

# SUSTAINABILITY REPORT 2025

ARKIMEDIA

oltre la pelle



Arkimedia: creativity and design since 1993

ITALIAN HEART,  
INTERNATIONAL SOUL.

Lettera agli stakeholder  
Nota metodologica

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# Letter to Stakeholders

Dear Stakeholders,

We are pleased to present the **second edition** of our Sustainability Report.

Following the path initiated with the first publication, this document represents a further step in consolidation for us: not only a reporting tool, but also the expression of a commitment that we intend to strengthen over time, translating it into actions, results, and responsibilities that are increasingly measurable.

This new edition confirms our intention to bring continuity and structure to our journey, making clearer and more transparent the contribution we aim to offer to people, the community, and the environment in which we operate. Over time, we have improved our tools, indicators, and methods of analysis, addressing with growing awareness the complexity of measuring our impacts. Comparing the results achieved with areas for improvement has enabled us to reflect more clearly on our priorities, strengthening our determination to operate in an ever more responsible way. This Report describes not only what has been accomplished over the past year, but also a broader journey made of consistent choices, continuous commitment, and attention to long-term value creation.

Guided by shared values and a strong sense of responsibility, we continue to view sustainability as a concrete direction for development, capable of combining growth, environmental stewardship, and collective well-being. We thank you for the trust you continue to place in us and for the contribution with which you support us along this journey.

Riccardo Milani, CEO Arkimedia

# Methodological Note

This document represents the first Sustainability Report of Arkimedia Srl.

## ABBREVIATIONS

In the report, Arkimedia Srl is referred to as the "Company" or "ARKIMEDIA" or "Arkimedia" or "we" Arkimedia Srl holds the copyright for this report.

## PURPOSE OF THE REPORT

The Sustainability Report is the tool through which the company communicates to internal and external stakeholders its commitments, strategy, management methods, and business results from an economic, environmental, and social perspective.

## COMPANY'S REPORTING PATH

The report was prepared considering the content of the international frameworks of the International Integrated Reporting Council and the EFRAG (European Financial Reporting Advisory Group).

## APPROVAL

The Report was approved by the Board of Directors of Arkimedia Srl on April 20, 2026.

## REFERENCE YEAR

The data and information contained in this document refer to the 2025 financial year (from January 1 to December 31). Where available, comparative data from previous years have been included in order to present the company's performance trends over a broader time horizon.

## REFERENCE SCOPE

The economic, social, and environmental data presented in this Report refer to Arkimedia Srl as a whole, including all its facilities, and relate to the 2025 financial year (from January 1 to December 31). Any exceptions to this principle are indicated within the Report.

## REFERENCE STANDARDS

The Report has been prepared with reference to the GRI Sustainability Reporting Standards, updated in 2021 by the Global Reporting Initiative, and with inspiration from the European Sustainability Reporting Standards (ESRS), which are set to become the main framework for the preparation of sustainability reports in European Union member states, as established by the new Corporate Sustainability Reporting Directive (CSRD).

## DEFINITION OF REPORT CONTENT

In defining the report's content, the company followed the GRI standards' principles of materiality, completeness, and responsiveness, focusing on the areas of economy, society, and environment, and emphasizing organizational governance, product responsibility, environmental responsibility, and employee care. Data and information were collected according to the company's existing workflow.

The report was developed with support from the consulting firm GCP Società Benefit.

## CONTENT AND STRUCTURE DEFINITION

In the "Standard Content Index" section, you can view the details of the information disclosed according to the GRI Standards and ESRS disclosures.

## REPORTING FREQUENCY

Annual.

## EXTERNAL ASSURANCE

This report is not subject to any external independent assurance.

## CONTACT

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# 01 Arkimedia

# Company History

Founded in 1993 as a producer of leather straps for the most prestigious watchmaking houses. Over the years, Arkimedia has evolved by offering cutting-edge solutions, exploring new materials and processes from other sectors, and often achieving results ahead of market demands with environmentally respectful projects.

After significant experience in leather goods and strap trading, Piero decided to devote himself to artisanal production. This shift marked a turning point, allowing him and his family to gain deep market knowledge and production techniques.

Piero passed on the values of quality, dedication, and care to his sons Dario, Riccardo, and Leonardo, who today are the beating heart of the company. With their contribution, ARKIMEDIA embarked on a path of continuous improvement, preserving the corporate philosophy of artisanal precision and attention to detail.

Since its foundation, ARKIMEDIA has believed in the importance of building a distinctive identity based on high-quality products. Specializing in leather straps has enabled the company to stand out as a benchmark in the sector, attracting collaborations with the most prestigious fashion Maisons.

Over the years, ARKIMEDIA has expanded its scope, embracing innovation and experimenting with eco-sustainable materials while maintaining a strong bond with Italian craftsmanship.



# Our Values

Arkimedia's values represent the core of the company and guide every decision, reflecting the very essence of a business that has successfully combined tradition and innovation, rooted in Italian excellence.

Design, Made in Italy, Craftsmanship, and Sustainability are not just words, but pillars of a clear vision: to create distinctive products that combine aesthetics, quality, and respect for the environment.

## Design

With three decades of expertise, Arkimedia has become a leading authority in the research and selection of innovative and high-performance materials. This conscious, excellence-oriented approach has made the company a reference for the creation of distinctive and high-quality products.

## Made in Italy

Arkimedia's production is entirely based in Italy, reflecting a deep commitment to authenticity and attention to detail. "Made in Italy" is not just a guarantee of origin, but an expression of cultural and artistic heritage, blending aesthetics, functionality, and high manufacturing quality.

## Craftsmanship

At the heart of Arkimedia's production is the 'know-how': skilled hands and a passion for artisanal tradition create unique products. Every stage of the production process, from material cutting to hand-stitching and edge finishing, is filled with precision, material respect, and timeless elegance that tells stories of tradition and care.

## Sustainability

Arkimedia's commitment to sustainable development is reflected in every production process. Certifications like LWG, REACH, GRS, GOTS, and OEKO-TEX demonstrate the focus on safe, low-impact materials. The company ensures long-lasting products, promoting environmental protection and worker respect in line with international quality and sustainability standards.



## The Headquarters

Business growth led ARKIMEDIA to build a production facility in Camposampiero (PD), a place where creativity, craftsmanship, and expertise take center stage, in a modern and environmentally respectful setting. This state-of-the-art facility represents a significant investment in terms of resources and planning, with an A+ energy rating and a photovoltaic system that allows the company to produce more energy than it consumes.

The open space housing the production department and offices facilitates communication and collaboration among various teams, fostering a dynamic and integrated environment. The bright and welcoming common areas include a cafeteria and equipped relaxation zones, such as a ping pong table and bicycles available to employees, giving them the opportunity to enjoy green spaces during lunch breaks.





Arkimedia. Camposampiero headquarters

# Certifications: A Commitment to Quality and Safety

ARKIMEDIA has chosen to certify its production and management systems to ensure high standards of quality, safety, and environmental respect.

The ISO 45001 certification, obtained in 2019, attests to the company's commitment to protecting workers' health and safety. This international standard was implemented to reduce operational risks and promote a safe and healthy work environment. Collaborators are actively involved in risk prevention processes, participating in hazard evaluations and adopting proactive behaviors.

ARKIMEDIA's environmental management has also been certified since 2019 under the ISO 14001 standard. This certification confirms the commitment to continuously improve environmental performance by adopting a sustainable production strategy. The company follows a Plan-Do-Check-Act improvement cycle, implementing actions to prevent and reduce environmental impacts. Waste management, waste reduction, and the use of low-impact materials are central elements of this responsible approach.



## ISO 45001 certification

HEALTH AND SAFETY MANAGEMENT SYSTEM  
AND SAFETY AT WORK



## ISO 14001 certification

MANAGEMENT SYSTEM  
ENVIRONMENTAL



## The Heart of the Company: Craftsmanship and Innovation

ARKIMEDIA stands out for the artisanal excellence of its products, particularly its luxury leather straps, which are the flagship of the company's offerings. Each strap is the result of a meticulous process combining artisanal tradition and technological innovation. ARKIMEDIA collaborates with expert designers and craftsmen in a production cycle focused on quality, aesthetics, and functionality.

The supplier selection process is rigorous: the company favors local manufacturers and Italian tanneries to ensure a sustainable and high-quality supply chain, with a preference for LWG-certified suppliers to guarantee traceability. Only when requested by customer specifications, such as for certain exotic leathers, does ARKIMEDIA turn to foreign suppliers selected by strict criteria. The company's extensive experience allows it to meet the most demanding requests, offering a variety of leathers and materials suited to different styles and trends.

Every production phase is carefully monitored: from design, where the ARKIMEDIA team interprets customer requests and market trends, to prototyping, carried out by skilled craftsmen who focus on details. The straps undergo rigorous testing for wear resistance, aging, light exposure, and abrasion to ensure that only products meeting ARKIMEDIA's high standards are brought to market.

# Innovation in Research and Development

Research and Development is a fundamental pillar for ARKIMEDIA, which continuously invests in new materials and technological solutions. The company has developed innovative straps made from eco-sustainable materials such as cellulose fabrics, recycled plastic, and cactus fibers. This sustainable approach addresses growing market demand, offering clients products that combine elegance and environmental respect.

Beyond materials, ARKIMEDIA explores the integration of advanced technologies into straps, such as traceability chips to monitor raw material origins, or functionalities for contactless transactions, ideal for tech-savvy customers. This focus on experimentation and proactivity makes ARKIMEDIA an innovative company, capable of anticipating market needs and offering clients unique solutions.



Despite its passion for craftsmanship, ARKIMEDIA embraces the opportunities offered by technological innovation in manufacturing machinery.

Among the equipment used is a laser cutting machine, employed for cutting leathers and fabrics during prototype creation, and a laser marker, dedicated to engraving materials such as leather and rubber, ideal for customizations like logo applications.

The 3D printer is another key element, used to create rigid inserts to be integrated into prototypes. Completing the technological setup is the automatic cutting machine, installed in December 2024, which enables faster processing of leathers and fabrics and accommodates larger formats.



**SDG 3 - Health and Wellbeing**

The company is committed to creating a working environment that protects the physical and mental health of employees, promoting well-being through concrete measures such as corporate welfare policies, ergonomic workspaces and initiatives that strengthen team cohesion.

**SDG 4 - Quality Education**

We believe in the importance of continuous training for our employees. For this reason, Arkimedia constantly invests in the development of technical and transversal skills, offering opportunities for growth that enrich both people and company value.

**SDG 7 - Clean and Accessible Energy**

Energy sustainability is at the heart of our strategy. The adoption of a photovoltaic system and projects to eliminate methane gas testify to our commitment to energy self-sufficiency and reduced environmental impact, contributing to the transition to a low-emission economy.

**SDG 8 - Decent Work and Economic Growth**

Arkimedia promotes sustainable economic growth by creating opportunities for decent and stable work. Through an environment that values excellence and collaboration, the company fosters a climate that stimulates innovation and competitiveness.

**SDG 9 - Business, Innovation and Infrastructure**

Innovation is a pillar of our identity. We integrate advanced technologies into production processes and develop cutting-edge products, such as watch straps made of recycled and sustainable materials, while maintaining high quality standards and responding to the needs of a changing market.

**SDG 13 - Combating Climate Change**

We recognise the urgency of combating climate change. Through emission reduction, energy efficiency and offsetting initiatives, we aim to minimise our environmental impact, actively contributing to the global goals for a low-carbon future.

# The UNO 2030 Agenda: ARKIMEDIA's Sustainability Goals

Arkimedia has chosen to embrace with conviction some of the Sustainable Development Goals (SDGs) of the UN 2030 Agenda. These goals represent a beacon that guides business decisions, directing every choice towards a model of responsible growth that combines economic prosperity, social inclusion and respect for the environment.



# Stakeholders and Materiality analysis

# Our Stakeholders

Stakeholders, whether internal or external, are crucial to Arkimedia's success and sustainability. The company recognises the importance of building and maintaining relationships based on trust, transparency and mutual collaboration.

This approach makes it possible to create shared value that is reflected not only in the company's results, but also in the wellbeing of its people and the quality of its relationships with partners, customers and communities.

Arkimedia adopts a long-term vision, promoting a culture that values open dialogue and respect for the needs of each category of stakeholder. These principles guide its interaction with employees, suppliers, customers and all other strategic stakeholders, reinforcing its commitment to sustainable and responsible development.

The main stakeholders are listed below and, for each, the main methods of interaction.

*"We think that: the starting point is known, the end point does not exist, our future is to go further."*

Piero Milani

<b>Customers</b>	<ul style="list-style-type: none"> <li>- Customer site visits</li> <li>- ARKIMEDIA production site visits</li> <li>- E-mail and correspondence</li> </ul>
<b>Suppliers</b>	<ul style="list-style-type: none"> <li>- E-mails, phone calls</li> <li>- Agreed orders on demand</li> <li>- Frequent visits and comparisons</li> <li>- Evaluating the quality of goods supplied to assess supplier</li> </ul>
<b>Workers</b>	<ul style="list-style-type: none"> <li>- Constant physical interaction</li> <li>- Events and convivial moments outside the company</li> <li>- Company performance sharing meetings</li> <li>- Training Meetings</li> <li>- Training young talents</li> </ul>
<b>Members</b>	<ul style="list-style-type: none"> <li>- Shareholders' Meeting - Board of Directors</li> <li>- Informal meetings</li> </ul>
<b>Financial institutions</b>	<ul style="list-style-type: none"> <li>- Constant interaction with AFC area</li> <li>- Periodic commercial, economic and financial reports</li> </ul>
<b>Non-profit associations</b>	<ul style="list-style-type: none"> <li>- Direct contacts in Africa where the association operates</li> <li>- Physical visits to sites where projects are taking place</li> </ul>
<b>Trade Associations</b>	<ul style="list-style-type: none"> <li>- CONFAPI members</li> <li>- Meetings - events - assemblies - webinars</li> </ul>
<b>Carabinieri department forestry</b>	<ul style="list-style-type: none"> <li>- E-mails, phone calls</li> <li>- CITES document management</li> </ul>
<b>Communities Territorial Communities</b>	<ul style="list-style-type: none"> <li>- Contribution to community growth / quality clarity of practices</li> <li>- Supporting or financing initiatives</li> <li>- Support for awareness-raising activities</li> <li>- Organisation of community development activities</li> </ul>



## Material Themes

Materiality analysis is a strategic process used to identify and assess issues that have a significant impact on business performance and stakeholder expectations. This tool makes it possible to align the company's priorities with the needs of the market and society, fostering responsible, long-term oriented management.

Material topics represent those issues that are relevant to the company and its stakeholders and that can influence the success of the organisation and its ability to create shared value. They range from environmental issues, such as reducing emissions, to social issues, such as employee welfare, to governance issues such as transparency and business ethics.

The concept of dual materiality, introduced by the ESRS standards, emphasises the importance of considering two complementary perspectives when analysing relevant issues:

**Impact materiality:**

Assesses how business activities affect the environment and society.

**Financial materiality:**

Analyses how external factors, including sustainability-related risks and opportunities, can affect the company's economic performance.

This integrated approach allows Arkimedia to effectively identify and manage key issues for its sustainable development. To ensure a complete and accurate view

Arkimedia entrusted the definition of the material themes to an internal working group, made up of representatives from the main corporate functions. This team conducted a detailed analysis following the steps described on the right.



**Preliminary identification of themes:**

The working group identified an initial list of relevant issues, considering both business impacts and stakeholder expectations.



**Administration and mapping:**

The issues identified were analysed and mapped to assess their relevance, actively involving internal and external stakeholders to obtain a balanced perspective.



**Assessment of relative importance:**

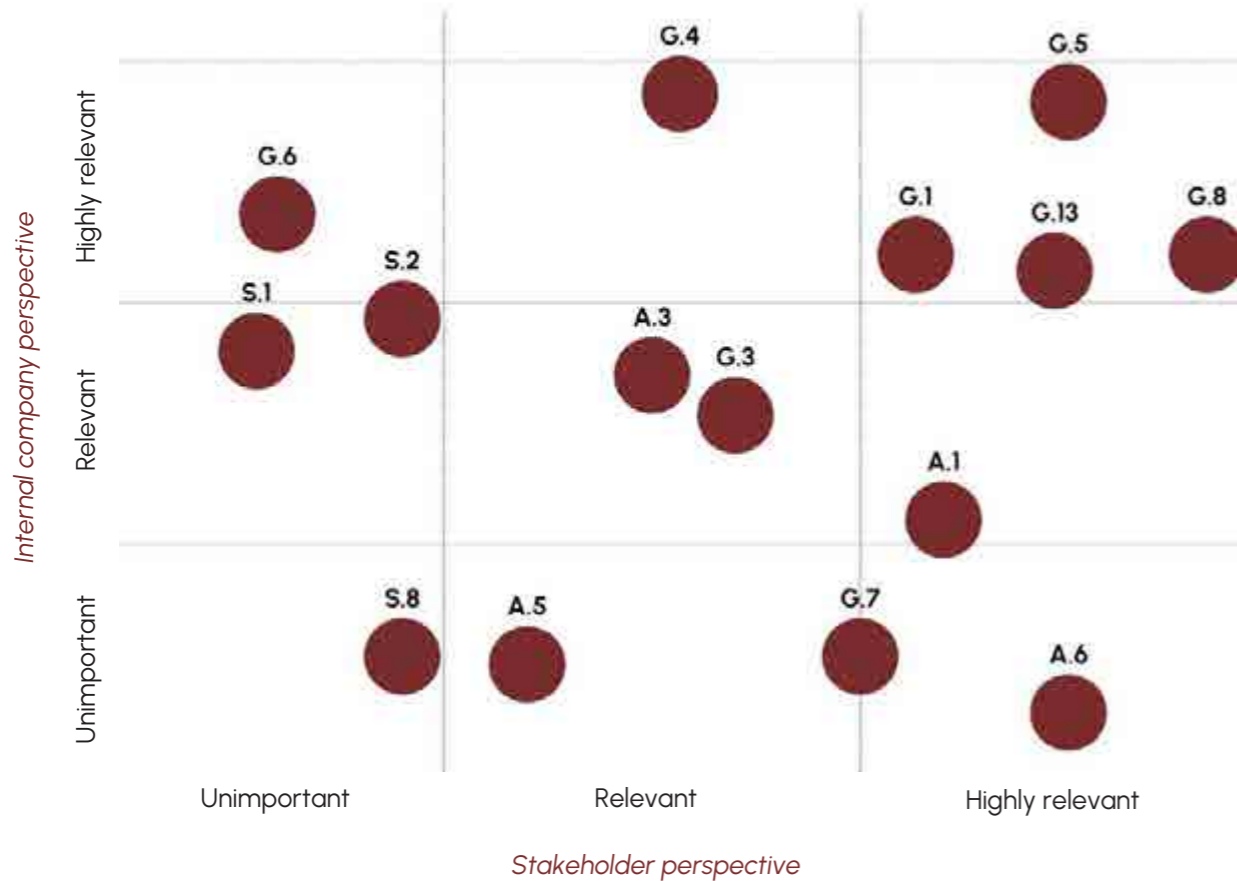
Among the relevant topics, priority topics were defined and ordered on the basis of their influence on corporate strategies and stakeholder expectations. The mapping took into consideration all the issues summarised in the complete table



**Development of the materiality matrix:**

The results of the analysis were summarised in a materiality matrix, which compares the importance attributed to the topics by the company and its stakeholders. It was decided to include only the most relevant topics in the matrix, which were identified as those topics that fall within the 30th percentile from both a company and stakeholder perspective.

# Development of the materiality matrix



- A.1 Reduction of energy consumed from fossil sources (primary energy and gas)
- A.2 Energy Efficiency Interventions
- A.3 Reducing CO2eq emissions
- A.4 Impact of inbound and outbound logistics and business travel
- A.5 Sustainable use of materials/raw materials with lower environmental impact
- A.6 Sustainability in the supply chain - Responsible supply chain management
- A.7 Industrial waste management
- A.8 Water pollution
- A.9 Air pollution
- A.10 Soil pollution
- A.11 Water consumption
  
- G.1 Medium- to long-term economic and financial growth and balance
- G.2 Local/territorial economy
- G.3 Continuity in governance
- G.4 Customer satisfaction
- G.5 Product quality
- G.6 Technological, operational and product innovation
- G.7 Continuous business relationships with the supply chain
- G.8 Creation of shared value
- G.9 Integrated risk management (threats and opportunities)
- G.10 Active and passive corruption
- G.11 Privacy in the management of sensitive data
- G.12 Information security
- G.13 Transparency, ethics and integrity in conducting business
  
- S.1 Occupational health and safety
- S.2 Training and skills development
- S.3 Corporate welfare
- S.4 Flexible working - Work life balance
- S.5 Professional growth
- S.6 Periodic and objective performance evaluation
- S.7 Gender equality
- S.8 Support to non-profit associations
- S.9 School work programmes and internships

Among the identified topics, those that proved to be highly important both from the company's and the stakeholders' perspective are:

**G8 - Creating Shared Value:**

Arkimedia is committed to generating value that has a positive impact on both the company and its stakeholders, contributing to sustainable and responsible development.

**G5 - Product Quality:**

quality is a distinctive feature of Arkimedia, a synonym for craftsmanship excellence and technological innovation, capable of satisfying the demands of an increasingly demanding clientele.

**G13 - Transparency, ethics and integrity in conducting business:**

the company promotes a culture based on ethics, transparency and compliance with regulations, strengthening stakeholders' trust.

**G1 - Medium- to long-term financial growth and balance:**

Economic sustainability is a pillar for Arkimedia, which aims to ensure stability and prosperity over time.

**G3 - Continuity in corporate governance:**

Stable and responsible governance is crucial for business success and to face future challenges with confidence.

**A3 - Reduction of CO<sub>2</sub>eq. emissions**

Arkimedia's commitment to the fight against climate change is translated into concrete actions to reduce environmental impact, fostering a transition towards a low-emission model.



# The objectives to be realised

The choice was made to focus the analysis and study on issues that were highly relevant to both the company and the stakeholders involved.

## **G8 - Creating Shared Value:**

*"The sustainability of a company certainly passes through its economic and financial viability. For us at Arkimedia, creating value does not only mean enriching society. It means making the value chain better as well as the territory in which it operates.*

*We know that an unsatisfied, unprofessional or disgruntled value chain can lead to problems and economic-financial risks, and this has led us to create a network of trustworthy and reliable partners with whom we have built up trusting relationships.*

*On the social front, we strive to provide help to the area in which we operate both as a company and as individuals".*

## **G13 - Ethical Transparency and Integrity in the Condition of Business:**

*"In the short term Arkimedia will become a non-profit company. As is often the case, when we approached the question of whether to go down this road, we realised that we had already taken on board the sensibilities of the Benefit Society. That is why we decided to go down this road and try to achieve certification.*

*Arkimedia is attentive to this issue and is actively committed to sharing its principles and ethical beliefs, as demonstrated also by the website we have created and maintain:  
[ethics.arkimedigroup.it](https://ethics.arkimedigroup.it)*

*We know how unlawful or unethical business conduct can severely damage a company's reputation, making efforts to build reputation and trust with partners futile. Falling and lapsing into unethical behaviour would lead to heavy economic and financial consequences, not so much in terms of fines and penalties, but in terms of loss of credibility in the eyes of partners and customers, making it difficult to continue profitable working relationships".*

## **G5 - Product quality**

*"This aspect is most characteristic and distinctive at Arkimedia. We handle our products with care and dedication in order to always deliver quality straps to our customers. Our attention to this aspect is evidenced by the durability of our business relationships with our customers. On a financial materiality level, we know how a poor product quickly translates into loss of market competitiveness, especially in the luxury and craftsmanship market.*

*This has prompted us to take care of the creation and professionalism of the prototype department, and has pushed us to have skills and knowledge shared among all members of production. We are also pursuing this by empowering both area managers and individual employees, so that they can grow professionally".*

### A3 Reduction of CO2eq. emissions

"In the medium to long term, Arkimedia aims to fully offset its emissions. As demonstrated by the choices made in the past, we care deeply about the environment and sustainability. This Report is only one of the steps we have taken and will continue to take.

The decision to offset our emissions represents, in our view, a natural continuation of Arkimedia's journey. This effort will also involve the installation of electric charging stations, allowing us to fully leverage our high-capacity photovoltaic system.

In order to better understand our current situation and the opportunities for improvement, among the objectives set for 2026 we have decided to:

- recalculate our carbon footprint;
- continue preparing our sustainability report;
- maintain, and where possible improve, our EcoVadis rating."

Considering this aspect in relation to financial materiality, Arkimedia is aware of the growing attention that today's market is placing on sustainability".

### G3 Continuity in corporate governance:

*"Over the last twenty years, Arkimedia has undergone a profound transformation, evolving from a craft workshop to a truly structured company. This change has been accompanied by significant economic and dimensional growth, as well as a renewal of corporate mentality.*

*In this context, our main objective is to consolidate our operational stability, strengthening internal mechanisms and enhancing the results already achieved. This path will allow us to increase confidence in our capabilities and further capitalise on the successes we have achieved, both in economic-financial terms and in terms of market affirmation and relations with internal and external collaborators.i".*

### G1 Medium- to long-term financial growth and balance:

*"A further element of focus concerns our specialisation in a well-defined niche: high-end watch straps. Although this focus is a strength, it can expose the company to risks related to limited demand.*

*For this reason, one of the objectives for 2026 is to diversify our offer, ensuring sustainable growth in line with market needs".*

# Governance

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A strong business idea for a solid and forward-looking governance model

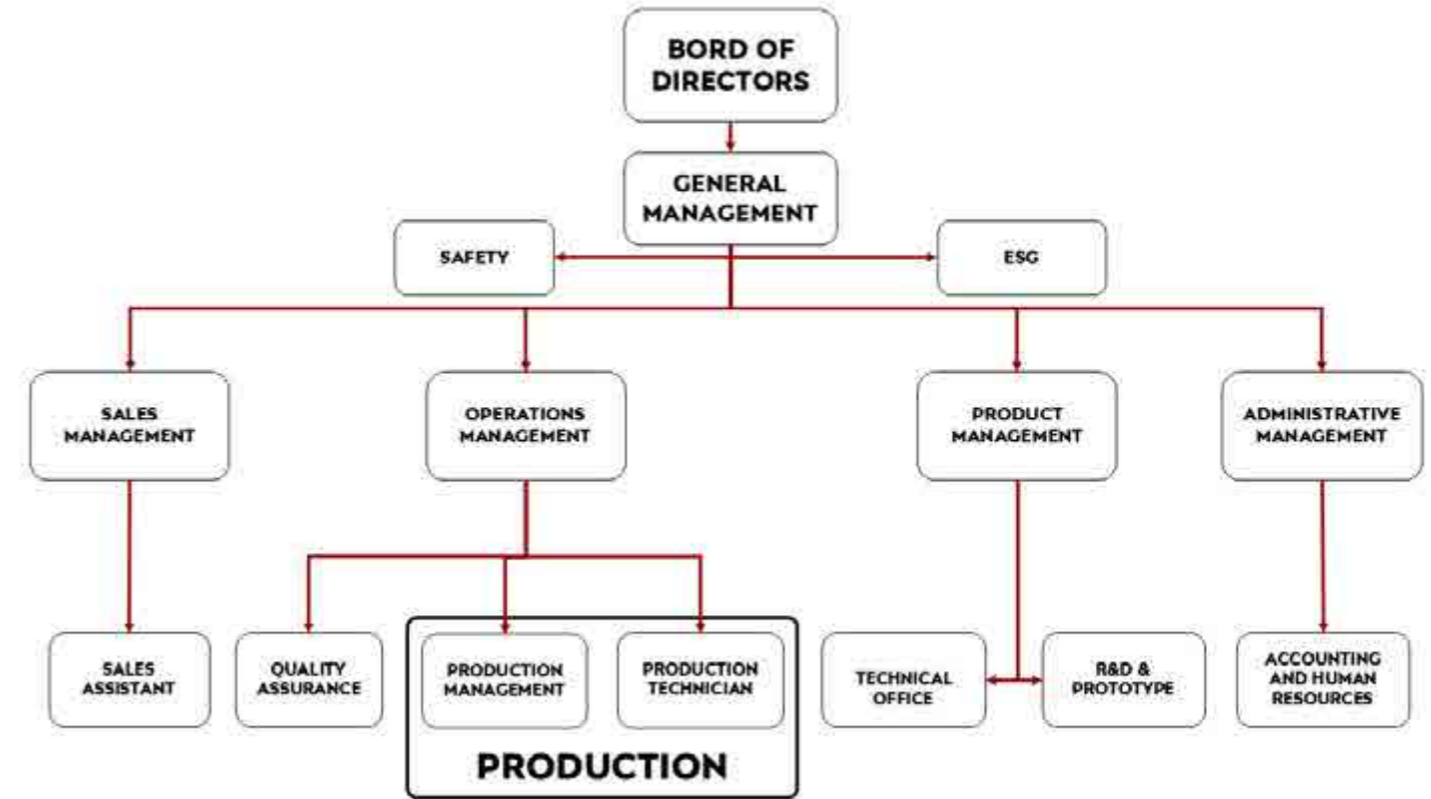
# A business idea future-oriented

Over the last ten years, Arkimedia has undergone a significant transformation, evolving from a craft workshop to a structured company. This growth has not been limited to economic and dimensional aspects, but has also involved a change in corporate mentality, with an increasing focus on sustainability and innovation.

Underlying Arkimedia's success is a solid governance model, which combines traditional craftsmanship with transparent and future-oriented management. The company's governance is not just a set of roles and functions, but a true integrated system that enables it to meet market challenges with responsiveness and strategic vision. In order to ensure clarity and coordination between the different company functions, a structured organisation chart has been defined that illustrates the key roles and internal responsibilities.

This document not only highlights the distribution of competencies, but also represents a tool to promote a corporate culture based on transparency and collaboration. The Board of Directors, led by the Milani family, plays a central role in defining long-term strategies, promoting innovation and investment in sustainable technologies. The Board works in close collaboration with key corporate functions to ensure that every decision reflects the company's founding values: excellence, ethics and sustainability.

Thanks to this approach, Arkimedia is committed to consolidating its market position, strengthening the trust of its stakeholders and integrating the principles of economic, social and environmental responsibility into its activities. This vision makes it possible to create shared value, which not only sustains the company's growth but also contributes to the wellbeing of people and the protection of the planet.





## Business Model

Arkimedia's business model is based on four fundamental pillars: **Craftsmanship, Made in Italy, Technological Innovation, Environmental Sustainability and Excellence in Customer Service.**

The company is constantly seeking stimuli and ideas, realising innovative projects that anticipate trends in style and materials. This proactive approach enables Arkimedia to meet market challenges with creativity and cutting-edge design.

Responsibility towards the planet is at the heart of Arkimedia's actions. The company develops watch straps in sustainable materials, combining the high standards required in the watch industry with environmental requirements. Furthermore, the focus on waste reduction is evidenced by the low amount of waste produced.

The company is committed to presenting what customers want, while offering different and innovative proposals, exceeding expectations and guaranteeing exclusive, high quality products.

*"Exclusive leather straps and sustainable materials, Italian craftsmanship history and experimentation with new technologies, made-in-Italy style and proactivity in facing challenges and changes. All located in the same place to keep the typical Italian taste, quality and style intact".*

# Partnerships and innovative projects

Partnerships are a fundamental pillar for Arkimedia, which considers collaboration with suppliers and strategic partners not only a means of ensuring quality and continuity in production, but also an opportunity to grow together and innovate. Suppliers are selected by favouring long-term relationships based on mutual esteem, trust, and sharing company values such as quality, sustainability, and the pursuit of excellence. Arkimedia takes a proactive approach to managing partnerships, going beyond a simple transactional relationship.

The company not only satisfies customer requirements, but also proposes innovative solutions that often anticipate market trends. This attitude allows Arkimedia to continuously learn from its partners, integrating new skills and technologies into its production processes and constantly improving its standards.

Arkimedia's collaborations have resulted in significant projects that have combined aesthetics, functionality and sustainability. One example was the partnership with Viridis, which led to the development of eco-friendly straps made of corn-based polyurethane, offering a vegan and sustainable solution. Another innovative project was the partnership with DiamArt for the production of straps covered with elegant, flexible and comfortable micro-diamonds. The one with DiamArt was also an example of collaboration made possible by shared values. Arkimedia also collaborated with Alpinestars, the world leader in technical motorsport clothing, for the creation of technical straps. These products realised the combination of Italian design and Swiss precision, representing a perfect synthesis of sporting style and craftsmanship excellence.

These projects testify to the company's commitment to transforming each collaboration into an engine for growth and innovation, strengthening its ability to create value for customers and the entire production ecosystem.

Viridis



DiamArt



Alpinestars





## Governance and business continuity

Arkimedia's governance represents a harmonious balance between family tradition and strategic vision. The founder, together with his sons, contributes daily to the company's success, bringing complementary skills and sharing a total dedication to continuous improvement. This synergy is the beating heart of the company's continuity and the path of growth that Arkimedia has undertaken over the years.

The founder, with his profound experience and knowledge of the sector, continues to offer valuable guidance, embodying the values of quality, craftsmanship and determination that have defined the company's identity. The three brothers, each with a specific role, carry on this legacy with an innovative spirit:

Riccardo, in charge of coordination, takes care of the overall management and consolidation of the company's strategies.

Dario, with his passion for customer relations, ensures that Arkimedia continues to meet and exceed market expectations.

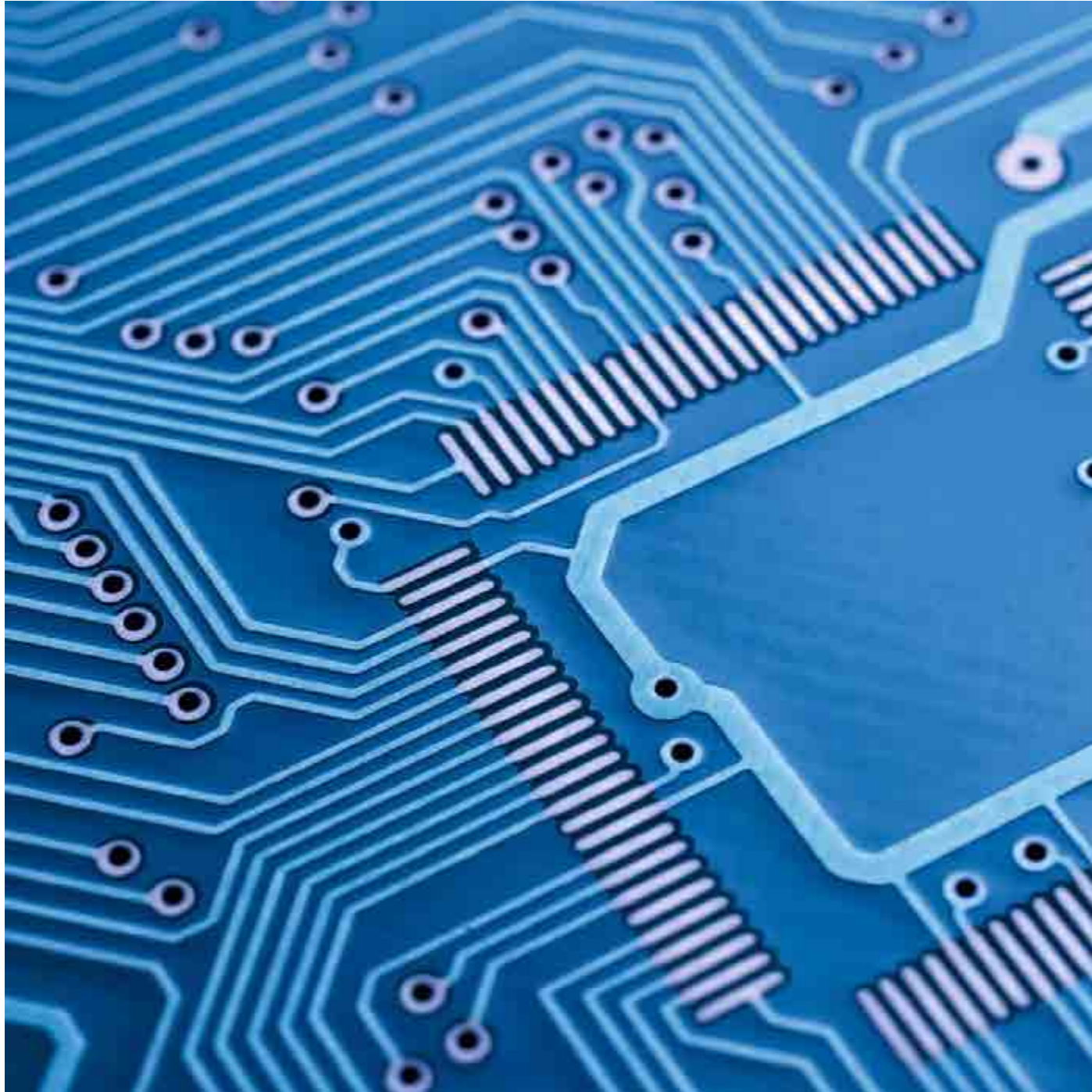
Leonardo, responsible for product development, pushes Arkimedia towards new solutions in line with global challenges.

# The Code of Ethics

ARKIMEDIA's Code of Ethics is the cornerstone of its corporate values, inspiring every activity with principles of sustainability, transparency and integrity. Adopted by the Board of Directors, it guides the behaviour of employees, collaborators and partners towards common goals, respecting legality and social responsibility. The values of the code of ethics can be summarised as follows.

- Sustainability: we promote efficient use of resources and reduce environmental impact through responsible production practices.
- Inclusion and respect: We ensure equal opportunities, valuing skills and merit, and foster a safe and respectful work environment.
- Transparency: we operate with fairness and reliability, ensuring clear decisions and communications to customers, suppliers and stakeholders.
- Fairness in business: we build relationships based on trust and integrity, rejecting all forms of corruption and promoting fair competition.

Adherence to the Code is mandatory and any violation is subject to action. With this Code, Arkimedia reaffirms its role as a responsible and innovative company, committed to combining economic success and ethical values.



## Cybersecurity and data security

For ARKIMEDIA, protecting customer information is a top priority. Confidentiality agreements ensure the protection of the company's expertise and experience with both active and potential customers. Security measures evolve along with the company's growth, supported by ISO 27001 certified software. An advanced business continuity and disaster recovery system, hosted on separate servers, ensures data protection and business resumption in case of emergencies. Security is reinforced by a certified firewall with UTM services, which protects against phishing, counterfeit sites and manages user permissions.

*"In the spirit of continuous improvement, we are evaluating the adoption of a cloud backup plan with an encrypted repository outside the company and the definition of a dedicated corporate policy for risk and vulnerability management, to ensure increasingly robust and proactive protection".*

# Environmental Sustainability

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Building change: innovation and environmental responsibility

# Our Commitment to the Environment



For Arkimedia, environmental sustainability is a guiding principle that translates into concrete choices. The construction of a production site in energy class A+, the installation of a photovoltaic system and the optimisation of consumption are fundamental stages of a constantly evolving path. Attention to the environment also extends to the management of resources, from the selection of materials to the reduction of waste.

This commitment also extends to the supply chain. The selection of suppliers and materials follows criteria of quality and sustainability, in line with the company's values. For Arkimedia, reducing environmental impact means innovating—improving efficiency and seeking increasingly responsible solutions. From this perspective, the company has mapped the emissions related to its activities, certifying its organizational Carbon Footprint in accordance with ISO 14064-1.

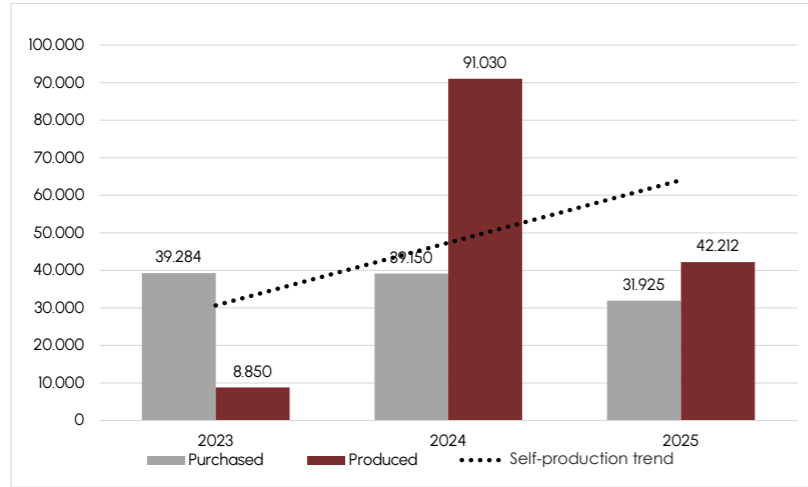
In this chapter, we will also analyse the current state of Arkimedia's environmental sustainability, the comparability of which with the two previous calculations of the company's Carbon Footprint is limited as the scope of the mapping has been broadened. However, this will allow us to assess the results achieved, the strategies adopted and the next steps to further reduce emissions. We will also review the projects that have improved environmental performance and outline future prospects.

The two beacons of the company in terms of environmental sustainability are the Sustainable Development Goals of the UNO 2030 Agenda: **SDG 7 - Clean and Affordable Energy**, materialised over time in investments in renewable energy and the reduction of methane gas; **SDG 13 - Combating Climate Change**, materialised over time in strategies aimed at reducing emissions and offsetting initiatives.

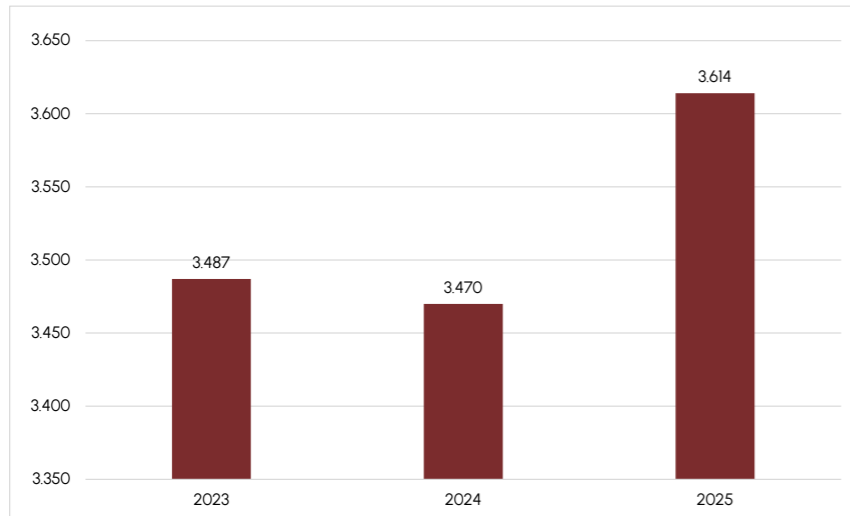
For Arkimedia, sustainability is a path of measurable actions and continuous improvement, always balancing innovation, efficiency and responsibility.



Primary energy consumption



Gas consumption



# The management of resources and environmental impacts

Efficient resource management is a key element of Arkimedia's environmental strategy. The company constantly monitors energy, water and gas consumption, evaluating opportunities for optimisation to reduce the impact of its production activities. At the same time, it is committed to minimising atmospheric emissions and managing waste responsibly, favouring recovery and recycling practices.

## Energy consumption and gas

The company has adopted a structured approach to reducing energy and gas consumption, implementing targeted measures that have led to greater efficiency in its production facilities. Thanks to the investment in a 60 kW photovoltaic system, Arkimedia is able to generate more energy than it consumes, significantly reducing its dependence on fossil fuels.

As for gas consumption, the gradual replacement of the boiler with heat pumps has made it possible to reduce the use of methane for heating workspaces. To date, gas is used exclusively to heat the production area, where an underfloor heating system is installed. The company continues to monitor gas consumption in order to identify further opportunities for improvement.

Water use

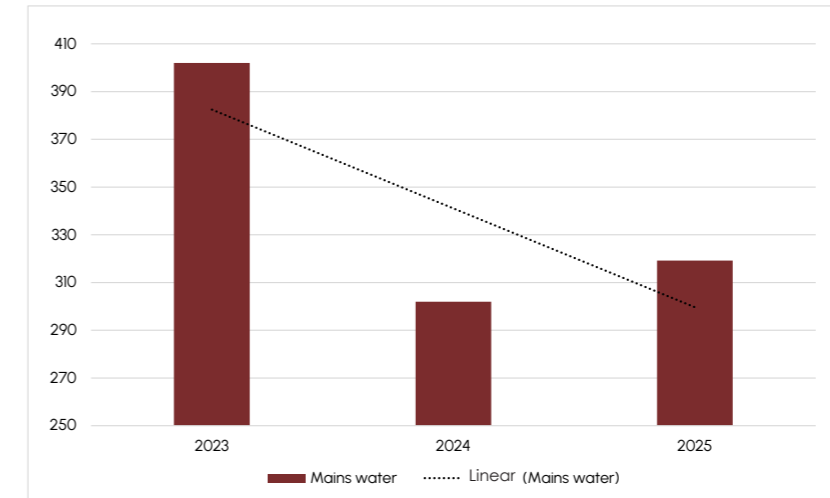
Responsible water management is another central aspect of the environmental strategy. Arkimedia's water consumption is not directly related to production processes, but the company constantly monitors water withdrawals and discharges to ensure efficient use of resources. Since water consumption is only related to sanitation, it is difficult to imagine strategies to reduce it.

Atmospheric emissions

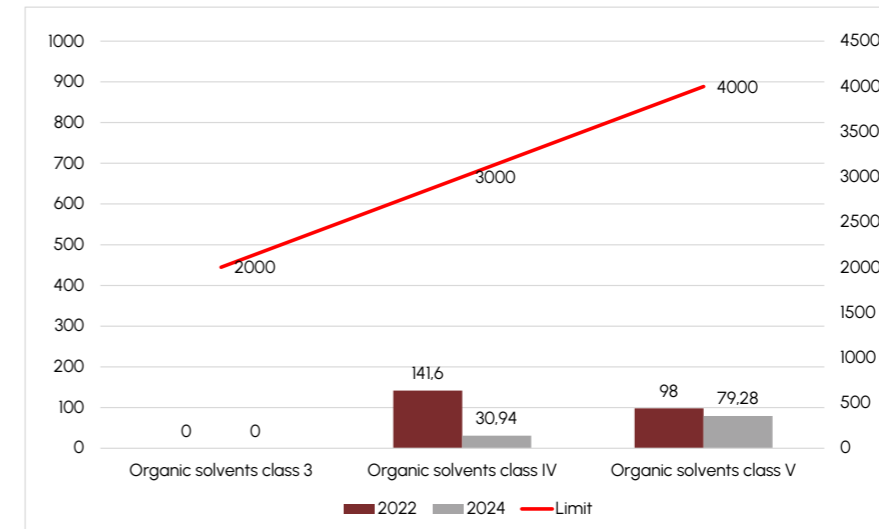
Emissions generated by production processes are a carefully controlled aspect of Arkimedia. There is only one such emission source in Arkimedia's production process and it is related to dust or organic solvents. As the chart on the right shows, Arkimedia's emissions are negligible compared to legal limits. A new emissions assessment is planned during 2026.



Water consumption



Stack emissions – Total particulate matter parameter



### Waste management

Arkimedia adopts a strict waste management policy, with the aim of minimising waste production and encouraging recycling and recovery. The company constantly monitors the quantity and type of waste produced, implementing solutions to optimise separate waste collection and reduce landfill disposal. All waste generated by the company is destined for 'R13 recovery', thus guaranteeing its reuse in valorisation processes and reducing environmental impact. In 2025, no more special waste is declared.

### An evolving approach

The focus on resource management and reducing environmental impact is an evolving path for Arkimedia. Thanks to targeted investments and constant monitoring, the company continues its efforts to make its processes increasingly sustainable, with the aim of combining production efficiency and environmental responsibility.

*"For Arkimedia, sustainability is a path of measurable actions and continuous improvement, always balancing innovation, efficiency and responsibility".*



# Our Carbon Footprint

Arkimedia chose to measure its Carbon Footprint (CFP) to quantify the greenhouse gas emissions associated with its activities and identify reduction strategies. The analysis considers **Scope 1**, **Scope 2** and **Scope 3** emissions, providing a complete view of the company's environmental impact. The CFP calculation will follow the **GHG Protocol**, including the main greenhouse gases (CO<sub>2</sub>, CH<sub>4</sub>, N<sub>2</sub>O, HFCs and PFCs). To define the organisational boundaries of measurement, Arkimedia has adopted the '**Control Approach**', including in the CFP perimeter as its own all the activities over which the company exercises operational control.

The scope of measurement will include the **production plant, offices, company vehicles and logistics**. Direct emissions (combustion of methane gas and fuels, refrigerant gas leakage), indirect emissions from purchased energy and, for Scope 3, emissions related to the logistics of raw materials and finished products, commuting, business trips and raw material production will be analysed.

Data on energy, gas and other emissions consumption for **Scope 1** and **Scope 2** are derived from **official company records, utility bills and administrative documents**, ensuring the reliability of the information.



With regard to **Scope 3**, in particular for **transport by ship or air**, where no certain data was available, it was assumed that both the beginning and the end of the air or sea leg took place in the most realistic airport or port.

In particular, Venice Marco Polo was always used as the departure airport, and medium-sized airports were always selected as the arrival airports. The only sea leg relevant to this CFP calculation was assumed to depart from the port of Tunis, this was assumed to end at the port of Civitavecchia.

The calculation method uses emission factors from the **Ecoinvent** database, selecting the most up-to-date data available at the time of measurement. For transport, the emission conversion is based on an estimate that multiplies **the annual total of goods moved by the emission factor per kilometre of the means of transport**. Another source used was an LCA study kindly made available by a supplier.

## ecoinvent

Measuring the Carbon Footprint is not just a reporting exercise, but a concrete step towards a more responsible management of resources and a tangible reduction of the company's environmental impact. On the following pages, data and calculations related to the company's CFP are collected and analysed.

ENVIRONMENTAL SUSTAINABILITY

TALENT AND SOCIAL SUSTAINABILITY

CARBON FOOT PRINT 2025 (tonnes of CO <sub>2</sub> equivalent)			
SCOPE	VOICE	Total tCO <sub>2</sub> e	Weigh % 2025
1	F-Gas - R-134a	0,00	0,00%
	Natural gas	11,07	6,86%
	Owned mobile combustion	22,79	14,12%
<b>Total scope 1</b>		<b>33,86</b>	<b>20,98%</b>
2	Self-generated electricity	3,51	2,17%
	Purchased electricity	11,26	6,97%
<b>Total scope 2</b>		<b>14,77</b>	<b>9,15%</b>
3	Inbound logistics	0,13	0,08%
	Outbound logistics	1,29	0,80%
	Purchased goods	30,81	19,08%
	Commuting	78,30	48,51%
	Business travel	2,27	1,40%
<b>Total scope 3</b>		<b>112,80</b>	<b>69,88%</b>
<b>Total organizational CFP (Corporate Carbon Footprint)</b>		<b>161,43</b>	<b>100,00%</b>

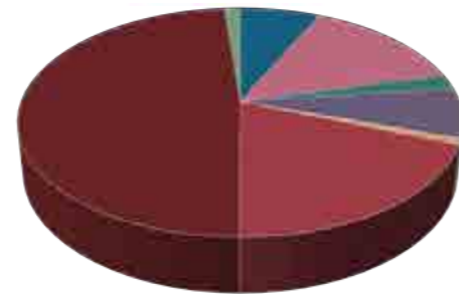
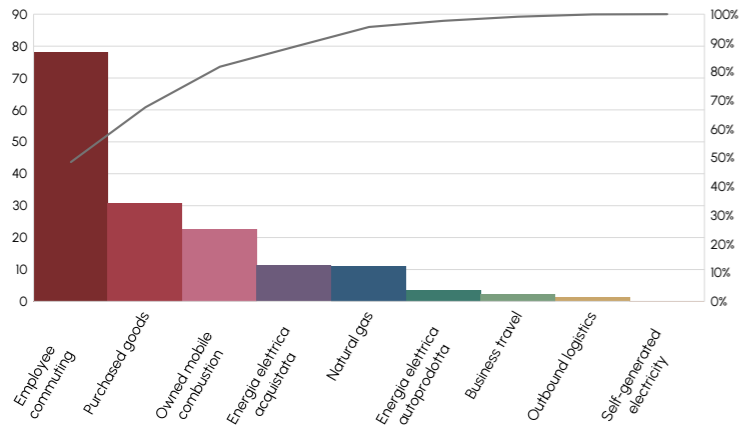
As shown by the table and charts, Arkimedia's impact is very limited. One of the main sources of emissions is commuting an area where the company has already taken action to encourage reduction, for example by promoting a canteen service for its employees.

Studies are currently underway to plan further emissions reductions, as well as the offsetting of those emissions that cannot be eliminated.

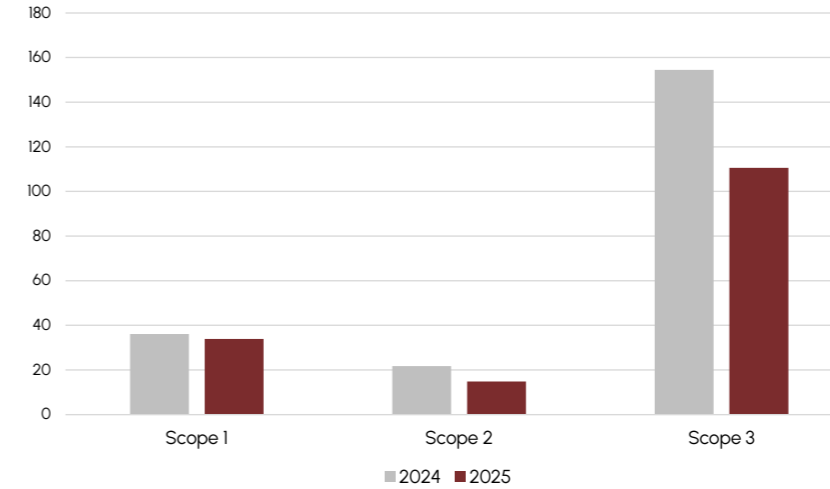
It is also interesting to note the evolution of the data compared to the calculation carried out in 2024.

In fact, 2025 is the first year in which the company has carried out consecutive Carbon Footprint calculations while maintaining the same inventory boundary.

carbon footprint – type of emissions



Comparative emissions chart 2024–2025



Fonte emissioni	2024	2025
Scope 1	36,04705	33,86120659
Scope 2	21,71774081	14,76850276
Scope 3	154,4522726	112,796787

As shown by the charts and figures reported, also due to business dynamics, the company's operational impact has decreased compared to the base year.

# The Path of Sustainability: yesterday, today and tomorrow

## Past successes

Arkimedia has always seen sustainability as an opportunity to innovate and optimise production processes. Over the years, the company has invested in concrete solutions to reduce its environmental impact, with a focus on energy efficiency, responsible resource management, and the choice of low-impact materials. One of the most significant interventions was the construction of the new production site in **Camposampiero (PD)**, designed to guarantee maximum energy efficiency.

The building, classified as **A+**, is equipped with **underfloor heating and heat pumps**. The picture was then completed with the photovoltaic system already mentioned and described. The natural surroundings also play a role in the company's environmental strategy. **The forest adjacent to the building**, planted between 2020 and 2021, represents a concrete initiative to offset emissions and a symbolic choice of the company's desire to invest in the territory.

## Innovation in materials and supply chain management

Arkimedia pays great attention to the sustainability of the supply chain, selecting suppliers and raw materials according to strict criteria. The company uses **CITES-certified exotic skins**, guaranteeing traceability and compliance with biodiversity protection standards. In parallel, tests have been conducted on innovative materials, including **microfibres** made from **recycled polyester** and straps made from **bio-based** materials. Although these solutions are not yet widely adopted, they are a clear sign of the direction in which Arkimedia is investing.



EGRIP:  
from tyre to strap



RIBERA:  
from orange waste comes a new material



OLIVE:  
from olive pits comes a new material

## Future projects

Arkimedia's commitment to sustainability is not limited to the achievements already reached, but looks ahead to the future through a series of projects currently under evaluation. The company aims to consolidate its environmental pathway with initiatives focused on energy efficiency, emissions reduction, and sustainable mobility, as well as strengthening the traceability and sustainability of its supply chain.

In order to further optimise energy consumption and reduce emissions, Arkimedia is considering the installation of electric vehicle charging stations within its production site. This initiative would allow the company to make better use of the energy generated by its photovoltaic system and encourage low-emission corporate mobility. In addition, the company is considering integrating electric vehicles into its corporate fleet to further reduce its environmental impact.

Another significant step concerns the progressive elimination of natural gas. The company is evaluating the possibility of fully replacing the boiler with heat pump systems, in line with the decarbonisation pathway already initiated through the adoption of renewable energy sources. If implemented, this measure would further reduce CO<sub>2</sub> emissions related to thermal energy consumption and make the facility even more energy efficient.

Arkimedia is also progressively replacing recycled plastic with sustainable paper packaging for its products. This initiative, currently being implemented, is part of a broader strategy aimed at reducing the environmental impact of packaging materials and improving the circularity of production processes.

At the same time, the company continues to explore innovative low-impact materials, with the aim of expanding the range of sustainable solutions available for its products.

A concrete step is the EcoVadis certification process, an international recognition that assesses corporate sustainability across four key areas: environment, labor and human rights practices, ethics, and sustainable procurement.

The process was completed at the beginning of 2025 and represents a further commitment by Arkimedia to ensuring transparency and continuous improvement in its environmental policies.

The company was awarded a Bronze medal, ranking among the top 35% in terms of sustainability performance. It should be noted that the EcoVadis assessment compares companies with similar size and sector of operation.

Arkimedia's sustainability journey is continuously evolving. Future investments and ongoing certifications confirm the company's commitment to reducing its environmental impact through an approach that combines innovation, efficiency, and responsibility.



# Talent and Social Sustainability

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More than a company: Arkimedia and its social commitment

# More than a company: Arkimedia and its social commitment

For Arkimedia, social sustainability is first and foremost a way of doing business that puts people at the centre. A commitment that focuses on well-being, transparency and positive impact in local communities. It is not only an ethical duty, but also a strategic lever for strengthening corporate identity and establishing relationships of trust.

At the heart of the internal culture is the valorisation of each individual. To this end, the company promotes a collaborative and inclusive environment, where everyone feels part of a shared project. The holistic approach to managing human resources and stakeholder relations translates into a concrete commitment to generating social benefits, both locally and internationally.

Arkimedia integrates ethics and economics in a future-oriented business model: sustainability is a shared responsibility, guided by transparency and integrity at every step of the supply chain. This guarantees craftsmanship excellence in line with the highest ethical and social standards.

From this perspective, social sustainability is not just an inspiring principle but a real strategic driver, capable of creating value for the entire ecosystem of people, communities and partners with whom the company interacts.



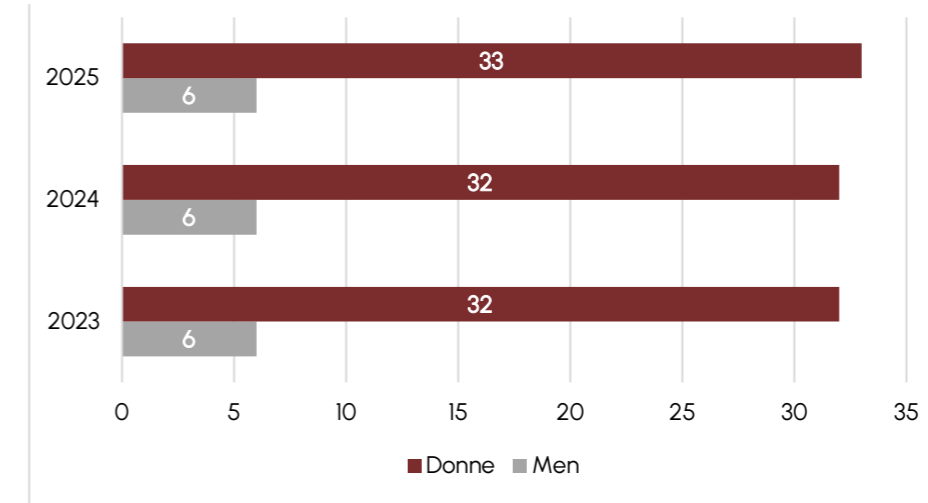
# The talents of Arkimedia

Arkimedia guarantees employment stability for all its employees, with a workforce hired entirely on a permanent basis. This choice testifies to the company's commitment to enhancing its human resources and creating a safe and stimulating working environment.

Employees on permanent and fixed-term contracts

	2023		2024		2025	
	Men	Women	Men	Women	Men	Women
Fixed term	0	0	0	0	0	0
Permanent	6	32	6	32	6	33
<b>Total</b>	<b>6</b>	<b>32</b>	<b>6</b>	<b>32</b>	<b>6</b>	<b>33</b>

Permanent employees and gender

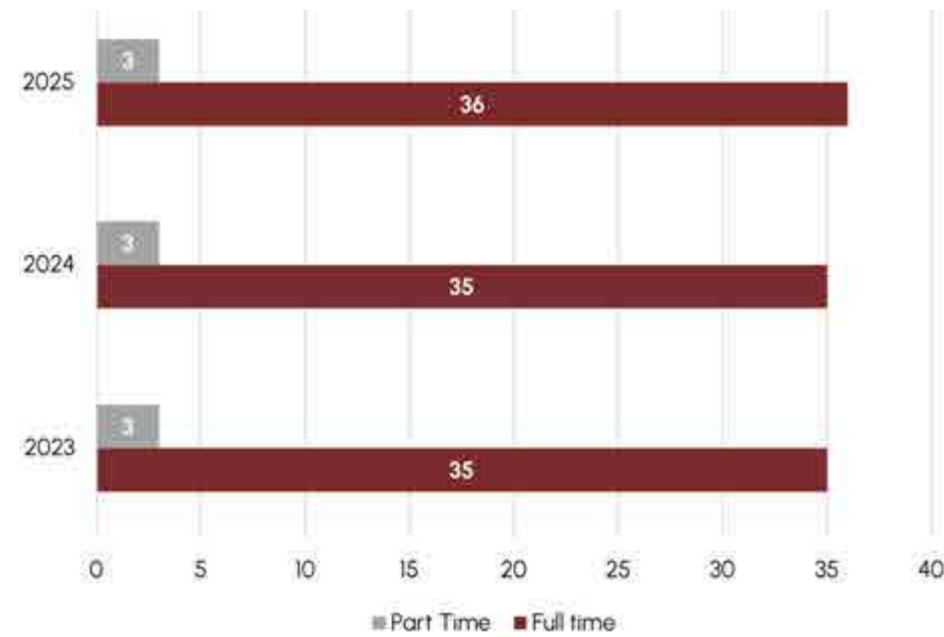


*“Arkimedia is made up of people, valuable employees with unique traits who work closely together without any separation between departments. All corporate welfare initiatives are designed to give value, motivation and pride to all Arkimedia employees and are tailored to the needs of each one”.*

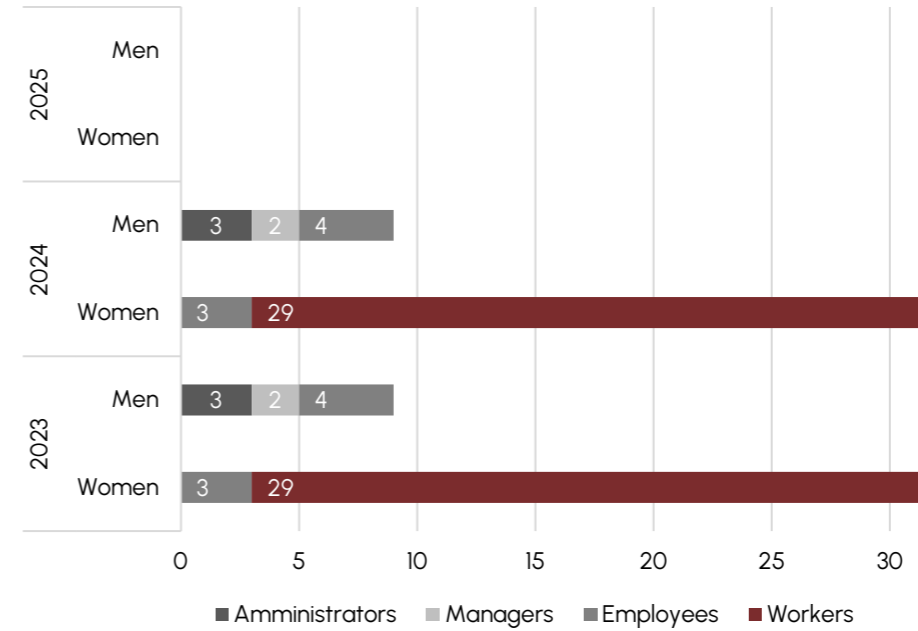
Almost all employees work full-time, with a very small percentage of part-time contracts, which are mainly linked to the employees' personal needs or choices.

Arkimedia pays great attention to the well-being of its employees, offering a working environment that promotes comfort and quality of life. The company promotes moments of sharing and collaboration, creating a positive and motivating atmosphere to make each employee feel valued and respected.

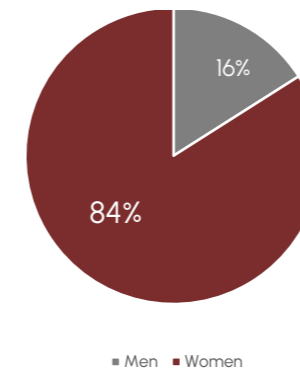
**Contract type**



**Employee qualification**



Although there is traditionally a male-dominated workforce in the production department, Arkimedia bucks the trend. More than 80 per cent of the employees are female. The company is committed to ensuring equal opportunities in all company functions, valuing skills and promoting an inclusive working environment. The company adopts a meritocratic approach, based on the recognition of individual commitment and achievements, regardless of gender or age.



In Arkimedia  
**Over 80%**  
of employees are female

Continuous training is a cornerstone of Arkimedia's human resources development strategy. Over the past year, due to strategic requirements, the total number of training hours has decreased compared to previous years.

The company promotes targeted training programmes aimed at strengthening both technical and soft skills, supporting a culture of continuous and collaborative learning. Attention to training also extends to daily work, where employees are encouraged to make decisions autonomously and take on increasing responsibility.

This approach fosters a corporate culture based on trust and respect for individual competencies, strengthening the sense of belonging and commitment to company objectives. The company's goal is to support internal professional growth through a development path consistent with its values and corporate culture.

In addition, a cross-skills development programme has been launched and is still ongoing, aimed at ensuring that different production roles are interchangeable and capable of operating with a comprehensive understanding of the entire production process. This approach improves operational flexibility and strengthens the company's ability to adapt to market needs.

Training hours provided by job classification

	2023	2024	2025
	Training hours delivered	Training hours delivered	Training hours delivered
Amministrators	-	-	-
Managers	280	100	-
Employees	318	170	32
Workers	180	190	-
<b>Total</b>	<b>778</b>	<b>460</b>	<b>32</b>

The average age of Arkimedia employees is 46, with a balanced distribution between young talent and experienced professionals. The company promotes a culture of intergenerational knowledge sharing, encouraging the transfer of skills between senior and junior employees.

Employee age distribution

	2023			2024			2025		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Men	0	5	1	0	5	1	0	5	1
Women	4	21	7	3	18	11	0	21	14

Employee age by job classification

	2023			2024			2025		
	<30	30-50	>50	<30	30-50	>50	<30	30-50	>50
Amministrators	0	2	1	0	2	1	0	3	1
Managers	0	2	0	0	2	0	0	0	0
Employees	0	6	1	0	5	2	0	5	2
Workers	4	18	7	3	16	10	0	18	12



The company's attention to health and safety at work is utmost. Arkimedia has implemented an ISO 45001-certified safety management system, an international recognition that testifies to the company's commitment to protecting its employees.

Attention to employees has been integrated into the company's spirit ever since the design of the new production site, and efforts have always been made to create a safe and comfortable working environment.

#### Accidents at work

	2023	2024	2025
Hours worked	47.255	57.345	48.947
Number of accidents at work	1	1	0
Number of days of temporary inability to work due to accident	7	0	0

# Sustainability and value chain

Arkimedia's social sustainability does not end within the company, but extends throughout the value chain. Product quality and excellence cannot be achieved without an ethical and responsible supply chain, in which every link respects the same principles of transparency, safety and protection of human rights. For this reason, Arkimedia has developed a Code of Conduct for Suppliers, which defines the standards required of partners and establishes guidelines for collaboration based on shared values. This Code of Conduct sets standards and rules on 3 fundamental points.

Through responsible supply chain management and compliance with strict ethical standards, Arkimedia ensures that the values of integrity, sustainability and transparency are present at every stage of production. The company is aware that its commitment to quality does not only concern the finished product, but the entire process that generates it, and will continue to promote an increasingly responsible supply chain aligned with the principles of social sustainability.



## 1. Responsible Supply Chain Management

Arkimedia carefully selects its suppliers, giving preference to companies that share its commitment to quality and social responsibility. The Code of Conduct for Suppliers lays down precise requirements on working conditions, safety, and protection of fundamental rights

## 2. Ethics and integrity in dealing with partners

Relations with suppliers and business partners are based on transparency and fairness. Arkimedia's Code of Ethics imposes precise rules to ensure fair competition and to prevent any form of corruption or unfair behaviour. The protection of intellectual property and compliance with sector regulations are key elements of the collaborations that the company establishes with its partners. To safeguard the legality and integrity of business operations, Arkimedia has set up a reporting system that allows any violations of the code of ethics or unfair practices within the supply chain to be reported anonymously. In this way, the company ensures a working environment based on trust and mutual respect, preventing the risk of conduct that does not conform to its values.

## 3. Environmental protection in the supply chain

Arkimedia's commitment to sustainability is also reflected in its supply chain choices. The Code of Conduct for Suppliers requires all partners to take measures to reduce environmental impact, improve energy efficiency, and manage resources responsibly. The company promotes innovation in production processes, encouraging practices that reduce the consumption of raw materials and the emission of pollutants. This concern for the environment is not only an ethical responsibility, but also a distinctive element for Arkimedia. Working with suppliers aligned with the principles of sustainability means guaranteeing high quality products in full respect of the environment and current regulations.

# Community and social impact

Arkimedia recognises the importance of contributing to the wellbeing of local and global communities by integrating social sustainability into its business strategy. The company's commitment is manifested through philanthropic initiatives and strategic partnerships, reflecting the values of solidarity and social responsibility, while strengthening its ties with the local area and its positive impact on an international scale.

## Commitment to local communities

Arkimedia demonstrates its sensitivity to the needs of the local community through targeted initiatives.



A significant example is the sponsorship of a free mammography screening event in Camposampiero, in collaboration with the Welfare Care association. The initiative enabled numerous people to access an essential healthcare service, highlighting the company's commitment to the health and well-being of the local community.



In addition to local financial contributions, Arkimedia has donated leather and fabrics to the San Lorenzo Odv Comunità Cenacolo association, an internationally active organization dedicated to the care and support of young people and individuals in difficulty.



In 2024, within the local area where Arkimedia is based, the main beneficiary of the company's support was the "Pulcino" association.



In 2025, Arkimedia focused its support on the AIL association in Padua.



The company maintains an ongoing dialogue with the local area, assessing the needs of the community in a flexible and targeted way. In this perspective, Arkimedia actively participates in CONFAPI Padua, a trade association that promotes meetings, conferences, and assemblies, providing opportunities for discussion and collaboration among businesses.

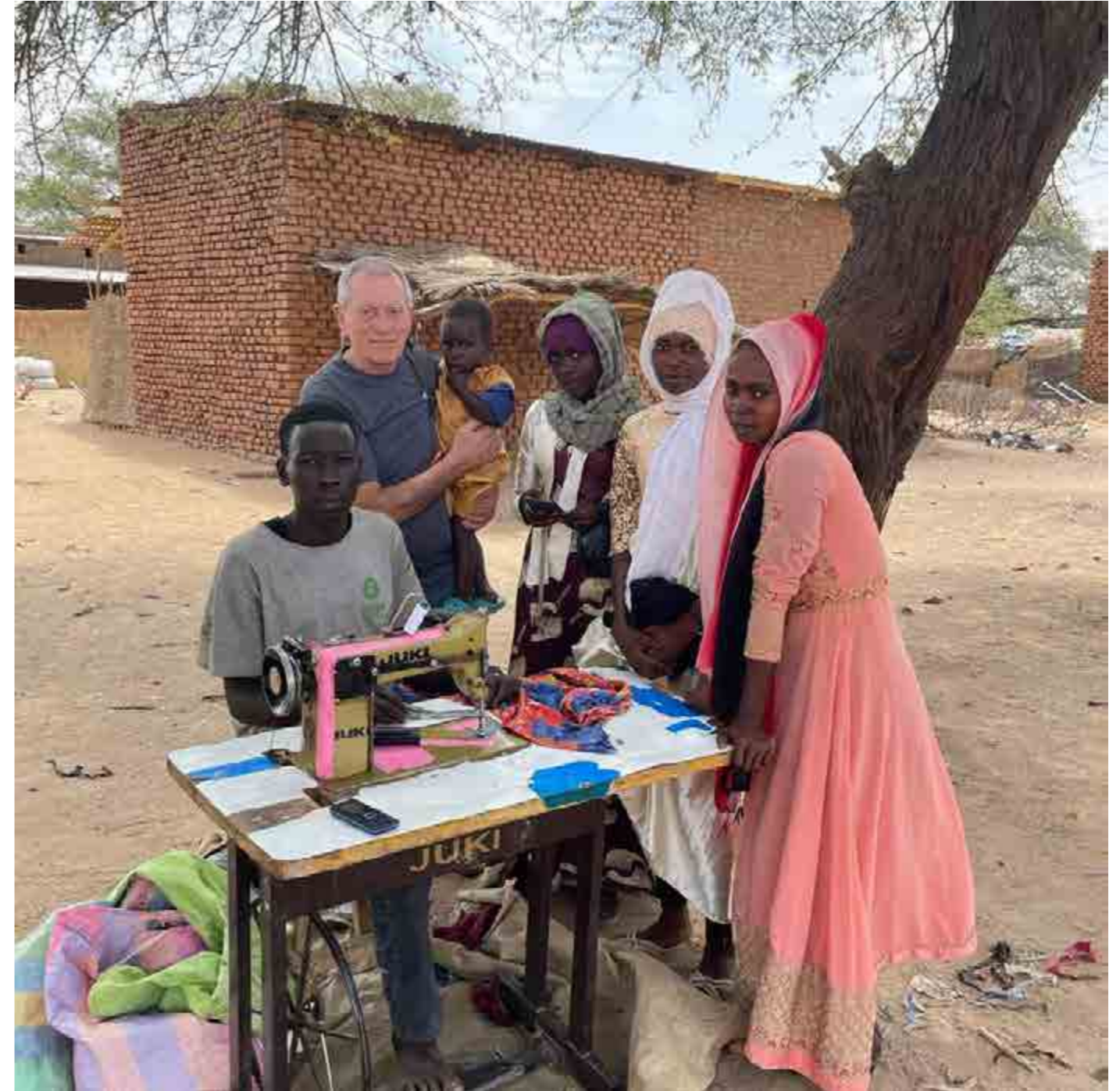
### Philanthropy and collaboration with non-profit associations

Arkimedia's social commitment extends beyond local borders, with a particular focus on humanitarian projects in Africa carried out in collaboration with the Mano Amica OdV association. The decision to focus on these initiatives stems from the desire to generate a lasting positive impact, offering support to communities in vulnerable conditions and promoting economic and social development.

Among the projects supported is an orphanage in Cameroon, which takes in 40 children, providing them with a safe environment and educational opportunities for a better future. Arkimedia also contributes to the construction of water wells in Cameroon and Chad, improving access to water resources and contributing to greater environmental sustainability. The commitment to economic development is realised by supporting the creation of vegetable gardens and irrigation systems, together with the financing of ploughs, thus promoting agricultural self-sufficiency and the economic progress of local communities. Arkimedia's approach is characterised by a strong focus on transparency and accountability.

Piero Milani personally travels to the project sites to verify the actual allocation of resources and monitor the progress of the work, thus ensuring that every contribution actually reaches those who need it most.

This direct management allows Arkimedia to maintain a close link with the communities it supports, ensuring that interventions are effective and respond to real local needs. Arkimedia has consciously chosen to focus its efforts on international initiatives, believing that the social impact can be greater than other forms of contribution. The decision to support projects in Africa is based on a sense of global responsibility and the desire to offer educational and economic opportunities in areas that need concrete and continuous support.





## Future perspectives

Arkimedia's commitment to social sustainability reflects a strategic vision that puts people at the centre, recognising that the company's value depends on the well-being of employees, transparency towards stakeholders and positive impact on local and international communities.

In line with its corporate culture, Arkimedia will continue to invest in the well-being and professional growth of its employees, promoting an inclusive and motivating work environment so that each person feels valued and empowered.

The company is committed to further strengthening corporate welfare policies and promoting a safety culture that always puts people's health and well-being first.

Arkimedia also intends to consolidate and expand its social impact on local and international communities. Locally, the company will strengthen its ties with the territory through constant dialogue and support for social and cultural initiatives. Internationally, Arkimedia will continue to support humanitarian projects that generate a lasting positive impact by offering educational and economic opportunities to the most vulnerable communities.

The company sees social sustainability as a path of shared growth, involving employees, suppliers, customers and communities in a network of relationships based on trust and transparency. The creation of shared value will guide every strategic choice, promoting sustainable social and economic development.

Looking to the future, Arkimedia intends to strengthen its presence in the responsible luxury sector, inspiring it to embark on a path towards social sustainability. The company will continue to innovate and evolve, remaining true to its values and maintaining an ethical and responsible approach in every aspect of its operations.

An aerial photograph of a dense, lush green forest. A paved road winds through the trees, curving from the bottom left towards the right side of the frame. The trees are a vibrant green, and the overall scene is a natural, serene landscape.

We believe in a sustainable future.

# GRI Table of Contents

Declaration of Use	Arkimedia developed this document in accordance with GRI 2021 standards with reference to the period 01/01/2024 - 31/12/2024
GRI 1 Utilized	GRI 1: Reporting Principles 2021
ESRS	This document is inspired by the ESRS reporting standards that will be reported when applicable in the following table

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 2-1	Details on the organisation	ESRS 1	- Methodological Note - Arkimedia's identity, mission and values	Presentation of the company's positioning and values.
GRI 2-2	Entities included in reporting	ESRS 1 ESRS 2	Methodological Note	Boundaries of reporting
GRI 2-3	Reporting period, frequency and point of contact	ESRS 1	Methodological Note	Period and contacts in the methodological part
GRI 2-4	Restatement of information	ESRS 2	Methodological Note	There are no examples of restatement in the text; to be confirmed
GRI 2-5	External Assurance	ESRS 1 ESRS 2	Methodological Note	Budget written on a voluntary basis, there are no external assurance requirements.
GRI 2-6	Activities, value chain and other business relations	ESRS 2 ESRS G1	Sustainability and the Value Chain	Extended description of the supply chain and supplier relationships
GRI 2-7	Employees	ESRS S1 ESRS 2	The talents of Arkimedia	Indicators on contracts, gender, age and qualifications
GRI 2-8	Employees non-employees	"ESRS S1 ESRS G1"	The talents of Arkimedia	The workforce consists entirely of internal stable contracts
GRI 2-9	Governance structure and composition	ESRS G1 ESRS 2	Structure of governance and compliance	CDA composed of members of the Milani family
GRI 2-13	Delegation of responsibility for impact management	ESRS G1 ESRS 2	Structure of governance and compliance	To be verified in internal company documents
GRI 2-14	Role of the highest governing body in sustainability reporting	ESRS G1 ESRS 2	Methodological Note	The sustainability report was approved by the Board of Directors

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 2-22	Declaration on the sustainability	ESRS 2	- The UNO 2030 Agenda: Arkimedia's sustainability goals - A future-oriented business idea	Enhancing sustainability as a strategic lever
GRI 2-23	Commitments made through policy	ESRS 2 ESRS G1 ESRS S1	- A future-oriented business idea - The Code of Ethics - Cybersecurity and data security	Codes of Ethics and Conduct cited for company and suppliers
GRI 2-25	Processes to remedy negative impacts	ESRS S1 ESRS G1	Stakeholders and materiality analysis	Contact with stakeholders to manage critical issues together
GRI 2-26	Mechanisms for clarifications and complaints	ESRS S1 ESRS 2	Sustainability and the value chain	Anonymous Ethics Reporting Channel Described
GRI 2-28	Membership of associations		Community and social impact	Active participation in association and local events
GRI 2-29	Stakeholder involvement	ESRS 2	- Stakeholders and materiality analysis - Community and social impact	Constant dialogue with local and international stakeholders
GRI 2-30	Collective agreements	ESRS S1	I talenti di Arkimedia	Stable job guaranteed for an indefinite period
GRI 3-1	Process for determining material themes	ESRS 2	Materiality and Stakeholder	The materiality analysis is described with a focus on stakeholders and strategic priorities
GRI 3-2	List of themes materials	ESRS 2	Material Themes	The list of material themes is presented with classification by impact areas
GRI 3-3	Management of material themes	ESRS 2 ESRS S1 ESRS S2	The material themes The objectives to be realised	The most relevant material topics for the company and stakeholders are described
GRI 101	Fundamentals of Reporting	ESRS 1	Methodological note	Defines reporting principles and basic structure, useful as a methodological foundation

GRI Standard	GRI Theme	ESRS	Report section	Notes
GRI 201-2	Financial implications and other risks and opportunities due to climate change	ESRS E1	- The goals to be achieved - The path of sustainability: yesterday, today and tomorrow	Climate change mitigation and adaptation actions and targets are presented as part of the environmental strategy
GRI 203-2	Significant indirect economic impacts	ESRS S3 ESRS 2	Community and social impact	The report addresses the indirect economic effects generated by Arkimedia's activities.
GRI 204-1	Proportion of spending on local suppliers	ESRS S2	Sustainability and the value chain	The company's commitment to favouring local suppliers to strengthen territorial ties and support the local economy is emphasised
GRI 205-1	Operations assessed for corruption risks	ESRS G1	Governance and business continuity	Ethical risk assessment in business activities
GRI 205-2	Communication and training on anti-corruption policies and procedures	ESRS G1	Ethical Code	Awareness-raising and training actions on anti-corruption practices
GRI 205-3	Established incidents of corruption and actions taken	ESRS G1	Ethical Code	Any incidents and corrective measures taken by the organisation
GRI 301-1	Materials used by weight or volume	ESRS E5 ESRS 2	The management of resources and environmental impacts	Arkimedia accounts for the type of materials used, distinguishing between renewable and non-renewable
GRI 301-2	Materials used that come from recycling	ESRS E5	The management of resources and environmental impacts	The use of recycled materials in production processes is described
GRI 301-3	Recovered or reconditioned products and their packaging	ESRS E5	The management of resources and environmental impacts	Trattazione sul recupero dei prodotti e imballaggi per una strategia di economia circolare.

GRI Standard	GRI Theme	ESRS	Report Section	Notes
302-1	Energy consumed within the organisation	ESRS E1	- Managing resources and environmental impacts - Our Carbon Footprint	Arkimedia monitors internal energy consumption, distinguishing between renewable and non-renewable sources, to assess its environmental impact and improve efficiency
302-2	Energy consumed outside the organisation	ESRS E1	The management of resources and environmental impacts	The assessment of energy used upstream or downstream of activities allows Arkimedia to consider significant indirect impacts
302-3	Energy intensity	ESRS E1	Our Carbon Footprint	Energy intensity is calculated to monitor efficiency and the evolution of impact with respect to company growth
302-4	Reduction of energy consumption	ESRS E1	- Management of resources and impact-sambientali - The Sustainability Journey: Yesterday, Today and Tomorrow	Initiatives for energy saving and continuous improvement of environmental performance are documented
302-5	Reducing the energy requirement of products and services	ESRS E1	Building Change: Innovation and Environmental Responsibility	Where relevant, product/service solutions with lower energy impact are integrated
GRI 303-1	Interactions with water as a shared resource	ESRS E3	Management of resources and environmental impacts	No significant impacts described: water is used only for hygiene purposes
GRI 303-2	Management of impacts related to water discharge	ESRS E3	Management of resources and environmental impacts	There are no significant industrial discharges
GRI 303-3	Water withdrawal	ESRS E3	Management of resources and environmental impacts	Regular monitoring of consumption, no use in production processes
GRI 303-4	Water discharge	ESRS E3	Management of resources and environmental impacts	The discharges are exclusively related to sanitary services, not industrial ones

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 303-5	Water consumption	ESRS E3	Management of resources and environmental impacts	Consumption is very limited and difficult to reduce
GRI 304-3	Protected or restored habitats	ESRS E4	The Sustainability Journey: Yesterday, Today and Tomorrow	Planting of a forest next to the factory as a voluntary compensation action
GRI 304-4	Red List Species and Protected Species	ESRS E4	The Sustainability Journey: Yesterday, Today and Tomorrow	Use of CITES certified exotic skins, with attention to traceability and legality
GRI 305-1	Direct GHG emissions (Scope 1)	ESRS E1	Our Carbon Footprint	Arkimedia includes emissions from fuels and refrigerant gases under direct control
GRI 305-2	Indirect GHG emissions from purchased energy (Scope 2)	ESRS E1	Our Carbon Footprint	Treatment of emissions from purchased electricity
GRI 305-3	Other indirect GHG emissions (Scope 3)	ESRS E1	Our Carbon Footprint	Includes transportation, commuting, travel, raw material production
GRI 305-4	GHG Emission Intensity	ESRS E1	Our Carbon Footprint	The intensity of emissions is calculated in relation to production activity
GRI 305-5	Reduction of GHG emissions	ESRS E1	- Management of resources and environmental impacts - Our Carbon Footprint	Planned reduction and compensation measures (photovoltaic, electric mobility)
GRI 305-7	Emissions of NOx, SOx and other air pollutants	ESRS E2	Management of resources and environmental impacts	Treatment of emissions from production stacks, controlled and well below limits
GRI 306-1	Waste generation and significant impacts related to waste	ESRS E5	Management of resources and environmental impacts	Qualitative description of waste-related impacts and strategic choices to reduce them
GRI 306-2	Management of significant impacts related to waste	ESRS E5	Management of resources and environmental impacts	Detail of actions to minimize production and improve waste management

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 306-3	Waste generated	ESRS E5	Management of resources and environmental impacts	Quantification of waste generated and its destination
GRI 306-4	Waste not intended for disposal	ESRS E5	Management of resources and environmental impacts	All waste is destined for R13 recovery, none disposed of in landfill
GRI 306-5	Waste destined for disposal	ESRS E5	Management of resources and environmental impacts	No waste was sent for disposal in 2024
GRI 307-1	Compliance with environmental laws and regulations	ESRS E1	Management of resources and environmental impacts	The company respects the emission limits and has not suffered environmental sanctions, data monitored regularly
GRI 308-1	New suppliers selected based on environmental criteria	ESRS E1 ESRS G1	Sustainability and value chain	Arkimedia selects suppliers on the basis of shared environmental criteria through a code of conduct
GRI 401-1	New hires and staff turnover	ESRS S1	Arkimedia's talents	The balance sheet highlights a very low turnover rate and employment stability thanks to the exclusive use of permanent contracts
GRI 401-2	Benefits for full-time employees not available to part-time employees	ESRS S1	Arkimedia's talents	Company benefits are available to the entire workforce, with equity between full-time and part-time
GRI 403-1	Occupational health and safety management system	ESRS S1 ESRS 2	Arkimedia's talents	Reference is made to the adoption of the ISO 45001 system as a commitment to worker health
GRI 403-2	identification, risk assessment and incident investigation	ESRS S1	Arkimedia's talents	Arkimedia describes the actions to create a safe environment starting from the design of the headquarters
GRI 403-3	Occupational health services	ESRS S1	Arkimedia's talents	The company ensures a healthy environment; psychosocial well-being is also mentioned

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 403-5	Worker training on health and safety at work	ESRS S1	Arkimedia's talents	Treated in the context of training and safety culture
GRI 403-6	Promoting workers health	ESRS S1	Arkimedia's talents	There is a commitment to general well-being, including through ergonomic design
GRI 403-9	Accidents at work	ESRS S1	Arkimedia's talents	Injury indicators reported; quantitative data in graph
GRI 404-1	Average hours of training per employee	ESRS S1	Arkimedia's talents	Quantitative data relating to training are presented, with reference to hours per employee
GRI 404-2	Employee upskilling and transition programmes	ESRS S1	Arkimedia's talents	Attention to professional growth and upskilling and transversalization paths was discussed
GRI 406-1	Cases of discrimination and actions taken	ESRS S1	Arkimedia's talents	The budget makes explicit the commitment to inclusion, gender equality and the valorisation of skills
GRI 407-1	Operations and suppliers where freedom of association and collective bargaining may be at risk	ESRS S2 ESRS S1	Sustainability and value chain	Arkimedia's Supplier Code of Conduct mentions the commitment to fundamental rights, including freedom of association
GRI 408-1	Operations and suppliers at significant risk for child labor	ESRS S2	Sustainability and value chain	The Supplier Code of Conduct requires respect for fundamental human rights, including the prevention of child labor
GRI 409-1	Operations and suppliers at significant risk for cases of forced or compulsory labor	ESRS S1 ESRS S2	Sustainability and value chain	Arkimedia imposes ethical standards on suppliers that exclude forced labor practices, in line with the Code of Conduct

GRI Standard	GRI Theme	ESRS	Report Section	Notes
GRI 412-1	Operations subject to human rights assessments or reviews	ESRS S3	Sustainability and value chain	Arkimedia adopts a Supplier Code of Conduct with a focus on human rights and working conditions
GRI 412-2	Employee training on human rights	ESRS S3 ESRS S1	Sustainability and value chain	It does not provide direct training on human rights, but promotes training on ethical values and sustainability
GRI 412-3	Agreements and contracts with human rights clauses	ESRS S3 ESRS G1	Sustainability and value chain	Contracts with suppliers refer to ethical standards and the protection of fundamental rights
GRI 416-1	Assessment of impacts on customer health and safety	ESRS E5 ESRS S3	Business Model Sustainability and Value Chain	The company guarantees high standards in the selection of safe materials, and promotes responsible innovation also in projects with partners
GRI 418-1	Substantiated complaints regarding breaches of customer privacy and loss of customer data	ESRS G1 ESRS 2	Cybersecurity and data security	An advanced cybersecurity and data protection system is described

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