MONCLER
GROUP

ENVIRONMENTAL POLICY

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Introduction

Moncler Group[1] (hereafter also "the Group") believes that there cannot be long-term growth without responsible behaviours and effective actions to tackle the most urgent social and environmental challenges that the world is facing.

With regards to the environment and its protection, the Group feels the responsibility for future generations and commits to careful use resources and contribute to the fight against climate change.

The Moncler Group Environmental Policy is inspired by the 2015 Paris Climate Agreement, the United Nations (UN) Environment Programme – UNEP, the European Green Deal, and the Global Compact principles, and aims to contributing to the UN Sustainable Development Goals – SDGs, either directly or through organizations with which Moncler Group collaborates.

Scope of the Policy

The Environmental Policy, in line with the values and principles described in Moncler Group's Code of Ethics and the Supplier Code of Conduct, confirms the Group's commitment to improve its environmental performance, preventing or minimizing environmental risks and impacts along the entire value chain by continuously setting ambitious targets.

In particular, this Policy sets forth Moncler Group's ambitions with respect to Greenhouse Gas (GHG) emissions, biodiversity, water and waste, lower impact products and culture of sustainability.

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

In particular, Moncler Group requires its suppliers and business partners to comply with all applicable environmental rules and regulations in force in each of the countries in which they operate and with Moncler Group's environmental principles included in the Supplier Code of Conduct.

When evaluating business relationships with potential strategic partners, Moncler Group's due diligence process takes environmental management into account.

AREAS OF COMMITMENT

Moncler Group's key environmental focus areas are: reducing GHG emissions, safeguarding biodiversity, promoting water and waste stewardship, accelerating circular economy and the use of lower impact materials in products and packaging, and spreading a culture of sustainability.

Moncler Group complies with all applicable legislations, and whenever and wherever feasible, it applies even stricter standards.

[1] Moncler Group refers to Moncler S.p.A. and to any other company that is directly or indirectly controlled by or is under common control with Moncler S.p.A.

Act on climate change

Moncler Group is committed to:

- reduce its direct and indirect GHG emissions in line with the 2015 Paris Agreement goal to limit global temperature rise to 1.5°C compared to pre-industrial levels. For this reason, the Group submitted its GHG emission reduction targets to the Science Based Target Initiative (SBTi) and committed to net-zero emissions by 2050. These targets will be updated as needed to always reflect the effective size and impact of the business
- quantify, monitor and communicate transparently its direct and indirect GHG emissions in line with internationally recognized standards
- identify, evaluate and manage climate related risks across its own operations and supply chain

Direct GHG emissions

Moncler Group is committed to:

- reduce its direct GHG emissions by increasing annual sourcing of renewable electricity for its owned and directly operated sites worldwide, converting energy contracts to renewable energy tariffs and, lastly, purchasing Renewable Energy Certificates
- align with the best environmental standards for corporate sites and stores minimizing energy consumption while promoting wellbeing in offices and stores for the employees and the customers
- regularly monitor business travel and expanding the introduction of lower environmental impact vehicles in the Group's car fleet
- maintain Carbon Neutrality at its own corporate sites by implementing several GHG reduction initiatives while neutralizing its residual direct GHG emissions through projects certified according to the most robust standards

Indirect GHG emissions

Moncler Group is committed to:

- engage with its suppliers and promote the use of renewable energy and to reduce GHG emissions
- reduce the environmental impact of the supply chain also by promoting the use of materials with a lower environmental impact into collections
- reduce the environmental impacts related to transportation by identifying and promoting efficient and lower impact transport systems without compromising on operational efficiency and delivery times. To this extent, Moncler Group encourages its logistic and distribution providers to apply more

sustainable practices, such as load optimization and identification of efficient routes as well as promoting low-carbon means of transportation

- encourage its employees to adopt environmentally friendly solutions (e.g. bike sharing and carpooling services for corporate sites) and provide shuttle bus services at its production site to reduce its urban mobility's impact

Safeguard biodiversity

Moncler Group is committed to:

- promote the protection of natural habitats and animal welfare in the areas where its production sites and supply chains are located, recognising the importance of safeguarding ecosystem and biodiversity
- collaborate with its suppliers and external partners to assess its impacts on biodiversity across its supply chain by mapping the sourcing locations of its key raw materials (e.g. down feathers, cotton, wool) with respect to biodiversity in order to identify and manage threats associated with each production context
- define and progressively implement a biodiversity strategy based on a mitigation hierarchy to:
  - avoid operating in and around sites containing globally or nationally relevant biodiversity
  - take measures to minimize and reduce the intensity and the extent of the impacts that cannot be completely avoided
  - restore basic ecological functions and ecosystem services to improve degraded ecosystems through improved sourcing solutions, e.g. grassland management practices and forest management activities
- promote sustainable forestry by sourcing the wood-pulp based packaging material from deforestation-free supply chains certified under the Forest Stewardship Council (FSC) and/or Programme for the Endorsement of Forest Certification (PEFC) certified materials

Promote water and waste stewardship

Moncler Group is committed to:

- promote the efficient use of natural resources, including water, and minimize waste generation at production sites, offices and stores while monitoring water consumption and waste volumes on an on-going basis
- regularly assess the consumption of water at its own sites and throughout the supply chain and identify potential high risks related to water scarcity, water quality and physical quantity water risks (for example flooding and drought) across its key raw materials sourcing locations

- water stewardship when it comes to operations as well as to direct suppliers, exploring opportunities for water-related innovation and programs to reduce water consumption
- proper waste management and recycling/recovery of non-hazardous waste as well as the application of best practices for the disposal of hazardous material in all corporate offices, warehouses, production sites and distribution and logistics hubs
- manage all the waste produced at its own sites only through authorized contractors
- engage in constant dialogues with partners and organizations to promote awareness on circular economy and identify new solutions for making use of its waste, with a particular focus on fabric industrial scraps

Shift towards increasingly lower impact products

Lower impact products

Moncler Group is committed to:

- design and create products of the highest quality that last along the years
- engage towards the implementation of a circular economy model and eco-design approach to both products and processes by acting on various aspects: from the choice of raw materials made from recycled or lower impact resources, to garment design aimed at fostering recovery and recycling, to production processes and packaging with a lower environmental impact, and to initiatives that extend product use and life (e.g. dedicated repair services)
- conduct on an annual basis the assessment of the environmental impacts of selected materials and components through Life Cycle Assessment (LCA) analyses in line with ISO Standards to identify and integrate appropriate measures in the design and material choice phases
- whenever possible reduce the use of conventional raw materials from non-renewable sources and seek to increase the use of recycled materials or others at lower impact in its collections. In particular, Moncler Group is progressively increasing the share of sustainable alternatives for its key conventional raw materials, starting from the mostly used in the collections, i.e. procuring recycled nylon and lower impact cotton (e.g. recycled, organic and regenerative)

Chemicals

Moncler Group is committed to:

- make all necessary adjustments to design, manufacturing and use of products or services, consistent with the latest scientific and technical knowledge, to prevent any adverse impacts on health, safety or the

environment arising from the production process or from the products themselves. Strict controls on chemical safety are implemented along the production processes and the entire supply chain

- take a proactive approach to identify and progressively phase out potentially hazardous chemicals
- require, by contract, suppliers and their sub-contractor to comply to the Group's Product Restricted Substances List (PRSL) and Manufacturing Restricted Substances List (MRSL) for parameters, substances, methods, and detection limits
- require proper chemicals management practices in the handling, storage and disposal, with a strong emphasis where hazardous chemicals are concerned, to prevent soil contamination from spills, leaks and improper surface water drains

Packaging

Moncler Group is committed to:

- comply with the guidelines of the Manual adopted at Group level since 2021, which sets a series of requirements for packaging for offices, stores, end clients and logistics. The main principles are:
    - reducing the amount of materials used
    - simplifying the structure of packaging with a view to eco-design by favouring mono-material or easily disassembled articles to promote reuse and recyclability
    - reducing the use of virgin raw materials, especially if from fossil origin, favouring materials from certified renewable sources and increasing the amount of recycled content
    - reaching zero single use conventional plastic
    - designing items that can be used for a long time, reused and recycled
    - selecting materials that have a validated sustainability performance supported by documentary evidence and measurements, and that, where possible, have been certified
    - using materials that comply with the Group's Product Restricted Substances List (PRSL) and Manufacturing Restricted Substances List (MRSL)
- continuously promote innovative programs to improve packaging design mainly focusing on durability, reusability and recyclability as well as on reducing the materials used

Spread a culture of sustainability

Moncler Group strives to promote and spread a culture of environmental sustainability creating awareness and driving commitment among all stakeholders including employees, end clients, wholesales clients, local communities, suppliers and business partners.

The Group believes that involving employees in the implementation of the Environmental Policy is crucial to its success, as the responsibility for protecting the environment rests within everyone in Moncler Group. Therefore, the Group aims to inspire and motivate employees to take an active part in the process by sharing information and providing training, in an effort to promote and strengthen environmental awareness and conscious behaviours. All employees are encouraged through guidelines and programs aimed at reducing the use of energy, promoting waste sorting and minimizing the consumption of paper and plastics.

Moncler Group also promotes environmental awareness among its suppliers and business partners and sound environmentally friendly practices throughout the Supplier Code of Conduct.

Moncler Group engages with a range of other external stakeholders on environmental issues. The Group is committed to collaborating with investors, industry partners, Universities, Non-Governmental Organizations (NGOs) and trade unions.

Aware that the world is facing collective challenges that call for collaborative efforts, Moncler is member of The Fashion Pact, a coalition of leading global companies in the fashion and textile industry, which together with suppliers and distributors is committed to achieve shared goals in three main areas: fighting global warming, restoring biodiversity, and protecting the oceans.

At Moncler Group interactions with clients are also an opportunity to provide information about lower impact materials used and to promote the extra repair service to make products live longer.

APPLICATION OF THE POLICY

Management approach

Moncler Group's environmental management approach is based on environmental risk management at the Group's own sites, logistics hubs and owned production facilities. This approach relies on the implementation of Environmental Management System certified under ISO 14001 standard.

Moncler Group regularly monitors its environmental performance to both ensure the protection of the environment and assess the implementation of improvement measures, while leveraging on field knowledge and technical progress.

Moncler Group applies a precautionary approach to environmental protection as a fundament of its operating principles. Pursuing the reduction of the Group's environmental impact, Moncler Group consistently works to prompt identify, assess and prevent any environmental risks in order to carry out proper mitigation and adjustment measures.

In addition, Moncler Group is committed to monitor risks at its suppliers' sites through audits and third parties' independent bodies with the aim to check the compliance with Group standards, improving the overall management of risks and supporting continuous improvement of the supply chain.

Transparency and reporting

Transparency is an essential principle that inspires Moncler Group relations with all its stakeholders.

Moncler Group relies on several communication tools, among which the Consolidated Non-Financial Statement, where its overall environmental performance is publicly available to highlight progress, ambitions and shows its most significant economic, environmental and social impacts. As a repository support all relevant information regarding the Group's environmental performance are provided on the corporate website (www.monclergroup.com).

The Environmental Policy is communicated to all internal and external stakeholders to share the Group's environmental principles and to foster a culture of sustainability.

Responsibilities and grievance mechanism

The Board of Directors of Moncler S.p.A., after receiving the opinion of the Control, Risks and Sustainability Committee, is the body responsible for approving, adopting and supervising compliance with this Policy by the Moncler Group.

The Control, Risks, and Sustainability Committee is tasked by the Board of Directors with supervising sustainability issues related to the business operations and the interactions with stakeholders, defining the strategic sustainability guidelines and the relevant action plan (Sustainability Plan), including issues such as climate change and biodiversity.

The Sustainability Department is responsible for proposing the Group's sustainability strategy, identifying, reporting promptly to senior management and handling together with relevant divisions the sustainability risks, including those relating to climate change and biodiversity, as well as for identifying areas and projects for improvement, thereby contributing to the creation of long-term value. It prepares the Consolidated Non-Financial Statement and spreads the culture of sustainability within the Group. Lastly, the Sustainability Department promotes dialogue with stakeholders and, together with the Investor Relations division, handles the requests of ESG rating agencies and of Socially Responsible Investors (SRIs).

All people are responsible, within their sphere of competence, for the improvement of the environmental performance. Compliance with this Policy may be subject to audit by Moncler Group or any appointed third party nominated by the Group, at any time without prior notice and at our discretion.

Any person aware of actual or suspected violations against the law and this Policy's principles shall immediately report concerns. This includes violations by any employee, adviser, partner, agent, supplier or any other representatives acting on behalf of either the supplier or the Group.

Reports can be made 24 hours per day, seven days per week, through the web page Moncler.ethicspoint.com also available in the sections dedicated to whistleblowing within the corporate website or via letter addressed to Moncler headquarters (Industries S.p.A. - Whistleblowing, Via Venezia 1, 35010 Trebaseleghe, Italia).

Policy update

The Policy will be updated periodically based on changes in context, the degree of achievement of environmental objectives, and to remain aligned with international best practices.

Earlier versions of this Policy were first adopted by the Board of Directors on 24th October 2017 and then lastly updated on 27th July 2022.