



CONSOLIDATED
NON FINANCIAL
STATEMENT
2021

MONCLER
GROUP





A MESSAGE FROM REMO RUFFINI

"We are committed to changing what needs to change to ensure Moncler rises to meet the social and environmental challenges of today and create a better tomorrow.

It is not always simple and we do not always succeed, but we do not give up.

Every mistake is a lesson learnt. Every step forward, every successful effort, helps us to protect the future for everyone.

To give young people hope instead of empty promises."

Remo Ruffini, CEO, Moncler Group

MONCLER GROUP 2021 ACHIEVEMENTS

ACT ON CLIMATE CHANGE

100% carbon neutral at our corporate sites worldwide.

80% of electricity consumption at own corporate sites worldwide from renewable sources.

Biodiversity impact analysis performed on key raw materials (cotton, wool, cashmere, nylon, down and polyester).



THINK CIRCULAR & BOLD

30% of Moncler Genius 2021 outerwear entirely made of lower environmental impact fabrics.

Started recycling of certified down and of nylon scraps to produce accessories for Moncler FW22 collections.

100% of Moncler's packaging for end clients made of lower impact materials.

~90% single-use virgin plastic eliminated.



BE FAIR

100% of outerwear manufacturers audited on ethical and social aspects in the three-year period 2019-2021.

80% of our strategic suppliers aligned with the highest levels of Group social standards.



NURTURE UNIQUENESS

52% of women in management positions.

+60% vs 2020 the training hours provided to employees.

100% of top management involved in training to overcome unconscious biases.



GIVE BACK

3.6 million euros invested to support local community.

2,600 employees involved in volunteering activities during working hours.

80,000 people most in need protected from the cold over the past five years.





ACT ON CLIMATE CHANGE

Climate change is one of the greatest challenges humanity faces. At Moncler Group we feel our responsibility towards future generations and are committed to being part of the solution, by reducing how much energy we use improving operational efficiency and also shifting to renewable sources. To meet the scale of this global challenge we know we cannot act alone, so we are committed to join the force with our partners to minimize the impact of what we do at every step.

ACHIEVEMENTS

All our sites around the world are carbon neutral, thanks to investment in efficient solutions that reduce the amount of energy we need and by switching to renewable energy for 80% of our electricity. Beyond this, we have supported certified projects on circular economy and renewable energy to compensate for the remaining emissions we have not been able to avoid. We are also working to do more to protect nature and have carried out an impact analysis on the key raw materials we use (cotton, wool, cashmere, nylon, down and polyester) so by the end of this year we will develop a strategy to support biodiversity.

FUTURE TARGETS

By 2023 we will switch to 100% renewable energy at all our corporate sites worldwide.

By 2030 we will cut our emissions in line with Science Based Targets.

By 2050 we commit to achieve Net Zero.

THE FOCUS PROJECTS

To compensate any emissions we could not avoid at our operation, Moncler Group has invested in carbon credits generated by positive impact projects. Each credit we purchase supports internationally accredited projects that reduce or avoid CO₂ from the atmosphere.

These include Henrietta Solar, a renewable energy project in Mauritius, a country with severe exposure to climate change. Through the construction of 53,700 solar panels, the project will provide green energy to 40,000 people, while preserving an agricultural area of over 20 hectares and reducing greenhouse gas emissions by more than 25,000 tonnes of CO₂ a year.

Moncler Group also supports a project in Romania promoted by GreenTech, one of the leading plastic recyclers in Europe, related to a plastic recycling plant for bottles and other PET products through energy efficient technology that allows to reduce emissions compared to traditional disposal methods. In particular, plastic recycling allows for a 45% reduction in CO₂ emissions compared to virgin PET plastic production.



THINK CIRCULAR & BOLD

In an ideal circular economy model, waste is eliminated, products and materials are kept in use for as long as possible, and nature is regenerated. At Moncler Group we have started the journey towards this ambition by creating durable products, switching to lower impact materials and recycling old ones.

ACHIEVEMENTS

In 2021, 30% of the Moncler Genius outerwear was made entirely of sustainable fabrics, including recycled nylon and polyester, organic cotton, and responsible certified wool and down. This year we started recycling down and nylon scraps to produce accessories for Moncler's FW22 collections.

All of Moncler's packaging (98% for Stone Island) for end clients is made from lower impact materials, such as FSC certified paper and cardboard, as well as organic cotton and recycled fabrics. Moreover we have eliminated 90% of our virgin single-used conventional plastic.

FUTURE TARGETS

By 2022 Stone Island will implement a cotton upcycling initiative that will recover cotton scraps generated by suppliers during garment manufacturing. These will be processed into high-quality recycled fabrics to be included in future collections.

By 2023 more than 80% of industrial nylon scraps will be recycled.

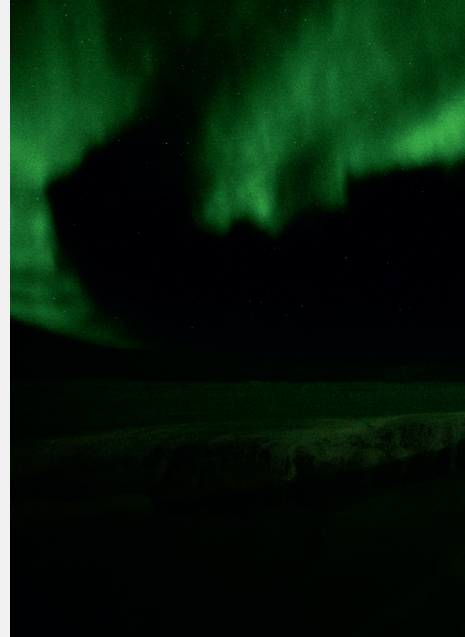
By 2023 we will eliminate conventional single-use plastic in our packaging.

By 2025 50% of Moncler Group's fabrics and yarns will be made of lower impact materials.

By 2025 50% of our nylon used in collection will be recycled, 50% of our cotton will be organic or from regenerative agriculture and 70% of our wool will be sourced responsibly.

THE FOCUS PROJECTS

Moncler Group constantly collaborates with its suppliers and requires production processes be designed to optimize materials use and cutting or avoiding scraps and waste. For example, in 2021, we combined our expertise on down with Altex, a supplier specialised in recycling technology, to create high quality recycled down through an innovative mechanical process that saves 70% water compared to traditional recycling projects. With another supplier we have started recycling nylon production scraps creating garments components that will be introduced in FW22 collection.



For a product to be a true representation of what we stand for, it must be made with respect for the rights and safety of the workers who made it, for animal welfare, and for the environment. To achieve this, the decisions we make and the relationships we build are defined by trust, respect and rigor, and are based on fundamental values of responsibility and transparency. Everyday we commit to implement responsible behaviors all along the supply chain.

ACHIEVEMENTS

Between 2019 and 2021 we audited 100% of our outerwear manufacturers. More than 80% of our strategic suppliers are already aligned with Moncler Group's highest levels of our social standards.

FUTURE TARGETS

By 2023 all our down suppliers will comply with strict human rights and environmental modules included in the DIST Protocol.

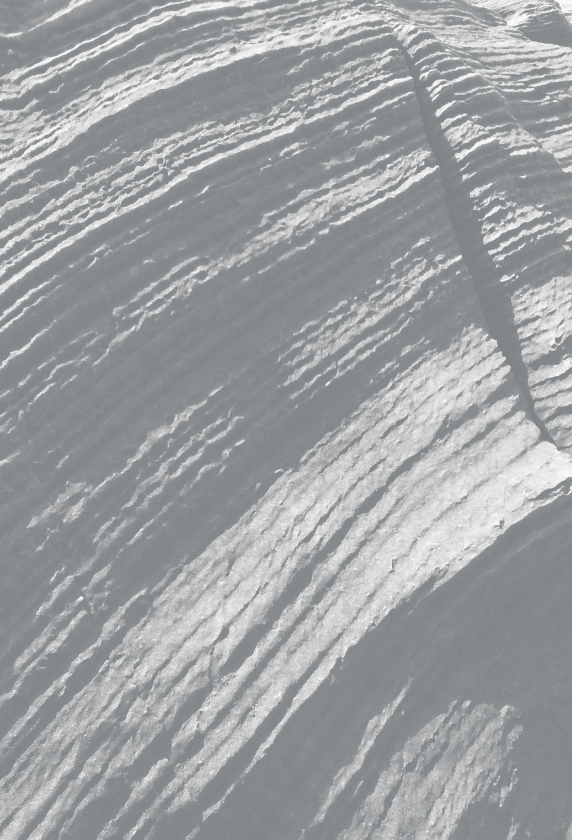
By 2023 our key raw materials will be traced.

By 2024 Moncler collections will be fur free.

By 2024 key raw materials in line with Responsible Raw Material Manual.

THE FOCUS PROJECTS

Down is at the heart of every single jacket and all suppliers must meet the highest quality and act with full respect to animal welfare. To ensure this, Moncler demands and verifies all its down suppliers comply with the strict requirements laid down in the Moncler technical DIST Protocol (Down Integrity System & Traceability). This regulates farming standards, animal welfare, down traceability and technical quality.



NURTURE UNIQUENESS

To rise to the challenges humanity faces today will take new levels of creativity, energy, and ambition. Everyone has a role to play, and we must do everything we can to empower all voices. This is why we promote and celebrate diversity across the brands and make everyone welcome.

ACHIEVEMENTS

We have trained every senior manager on unconscious bias, created a Diversity, Equity and Inclusion Council and set targets and projects on Diversity, Equity and Inclusion. 52% of management roles are women.

FUTURE TARGETS

By 2022 we will involve all employees in a 3-year cultural awareness plan and unconscious bias training.

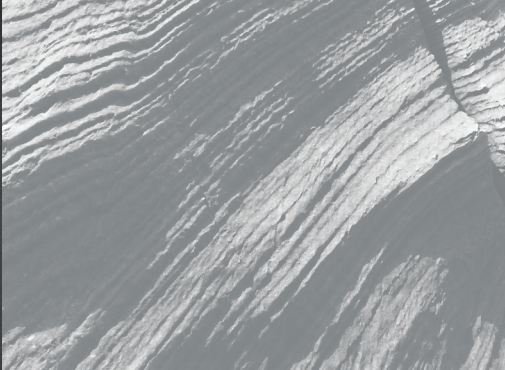
By 2023 we will extend our talent pool to increase diversity and carry out diversity leadership training.

By 2025 we aim to have more than 50% of women working in roles at all levels of the group and introduce Equal Pay Certification globally at Moncler.

THE FOCUS PROJECTS

In 2020 Moncler began collaborating with the English magazine The Face to launch Future Academy, offering paid training opportunities to young people who want to join the creative industry. Trainees were selected from under-represented communities in the creative industry, such as people of colour, Asian and ethnic minorities, from the LGBTQI+ community, with disabilities or from underprivileged backgrounds.

Future Academy provides free access to online masterclasses and virtual mentorship activities created by The Face and its network of creatives, to which Moncler has contributed through dedicated courses.



GIVE BACK

A company cannot thrive unless it works in harmony with, and respect for, the communities around it. The Moncler Group has always been committed to supporting local communities and engaging in open and collaborative dialogue with them and with charitable organizations.

ACHIEVEMENTS

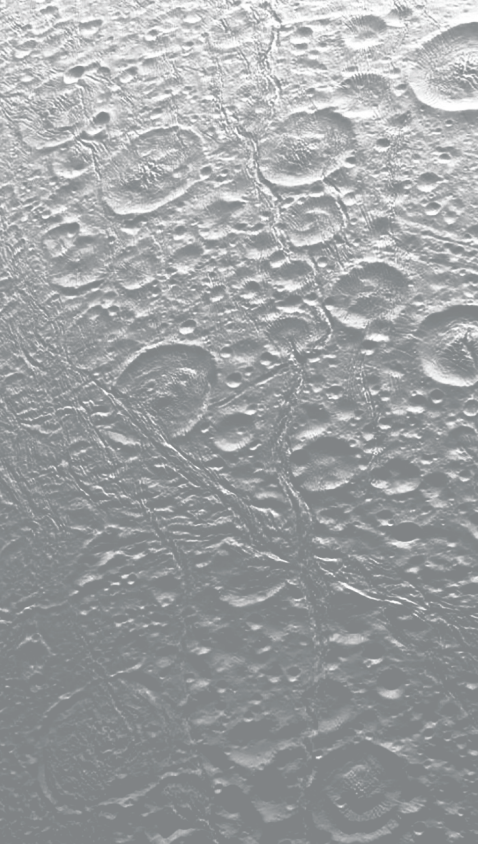
For five years, Moncler has worked with partners such as UNHCR, the UN Refugee Agency, to protect the most vulnerable families living in some of the world's coldest areas. From 2017 to 2021 the Company protected approximately 80,000 children and families from the cold with necessities, kits for newborns, blankets and garments. Moncler Group has also invested 3.6 million Euros in local communities and our teams have carried out 2,600 hours of volunteering, during working hours, to support a wide range of social and environmental efforts.

FUTURE TARGETS

By 2022 build a nursery for employees' children at the production site in Romania.
Every two years we commit to support local communities with one high social value project.
2020-2025 we aim to protect 150,000 vulnerable people from the cold.

THE FOCUS PROJECTS

For five years, through the Warmly Moncler projects, we have been protecting the most vulnerable families living in some of the world's coldest areas. This was made possible through Moncler support to UNICEF, the United Nations Children's Fund, and other associations such as the UN Refugee Agency, and Ev-K2- CNR Pakistan. From 2017 to 2021 the company protected approximately 80,000 children and families from the cold.



ESG RATINGS 2021

Moncler Group is proud to have been ranked as an industry leader on environmental and social issues by some of the world’s most respected independent ESG rating agencies.

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