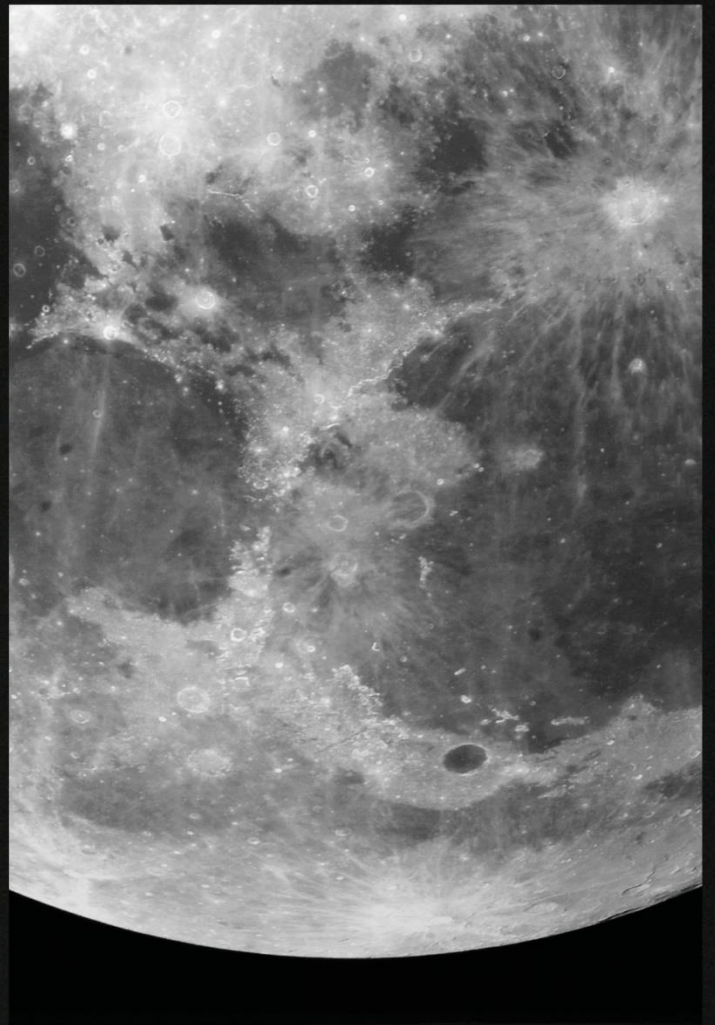




Moncler Group Climate Strategy

MONCLER
GROUP



CONTENTS

1. INTRODUCTION

2. CLIMATE COMMITMENT AND GOALS

3. MONCLER GROUP'S CARBON FOOTPRINT

4. ADDRESSING GROUP'S SCOPE 1 AND 2 GHG EMISSIONS

- Renewable energy
- Energy efficiency activities
- Low environmental impact vehicles in Group's car fleet
- Compensation for remaining scope 1 and 2 emissions

5. ADDRESSING GROUP'S SCOPE 3 GHG EMISSIONS

- "Preferred" materials
- Regenerative agriculture
- Decarbonization of the supply chain
- Minimization of resources used, extension of garment life and recovery of materials
- Lower impact packaging compared to conventional solutions
- Optimization and efficiency improvements of the logistics system
- Initiatives to promote sustainable mobility

6. NEUTRALIZE RESIDUAL GHG EMISSIONS

7. COLLABORATING WITH OTHERS

8. SUSTAINABILITY GOVERNANCE

9. DISCLOSURE AND ASSURANCE

MONCLER GROUP'S APPROACH TO CLIMATE CHANGE

INTRODUCTION

For the Group, a key aspect of sustainability is taking responsibility for future generations and striving to preserve natural resources and addressing climate change.

Moncler Group sees climate change as a priority in terms of commitment in reducing its own carbon footprint, but also in terms of mitigation of the potential risks and impacts of climate change itself on its business. Tackling climate change is a shared challenge that transcends country boundaries and involves all business sectors, companies, Governments, non-governmental organizations and civil society.

In this context we know we need to play a role. The Moncler Group's Science Based Targets (SBTs) by 2030 and Net Zero by 2050 confirm the Group's commitment to reduce its emissions.

Moncler Group's Transition Plan is based on a science-based approach that focuses on the reduction of emissions across its own operations and supply chain, from raw material extraction to garments production to transportation until end of life management of finished products.

For residual hard-to-abate or unavoidable emissions, the Group will use solutions that remove and store carbon.

Moncler Group is also strongly committed to strengthen collaboration across the industry and beyond to tackle key climate change challenges by scaling new solutions.

CLIMATE COMMITMENT AND GOALS

Reducing greenhouse gas (GHG) emissions by adopting renewable energy, improving operational efficiency and using lower impact materials are among the fundamental drivers of the Moncler Group's strategy to fight climate change, defined in accordance with the objectives of the United Nations 2030 Agenda for Sustainable Development (Sustainable Development Goals – SDGs).

In particular, the Moncler Group has committed to **reduce by 2030 absolute scope 1 and scope 2 CO₂e emissions by 70%** (in line with the "1.5°" ambition) and **scope 3 CO₂e emissions by 52%** (in line with the "Well Below 2°" ambition) **per unit sold from a 2021 base year**.

In addition, the Moncler Group has committed to achieving **net zero¹ emissions throughout the value chain by 2050**.

Achieving Net Zero by 2050 is in line with the efforts required by companies in the Paris Agreement to limit the increase in global average temperature to 1.5°C.

This goal requires companies to review processes and ways of doing business. Likewise, companies cannot achieve this result on their own because this ambition calls for a collective effort from all industries and governments.

¹ According to the United Nations Intergovernmental Panel on Climate Change (IPCC), net zero emissions are achieved when anthropogenic CO₂ emissions are balanced globally by anthropogenic CO₂ removals over a specified period, through neutralisation mechanisms. According to the Science Based Targets initiative, the achievement of net zero involves scope 1, 2 and 3 GHG emissions.

Companies that commit to achieve Net Zero are required to both decarbonise their footprint as much as possible and neutralise all residual emissions of the entire value chain. The Group's ambition therefore comprises of two complementary phases. By 2050:

1. Reduce scope 1, 2 and 3 GHG emissions by 90% in line with the Paris Agreement
2. Neutralise all residual emissions with carbon removals

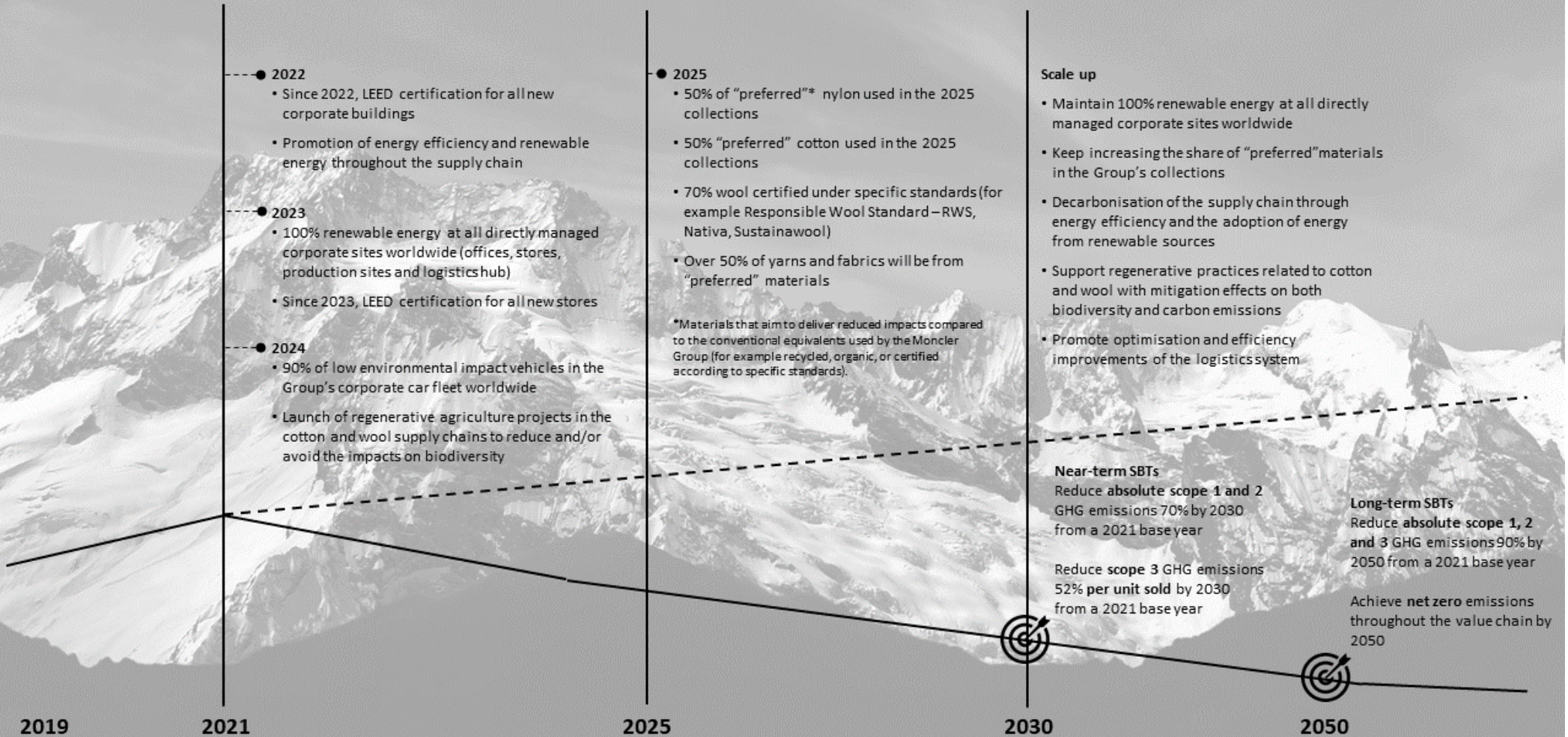
External validation of the Group's Near-term Emissions Reduction Target by 2030 and Long-term Emissions Reduction Target by 2050 have been formally approved by the Science Based Target Initiative (SBTi)².

Moncler Group is actively monitoring the development of its plan and is committed to transparently reporting and communicating its impacts and progress towards the targets in its Consolidated Non-Financial Statement and in the CDP Climate Change Questionnaire.

² Endorsed by CDP, the United Nations Global Compact, the World Resources Institute (WRI) and the World Wide Fund for Nature (WWF), the Science Based Targets initiative establishes and promotes best practices in setting science-based targets, in addition to evaluating companies' objectives.

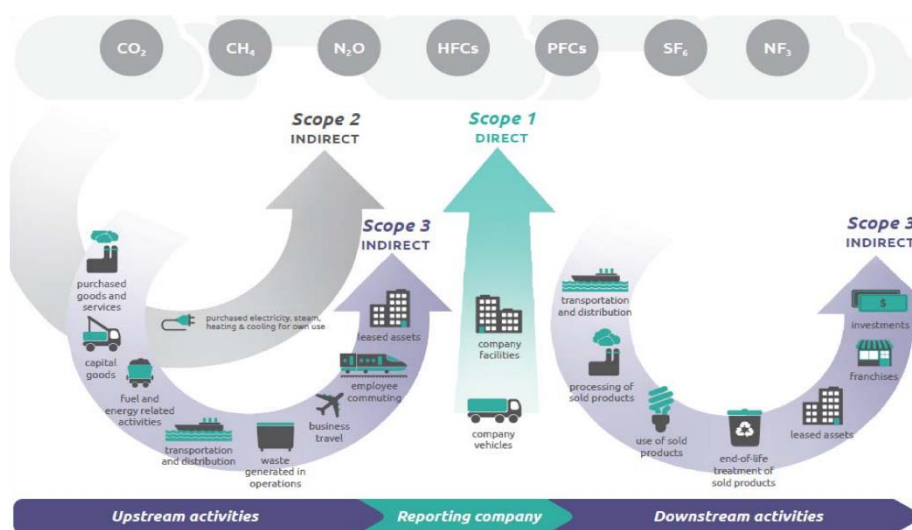
MONCLER GROUP'S APPROACH TO NET ZERO

— Path to zero emissions by 2050
 - - - Business as usual



MONCLER GROUP'S CARBON FOOTPRINT

Since 2019 Moncler Group has been measuring its Carbon Footprint including scope 1, 2 and 3 GHG emissions following the *GHG Protocol Corporate Accounting Standard*.

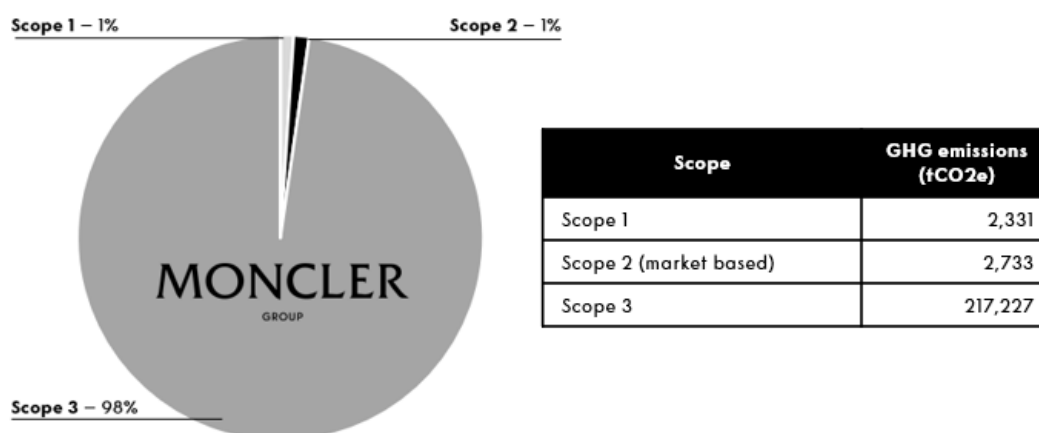


Source: GHG Protocol

Carbon footprint measurement represents the first fundamental step of Moncler Group's climate strategy to understand the company impacts and identify critical hotspots for the decarbonization pathway. Going forward, the Group is committed to continue to measure its impacts and efforts and make its footprint transparent through its public reporting such as the Consolidated Non-Financial Statement and CDP Climate Change Questionnaire.

Following the integration of Stone Island and internalization of Moncler's e-commerce channel, in 2022 the Group redefined its CO₂e reduction targets compared to a 2021 baseline to ensure the inclusion of all sources of CO₂e emissions and to reflect the actual size and impact of the business. Below the 2021 GHG emissions in details:

Moncler Group 2021 GHG emissions³



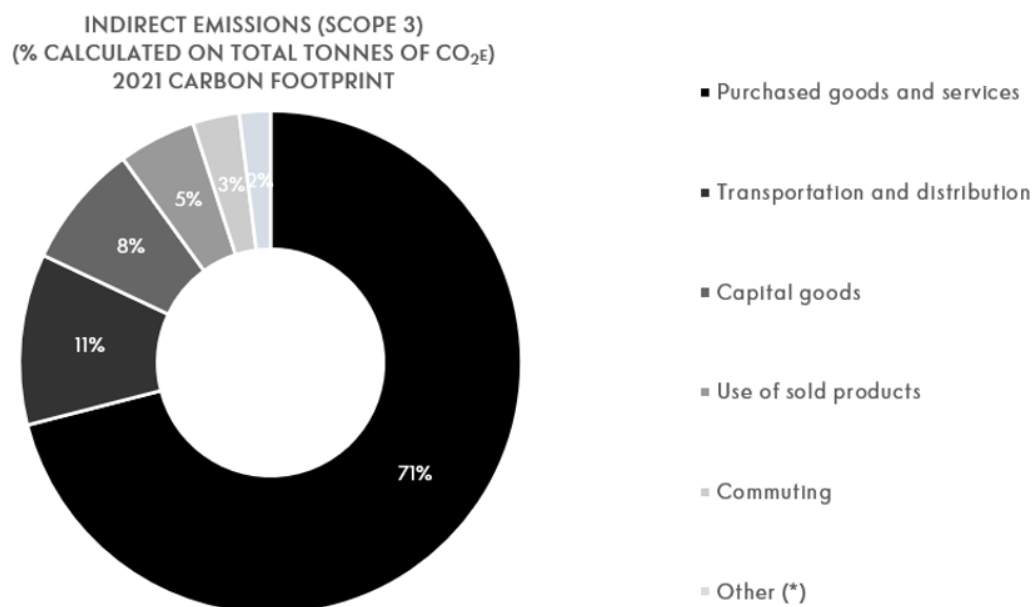
³ Breakdown of the Group's 2021 carbon footprint. Following SBTi guidelines, scope 3 2021 baseline used to set the Moncler Group's targets does not include the emissions from "Use of sold products". Therefore, scope 3 2021 baseline used for SBTs is equal to 206,932 tCO₂e

GHG emissions from direct operations, known as scope 1 and scope 2 emissions, account for 2% of the Group's total footprint. This limited share of emissions also reflects the efforts that the Group has already taken in the past years to address its direct impacts.

Given the nature of the business model, the vast majority of the Group's GHG emissions (98%) are associated with upstream and downstream activities along the supply chain (scope 3) that is to say mainly from raw material sourcing phase to the production and transportation of garments, and the impacts related to the use of products by end clients.

Scope 3 emissions are, by definition, outside the direct control of a company and, for this reason, can be difficult to measure and manage. For many scope 3 categories, to estimate GHG emissions the Group relies both on life cycle assessment data inventories and supplier specific data (primary data) associated to Moncler Group's purchase and production volumes. As the Group advances its efforts to drive towards net zero emissions, it collaborates with its supply chain partners to collect additional primary data on supply chain emissions and recognize those suppliers who have been able to drive reductions in their own GHG emissions.

Scope 3 main impacts are represented by the category *Purchased goods and services* accounting for 71% of the total scope 3 emissions.



Other Includes indirect emissions generated by the following categories: waste, business travel, product end-of-life and indirect energy

Further details on the Group's GHG emissions are accessible within the CDP questionnaire which can be consulted on and downloaded from the Group's website.

ADDRESSING GROUP'S SCOPE 1 AND 2 GHG EMISSIONS

Direct and indirect energy consumption at the Moncler Group's sites is mainly due to production activities, facility heating, air conditioning, lighting and the use of IT equipment in direct production sites, the logistics hub in Castel San Giovanni (Piacenza), as well as at the corporate offices and at the Moncler and Stone Island stores.

The key drivers for GHG emissions reductions across scope 1 and 2 are:

- **Use of renewable energy**
- **Implementation of energy efficiency** activities (Building Management Systems - BMS, more efficient lighting, air conditioning and heating systems, improvement of the thermal insulation of buildings and promotion of environmental standards for buildings)
- **Adoption of low environmental impact vehicles** in the Group's car fleet

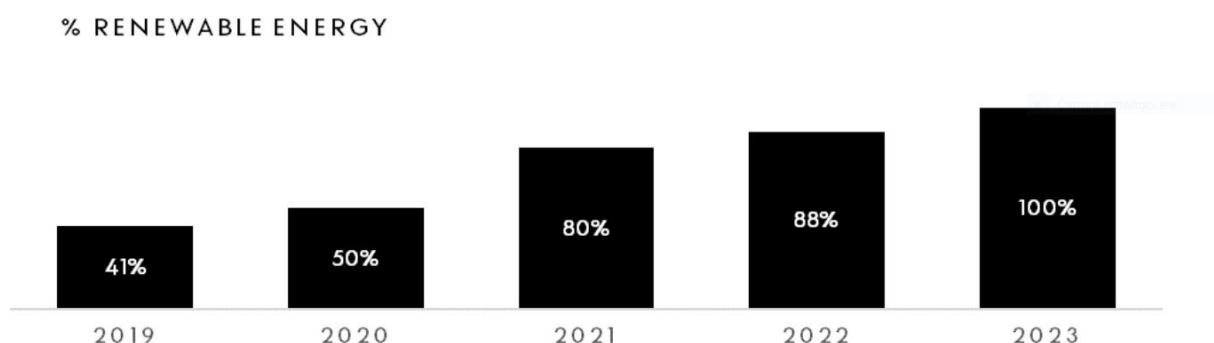
Renewable energy

The use of electricity from renewable sources is a strategic tool for the decarbonisation of Group's direct activities.

The Group's strategy to renewable energy includes:

- use of self-generated electricity through photovoltaic systems installed at the corporate sites (e.g., logistics hub in Castel San Giovanni (Piacenza) and at the Stone Island corporate site in Ravarino (Modena))
- use of electricity from renewable sources from energy providers for its offices, stores, logistics hubs, and production sites
- purchase of green energy certificates through Guarantee of Origin (GO), Renewable Energy Certificate (REC) and International Renewable Energy Certificate (I-REC)

In the past years Moncler Group has increased the use of energy from renewable sources at its own sites worldwide and achieved its commitment to use **100% renewable energy in the Group's sites at global level by 2023**.



Moncler Group commits to continuously have **100% of its electricity from renewable sources from 2023 through 2030**.

Energy efficiency activities

With regards to **energy efficiency**, Moncler Group is implementing various activities at stores, offices, logistics hub and at its production sites ranging from the progressive replacement of traditional lighting systems with LED lights, the identification of ways to make energy use more efficient, the use of Building Management Systems for integrated and more efficient energy consumption management, thermal insulation upgrades and, in general, the promotion of building environmental standards (e.g. LEED certification) that require energy efficiency programs and activities.

At Group corporate sites, in line with the previous years, refurbishment and installation of **more efficient lighting systems** is an ongoing activity, through the replacement of traditional lighting systems with LED bulbs and thermal insulation systems.

The latest-generation LEDs, in addition to offering excellent light quality, ensure an estimated **energy savings of up to 80%** compared to previously used lighting systems, while also generating less residual heat. In terms of environmental impact, LED lights have an average lifespan that is significantly longer than traditional lights and are almost entirely made from recyclable material.

To date, the entire production site in Romania and the logistics hub in Castel San Giovanni (Piacenza) are equipped with **light-emitting diode (LED)** systems. At the Milan corporate offices and at the corporate site in Trebaseleghe (Padua), almost all lighting systems are more efficient than conventional ones. With regard to Stone Island, in 2023, LED lighting was recovered and implemented at its raw materials warehouse. In addition, the Ravarino Hub (Modena) will be equipped with LED lighting systems.

As for the stores, to date, more than **99%⁴ of Moncler stores worldwide** have LED lighting. The same type of system has been adopted and will be adopted by all new Stone Island stores at global level.

Moreover, since 2021, Moncler began equipping stores and facilities with **Building Management Systems** (BMSs) for the integrated management of all the technological functions of each space, from access control to lighting and air conditioning, with the aim of implementing more efficient management of energy consumption.

The Moncler Group is committed to continuing the process of improving its energy performance at its most relevant corporate sites in terms of energy consumption. To this regard an energy assessment campaign is regularly conducted at various corporate offices, including the Moncler site in Trebaseleghe, the Stone Island site in Ravarino (Modena) and the Moncler headquarters in Milan in order to identify further energy efficiency opportunities.

The Group also promotes the adoption of building environmental standards and certifications that require energy efficiency programs and activities thus ensuring the reduction of electricity consumption and related CO2 emissions in the long term. In 2021 the Group initiated an environmental and energy certification process for its stores and all new corporate buildings according to the **LEED standard**.

From 2023 on, the Moncler Group is committed to obtain LEED certification for all new stores⁵. Please refer to the Group's Sustainability Statement for further information on LEED certified buildings.

With regard to production sites, in 2023 the Group obtained LEED Building Design and Construction certification for the expansion of the plant built in Romania.

Lastly, in 2021 **BREEAM In-Use certification** (Excellent level) was obtained for the logistics hub in Castel San Giovanni (Piacenza), proving a more efficient management of the building and an energy and environmental performance improvement.

⁴ Excluding the shop-in-shops where lighting systems are provided by the host department stores (18 at global level), and on which, therefore, Moncler cannot take action. However, by the end of 2023, such shop-in-shops were equipped with LED lighting systems.

⁵ Excluding shop-in-shops.

Low environmental impact vehicles in the Group's car fleet

The promotion of sustainable mobility through the inclusion of low-environmental impact vehicles in the company car fleet is another key action to lower the Group's scope 1 emissions.

The majority of the Moncler Group's car fleet is made up of hybrid and electric vehicles. The Group's objective is to continue to introduce this type of cars, reaching **90% coverage by 2024**.

Looking ahead, the Group is also considering promoting increased use of full electric vehicles (EV) in its car fleet at a rate that will also depend on the automotive, energy and infrastructure sector.

Compensation for remaining scope 1 and 2 emissions

Moncler Group's climate strategy is focused first and foremost on the decarbonization of its scope 1 and 2 GHG impacts. Beyond mitigation activities, to deliver a more immediate impact, the Group is also committed to compensate scope 1 and 2 residual GHG emissions.

To this end, residual emissions have been compensated through carbon credits generated through projects certified on the voluntary market and focused respectively on circular economy and renewable energy production. Each credit, certified following the most recognised international standards such as the Gold Standard or the Verified Carbon Standard (VCS), guarantees the reduction/avoidance of a tonne of CO₂ in atmosphere.

To monitor the reduction and compensation of the GHG emissions at its own sites, the Group annually:

- monitors the implementation of the Group's energy procurement guidelines
- collaborates with relevant company departments to continuously identify areas for improvement in energy efficiency
- regularly monitors energy consumption and related CO₂ emissions through dedicated company tools and the support of a consulting company
- collaborates with recognized partners to purchase renewable energy certificates and CO₂ credits aligned to the most important international standards such as the Gold Standard or Verified Carbon Standard (VCS)

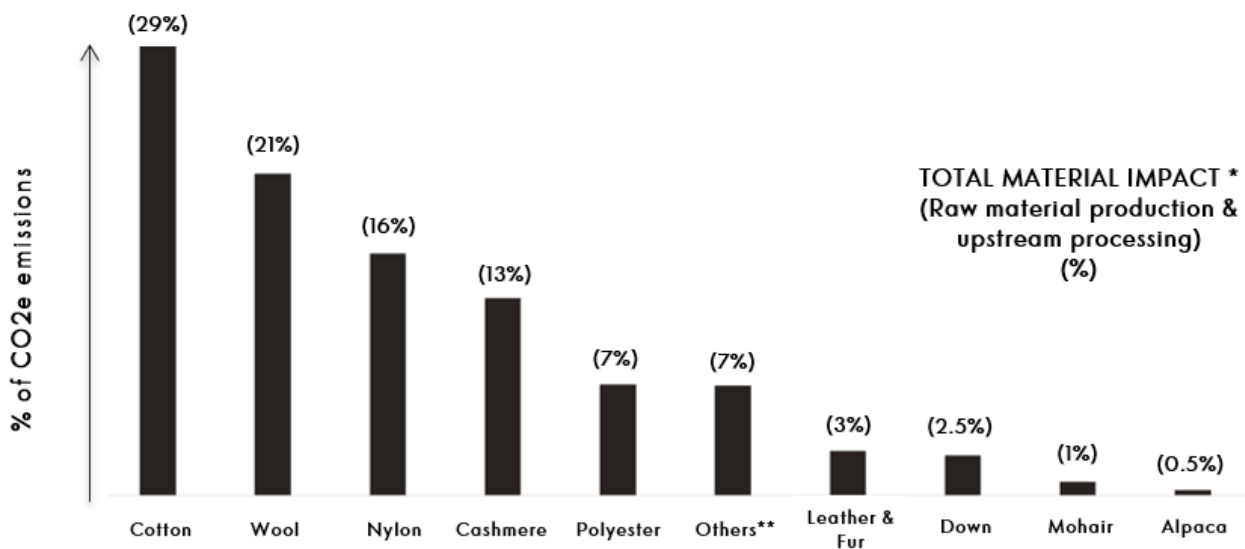
ADDRESSING GROUP'S SCOPE 3 GHG EMISSIONS

In line with the commitment set in the Science-Based Targets to reduce scope 3⁶ CO₂e emissions per unit sold by 52% by 2030 from a 2021 base year, the Moncler Group's strategy focuses on the following areas:

- progressive introduction in the collections of **"preferred"**⁷ materials compared to the Group's conventional options
- promotion of **regenerative agriculture**
- **decarbonisation of the supply chain** through energy efficiency measures and the adoption of energy from renewable sources
- **minimisation of resources used, extension of garment life and recovery of materials**
- **lower environmental impact packaging** compared to conventional solutions
- **optimisation and efficiency improvements of the logistics system**
- development and implementation of initiatives to promote **sustainable mobility** among employees

"Preferred" materials

Among the raw materials used, cotton, the most important material for the Moncler Group in terms of purchased volumes, is the main source of CO₂ emissions. It is followed by animal fibres and synthetic materials, such as nylon and polyester.



* Data refers to 2021 base year

** Others represent packaging and other materials

Moncler Group has set a series of milestones to proactively make changes in sourcing options, such as replacing virgin materials with recycled alternatives, or nature-based materials from certified organic or regenerative agricultural systems that can lead to carbon savings and removals. In recent years, in order to achieve its climate targets, the Group has begun to introduce products made with "preferred" materials into its collections.

⁶ In line with the recommendations of the Science-Based Targets initiative, the scope 3 emissions covered by the objective do not include emissions associated with the use of sold product.

⁷ 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).

As for animal-based fibers, the Group is prioritizing certifications (e.g. Responsible Wool Standard) that promote both animal welfare and improved land management practices.

The Moncler Group identified a set of intermediate targets to be achieved by 2025:

- 50% of “preferred” nylon used in the 2025 collections
- 50% “preferred” cotton used in the 2025 collections
- 70% wool certified under specific standards (for example Responsible Wool Standard – RWS, Nativa, Sustainawool)

The objectives listed above contribute to achieve the target of **more than 50% of yarns and fabrics made with “preferred” materials in all collections by 2025**.

Guidelines to define what is a “preferred” material are included in the *Raw Material Manual* which can be consulted on the Group’s website.

Regenerative agriculture

Over the last two years the Group, with the active involvement of its suppliers, carried out a hotspot analysis to identify the main areas of supply for its strategic raw materials, quantifying, for each of them, the impact in terms of land use, climate change, water stress, land and marine pollution.

The approach, developed based on the guidelines of the Science Based Targets for Nature (SBTN) and the AR³T (Avoid, Reduce, Restore and Regenerate, and Transform) framework, enabled the identification of the impacts generated by the Group, and the prioritisation of mitigation actions.

The Group is committed to support regenerative practices related to the cotton and wool supply chains, with mitigation effects on both biodiversity impacts and carbon emissions.

Regenerative agriculture is an approach to farming that aims to improve soil health and soil fertility, as well as protecting water resources and biodiversity. Restoring soil health **helps capture increased levels of carbon** from the atmosphere in soils and plant biomass.

In 2022 projects were identified to support regenerative practices linked to the cotton and wool supply chains. In 2023 the Group took part in two specific projects related to the cotton sector: the pilot project Unlock Programme, organised by The Fashion Pact, and the Cotton 2040 project of the Ecosystem Services Market Consortium (ESMC)⁸, both of which aimed to provide incentives for cotton farmers to apply regenerative and low-impact farming practices. The Group also launched a regenerative farming project in the wool supply chain in Australia with PUR Projet⁹, promoting the use of regenerative practices in animal rearing, with the aim of improving the farming practices used. In view of constant improvement, thanks to the data obtained from the traceability project carried out throughout the supply chain, the Group continuously updates the analysis to quantify the impacts on biodiversity and align the methodology with the developments of the new guidelines of the SBTN¹⁰ framework.

The Group also monitors the development of the **GHG Protocol Land Sector and Removals Guidance** and the **SBTi FLAG** (Forest, Land and Agriculture) to understand how to include both carbon reduction and sequestration impacts in its climate targets.

⁸ A non-profit organisation that recognises and rewards farmers for their environmental practices.

⁹ An organisation active in insetting since 2008, PUR Projet is a certified B Corp and a global leader in the implementation of nature-based solutions.

¹⁰ SBTN guidelines outline new methodologies for implementing and measuring targets on a scientific basis for freshwater and soil. These methodologies, which are being validated by a small group of companies in various sectors, can then be used on a large scale by companies that wish to define such targets.

Decarbonization of the supply chain

The majority of the GHG impacts lies within upstream value chain activities, including the energy used in manufacturing and production activities of Group suppliers. For this reason, Moncler Group is collaborating with its suppliers to address this topic and encourage the energy transition in its supply chain.

In 2021 the Group started to map the energy consumption and the type of energy used along the supply chain to identify and promote, together with its suppliers, opportunities for energy efficiency improvements and transition to energy from renewable sources.

In this regard, since 2023 the Group has been carrying out an energy assessment program involving key direct suppliers. These assessments, financed by the Group and carried out by specialised external consultants, are aimed at providing technical support to the suppliers involved, with the intention of building capacity and sustainability performance. In particular, they focus on initiatives with short pay back times and no impact on the quality and timing of production, such as the feasibility of installing photovoltaic systems at suppliers' sites or the procurement of renewable energy. The measures identified for each production site, aimed at supporting the supplier in defining a strategy to reduce energy consumption and CO₂ emissions, are discussed in detail with the supplier in ad hoc sessions to better understand their technical and economic feasibility.

Looking forward, the Group will continue engaging with the most carbon intensive manufacturers (e.g., dyeing or finishing) to stimulate them towards the implementation of energy efficiency programs.

Minimization of resources used, extension of garment life and recovery of materials

Circular business approaches are key decarbonisation levers. From the design phase to garment end of life, the challenge and ambition are to develop new lower environmental impact techniques and materials, minimise the resources used for production, extend product life and promote recovery of materials.

Some of the key principles of the circular economy, such as garments **durability**, have always been a part of Moncler's DNA. This characteristic was the foundation of the **Extra-Life project**, a service aimed at extending the life to Moncler's jackets through specific repairs. The initiative was launched in 2021 at a selected group of stores in Italy, France and Denmark, involving tailors from local repair platforms and sharing with clients the available garment repair solutions. Thanks to efficient, personalised service, tailors are able to repair damaged fabrics, thus extending product life. Since 2022, the project has been extended to all Regions in which Moncler operates.

Thanks to this service, the Company has also begun to repair issues that it had not previously handled because they would have changed the style of the garment, such as holes in fabric, very often affecting garments purchased many years before. Starting from 2023, Client Advisors have been participating in training sessions that underscore the importance for the Group of integrating circular economy principles from the design and creation process to the choice of materials and product longevity guarantee.

Moncler Group also implemented a **"Nylon Scrap Recycling Management Process"**, which aims to phase out waste by collecting and recycling all nylon production scraps at the Group's direct production sites in Italy and Romania. This project was also extended to the Moncler brand's outerwear production network, reaching **over 55% of total outerwear nylon scrap in 2023**.

Nylon scraps are classified and collected by line operators into specific recycling categories, weighed, recorded, stored and sent to the recycler. To monitor the correct assignment of scraps to the respective recycling category, the Group carries out physical and process checks at the sites, as well as differential scanning calorimetry analyses on a sample basis at third-party laboratories. At the recycler's site, nylon scrap is subject to shredding, melting, cooling, extrusion, and finally cutting the material into chips to be used by the Group as a secondary raw material.

In 2022, Moncler Group also joined **Re.Crea**, a consortium founded to responsibly organise the management of textile and fashion products end-of-life and to promote the research and development of innovative recycling solutions, also with the purpose of reducing the environmental impact of such processes.

Lower impact packaging compared to conventional solutions

The Moncler Group has been proactively addressing the issues related to the environmental impact of packaging use and disposal by adopting a series of guidelines for the selection of materials used for packaging at offices, stores, for end clients and logistics.

The main principles are:

- reducing the amount of materials used
- simplifying the structure of products with a view to eco-design by favoring mono-material or easily disassembled articles to promote reuse and recyclability
- reducing the use of virgin raw materials, especially if from fossil origin, by favoring materials from renewable sources or recycling
- designing items that can be used for a long time, re-used and recycled
- selecting materials that have a validated sustainability performance supported by documentary evidence and measurements, and, where possible, certified
- using only materials that comply with the Group's Restricted Substances List (RSL)

In addition, R&D investments are allocated to explore and identify solutions with lower environmental impact, also with the collaboration and assistance of international start-ups to continuously improve packaging design mainly focusing on durability, reusability and recyclability.

In this regard, the Group has already **achieved** the target of having **100% of packaging for the end clients from "preferred" materials** according to Group's guidelines and since 2023, **all single-use virgin plastic from fossil origin was eliminated**.

Optimization and efficiency improvements of the logistics system

As **logistics** accounts for **11% of the 2021 carbon footprint**, the Group's climate ambition will be realized also through a more efficient and lower impact logistic network.

The Group seeks to implement logistics solutions that ensure effectiveness, operational efficiency, and compliance with delivery times alongside with the attention to the environment. It encourages and supports its logistics partners to adopt increasingly sustainable systems and modes of transport. Various activities have been carried out over the years or are under evaluation to contain environmental impacts and costs.

Moncler Group's drivers towards a low environmental impact logistics system are:

- identifying efficient routes to reduce distances travelled
- optimizing flows to minimise travel
- space-efficient packaging to deliver the same volume of product in less space
- promotion and use of modes of transport with a lower environmental impact
- monitoring the evolution and future uptake of **Sustainable Aviation Fuel** by major transport carriers

In recent years, Moncler has modified the packaging used to transport finished products, resulting in a significant reduction in volumes handled and, thus, in the need for vehicles and, consequently, the environmental impacts generated in terms of GHG emissions.

Initiatives to promote sustainable mobility

The Moncler Group is aware of the impact of urban mobility and it continuously encourages its employees to adopt solutions with a lower environmental impact.

In particular, Moncler promotes **carpooling services** for its employees at the production site in Italy and Romania. This initiative enables Moncler people to benefit from moments of socialisation with their colleagues, while also limiting the environmental impact of travel.

At its production site in Romania, Moncler continues to provide a shuttle bus service. This commuting system allows to reduce emissions of approximately 43% compared to the amount that would be generated if each employee moved by private means.

Although emissions from employee commuting is not one of the biggest hotspots of the overall footprint, the Group continuously monitors these impacts through a dedicated survey aimed at investigating modes of transport used by Moncler and Stone Island employees around the world (both corporate and retail).

NEUTRALIZE RESIDUAL GHG EMISSIONS

According to Science Based Target Initiative, achieving Net Zero means decarbonizing GHG emissions consistently with a 1.5°C pathways and neutralize any residual emissions by using carbon credits.

Therefore, Moncler Group is investigating what carbon removal projects and activities that capture and store carbon could support its path to achieve Net Zero and keep the temperature rise below 1.5°C.

COLLABORATING WITH OTHERS

Moncler Group's climate approach defines a path to Net Zero, but this is a collaborative commitment that requires action across the entire sector and beyond. This is the reason why Moncler Group collaborates with peers and key stakeholders like **The Fashion Pact**, **Camera Nazionale della Moda** and **Re.Crea** consortium (please see page 13) to investigate solutions to tackle climate change.

Since 2019, Moncler has been a member of The Fashion Pact, a coalition of leading global companies in the fashion and textile industry that, together with suppliers and distributors, is committed to achieve shared goals focused on three main areas: fighting global warming, restoring biodiversity and protecting oceans. Within The Fashion Pact, Moncler is present in the Operations Committee, the body that identifies the actions, working groups and awareness-raising activities to be implemented to achieve the priorities set by the Fashion Pact.



SUSTAINABILITY GOVERNANCE

Given the importance of this topic and in order to further integrate sustainability into its business, the Moncler Group has implemented a governance that involves the interaction of various bodies dedicated to supervising and managing social and environmental topics, including those related to climate change.

The following main bodies and key internal stakeholders involved:

- Board of Directors
- Board level committee (Control, Risk and Sustainability Committee)
- Sustainability Unit
- Internal ambassadors

The Board of Directors and other Board level committees are involved in the Group's long-term risk management system and strategic planning as well as review of climate and environmental topics.

A **Control, Risk and Sustainability Committee** is established at Board level. The Committee is composed of three non-executive directors and for the majority independent. The Committee was entrusted by the Board of Directors with supervising issues of sustainability related to the conduct of business activity and the dynamics of its interaction with stakeholders, formulating strategic sustainability guidelines and the relevant action plan (Sustainability Plan), including issues such as climate change, biodiversity and human rights, and examining the Consolidated Non-Financial Statement.

After consultation with the Control, Risks and Sustainability Committee, the main sustainability issues analysed are periodically submitted to the **Board of Directors**, in order to:

- assess and approve the guidelines of the internal control and risk management system so that the main risks, including sustainability risks (such as those related to climate change, linked to biodiversity and human rights), are correctly identified, measured, managed and monitored;
- review and approve the strategic sustainability guidelines and related action plan (Sustainability Plan), which includes objectives linked to climate change, the energy transition and the protection of human rights;
- review and approve the Non-Financial Statement;
- review and approve the Remuneration Report, which provides for the integration of sustainability objectives into the remuneration system (both short- and medium/long-term) and the consequent alignment of top management remuneration with the company's sustainability strategy, which includes targets related to the reduction of greenhouse gas emissions and, for example, to the carbon neutrality;
- in general, overseeing sustainability issues (including those related to climate change, biodiversity and human rights) related to the Group's activity and its interactions with stakeholders.

The members of the Group's Board have a broad range of industry experience and skills to help manage and assess relevant risks and opportunities. In addition, two board members have specific competence on climate-related topics.

The **Sustainability Unit** is responsible for proposing the Group's sustainability strategy, identifying, promptly reporting to senior management and handling together with the relevant functions the risks and impacts linked to sustainability issues, including those relating to climate change, biodiversity and human rights, as well as for identifying areas and projects for improvement, thereby contributing to the creation of long-term value.

It also monitors and track progresses of the various targets of the Sustainability Plan, including the Group's Science Based Targets, across different type of reporting, such as the Consolidated Non-Financial Statement and the CDP Climate Change Questionnaire.

Internal ambassadors have been identified within each corporate department; they are tasked with raising awareness of social and environmental issues among the departments in which they operate and promoting sustainability initiatives consistent with the Group's objectives. In addition, Sustainability Data Owners are

responsible, each for their respective area, for data and information published in the Consolidated Non-Financial Statement and for achieving the objectives set out in the Sustainability Plan.

Environmental Policy

The Group is aware that the path towards sustainable development also involves policies, tools and actions to protect the environment. Responsibility towards future generations requires a strong commitment to the careful use of natural resources and minimization of impacts.

As proof of its focus on the environment and its protection, in 2017 Moncler adopted an Environmental Policy. The Policy, updated and adopted at Group level in 2022, and approved by the Board of Directors after receiving the opinion of the Control, Risks and Sustainability Committee, reaffirms constant compliance with all applicable laws and regulations and formalises the Group's commitment to continuously improve its environmental performances in order to reduce its direct and indirect impacts.

The Policy lays down the Group's ambitions in the following areas:

- **climate change** mitigation and adaptation
- safeguard **biodiversity**
- **water** and **waste** stewardship
- creation of **products with lower environmental impact**
- spread of a **culture of sustainability**.

The Moncler Group applies the Environmental Policy to all its own operations and encourages its adoption also across its entire supply chain.

In this regard, the Moncler Group is committed to investing the technical, economic and professional resources necessary to fully comply with the guidelines of the Policy. The document is available in both Italian and English and can be downloaded from the Group's intranet and the corporate website.

DISCLOSURE AND ASSURANCE

The Moncler Group's transparently communicates its approach to climate change, targets and objectives in the following documents, that are available and can be freely downloaded from the corporate website:

- Consolidated Non-Financial Statement (drawn up annually) – the most recent report is available on the Group's website;
- CDP Climate Change questionnaire – CDP is a global non-profit that runs the world's leading environmental disclosure platform. In 2023, the Group achieved, for the first year, the highest rating (A) for its transparency on Group's strategy and actions to mitigate climate risks, which incorporates recommendations from the Task Force on Climate-related Financial Disclosures (TCFD). The most recent report is available on the CDP website;
- TCFD – since 2021 Moncler has been voluntarily reporting on business risks linked to climate change, assessed according to the recommendations of the **Financial Stability Board's Task Force on Climate-related Financial Disclosures (TCFD)**: Governance, Strategy, Risk Management, Metrics and Targets. For more information on our climate risk analysis developed in line with TCFD recommendations please see the Group's website.



In the awareness that the fight against climate change is not a destination, but a process of continuous improvement, the Moncler Group set a dedicated email address to collect feedback from all its stakeholders on environmental issues, including climate change, and can be reached at: sustainability@moncler.com.

The Group's Consolidated Non-Financial Statement is prepared in accordance with articles 3 and 4 of the Legislative Decree no. 254 December 30, 2016 and "Global Reporting Initiative Sustainability Reporting Standards" ("GRI Standards"), and discloses sustainability related qualitative and quantitative information, including scope 1, 2 and 3 GHG emissions, that have been reviewed by an independent auditor in the context of the limited assurance engagement of the NFS according to ISAE 3000 Revised standard.

DISCLAIMER

Any forward-looking statements included in this document are based on assumptions, outlook, data and information available at the time such statements are made; future outcomes may differ from the projected statements presented above as they are subject to risks, uncertainties and external factors that could cause actual results to differ materially from such statements.