



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



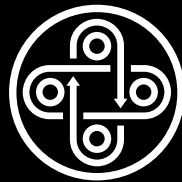
ACT ON CLIMATE & NATURE

Reducing emissions.
Embracing clean energy.
Safeguarding
biodiversity.



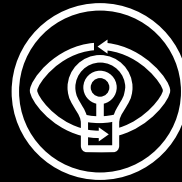
THINK CIRCULAR & BOLD

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



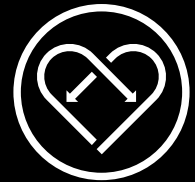
BE FAIR

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 logistics 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 fur² 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.

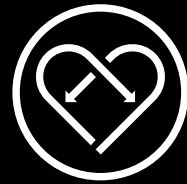
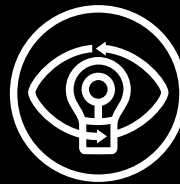
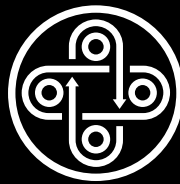
2023

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 CO₂E**

By 2030,
reduction of 70%
in absolute scope 1 and 2
CO₂e emissions vs 2021
(in line with the
Science-Based Targets
"1.5°" ambition).

 **Target on time**

**-8% VS 2022 ABSOLUTE
SCOPE 3 CO₂E
EMISSIONS**

By 2023,
reduction of 52%
in scope 3 CO₂e 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 CO₂ 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.



**ANALYSIS 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.



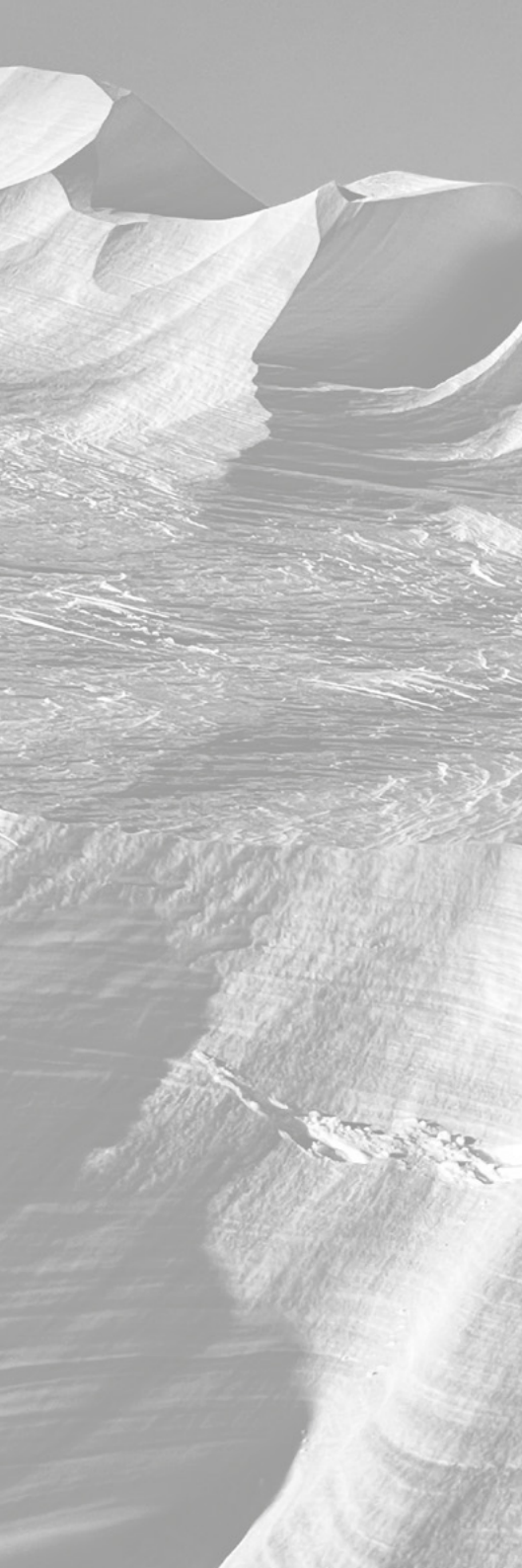
THINK CIRCULAR & BOLD

**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.

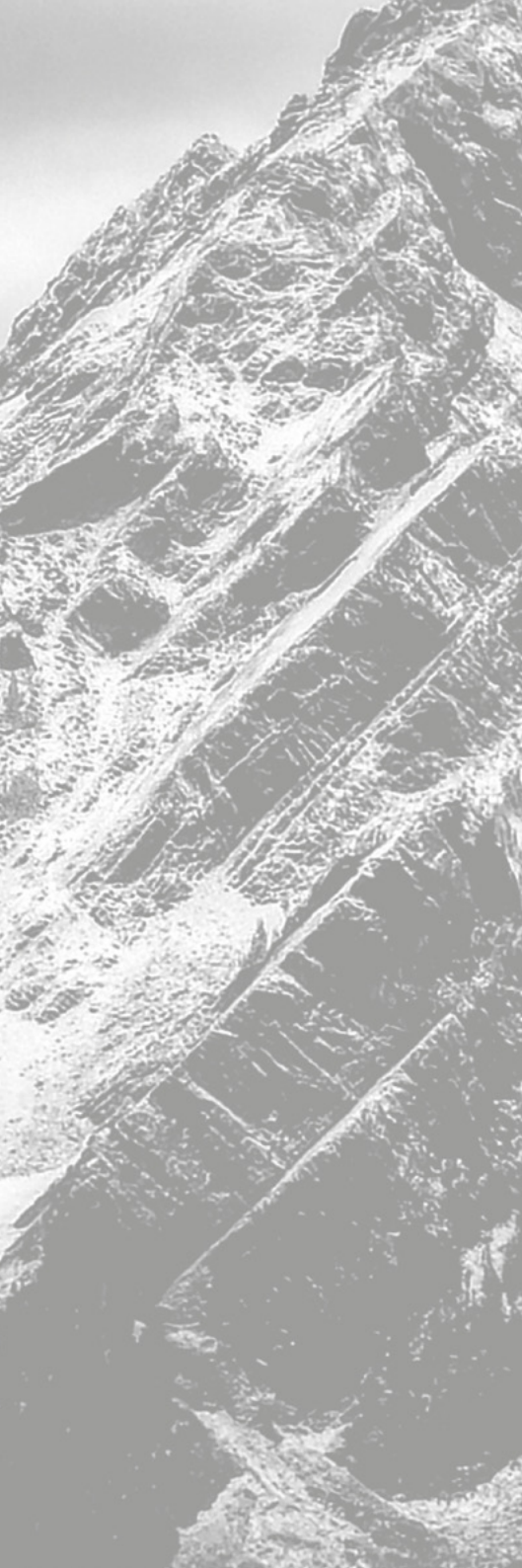
* Materials that aim to deliver reduced impacts compared to the conventional equivalents used by the Moncler Group (for example recycled, organic, or certified according to specific standards).



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

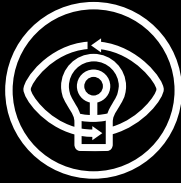
Moncler is aware of the importance of traceability for sustainability and transparency. The Group has launched a project to trace its strategic raw materials, including nylon, polyester, cotton, wool, and down.

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.

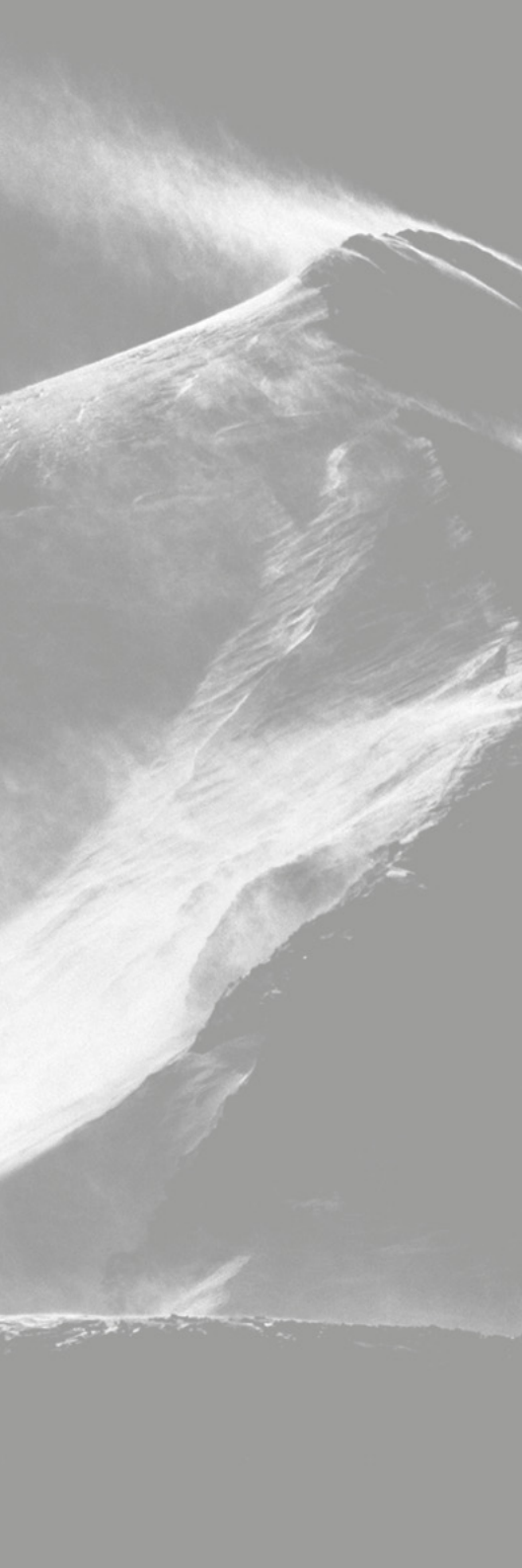
Depending on the types of materials and the maturity of technical solutions on the market, activities and projects to verify the information, including laboratory tests and certificates to support the reliability and robustness of the information collected, were then examined.



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

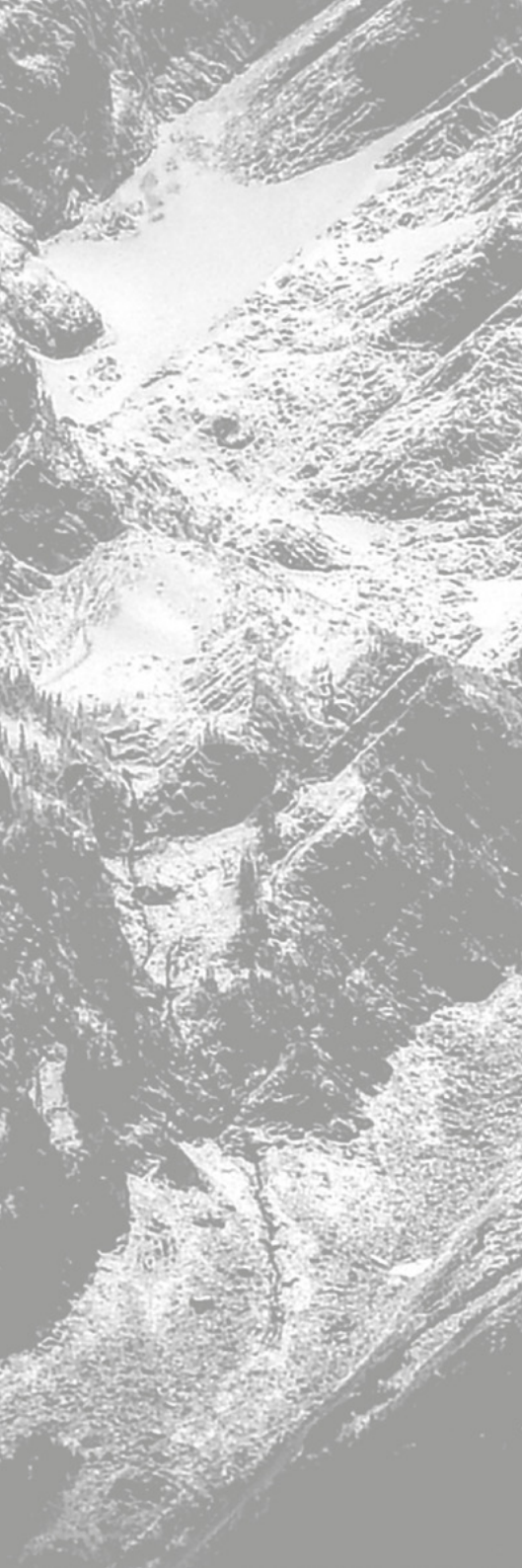
By 2025,
≥ 50% women in junior
management positions.

 **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

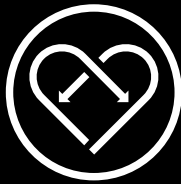
✓ Target achieved

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.



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



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.



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.