live their childhood without being forced to work.

4.1 CHILD LABOUR

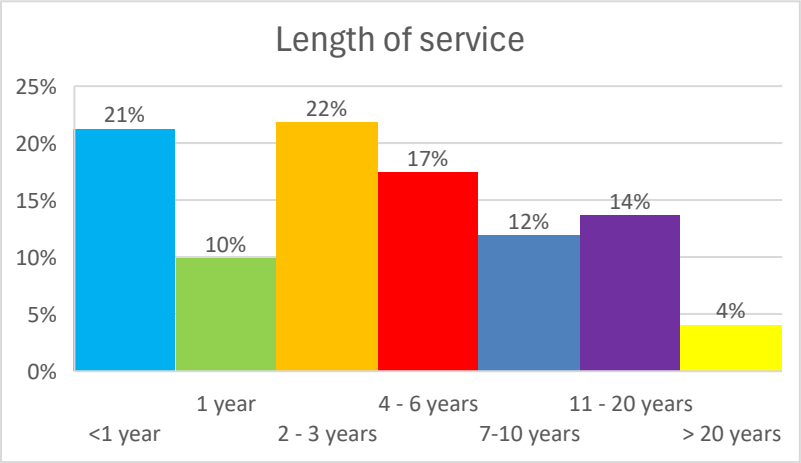
AMF does not use, nor does it in any way support the use of, child labour.
In any case, as required by the RJC CoP standard, the company has defined a specific procedure for remediation of child and young labour, PG.RJC.004 Minors Remediation Programme, which sets out the adequate financial and other support established by the company, necessary for the children and young workers involved to enable them to attend school and remain there until they no longer fall within the definition of a child or young worker.

The procedure on child labour has been circulated within the company, posted on the company notice board and published on the website. Over the years it has been decided to verify directly with some suppliers their compliance with the RJC standard, including verification of the absence of child labour.

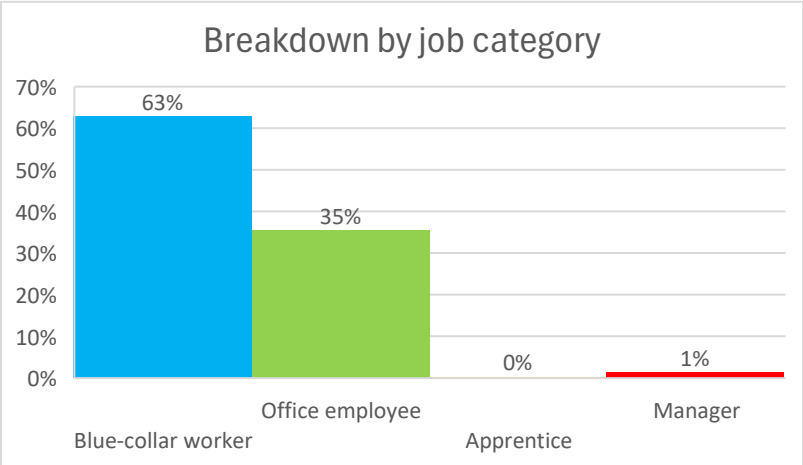
Should AMF make use of young labour, it would be managed in accordance with national laws and, in any case, could only be carried out outside compulsory education hours.
In no case could the time spent on school, work and travel exceed 10 hours per day, and in no case should working hours exceed 8 hours per day. Young workers are prohibited from working at night and, in no case, will the company act in a way that harms the physical and mental safety of the child or young worker.



AMF is a young company: as can be seen from the chart above, 51% of workers are under 40 years of age.



AMF has experienced great expansion due to the recent exponential growth of work and of the various production departments. The chart alongside shows the significant presence of new hires: about 1/3 of the total workforce is made up of workers hired less than 2 years ago.



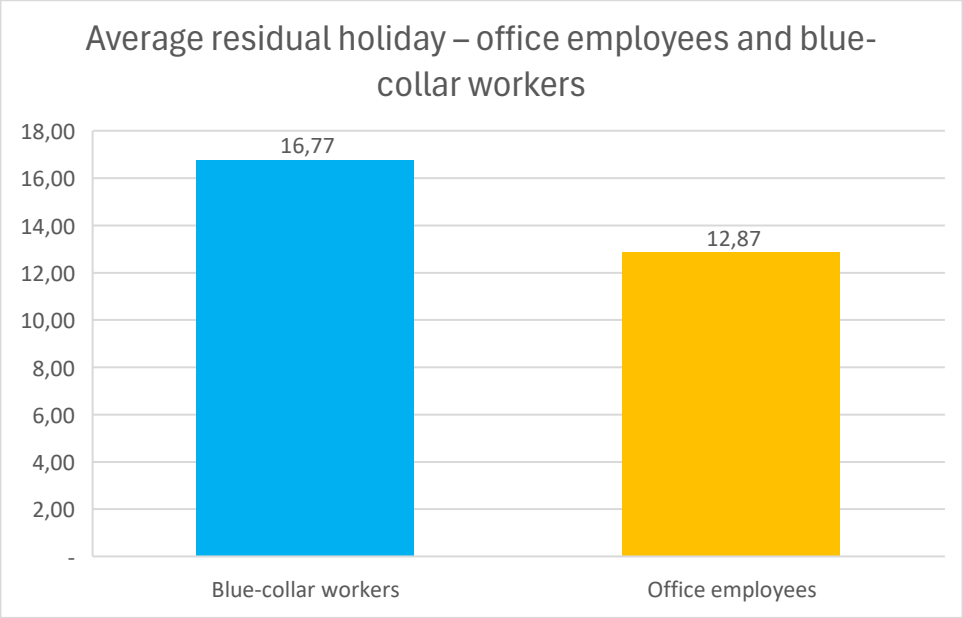
63% of workers are blue-collar workers, while 35% are office employees. The remaining 2% is made up of managers and apprentices.

2026 OBJECTIVE – *No use of child labour. Should its erroneous use occur, implementation of the remediation actions listed in the specific procedure.*

4.2 FORCED AND COMPULSORY LABOUR

There are no forms of forced labour. Overtime is freely chosen, is not compulsory and must be authorised. The company does not retain any documents or money as a deposit to compel the worker. There is broad freedom of expression within the company and no support is given to human trafficking.
In order to promote the application of this requirement, AMF undertakes to ensure that all workers are fully aware of the rights and duties arising from the employment contract by means of:

- Clear communication of the national collective labour agreement (CCNL) (National Collective Agreement – Costume Jewellery Sector) under which personnel are hired
- Issuing a copy of the individual contract to the worker
- Availability of the human resources office to provide collaborators with all information relating to the contract, payslip, etc...



As can be seen from the chart above, the average residual holiday for both blue-collar workers and office employees is very low. The human resources office, in fact, monitors the residual holidays of all personnel, ensuring they are taken during the year and that the 4 weeks of holiday per year are guaranteed.

2026 OBJECTIVE – *No use of compulsory labour. Monitoring of hours worked (in particular overtime) so as not to exceed 250 hours of overtime per person per year for Italy and 220 hours for France; seeking to reduce overtime hours for all workers, and monitoring of holidays, guaranteeing at least 4 weeks of holiday per year for Italy and 5 for France.*

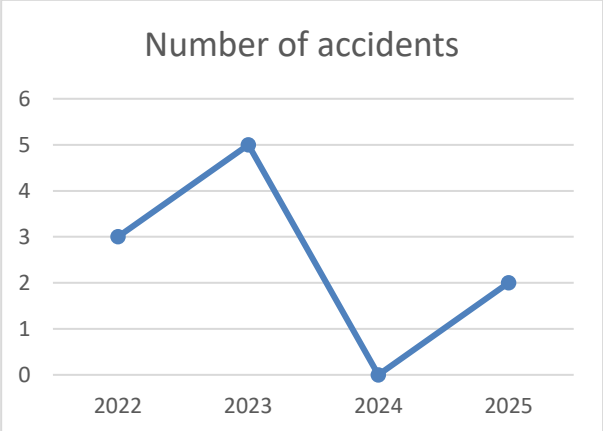
PRINCIPLE 3: GOOD HEALTH AND WELL-BEING
We guarantee health and safety in the workplace. We provide training on the prohibition of alcohol and drug use. We protect pregnant women and working mothers

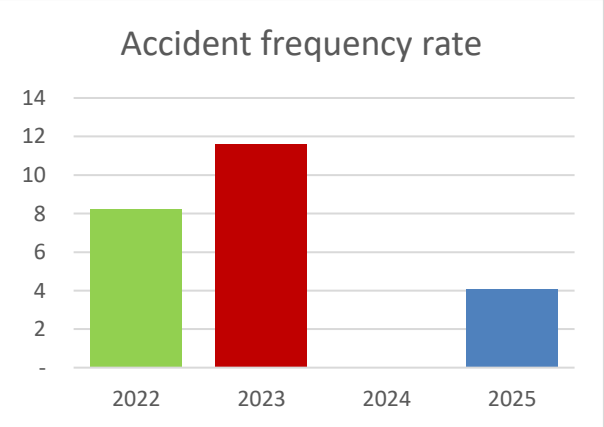
4.3 HEALTH AND SAFETY

AMF's Safety Committee considers the protection of workers' health and safety to be among the company's primary objectives, adopting procedures, performance, control systems and information and training systems so as to ensure:

- that, in carrying out work activities, safety aspects are considered essential;
- that all risks are identified and objectively assessed, both those connected with the work activities carried out by company personnel and those related to the company environment and infrastructure;
- that all technical and management measures are adopted to prevent or limit any possible accidental event that could cause injuries or damage to health;
- that all company figures, at the various levels (managers, function heads, supervisors, etc.) take part, according to their responsibilities and competences, in achieving workers' health and safety objectives
- that their training is carried out and updated with specific reference to the task performed;
- that procedures are defined with control systems and compliance checks.

All obligations relating to Consolidated Act 81 – 2008 (Italy) and the Code du Travail – 2017 (France) are kept under control by means of dedicated deadline schedules. The Italian company has also implemented a health and safety management system in accordance with the UNI EN ISO 45001 standard, obtaining certification from a body accredited by ACCREDIA (DNV certificate issued on 29/09/2021, expiring on 28/09/2027).





Over the last 3 years there have been on average 3 accidents per year (2023-2024-2025), with 2 accidents during 2025. The causes were analysed through specific accident investigations and appropriate corrective actions were implemented. During the first months of 2026 the accidents were minor and due to inattention or failure to comply with defined operating procedures.

2026 OBJECTIVES

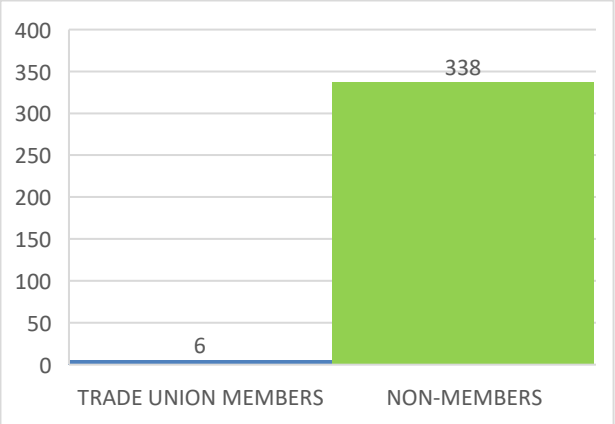
- *Ensure the correct and continuous use of the personal protective equipment provided in order to eliminate or minimise the risk of accidents as far as possible;*
- *Complete the update of the company Risk Assessment Document (DVR)*
- *Ensure annual evacuation drills are carried out*

4.4 FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING

All personnel have the right to form, organise and take part in trade unions of their choice and to bargain collectively with the organisation. The company does not in any way hinder workers' ability to join a trade union.

Trade union meetings may be called periodically and freely within the company and during working hours, within the limits established by law, or outside working hours (unlimited number of hours).

The company has no trade union representatives. Although company management does not in any way hinder the presence of trade unions, only some workers have joined a trade union.



2026 OBJECTIVES

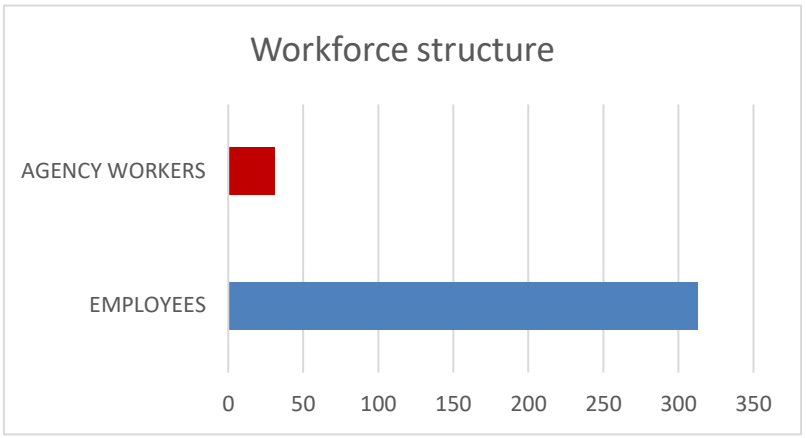
– *Promote freedom of association, encouraging trade union activities and collective bargaining.*

PRINCIPLE 5 AND 10: GENDER EQUALITY AND REDUCED INEQUALITIES

We guarantee equal opportunities; gender equality, equality in pay and training

4.5 DISCRIMINATION, EQUALITY AND INCLUSION

There is no form of discrimination in the company in hiring, remuneration, access to training, promotion, termination of employment or retirement, on the basis of race, national, territorial or social origin, caste, birth, religion, disability, gender, sexual orientation, family responsibilities, marital status, trade union membership, political opinions, age, or any other condition that could give rise to discrimination.



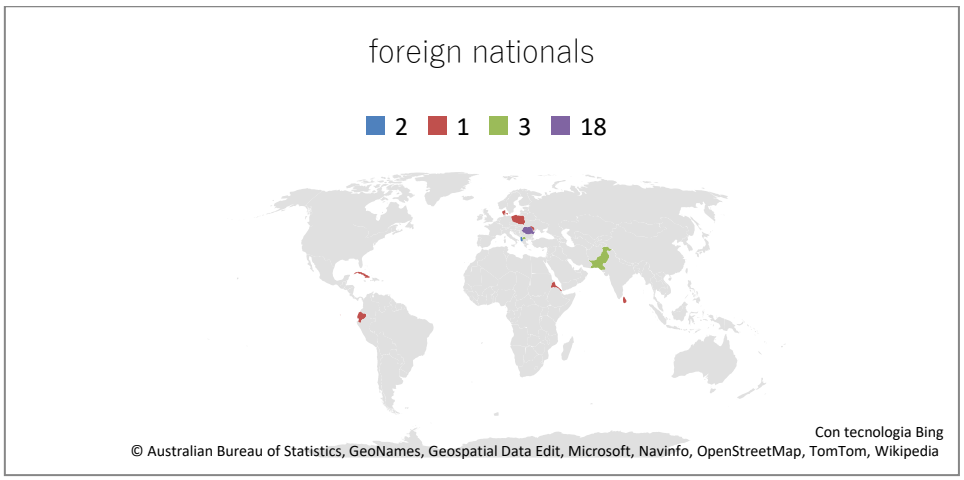
In no case does AMF interfere with the exercise of personnel's rights relating to their political or religious convictions, family responsibilities, sexual orientation, national or social origin, disability, gender, trade union membership or other personal characteristics protected by current legislation.

The company applies the provisions of the legislation on targeted placement of protected categories. In Italy, Law 68/1999 sets specific hiring obligations for companies depending on their size. In particular, from 15 to 35 employees one worker belonging to the protected categories must be hired, from 36 to 50 employees two workers and, above 50 employees, a quota equal to 7% of the workforce, in addition to any further applicable legal provisions.

In France, the OETH legislation requires companies with at least 20 employees to guarantee a minimum quota of 6% of workers with disabilities relative to the total workforce.

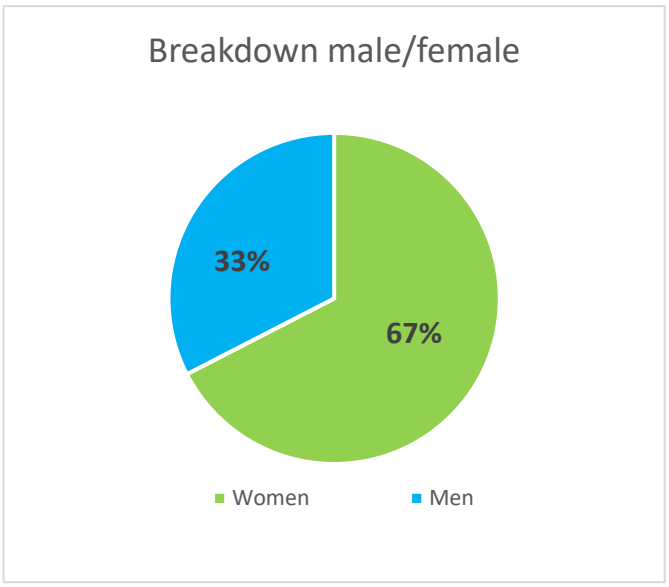
AMF periodically monitors the company climate in order to prevent episodes of discrimination, physical or verbal abuse, offensive or threatening behaviour, forms of exploitation or other conduct harmful to workers' dignity. The Ethics Team constantly verifies the absence of such situations and, where necessary, intervenes promptly to promote suitable corrective and improvement actions.

The company does not under any circumstances subject workers to pregnancy or virginity tests and guarantees full respect for the dignity, confidentiality and fundamental rights of the person.



At A.M.F. S.p.A., 87% of workers are of Italian nationality, while the remaining 13% are personnel of other nationalities. At Chaines Et Cie S.a.s the workforce is made up exclusively of employees of French origin.

AMF has never in any way hindered the expression of each worker's religious or political beliefs.



The male / female ratio is skewed towards women because of the propensity of women to take on certain roles in blue-collar work.

2026 OBJECTIVES

- *Guarantee equal access to the employment and professional growth opportunities offered by AMF, promoting equal opportunities in the company.*
- *Formalise a skills matrix and link it to the pay level in order to guarantee objectively merit-based reward paths;*
- *Complete the hiring of persons with disabilities by January 2027 at A.M.F. S.p.A.*

PRINCIPLE 8 AND 10: DECENT WORK AND ECONOMIC GROWTH AND REDUCED INEQUALITIES

We guarantee equal opportunities, gender equality, equality in pay and training

4.6 DISCIPLINARY PRACTICES

AMF treats all personnel with dignity and respect. A system of gradual notification of violations by workers has been implemented within the company, in order to encourage cohesion between management and workers together with an awareness on the part of workers of the mistakes that must not be repeated because they are harmful to workers' health and to company efficiency.

In particular, the main rule to be adopted is to follow a gradual process consisting of:

- verbal warnings
- written warnings
- dismissal

The application of these actions takes place in compliance with the requirements set out:

- in Consolidated Act 81/2008;
- Code du Travail – 2017
- by the National Collective Labour Agreement (CCNL) and the Collective Convention (Convention Collective) applicable in the respective countries.

Some measures were handled during 2025 in accordance with the Disciplinary Code.

2026 OBJECTIVES – *Guarantee equal treatment of AMF employees in the case of disciplinary practices by adopting the provisions of the disciplinary procedures. Aim for the constant absence of disciplinary practices and for a climate of collaboration and harmony.*

PRINCIPLE 8: DECENT WORK AND ECONOMIC GROWTH

4.7 WORKING HOURS

At A.M.F. S.p.A. the ordinary working time is 40 hours per week, spread over 5 working days, for a total of 8 hours per day. Depending on specific organisational and production needs, start and finish times may vary according to the department and the task performed. In some production departments the activity is organised in three shifts.

The company operates in compliance with the provisions of the Fashion CCNL and Legislative Decree 66/2003 on working time. In particular:

- the average length of normal working time does not exceed 40 hours per week;
- overtime is carried out within the limits set by the applicable CCNL;
- each worker benefits from a minimum daily rest period of 11 consecutive hours in every 24 hours;
- where the daily working time exceeds six hours, a dedicated work break is provided;
- each worker benefits from a minimum weekly rest period of 24 consecutive hours, normally coinciding with Sunday, in addition to the 11 hours of daily rest;
- all workers are entitled to at least four weeks of paid annual leave.

Attendance recording and monitoring of hours worked and overtime take place through a computerised clock-in system. Any recourse to overtime is monitored by the company in order to ensure compliance with the applicable legal and contractual limits.
Use of the hours bank is also provided for, as regulated by the reference CCNL, for a maximum of 32 hours. Employees are guaranteed a minimum lunch break of 30 minutes and are granted a meal voucher in accordance with the company arrangements in force.

At Chaines Et Cie S.a.s. the ordinary working time is 35 hours per week, spread over 5 working days: 7.5 hours per day from Monday to Thursday and 5 hours on Friday. Overtime is managed in compliance with the applicable legislation and collective bargaining, with a maximum annual limit of 220 hours.

The company guarantees correct recording of attendance and operates in compliance with the provisions of the Collective Convention IDCC 3251. In particular:

- the average length of working time does not exceed 48 hours per week;
- overtime does not exceed the annual limit of 220 hours;
- each worker benefits from at least 11 consecutive hours of rest in every 24 hours;
- a work break is provided where the daily working time exceeds six hours;
- each worker benefits from at least 24 consecutive hours of weekly rest, in addition to the 11 hours of daily rest;
- all workers are entitled to at least five weeks of paid annual leave.

Attendance is recorded by means of a dedicated register signed by the workers. A minimum lunch break of 30 minutes is also guaranteed and employees are granted a meal voucher in accordance with company provisions.

2026 OBJECTIVES – *Monitor compliance with the maximum limit of 250 hours provided for by the CCNL and of 220 hours provided for by the National Convention. Guarantee at least 4 weeks of holiday for personnel (Italy) and 5 weeks (France). Provide for clocking in also for temporary (agency) staff*

PRINCIPLE 2 AND 8: ZERO HUNGER AND DECENT WORK AND ECONOMIC GROWTH

4.8 REMUNERATION

The company undertakes to guarantee a fair and transparent remuneration policy, in full compliance with current legislation and the National Collective Labour Agreement (CCNL) for the Textile Fashion sector 2024 for Italy and the National Convention IDCC 3251 in France.
We ensure that all remuneration is at least equal to the minimum wages, including overtime, allowances and benefits, and that it is paid on time.
To ensure maximum transparency and accessibility, an updated copy of the CCNL and National Convention is always available for consultation by all workers at the respective company receptions.

The company strictly adheres to the provisions of the Textile Fashion CCNL 2024 and the National Convention, ensuring that:

- All workers receive fair pay in line with their duties and qualifications.
- There is no pay discrimination based on gender, age, origin, religion or any other protected characteristic.
- Payslips are clear and detailed, showing all pay items and deductions in an understandable way.
- Working hours and rest regulations are complied with, with correct remuneration for overtime.

We undertake to constantly monitor our remuneration practices to ensure continued compliance with current legislation and RJC standards.

2026 OBJECTIVES – *Guarantee compliance with the provisions of the CCNL and the National Convention, as applied to employees' remuneration.*
Guarantee compliance with payment of remuneration by the 15th of the month (Italy) and payment at the end of the month (France).

PRINCIPLE 6, 12, 13, 14, 15: CLEAN WATER AND SANITATION, RESPONSIBLE CONSUMPTION AND PRODUCTION, CLIMATE ACTION, LIFE BELOW WATER AND LIFE ON LAND

4.9 ENVIRONMENTAL PROTECTION AND ENVIRONMENTAL PERFORMANCE

A.M.F. S.p.A. is certified by DNV under the UNI EN ISO 14001 and UNI EN ISO 50001 schemes.
AMF has an environmental management system manager who monitors the performance of the environmental system and identifies improvement actions.
AMF operates with a valid environmental authorisation.
AMF manages waste in accordance with the legislation and, since February 2025, the Italian company does so through the RENTRi electronic system. In Italy the MUD declaration is submitted regularly every year.

2026 OBJECTIVES – *Define indicators that monitor the effectiveness of the environmental management system, with a view to continuous improvement.*

DNV

MANAGEMENT SYSTEM CERTIFICATE

Certificate no.: 10000452125-MSC-ACCREDIA-ITA
Initial certification date: 10 September 2021
Valid: 10 September 2021 – 09 September 2024

This is to certify that the management system of

AMF/
A.M.F. S.p.A. UNIPERSONALE

Sede Legale: Via Bortolo Sacchi, 54/58 - 36061 Bassano del Grappa (VI) - Italy
and the sites as mentioned in the appendix accompanying this certificate

has been found to conform to the Environmental Management System standard:
ISO 14001:2015

This certificate is valid for the following scope:
Design, production and trade of garment, leather accessories and fashion jewelry through hot and cold precision mechanical processing on metallic and non-metallic materials, surface galvanic treatments of precious and non-precious metals, assembly.
(IAF 04, 23, 29)
Evaluated according to the requirements of Technical Regulations RT-09

Place and date: Vimercate (MB), 10 September 2021

ACCREDIA

For the issuing office: DNV - Business Assurance, Via Energy Park, 14 - 20871 Vimercate (MB) - Italy

Zeno Beltrami
Management Representative

Lack of fulfilment of conditions as set out in the Certification Agreement may render this Certificate invalid.
ACCREDITED UNIT: DNV Business Assurance Italy S.r.l., Via Energy Park, 14 - 20871 Vimercate (MB) - Italy - TEL. +39 68 99 905 www.dnv.it

BUREAU VERITAS

Bureau Veritas Certification

A.M.F. S.P.A.

Via B. Sacchi, 54/58 - 36061 BASSANO DEL GRAPPA (VI) - Italy

I siti oggetto di certificazione sono in allegato al presente certificato

Bureau Veritas Italia S.p.A. certifica che il sistema di gestione dell'organizzazione sopra indicata è stato valutato e giudicato conforme ai requisiti della norma di sistema di gestione seguente

ISO 50001:2018

Campo di applicazione

Gestione energetica degli edifici e stabilimenti ove avviene la progettazione, produzione e commercializzazione di accessori per l'abbigliamento, la pelletteria e il fashion jewelry attraverso lavorazioni meccaniche di precisione a caldo e a freddo su materiali metallici e non metallici, trattamenti galvanici superficiali di metalli preziosi e non, assemblaggio. Produzione e autoconsumo di energia elettrica prodotta da fonti rinnovabili tramite impianto fotovoltaico.

Data della certificazione originale:	14-Febbraio-2025
Data di scadenza precedente ciclo di certificazione:	NA
Data dell'Audit di certificazione / rinnovo:	19-Dicembre-2024
Data d'inizio del presente ciclo di certificazione:	14-Febbraio-2025
Soggetto al continuo e soddisfacente mantenimento del sistema di gestione questo certificato è valido fino al:	13-Dicembre-2028

Certificato Numero: IT340075 Versione: 1 Data di emissione: 14-Febbraio-2025

GLORIA FOCETOLA - Local Technical Manager

ACCREDIA
MS N° 0009MS

Indirizzo dell'organismo di certificazione:
Bureau Veritas Italia S.p.A., Viale Monza, 347 - 20126 Milano, Italia

Ulteriori chiarimenti sul campo di applicazione di questo certificato e sui requisiti applicabili della norma del sistema di gestione possono essere ottenuti consultando l'organizzazione.

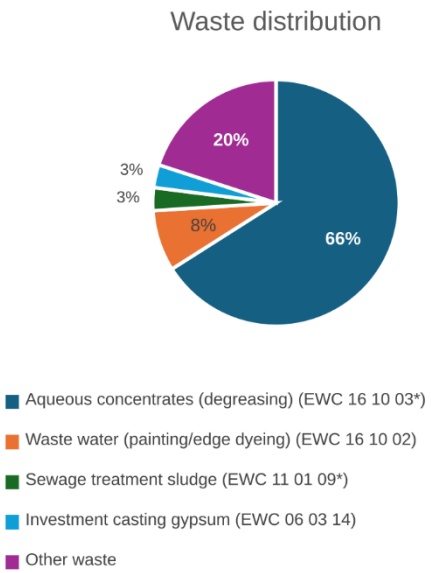
Per controllare la validità di questo certificato fare doppio click sul QR CODE o scansionarlo con apposita App

1/2

Waste management is carried out in compliance with current legislation. AMF's goal is the development of a circular economy and the recovery of as much waste as possible through proper sorting and delivery to companies authorised to recover waste.
The volumes of waste disposed of and recovered, by hazard level, are shown below.

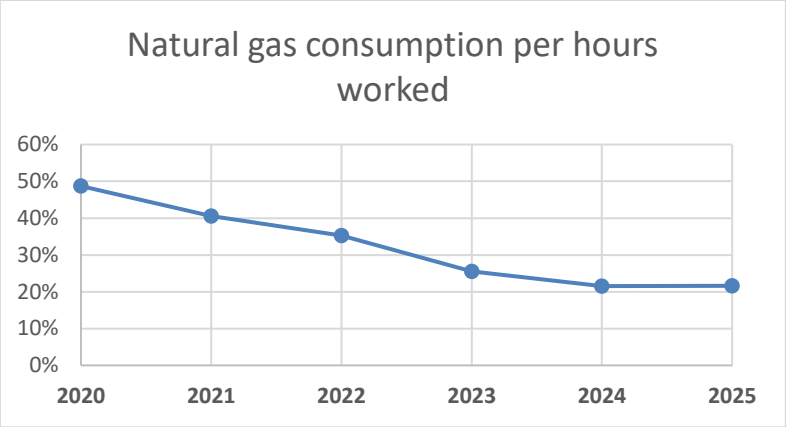
Waste destination	**Quantity 2025 (tonnes)**
Total waste recovered	**104**
of which non-hazardous	*73*
of which hazardous	*31*
Total waste disposed of	**522**
of which non-hazardous	*87*
of which hazardous	*435*
Total Waste Generated	**626**
Percentage of waste not recovered	**83%**

In 2025, 626 tonnes of waste were generated, of which 83% was sent for disposal. As can be seen below, the figure is strongly influenced by EWC code 16.10.03*, deriving from the galvanic process.

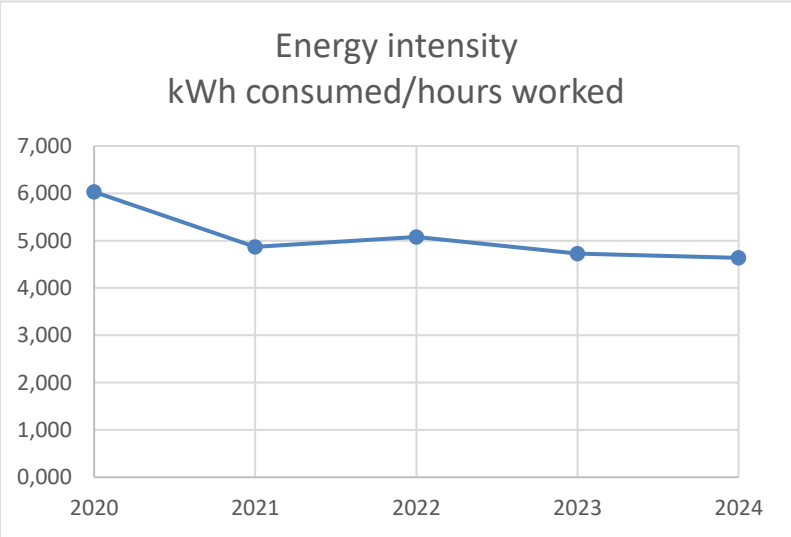


The EWC code most produced in 2025 is code 16 10 03*, relating to "aqueous concentrates containing hazardous substances" used for degreasing in galvanic processing. It accounts for 66% of the total waste generated over the year.

The data on natural gas consumption in relation to hours worked are shown below.



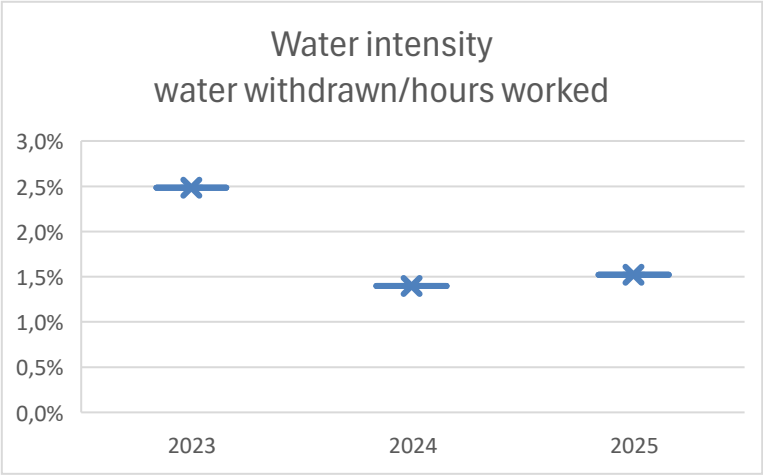
Over the years, relative consumption has been steadily decreasing, standing at 22% in 2025. This figure highlights the optimisation of the production process and the activation of economies of scale.



As regards the intensity of electricity consumed, in 2025 we reached a value of 4.993, a sharp decrease compared with 2020, when it was 6.030. Also as regards the use of electricity, the development of production has led to an optimisation in the use of electricity, which has grown only very slightly and by less than the number of hours worked and the production achieved.

Total energy consumption	2025 (MWh)
From fossil sources	**1,195**
from fossil sources (percentage of total consumption)	33%
of which consumption of fuels from coal and coal products	-
of which consumption of fuels from crude oil and petroleum products	*68*
of which consumption of fuels from natural gas	*1,051*
of which consumption of fuels from other fossil sources	-
of which consumption of purchased or acquired electricity, heat, steam or cooling from fossil sources	*76*
From nuclear sources	**-**
from nuclear sources (percentage of total consumption)	0%
From renewable sources	**2,478**
from renewable sources (percentage of total consumption)	67%
of which consumption of fuels from renewable sources	-
of which consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	*2,315*
of which consumption of self-generated renewable energy without the use of fuels	*163*
Total consumption	**3,673**

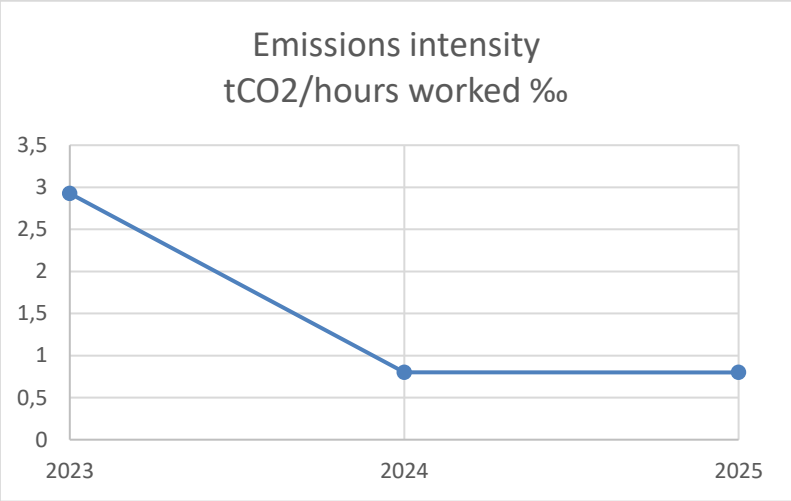
In 2025, the Italian energy-intensive company purchased GO certificates, in order to guarantee the withdrawal of electricity generated from renewable sources. This action made it possible to cover about 70% of electricity consumption with electricity from renewable sources certified through Guarantees of Origin (GO).



Water consumption decreased from 2023 to 2025, confirming attention to the judicious use of natural resources.

2026 OBJECTIVES – *Constant monitoring of consumption in order to identify, over time, any possible improvements in terms of sustainability. Ever more careful waste management. Improvement of waste recovery percentages.*

Total GHG emissions	tCO2e 2025
Scope 1	*408*
Scope 2 - Location based	*559*
Scope 2 - Market based	*1*
Total gross emissions Scope 1 and Scope 2 - Location based	***967***
Total gross emissions Scope 1 and Scope 2 - Market based	***409***



In 2023, AMF set a greenhouse gas emissions reduction target to be achieved by 2030, equal to -60% compared with 2023 levels using the "market-based" calculation (2023: 1,339 tCO_2e), the year identified as the base year. The reference values are expressed in tonnes of CO_2 equivalent (tCO_2e) and the target covers the entire Scope 1 and Scope 2 share.

To achieve this target, AMF has planned a series of strategic actions, including: optimisation of energy consumption through the adoption of the ISO 50001 standard, an increase in the share of energy purchased from renewable sources, an increase in in-house production through photovoltaic plants, improved efficiency of production plants, introduction of low-emission technologies and active involvement of suppliers in supply chain decarbonisation programmes. In 2025, total emissions stand at 409 tCO_2e, a reduction of about 70% compared with the baseline, confirming the effectiveness of the strategy implemented.

4.10 DUE DILIGENCE ANALYSIS

AMF has carried out a due diligence analysis on sustainability principles in accordance with the OECD Guidelines, covering its own organisation as well as the supply chain and counterparties.

This led to a risk analysis aimed at identifying any critical issues in compliance with the RJC CoP requirements and at acting promptly to resolve them through the implementation of corrective actions.

The supply chain has been qualified against a series of risks identified on the required requirements, and customers have been mapped in order to ensure that the entire supply chain complies with the legality, social responsibility and sustainability requirements demanded by the RJC standards. On the occasion of the drafting of the Sustainability Report, the list of qualified suppliers was approved and the methodology adopted was confirmed.

No supplier was removed from the list of qualified suppliers during 2025

The criteria adopted for carrying out the risk assessment are set out below. It is emphasised and highlighted that, in the process of qualifying and monitoring suppliers, a PxS (probability x severity) assessment is carried out on a series of topics listed below:

- Anti-corruption aspects
- Privacy and data confidentiality
- Health and safety
- Environment
- Social responsibility
- Product safety
- Supply chain due diligence

The supplier is qualified following the administration of a questionnaire and its assessment by competent personnel within AMF.

In the event of a mismatch between the requirements requested and those held by the supplier, AMF's task is to open a non-conformity and support the supplier in finding the most effective resolution.

Following the assessment carried out in 2025, there are no critical suppliers and no non-conformities to be remedied. With a view to improvement, observations and suggestions for improvement were put forward.

4.11 MANAGEMENT SYSTEM

AMF has equipped itself with a corporate social responsibility management system compliant with the requirements of the RJC CoP standard.

Below is a brief summary of the activities implemented to maintain the requirements of the RJC CoP standard.

ETHICAL RESPONSIBILITY POLICY: see what is set out at the beginning of the Sustainability Report.

MANAGEMENT REVIEW: on an annual basis, management examines the results of the RJC social responsibility system. On this occasion, management verifies the achievement of all the objectives linked to all the aspects examined and, where necessary, sets corrective actions and approves the improvement plan.

PLANNING AND IMPLEMENTATION: with a view to continuous improvement and to raise the awareness of all personnel responsible for topics related to social responsibility, AMF implements and prepares training plans that also integrate, into training activities, courses at various personnel levels on social responsibility topics.

Suppliers are constantly monitored through a system of information gathering, checks on the certifications held and self-assessment questionnaires.

PRINCIPLE 17: PARTNERSHIPS FOR THE GOALS

SUPPLIER CONTROL: AMF's objective is to help improve workers' conditions throughout the production chain. The company has established and maintains procedures for assessing and selecting suppliers, based on their ability to meet the requirements of the RJC standard.
The requirements established for achieving the company's objectives in this area are:

- selection of reliable suppliers compliant with ethical requirements
- monitoring of the supplier's performance over time
- adoption, by the supplier, of any corrective actions in the event of incomplete compliance with ethical requirements
- involvement of the supplier in the continuous improvement process of the corporate social responsibility system.

Operationally, suppliers were assessed by asking all of them to commit to the ethical requirements by returning the commitment form.
AMF keeps records of all its suppliers' social responsibility commitments, including their written commitment to:

- meet all the requirements of the RJC CoP standard.
- take part in the monitoring activities carried out by AMF .
- promptly remedy any non-conformity identified with respect to the requirements of the RJC CoP standard.
- Immediately and fully inform AMF of all business relationships with other suppliers or sub-contractors relevant to the supplies requested.
- Cooperate during any audits AMF carries out at their premises

ISSUES AND CORRECTIVE ACTIONS: the social responsibility complaints management system, through the complaint/report procedure, allows interested parties to submit reports or complaints, or provide information on the ethical management system and on compliance with the requirements of the system and the reference standard. Written communications (anonymous too, for employees) may concern:

- Third parties (suppliers, customers, etc.); such communications must be sent by post, fax or email to the contacts on the dedicated form available on the company website.
- Employees and internal collaborators. Such communications may be made directly through the RJC Team representatives or in writing, as detailed in the Social Responsibility Manual and summarised in the complaint / report form.

During 2025 the company received observations and suggestions from employees that led to improvement actions. No reports concerning violations of ethical principles were received.

2026 OBJECTIVES – *0 reports of ethical violations, encourage the reporting of improvement ideas*

ANTI-CORRUPTION AND FRAUD : The company has put in place a system for the constant monitoring of operating practices in order to avoid situations of corruption or fraud. During 2025 no non-conformities were detected on these topics and no reports were received from either internal or external stakeholders.

A system, which may also be anonymous, for reporting any type of violation related to this topic is in place in the company.
Appropriate training on anti-corruption topics is carried out annually for the professional figures particularly at risk in this area.

2026 ETHICAL OBJECTIVES – *0 situations of corruption and fraud; 0 reports of non-compliance with anti-corruption and anti-fraud rules .*

INTERNAL COMMUNICATION: the company aims to disseminate and make available the RJC information to all employees and collaborators of the company. This initiative, in line with the company policy and the dissemination of information and activities carried out, stems from the awareness of the importance of involving employees in the topics addressed by the RJC CoP regulations. In this regard, the company makes the Ethical Policy available on the company notice board, provides training on the RJC CoP principles to all personnel and makes a copy of the Social Report available at company reception .

EXTERNAL COMMUNICATION: communicating in detail and informing correctly has always been a priority objective for AMF. A need that has grown in step with the multiplication of the media in recent years.

Listening to customers' needs and engaging in dialogue with them are activities that provide a useful listening channel to verify the level of user satisfaction and to understand the perception of the company in a timely and comprehensive way.
The channels used to convey this data externally are:

- website on the internet
- communication by email to customers and suppliers on the RJC CoP standard and the social responsibility procedures

RECORDS: AMF keeps the appropriate records required by the social responsibility and sustainability management system in order to provide evidence of compliance with the requirements of the RJC standard.