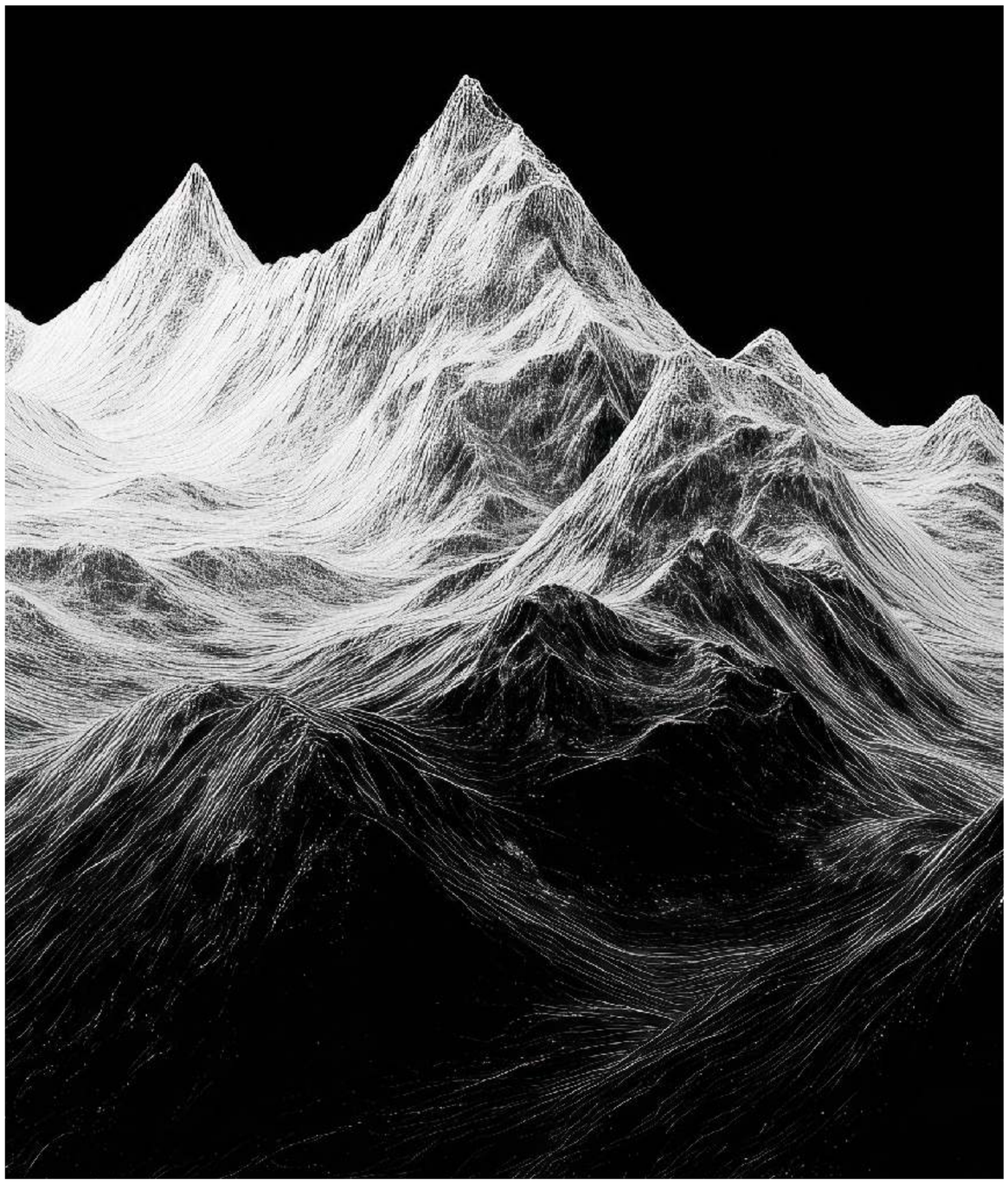
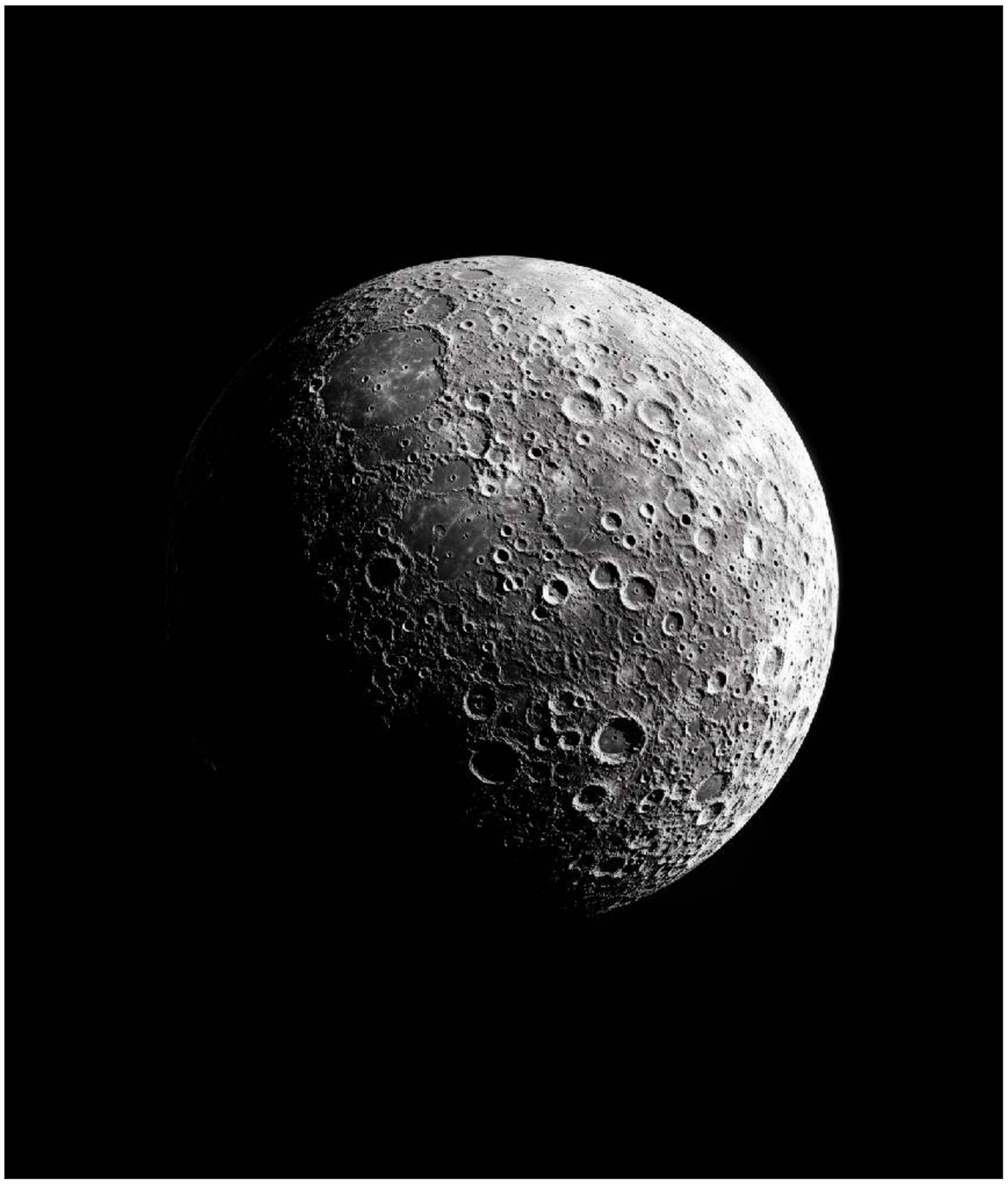




Consolidated Sustainability Statement 2024

Highlights

MONCLER

GROUP

Sustainability Plan 2020-2025

Our strategic priorities

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.

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.

Sustainability: our journey

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

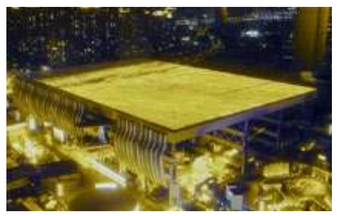
Stone Island joins Moncler from 1 April 2021 and adopts the new Strategic Sustainability Plan at Group level.
Moncler makes about 30% of Genius 2021 outerwear entirely with “preferred” materials, that aim to deliver reduced impacts compared to the conventional equivalents used by the Moncler Group (for example recycled, organic, or certified according to specific standards).

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.

Sustainability: our journey

2023



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.
The Group introduces the New Parents Policy, offering 16 weeks of fully paid leave for all new parent employees of the Moncler and Stone Island brands.

2024

Moncler is confirmed for the sixth year in a row at the top of the Textiles, Apparel & Luxury Goods sector in the Dow Jones Best-in-Class World and Europe.

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

The results of our efforts in 2024

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.

Act on Climate & Nature

-6% vs 2023 absolute scope 1 and 2 CO_2e emissions

Target on time

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).

-5% vs 2023 absolute scope 3 CO_2e emissions

Target on time

By 2030, 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).

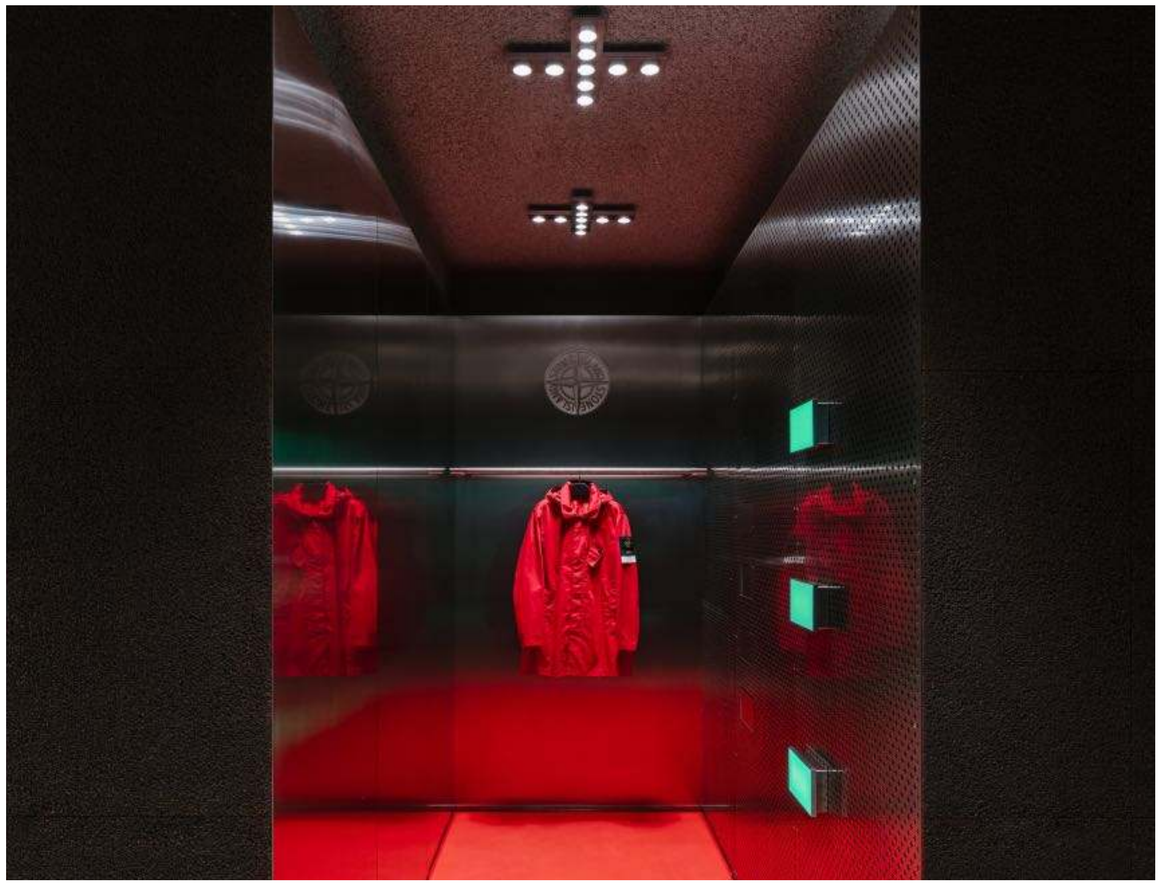
Carbon neutrality maintained at directly managed corporate sites worldwide (offices, stores, production sites and logistics hub)

Target achieved

100% of electricity used at directly managed corporate sites worldwide from renewable sources

Target achieved

Act on Climate & Nature



98% hybrid and electric vehicles in the Group's corporate car fleet worldwide

Target achieved

Launched the LEED for Building Design and Construction certification process for the new Moncler Headquarters in Milan, which will be completed during 2025

Target on time

LEED certification for all new stores

Target achieved

Energy assessments along the supply chain, promotion of energy from renewable sources and support to suppliers in defining CO_2 emissions reduction targets

Target achieved

Act on Climate & Nature

Updated analysis of the impact of strategic raw materials on biodiversity according to the developments of the Science Based Targets for Nature

Target achieved

Extended the regenerative agriculture project in Australia for the wool supply chain and continued support projects in India and the United States for the cotton supply chain

Target achieved

All paper and cardboard used by the Group are from responsibly managed forests

Target on time

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

Focus on

Decarbonization of the supply chain

The Group actively collaborates with its suppliers to monitor energy consumption and define targets and plans aimed at reducing their carbon footprint. In recent years, it began mapping energy consumption and the type of energy used along the supply chain in order to integrate primary data from production processes into the Group's carbon footprint and identify, together with its suppliers, opportunities for energy efficiency improvements and for the transition to energy from renewable sources.

In 2024, thanks to the consultancy support financed by the Group, some suppliers implemented energy efficiency measures identified during the energy assessments, while others started the transition to the use of electricity from renewable sources. During the year, collaboration was also intensified with a selected group of suppliers, through an awareness campaign that promotes the adoption of best industry practices, the definition of emission reduction targets and the increased use of renewable energy.

Looking forward, the Group will continue to work with suppliers with more energy intensive processes (for example dyeing or finishing) to encourage them to implement energy efficiency programmes.

To further strengthen this approach, in 2024 the Moncler Group set up a Committee dedicated to overseeing the supply chain decarbonisation programme, fostering collaboration between corporate functions and suppliers.

Focus on

Promotion of regenerative agriculture projects

Regenerative agriculture is an approach aimed at improving the soil health and fertility, increasing its capacity to absorb carbon from the atmosphere, while also protecting water resources and biodiversity.
Since 2022, the Group has been committed to supporting regenerative farming practices in the cotton and wool supply chains, contributing to both biodiversity impact mitigation and the reduction of greenhouse gas emissions. Since 2023, the Group has participated in two specific projects related to the cotton supply chain: the Unlock Programme pilot project in India and the United States, promoted by The Fashion Pact, and the Cotton 2040 project of the Ecosystem Services Market Consortium (ESMC) in Alabama and Tennessee, both of which aimed to support cotton farmers in the application of regenerative farming practices. In 2024, the Group continued to support the collective Unlock project, which during the year involved more than 10,000 Indian and American farmers. Additionally, the collaboration with ESMC was strengthened, expanding projects in Tennessee.
In 2023, the Group also launched a regenerative agriculture project in the wool supply chain in Australia with PUR Projet, promoting the adoption of regenerative farming practices in animal rearing. During 2024, this project was further extended by increasing the number of participating farms and refining specific agricultural practices, supported by local collaborations and expertise.

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).

Think Circular & Bold

>43% of the yarns and fabrics used in 2024 collections made with “preferred” materials Target on time	Over 50% of yarns and fabrics will be from “preferred” materials in the 2025 collections.
>50% of the nylon used in 2024 collections is made with recycled material Target on time	Over 50% “preferred” nylon used in the 2025 collections.
~37% of cotton used in 2024 collections is organic or recycled Target on time	50% “preferred” cotton used in the 2025 collections.
~93% of the merino wool used in 2024 collections is certified mulesing free Target on time	100% merino wool used in the 2025 collections will be mulesing free certified.
~70% of the wool used in 2024 collections is made with certified materials Target on time	70% of the wool made with certified materials (for example Responsible Wool Standard – RWS, Nativa, Sustainawool) in the 2025 collections.

Think Circular & Bold

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 over 55% of total outerwear nylon scraps

Target achieved

100% Group’s logistics packaging made with “preferred” materials

Target achieved

100% of employees involved in an environmental training programme worldwide

Target achieved

Think Circular & Bold

Zero single-use virgin plastic from fossil origin

Target achieved

100% of packaging for Moncler and Stone Island end clients made with “preferred” materials

Target achieved

Focus on

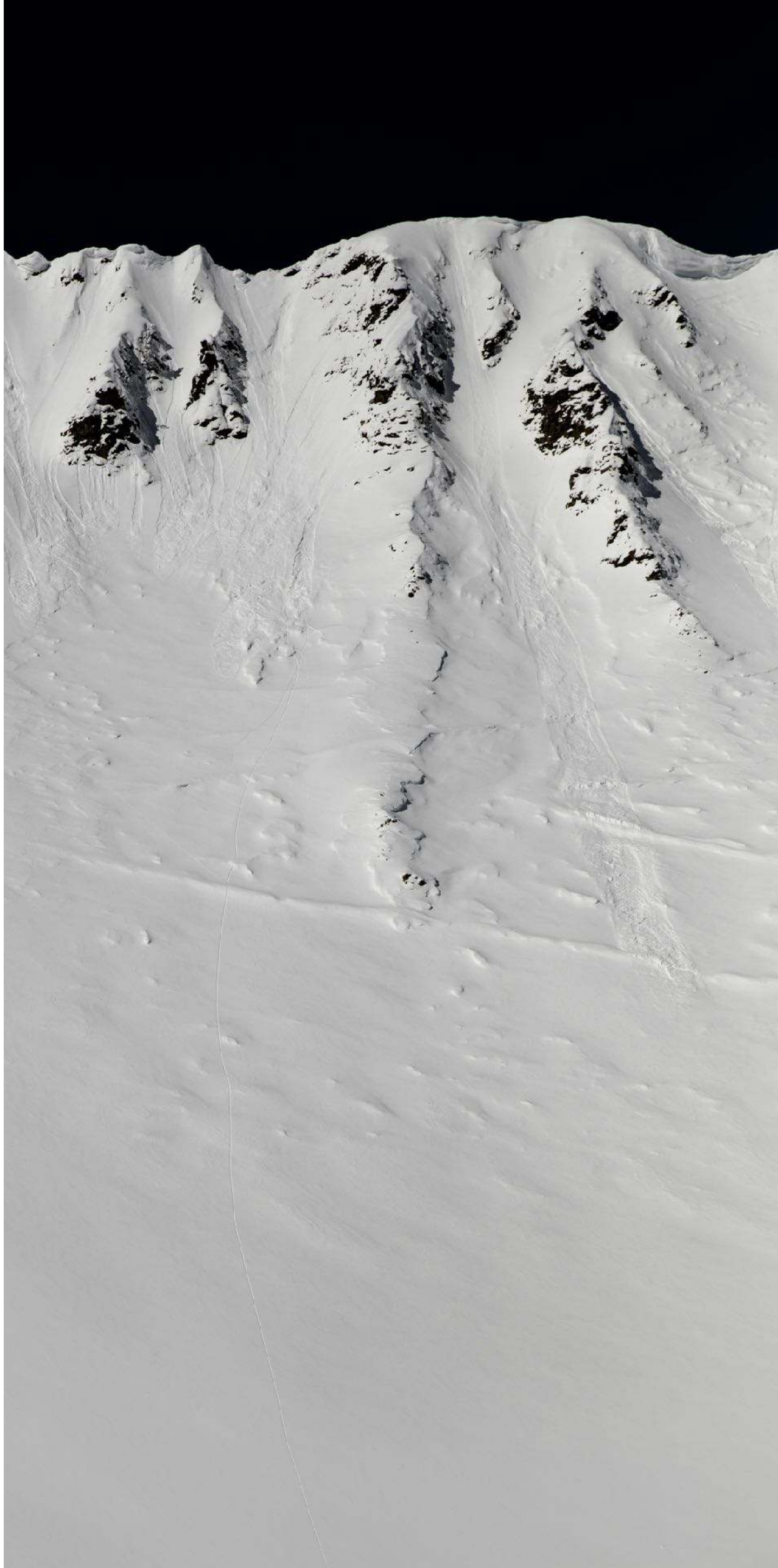
Use of “preferred” materials

For several years, the Group has been introducing products made from ”preferred” materials into its collections. “Preferred” are those that aim to have a lower impact compared to the conventional solutions used by the Moncler Group, such as materials that are recycled, organic, or certified according to specific standards. Since 2023, in addition to focusing on specific projects, the Moncler Group, in line with the commitments made in the 2020-2025 Sustainability Plan, and on the basis of the Raw Material Manual, has progressively included raw materials with a lower impact than the conventional materials used by the Group in the Moncler and Stone Island collections, and aims to integrate over 50% yarns and fabrics with a lower impact than the conventional solutions used by the Group into its collections by 2025. The work and commitment of the teams involved led to significant progress: in 2024, over 43% of the yarns and fabrics used in the collections of Moncler and Stone Island were lower impact compared to the conventional solutions used by the Group. This result was achieved by adopting over 50% recycled nylon, over 43% recycled polyester, approximately 37% cotton from organic or recycled practices, about 70% certified wool (such as the Responsible Wool Standard, Nativa or Sustainawool) and 100% certified alpaca (Responsible Alpaca Standard), and 100% mohair certified (Responsible Mohair Standard).

Be Fair

Ensuring trust.
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.



Be Fair

Moncler Group's fur-free collections

Target achieved

Key raw materials traced: nylon, polyester, cotton, wool and down

Target achieved

Key raw materials in line with the Group's Raw Material Manual published in 2024

Target achieved

100% of down suppliers also compliant with the human rights and environmental modules included in the DIST protocol (RDS for Stone Island)

Target achieved

Be Fair

>95% of “critical suppliers” aligned with the highest levels of the Moncler Group’s social and environmental compliance standard

Target on time

At least 80% of “critical suppliers” aligned with the highest levels of the Moncler Group’s social and environmental compliance standard.

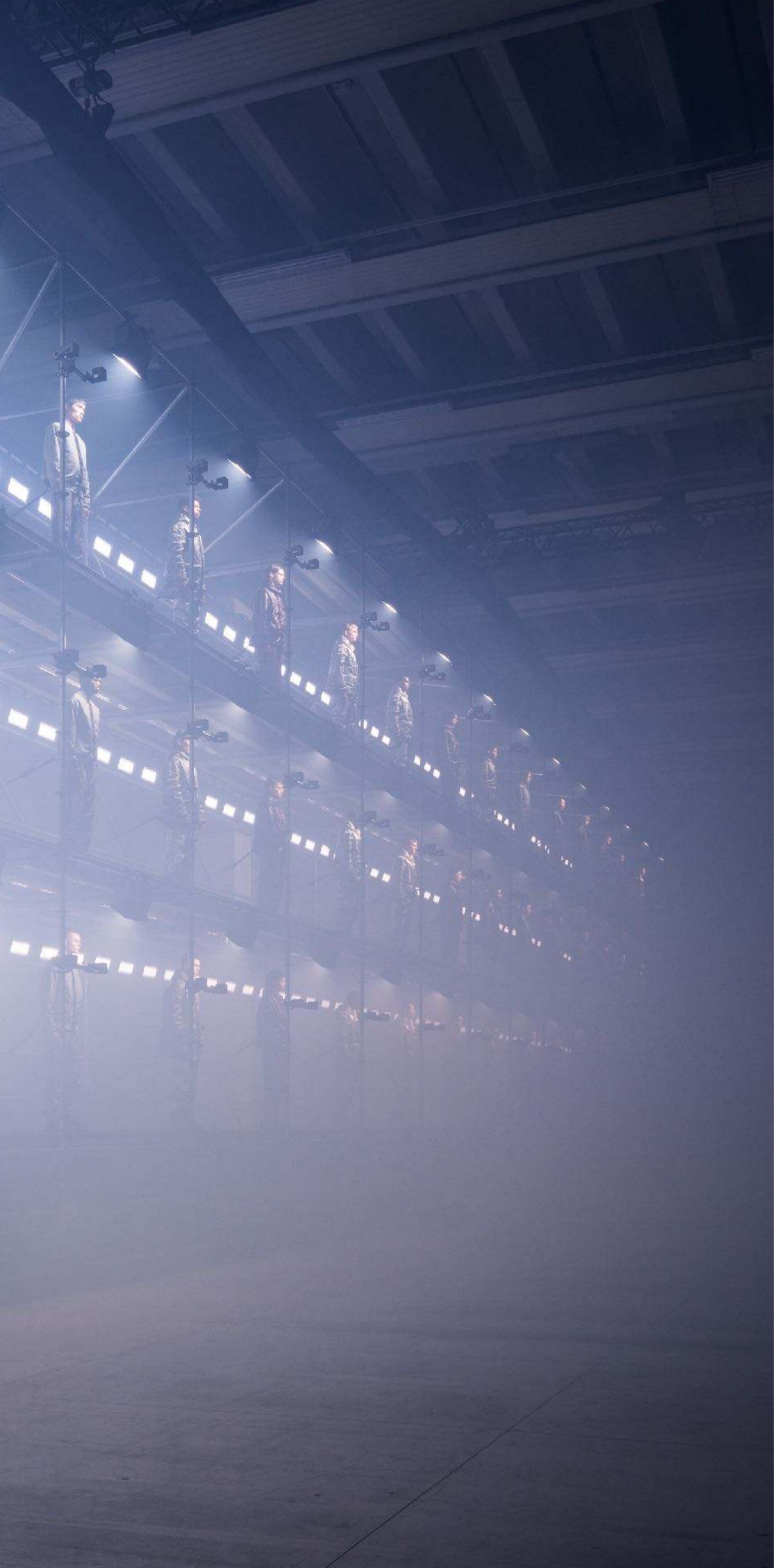
86% of “critical suppliers” evaluated and involved in a living wage analysis

Target on time

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

Awareness-raising activities on suppliers aimed at promoting the importance of certification processes about health, safety and environmental topics

Target achieved



Focus on

Training and capacity building

The Group uses training and capacity building as tools to prevent potential negative impacts and at the same time promote responsible management of social and environmental issues along the supply chain. In this context, training on the Code of Ethics continued in 2024 through a dedicated module available on the supplier portal, which includes a specific section on the principles of respect for human rights. Participation in this course is required for all suppliers upon registration on the portal. Moreover, the Group, with the support of the International Training Centre of the International Labour Organization (ITCILO), continued to offer targeted human rights training to both its employees and suppliers. The course is translated into all languages relevant to the Group and is updated annually. Capacity-building programmes have also continued on key topics such as the living wage and on the importance of adopting energy efficiency mechanisms and promoting renewable energy throughout the supply chain, involving a total of 41 suppliers during the year.

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.

Nurture Uniqueness

70% women in total workforce

Target on time

By 2025, ≥ 50% women in total workforce.

52% women in all management positions

Target on time

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

56% women in junior management positions

Target on time

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

41% women in top management positions

Target on time

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

55% women in management positions of revenue-generating functions

Target on time

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

Nurture Uniqueness

61% of women in STEM-related positions (science, technology, engineering, and mathematics)

Target on time

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

100% of employees involved in a training programme on diversity, equity and inclusion

Target on time

Extended the MONCampus programme at global level, involving all the Group's Regions

Target on time

Nurture Uniqueness

Developed the first draft of the leadership model

Target on time

By 2025 update of the PIUMA leadership model, the company's performance review system, with a focus on inclusivity.

Equal pay certification achieved for the Moncler brand Headquarters in Italy

Target on time

By 2025, Equal pay certification at global level (Moncler brand perimeter).

Signed the agreement in October 2024 in Italy, for the establishment of the community hours bank, allowing Group employees to donate vacation days to colleagues in difficulty, with an equivalent contribution offered by the Company

Target on time

Nurture Uniqueness

Internal employee satisfaction survey, MONVoice, with a 92% response rate, involving 6,777 people at Group level and launched the second DE&I survey

Target achieved

Established local working groups in each Group Region, which were involved in the definition of activities in the area of diversity, equity and inclusion

Target achieved

Focus on

Leadership Academy

For the Moncler Group, investing in human capital means both enhancing employee skills and promoting continuous improvement and ensuring constant alignment with the evolving needs of the organisation. In 2024, the Leadership Academy, a structured learning programme across multiple levels designed to develop leadership skills in line with the Company's values, was created. The Leadership Academy is designed to fit each employee's career stage, supporting their growth from entry-level roles to management, with customized development paths. Targeted programmes are planned for each career stage, designed to ensure the development of essential skills aligned with the various levels of corporate seniority and responsibility, including: "eMpower", a programme launched in February 2023 which represents a tangible commitment by the Moncler Group to develop and empower young professionals, including interns and new hires; "Connections" is a learning programme launched in 2024 for all employees of the Moncler and Stone Island offices in Italy, which will also be extended to the Group's Regions; "Building Leadership" and "Building Bridges" are two programmes designed for managers, senior managers, and executives, aimed at developing effective leadership skills to guide teams and create cohesive and positive work environments. Additionally, within the Leadership Academy, a training course of about 600 hours was developed, specifically for employees with coordination tasks at the "smart factory" in Trebaseleghe (Padua), focusing on communication, feedback, motivation and collaboration. This commitment also helps to build a solid team ready to face future challenges with always up-to-date and cutting-edge competencies.

Focus on

EDGE Certification

To ensure the correct application of its remuneration policy, the Group monitors that entry-level salaries, without differences between men and women, are equal to or above the minimum required by law or collective bargaining in all the countries in which it operates. In addition, the Group implements an annual remuneration review process to reward the performance of its employees, promoting a culture based on meritocracy. In line with its fair and transparent approach, the Group is also committed to obtaining, by 2025, the EDGE certification from an impartial third party relating to pay equity for the Moncler brand globally, after achieving it at the Italian level. In 2024, the analyses, which began on the corporate population in Italy, continued in other countries with the aim of extending EDGE certification globally. In particular, South Korea, Japan, Chinese mainland, France, the United States and Romania were involved. To date, unexplained gaps under the threshold of 5% have been found using this method.

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.

Give Back

>165,000 people in need protected from the cold over the past eight years

Target on time

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

100% of employees eligible for volunteering

Target achieved

Supported the two-year TOG Foundation project dedicated to children with complex neurological conditions, aimed at integrating innovative Eye-tracking technology into their homes

Target achieved

Focus on

TOG Fundation

Moncler is committed to contributing to the well-being of the community where it operates, both by promoting independent projects, and by supporting organisations working in the social sphere. Since September 2024, Moncler has been supporting a two-year project entitled "Communicating, playing, learning: a new Eye-tracking for children with complex neurological diseases". The TOG Foundation was established with the aim of providing specialised care to children with complex neurological conditions. Over the years, it has become a centre of excellence in the field of rehabilitation, education and school guidance for children with these disabilities, also offering support to their families. A pioneer in the use of innovative technologies to promote the motor, cognitive and communicative development of children, the TOG Foundation, with the support of Moncler, has been able to further develop the study and application of Eye-tracking.
This technology enables communication for children or young people with verbal difficulties or severe neurological conditions, who would otherwise be unable to express themselves, helping to improve their quality of life and rehabilitation path.
To date, 15 children use two Eye-tracking devices at the TOG centre. At the same time, the TOG Foundation will conduct research on the impact of this technology and, starting in 2025, will offer an evaluation service accessible also to children not followed by the Foundation.

Rating di Sostenibilità

Dow Jones Best-in-Class World e Europe Indices

Moncler is confirmed for the sixth year in a row in the Dow Jones Best-in-Class World Index and in the Dow Jones Best-in-Class Europe Index, with the highest score (90/100) in the 'Textiles, Apparel & Luxury Goods' industry according to the S&P Global Corporate Sustainability Assessment 2024, as of 17th October 2024.

CDP

Moncler Group received the top score (A) for the second consecutive year and has been confirmed on the Climate "A list" by CDP, for its leadership in corporate transparency and management of climate change issues.

MSCI

In 2024 for the second year in a row 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.

Remo Ruffini
Chairman and Chief Executive Officer

These recognitions reflect the dedication and commitment of our teams and partners, reinforcing our determination and awareness that this collective effort must not slow down. Our journey continues and while we celebrate these achievements, we remain focused on continuous progress.

Thanks,

MONCLER

GROUP