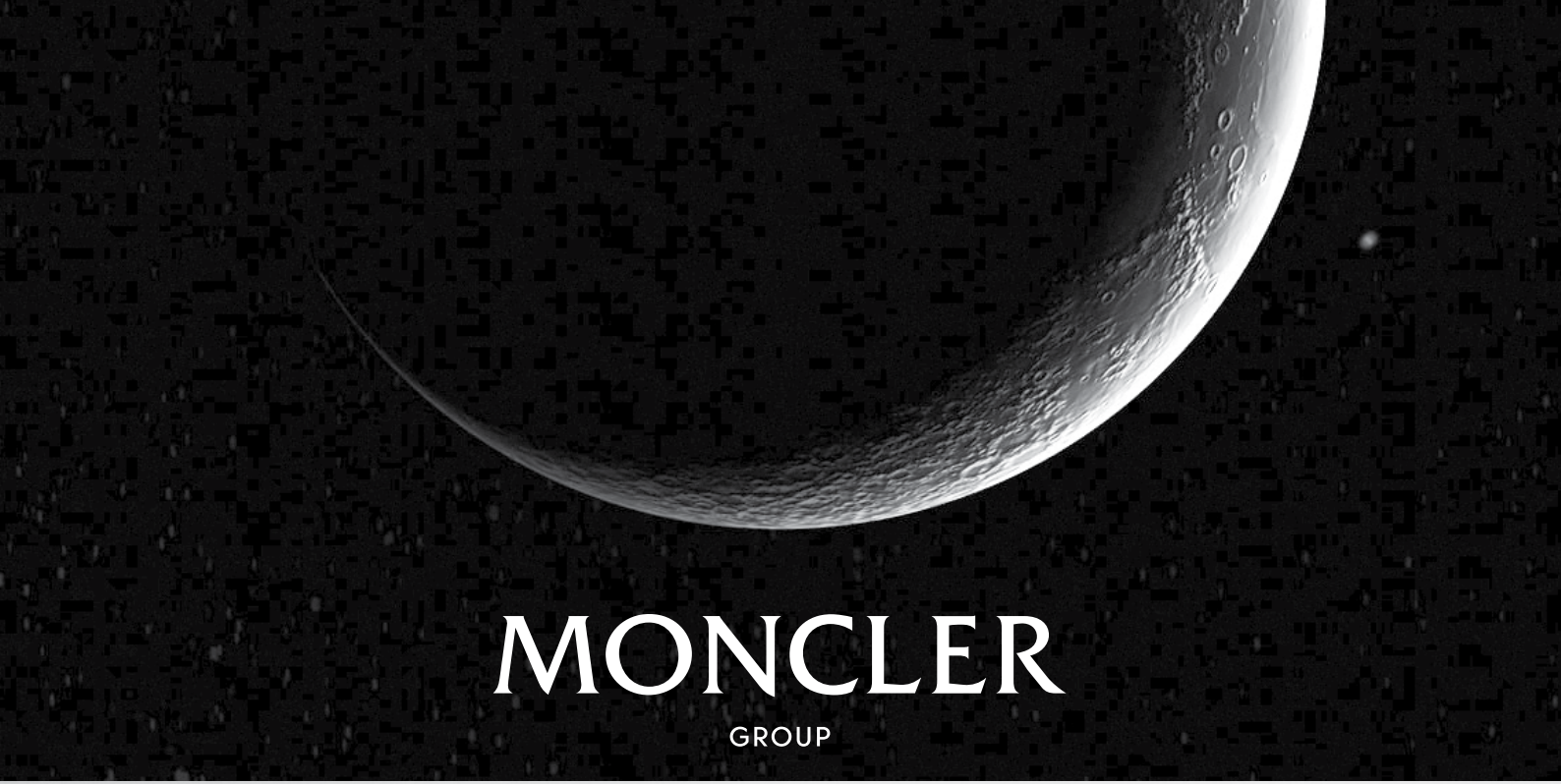


MONCLER

GROUP

CONSOLIDATED NON FINANCIAL STATEMENT 2023
"HIGHLIGHTS"

Every day, at Moncler and Stone Island,
we work to continue integrating sustainability
into our business model.
We do it with passion, ingenuity, humility,
and the necessary concreteness.
We do it with the sense of urgency that environmental
and social challenges require.
We are on a transformational journey which requires
significant changes in the way we work.
This collective, transversal path involves the way
we work within the company as well as the way
we collaborate across the value chain.
It's the only way to achieve results on a larger scale.
It is thanks to the great contributions of our people
that our ambitions are transformed into a reality,
year after year.

REMO RUFFINI
CHAIRMAN AND CHIEF EXECUTIVE OFFICER

SUSTAINABILITY PLAN 2020-2025

Moncler Group's commitment to sustainable development is an integral part of its business model.

The Strategic Sustainability Plan focuses on five key priorities:
climate change and biodiversity, circular economy, responsible sourcing, valuing diversity and supporting local communities.

OUR STRATEGIC PRIORITIES

ACT ON CLIMATE & NATURE

Reducing emissions.
Embracing clean energy.
Safeguarding biodiversity.

THINK CIRCULAR & BOLD

Designing to last.
Using "preferred" materials.
Cutting waste.

BE FAIR

Ensuring trust.
Tracing and sourcing responsibly.

NURTURE UNIQUENESS

Welcoming everyone.
Celebrating diversity everywhere.
Expressing ourselves always.

GIVE BACK

Supporting Local Communities.
Donating Time and Value.
Sharing Warmth.

SUSTAINABILITY: OUR JOURNEY

- **2015**
  Moncler prepares its first **Sustainability Report** and **Sustainability Plan.**

- **2016**
  Moncler's offices and stores in Italy are certified as per the international standard **OHSAS 18001.**

- **2017**
  Moncler's production site in Romania is certified as per the international standards **OHSAS 18001** and **ISO 14001.**

- **2018**
  Moncler extends **OHSAS 18001** certification to all offices and stores in Europe and the United States and **ISO 14001** to the Italian corporate offices and logisitcs hub.

  Moncler receives the RobecoSAM **Industry Mover** Sustainability Award in the Textiles, Apparel & Luxury Goods sector and enters in some **ECPI** indices focused on both financial and ESG aspects.

- **2019**
  Moncler is included in the **Dow Jones Sustainability World and Europe** indices, as the **Industry Leader** of the Textiles, Apparel & Luxury Goods sector.

  Moncler joins **The Fashion Pact**.

Moncler launches a **BIO-based** and **carbon neutral down jacket** on the market designed with plant-based and natural materials and a range of products made with recycled materials for the Grenoble line.

Moncler extends **OHSAS 18001** certification globally.

2020

Moncler presents its **Strategic Sustainability Plan**.

Moncler is confirmed for the second year in a row as **Industry Leader** for Textiles, Apparel & Luxury Goods in the **Dow Jones Sustainability World and Europe** indices.

Moncler forms the **Diversity, Equity and Inclusion Council.**

2021

Stone Island joins Moncler from 1 April 2021 and adopts the new **Strategic Sustainability Plan at Group level.**

Moncler makes about **30%** of **Genius 2021** outerwear entirely with **"preferred"**[1] materials.

Moncler commits to **going fur**[2] **free** from 2024 collections, and Stone Island, that is not using fur since 2018, confirms its pledge not to use it also in the future.

[1] Materials that aim to deliver reduced impacts compared to the conventional equivalents used by the Moncler Group (for example recycled, organic, or certified according to specific standards).
[2] The term "fur" refers to any skin with hair from animals raised or caught in the wild exclusively or primarily for their fur.

- **2022**

  Moncler joins **Re.Crea** to promote research and development of innovative recycling solutions.

  Moncler commits to achieving **net zero** emissions by 2050.

  Moncler joins the **UN Global Compact** and commits to sharing, supporting and respecting the ten universal principles relating to human rights, labor standards, environmental protection and the fight against corruption.

- **2023**

  Moncler is confirmed for the fifth year in a row at the top of the Textiles, Apparel & Luxury Goods sector in the **Dow Jones Sustainability World** and **Europe** indices.

  On the occasion of the expansion of its production hub in Romania, Moncler opens a **kindergarten** for the employees' children that offers an innovative education developed by the Reggio Children organization.

All the Sustainability Plan 2023 targets have been achieved (see next pages).

THE RESULTS OF OUR EFFORTS IN 2023

ACT ON CLIMATE & NATURE

REDUCING EMISSIONS, EMBRACING CLEAN ENERGY, SAFEGUARDING BIODIVERSITY.

We act conscientiously, striving to preserve natural resources, protect biodiversity and contribute to fight against climate change by minimizing our impact on the environment.

-36% VS 2022 ABSOLUTE SCOPE 1 AND 2 EMISSIONS CO_2E

By 2030,
reduction of 70%
in absolute scope 1 and 2
CO_2e emissions vs 2021
(in line with the
Science-Based Targets
"1.5°" ambition).

Target on time

-8% VS 2022 ABSOLUTE SCOPE 3 CO_2E EMISSIONS

By 2023,
reduction of 52%
in scope 3 CO_2e emissions
per product unit sold vs 2021
(in line with the
Science-Based Targets
"Well-Below 2°" ambition).

Target on time

CARBON NEUTRALITY MAINTAINED IN DIRECTLY MANAGED CORPORATE SITES WORLDWIDE (OFFICES, STORES, PRODUCTION SITES AND LOGISTICS HUB)

Target achieved

100% OF ELECTRICITY USED AT DIRECTLY MANAGED CORPORATE SITES WORLDWIDE FROM RENEWABLE SOURCES

Target achieved

85% HYBRID AND ELECTRIC VEHICLES IN THE GROUP'S CORPORATE CAR FLEET WORLDWIDE (63% IN 2022)

By 2024,
90% of low environmental impact vehicles in the Group's corporate car fleet worldwide.

Target on time

LEED FOR BUILDING DESIGN AND CONSTRUCTION CERTIFICATION OBTAINED FOR THE EXPANSION OF THE PRODUCTION SITE IN ROMANIA

Target achieved

LEED CERTIFICATION FOR ALL NEW STORES

Target achieved

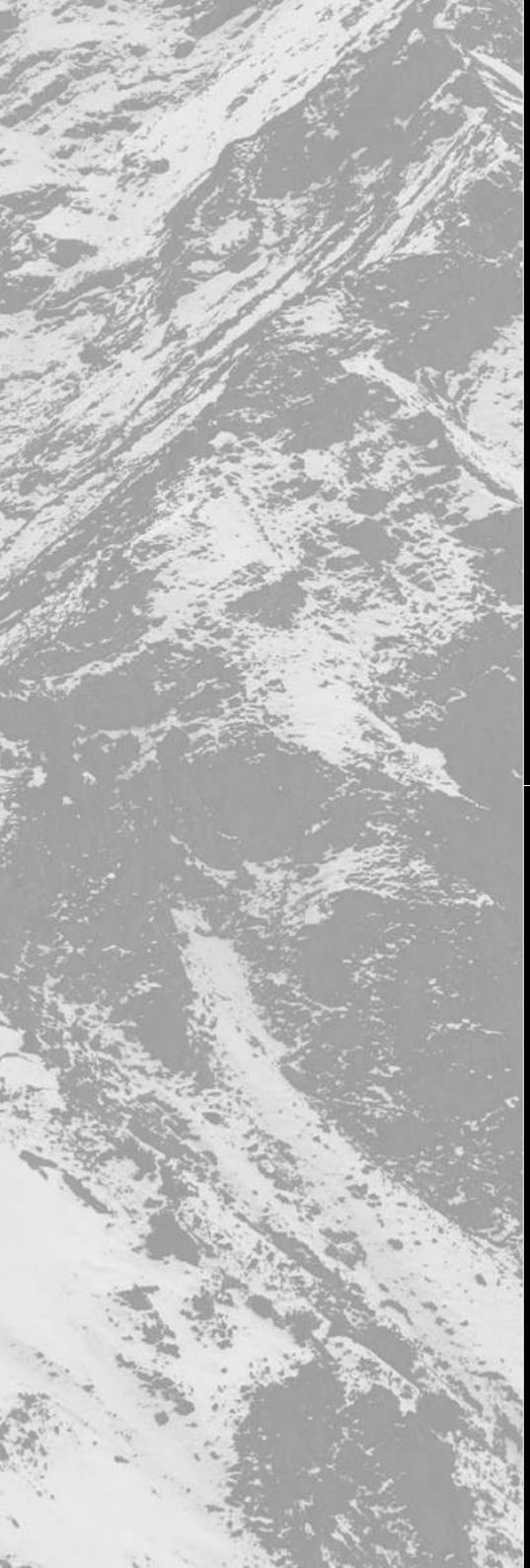
PROMOTION OF MEASURES FOR ENERGY EFFICIENCY AND RENEWABLE ENERGY THROUGHOUT THE SUPPLY CHAIN

Target achieved

FOCUS ON

REDUCING ENERGY CONSUMPTION AND CO_2 EMISSIONS ALONG THE SUPPLY CHAIN

Moncler Group continues to collaborate with its suppliers to encourage the energy transition in its supply chain.
In 2023, the Group conducted an energy assessment program involving 15 direct suppliers.
Financed by Moncler and carried out by specialized external consultants, the assessments aimed to identify energy efficiency interventions, prioritizing those which had an immediate return on investment and no impact on product quality or production time. The suggested interventions included the installation of photovoltaic systems at production sites and the purchase of renewable energy.



ANLYSIS OF IMPACTS OF STRATEGIC RAW MATERIALS ON BIODIVERSITY

By 2024,
update of the analysis of impacts of strategic raw materials on biodiversity.

Target on time

ALL PAPER AND CARDBOARD USED BY THE GROUP ARE FROM RESPONSIBLY MANAGED FORESTS

By 2025,
support for initiatives of Zero Deforestation and sustainable forest management.

Target on time

IDENTIFICATION OF REGENERATIVE AGRICULTURE PROJECTS IN THE WOOL SUPPLY CHAINS

By 2024,
launch of regenerative agriculture projects in the cotton and wool supply chains to reduce and/or avoid the impacts on biodiversity.

Target on time

FOCUS ON

REGENERATIVE AGRICULTURE

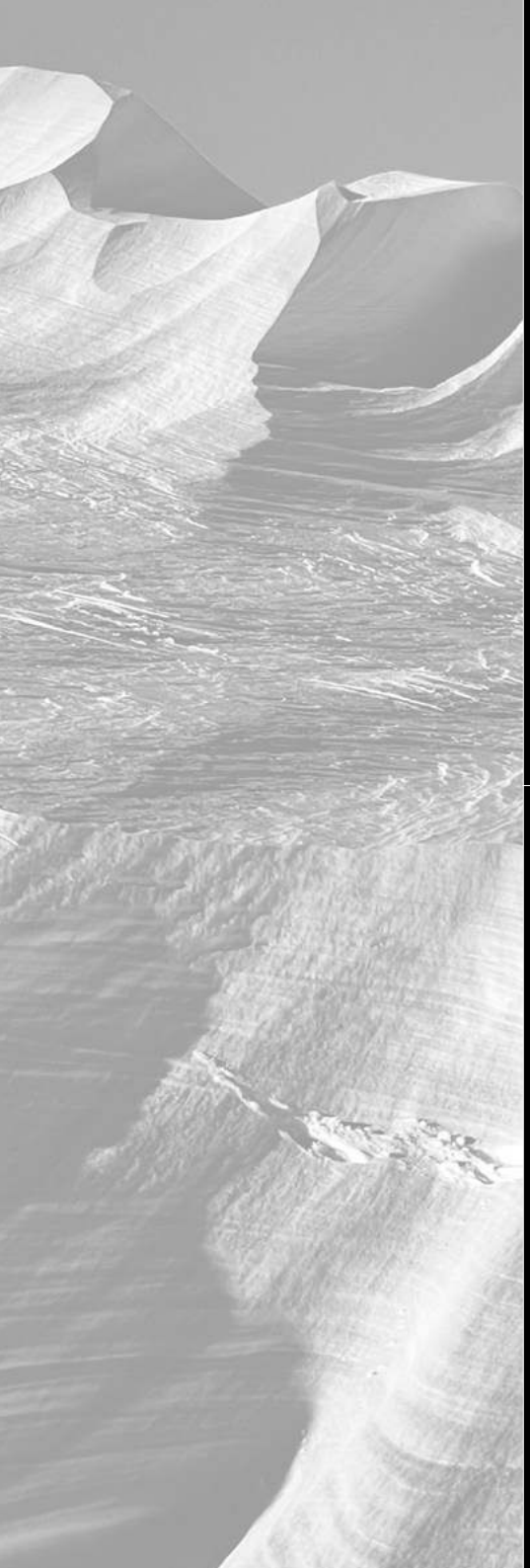
In 2023, Moncler Group further affirmed its commitment to sustainability in the textile industry by joining a range of important initiatives.
First, the Unlock Programme, promoted by The Fashion Pact, aiming to incentivize cotton growers to adopt regenerative agricultural practices with a low environmental impact.
Also, the Cotton 2040 project, an initiative by the Ecosystem Services Market Consortium (ESMC), aiming to create a market system for sustainable cotton and rewarding growers who adopt such practices. Moreover, together with the PUR Project, Moncler has also launched a regenerative agriculture pilot project within the wool supply chain in Australia. This project focuses on promoting the use of regenerative practices in animal rearing, with the aim of improving the farming practices used.

THINK CIRCULAR & BOLD

DESIGNING TO LAST, USING "PREFERRED" MATERIALS, CUTTING WASTE.

In light of the new challenges the world has to face, we increasingly committed also to find lower environmental impact solutions to be integrated into the design and manufacturing of our products.
Reviewing the various stages of the product life cycle with a view to a circular economy, is increasingly a focus of attention to minimize resource used, extend garment life and promote recovery of materials.

* Materials that aim to deliver reduced impacts compared to the conventional equivalents used by the Moncler Group (for example recycled, organic, or certified according to specific standards).



>25% OF THE YARNS AND FABRICS USED IN COLLECTIONS MADE WITH "PREFERRED" MATERIALS

>50% of yarns and fabrics will be from "preferred" materials in the 2025 collections.

Target on time

>40% OF THE NYLON USED IN COLLECTIONS IS MADE WITH RECYCLED MATERIAL

Over 50% "preferred" nylon used in 2025 collections.

Target on time

>65% OF THE MERINO WOOL CERTIFIED MULESING FREE USED IN THE COLLECTIONS

100% merino wool used in the 2025 collections will be mulesing free certified.

Target on time

>45% OF THE WOOL USED IN THE COLLECTIONS IS CERTIFIED

70% of the wool made with certified materials (for example Responsible Wool Standard – RWS, Nativa, Sustainawool in the 2025 collections.

Target on time

>12% OF COTTON USED IN COLLECTIONS IS ORGANIC OR RECYCLED

50% "preferred" cotton used in the 2025 collections.

Target on time

EXTRA-LIFE "ADVANCED" REPAIR SERVICE FOR MONCLER GARMENTS AVAILABLE IN ALL REGIONS

Target achieved

100% OF NYLON SCRAPS RECYCLED FROM OWN DIRECT SITES. RECYCLING EXTENDED TO MONCLER EXTERNAL OUTERWEAR PRODUCTION NETWORK, REACHING 55% OF TOTAL OUTERWEAR NYLON SCRAPS

Target achieved

100% GROUP'S LOGISTICS PACKAGING MADE WITH "PREFERRED" MATERIALS

Target achieved

100% OF PACKAGING FOR MONCLER AND STONE ISLAND END CLIENTS MADE WITH "PREFERRED" MATERIALS

✓ Target achieved

ELIMINATED SINGLE-USE VIRGIN PLASTIC FROM FOSSIL ORIGIN

✓ Target achieved

100% OF SALES ASSISTANTS INVOLVED IN A SUSTAINABILITY TRAINING PROGRAMME ON "PREFERRED" MATERIALS AND COMPONENTS USED IN COLLECTIONS

✓ Target achieved

FOCUS ON

"PREFERRED"* MATERIALS: RECYCLED NYLON

Moncler Group is aware of the importance of finding new ways to preserve resources and to introduce a model based on circular economy principles, in order to reduce its environmental impact.
Long-term capacity, extended lifecycle, resource optimization, and the use of low-impact materials are the core principles. Recycling, reusing and recovering raw materials and garments are the key objectives.
Moncler collaborates with experts, suppliers, and startups to identify innovative solutions for its business.
The project for managing the recycling of nylon scraps generated by Moncler Group's production plants in Italy and Romania is among one the most successful programs implemented.
The collaboration between research and development, operations and supply chain enabled the classification, collection, storage, and recycling of nylon scraps.
Recycled nylon become available as "second raw material" and is transformed into new yarns, fabrics, garment components, and design objects. Moreover, it was employed to furnish the new headquarters in Milan and the kindergarten located at the production site in Romania.
In 2023, 100% of nylon scraps from direct locations were recycled. Recycling practices have then been extended to the external network of Moncler outerwear production, reaching 55% of total nylon production scraps.
Cotton, wool, and blended textile production scraps were also recycled according to their composition.

* Materials that aim to deliver reduced impacts compared to the conventional equivalents used by the Moncler Group (for example recycled, organic, or certified according to specific standards).

BE FAIR

TRACING AND SOURCING RESPONSIBLY.

We believe that responsibility and transparency in business decisions and relationships, particularly with suppliers, are fundamental values to continuing to build long-term relationships based on trust and authenticity.

100% OF DOWN SUPPLIERS ALSO COMPLIANT WITH THE NEW HUMAN RIGHTS AND ENVIRONMENTAL MODULES INCLUDED IN THE DIST PROTOCOL (RDS FOR STONE ISLAND)

Target achieved

KEY RAW MATERIALS TRACED: NYLON, POLYESTER, COTTON, WOOL AND DOWN

Target achieved

GROUP RAW MATERIALS MANUAL DRAFTED

By 2024,
key raw materials in line with the Raw Materials Manual.

Target on time

>90% OF "CRITICAL SUPPLIERS" ALIGNED WITH THE HIGHEST LEVELS OF THE MONCLER GROUP'S SOCIAL COMPLIANCE STANDARD

Target achieved

65% OF "CRITICAL SUPPLIERS" EVALUATED AND INVOLVED IN A LIVING WAGE ANALYSIS

By 2025,
100% of "critical suppliers" involved and evaluated in a living wage analysis.

Target on time

AWARENESS-RAISING ACTIVITIES ON SUPPLIERS AIMED AT PROMOTING THE IMPORTANCE OF CERTIFICATION PROCESSES ABOUT HEALTH, SAFETY AND ENVIRONMENTAL ISSUES

Target achieved

FOCUS ON

TRACEABILITY OF STRATEGIC RAW MATERIALS

Moncler is aware of the importance of traceability for sustainability and transparency. The Group has launched a project to trace its strategic raw materials, including nylon, polyester, cotton, wool, and down.
In 2023, Moncler and Stone Island traced over 80% of the volume of nylon, polyester, cotton, and wool fabrics and yarns used at the regional level.
Down, instead, has been fully traced since 2015.
Natural raw materials (cotton and wool) are traced from cultivation or farming phases, while synthetic raw materials (nylon and polyester) are traced from spinning.
Depending on the types of materials and the maturity of technical solutions on the market, activities and projects to verify the information, including laboratory tests and certificates to support the reliability and robustness of the information collected, were then examined.

NURTURE UNIQUENESS

WELCOMING EVERYONE, CELEBRATING DIVERSITY EVERYWHERE, EXPRESSING OURSELVES ALWAYS.

We seek the best talent, invest in their professional growth and promote their well-being. It provides a safe, meritocratic and stimulating workplace, where uniqueness is valued and where each person is empowered to best express their capabilities, potential and talent.

69% WOMEN IN TOTAL WORKFORCE

By 2025,
≥ 50% women
in total workforce.

Target on time

51% WOMEN IN ALL MANAGEMENT POSITIONS

By 2025,
≥ 50% women in all
management positions.

Target on time

55% WOMEN IN JUNIOR MANAGEMENT POSITIONS

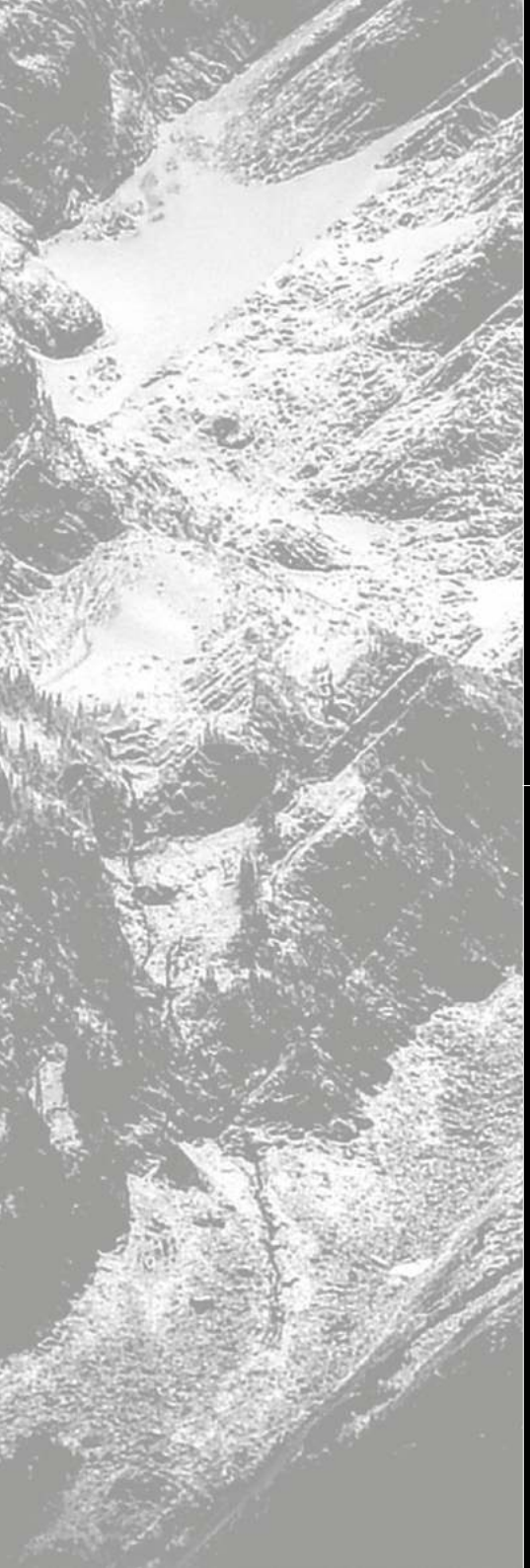
By 2025,
≥ 50% women in junior
management positions.

Target on time

42% WOMEN IN TOP MANAGEMENT POSITIONS

By 2025,
≥ 50% women
women in top management
positions.

Target on time



49% WOMEN IN MANAGEMENT POSITIONS OF REVENUE-GENERATING FUNCTIONS

By 2025,
≥ 50% women
in management positions
of revenue-generating
functions.

Target on time

67% OF WOMEN IN STEM-RELATED POSITIONS (SCIENCE, TECHNOLOGY, ENGINEERING, AND MATHEMATICS)

By 2025,
≥ 50% of women in
STEM-related positions.

Target on time

NEW PARENTS POLICY TO THE ENTIRE POPULATION, OFFERING ALL EMPLOYEES, 16 WEEKS OF FULLY PAID LEAVE

Target achieved

SELECTED THE FIRST GROUPS OF GRADUATES FROM UNIVERSITIES IDENTIFIED THROUGH THE QS SUSTAINABILITY RANKINGS IN ALL GROUP REGIONS

Target achieved

FOCUS ON

CLOSER TO PEOPLE: THE NEW PARENTS GLOBAL POLICY

Moncler Group introduced new measures to support parenthood and improve the well-being and work-life balance of its employees, regardless of gender, marital status, or sexual and affective orientation. The new policy sets a global minimum standard guaranteeing 16 weeks of fully paid leave for all new parents employed by Moncler and Stone Island. To further support the return from parental leave and family management, the policy also allows employees to request flexible schedules and additional paid leave for up to three years following the birth of a child. Additionally, remote work options and emotional well-being support services are also available.

CARRIED OUT THE INTERNAL EMPLOYEE SATISFACTION SURVEY, MONVOICE, WITH A 92% RESPONSE RATE AND INVOLVING 5,816 PEOPLE AT GROUP LEVEL

✓ Target achieved

CREATED AND LAUNCHED A SOUNDING BOARD COMPOSED OF PEOPLE FROM THE REGIONS WITH DIFFERENT PROFILES, CULTURES, AGES, PERSONAL AND PROFESSIONAL EXPERIENCES FOR HIGH-VALUE TRANSFORMATIONAL BUSINESS PROJECTS

✓ Target achieved

INCLUSION OF AN OBJECTIVE LINKED TO DE&I IN THE MANAGEMENT BY OBJECTIVES REMUNERATION SYSTEM FOR THE GROUP'S TOP MANAGEMENT

✓ Target achieved

IDENTIFIED DIGITAL SUPPORT SOLUTIONS FOR ONBOARDING NEW EMPLOYEES

✓ Target achieved

GIVE BACK

SUPPORTING LOCAL COMMUNITIES. DONATING TIME AND VALUE. SHARING WARMTH.

We have always been committed to supporting local communities and engaging in an open and collaborative dialogue with charitable organizations.
An active support that stems from the awareness that a company can only thrive by being in harmony with and fully respecting the community.

140,000 PEOPLE IN NEED PROTECTED FROM THE COLD OVER THE PAST SEVEN YEARS

By 2025,
150,000 people in need protected from the cold (2020-2025).

Target on time

NEW MONCLER KINDERGARTEN FOR THE EMPLOYEES' CHILDREN OF THE PRODUCTION HUB IN ROMANIA

Target achieved

100% OF ELIGIBLE EMPLOYEES VOLUNTEERING

Target achieved

>2,000 WORKING HOURS DONATED FOR VOLUNTEERING

Target achieved

FOCUS ON

THE NEW MONCLER KINDERGARTEN IN ROMANIA

Following the expansion of the production plant in Bacau and as part of the brand's commitment to improving the well-being and work-life balance of its employees, Moncler has opened a kindergarten for children aged 2 to 6. The kindergarten offers innovative education in line with one of the most renowned international educational approaches developed by the Reggio Children organization. Based on experiential learning, this teaching method creates an environment that nurtures children's potential by promoting interaction, independence, exploration, and communication. Furniture in the kindergarten is child-sized and crafted from natural materials, mainly wood and recycled materials sourced from textile factories, which are transformed into items.
The Moncler kindergarten obtained WELL "gold" certification in early 2024, the world's leading building certification program with the highest standards of health and well-being.

SUSTAINABILITY RATING

Member of
Dow Jones Sustainability Indices
Powered by the S&P Global CSA

Moncler has been confirmed for the fifth year in a row in the Dow Jones Sustainability Indices World and Europe, with the highest score of the Textiles, Apparel & Luxury Goods Industry according to the S&P Global Corporate Sustainability Assessment 2023.

CDP
A LIST
2023
CLIMATE

In 2023, Moncler achieved the leadership level with an A score for its environmental transparency and actions to mitigate climate risks.

MSCI
ESG RATINGS
AAA
CCC | B | BB | BBB | A | AA | AAA

In 2023, Moncler was rated AAA by MSCI ESG Research that provides MSCI ESG Ratings on global public and a few private companies on a scale of AAA to CCC, according to exposure to industry-specific ESG risks and the ability to manage those risks relative to peers.

SUSTAINALYTICS
RATED

Moncler qualified for the Sustainalytics 2024 Industry Top-Rated Badge as well as for the Regional Top-Rated Badge.

MOODY'S | ESG Solutions

As of May 2023, Moncler Group ranked 2nd in Moody's Analytics overall ranking for the sector of Specialized Retail Europe.