

ONIVERSE

Sustainability Report

2024

Letter from the chairman 03

01.
The Group

The Group in numbers	05
The Group profile	07
Our Brands	09
Presence on the market	10
Business strategy	28
Economic performance: creation of value for stakeholders	30

02.
The Evolution Project

Why was Evolution born	32
Group values	32
Ethics and integrity in business management	32
The material topics for Oniverse	33
Oniverse and the human rights	34
The Sustainability Department	34
Responsible initiatives in 2024	34
Our milestones	35
Relations with stakeholders	36
The Fashion Pact	37

03.
Focus on the customers

Nearness to customer, an omnichannel approach and digitalisation	39
Data security and protection	39
Customer satisfaction and excellence of service	40
The reputation of the Oniverse brands	42
Marketing e communication strategy	43

04.
Focus on our people

Breakdown of staff	46
Talent attraction and growth opportunities	49
Career development	49
Training	50
Attention to salaries and incentives	52
Corporate welfare: initiatives and benefits	53
Quality of the workplace: respect for human rights and diversity	54
Quality of the workplace: health and safety	55

05.
Focus on the communities

Our contribution to the local communities	58
The San Zeno Foundation	59

06.
Focus on the products

Product and process sustainability	67
Selection and evaluation of suppliers	68
Responsible procurement and consumption of materials	69
Packaging	71
Product quality and safety	73

07.
Focus on the supply chain

Group factories	78
Supply chain management	79
The importance of traceability and transparency	79

08.
Focus on the environment

Our daily commitment	84
Water consumption	84
Energy consumption and emissions	85
Waste management	90
Logistics management	92

09.
Annexes

10.
Methodological Note

11.
GRI Content Index

“We want Customers to choose Oniverse, we want our Customers to choose Us, not just our Products”

2024 reflected the guideline the Group had set itself the previous year: "Doing less by trying to do better what was done yesterday". The year we are leaving behind, therefore, has been one of partial adjustment, refinement and integration of the various entities that make up the Group. We have focused on creating strong, unique and recognisable identities, especially for the new entities that have recently joined the Group: Cantiere del Pardo and Oniwines.

Cantiere del Pardo, which was acquired in mid-2023, has big plans for growth and innovation: new products, new projects and new sites. This historic company consists of three brands: Pardo Yachts, Grand Soleil Yachts and Van Dutch, and has now consolidated its innovative, crafted, elegant and unique image in both the national and especially the international context. The aim is to deliver a unique, recognisable, innovative and cutting-edge product into the hands of its owners. Oniwines, a young entity officially born at the start of 2025 (but included for narrative coherence), acts as an umbrella for our five wine realities of excellence. These realities come into being and cooperate with the aim of pursuing winning synergies within the Group, putting themselves forward as reference points in the sector, as a symbol of the 'Italian Lifestyle' and of the highest quality. The goal for both Signorvino and Oniwines is to expand in both the domestic and international markets by exporting their craftsmanship, tailoring, modern vision and providing an unforgettable experience.

The guidelines that have always characterised the Group remain clear: verticalisation of the supply chain and product specialisation. The aim of each of our brands is to be chosen by the customer as the unmistakable voice of the Group, as it is ready to welcome and satisfy anyone who recognises themselves in the emotions and experiences offered, not only for the products in the catalogue. The

Group confirms its desire to motivate employees to make a difference by contributing to the creation of added value, with a view to constant improvement. The desire to build something lasting and long-term oriented, respecting the surrounding social and natural environment, and guaranteeing continuity in the quality with which we take care of our customers, who have always been at the centre of our universe, remains current. Although the family has grown, the desire to control most of the production chain directly, remains. This line of action is also shared by the brands that have only recently joined the Group. Indeed, getting into the heart of the production chain by implementing a vertical integration strategy allows us to more carefully and effectively control compliance with high quality standards both in terms of raw materials and product, and of the workers involved throughout the supply chain. Indeed, it is increasingly relevant (and required) for individual producers to act as guarantors of virtuous working conditions under the social and environmental sphere also of the main operators in their supply chain. This takes the form of compliance with (inter)national standards and regulations, which are slowly being built up due to the very complex global framework.

Again in the social context, we strive to constantly expand the services and experiences offered within our companies, in order to ensure the most welcoming, fair and stimulating company for all our employees. This is reflected in the expansion and improvement of the many services offered both at the central headquarters and at the various sites across the territory. The intention is, as far as individual realities and contexts allow, to create the best possible working environment. The Evolution project reconfirms its importance, enriched with many new and stimulating challenges, always with the aim of evolving the company towards greater social and environmental responsibility. Traceability, transparency and reduced

LETTER FROM THE CHAIRMAN



environmental impact are at the heart of projects in which the Group is investing time, resources and energy. This takes concrete form in the continuous efforts to improve efficiency and increase the use of renewable energy at all production sites (prioritising them as highest impact), as well as directing our energies towards reforestation and compensation projects and investing in activities and synergies in the area of research and development to promote closed-loop business models based on recycling and the reuse of resources. The project, also supported by European funds, of recycling tights, was therefore continued. And thus it is that this 2024 draws to a close with many new ideas to realise, lessons learnt and the desire to always ensure the best possible quality.

Sandro Veronesi
- Chairman of Oniverse

01

The Group

01.1

The Group in numbers

Verona, 1986

Sandro Veronesi founded the Group's first brand.

One year later, the Calzedonia Group was born, which has since grown, year after year, adding more brands and product categories and expanded commercially and productively in both a national and international context.

Verona, 2024

Oniverse (formerly the Calzedonia Group) is evolving as a Group with a wealth of synergies and diverse segments, a large family of 15 brands.

In addition to being a major player in the fashion retail segment thanks to its well-known and beloved historical brands, Oniverse has special features: verticalisation of the supply chain, segment differentiation and product specialisation.

In addition, it should be pointed out that today the Group also has a strong diversification component: it operates in the fashion (retail and prêt-à-porter), food & beverage and nautical sectors.

The clothing collections are offered worldwide exclusively in single-brand direct and franchised stores, branded Calzedonia, Intimissimi, Tezenis, Falconeri,

Intimissimi Uomo, Atelier Emé and Antonio Marras. As regards the other two sectors, Oniverse entered the nautical sector in 2023, thanks to the acquisition of the Cantiere del Pardo brand, and further extended its Food & Wine offering, thanks to the acquisition of five Italian wineries to join the Signorvino brand.

Oniverse wants to establish itself as a specialist in each of the products it offers, a value-for-money interlocutor, but also a major player in the luxury segment; it wants to evolve fearlessly, guaranteeing timeless beauty and quality.

¹Franchisee stores are included in this chapter to provide a complete overview of the Group. However, for these stores, this document provides no disclosure regarding environmental, social and staff-related topics and respect for human rights insofar as the Group does not control them directly.



01.1 The Group in numbers

3,5

Turnover 2024 in billions of €

13,5%

Growth on 2023 turnover

59

Countries in which we operate

5.732

Stores in the world

37

Production plants in the world

16

Logistic hubs in the world

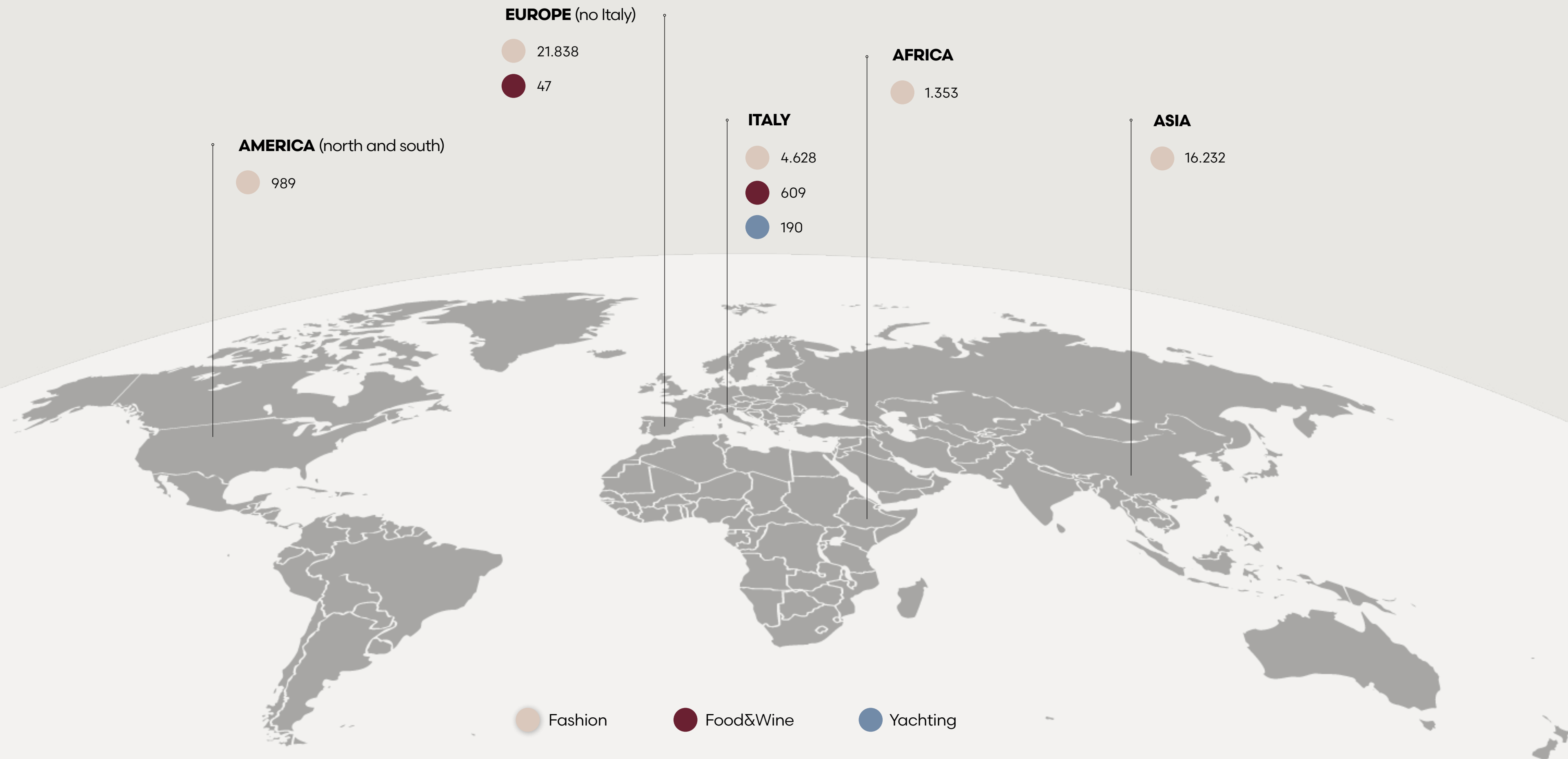
15

Group brands

77%

Clothing items produced internally

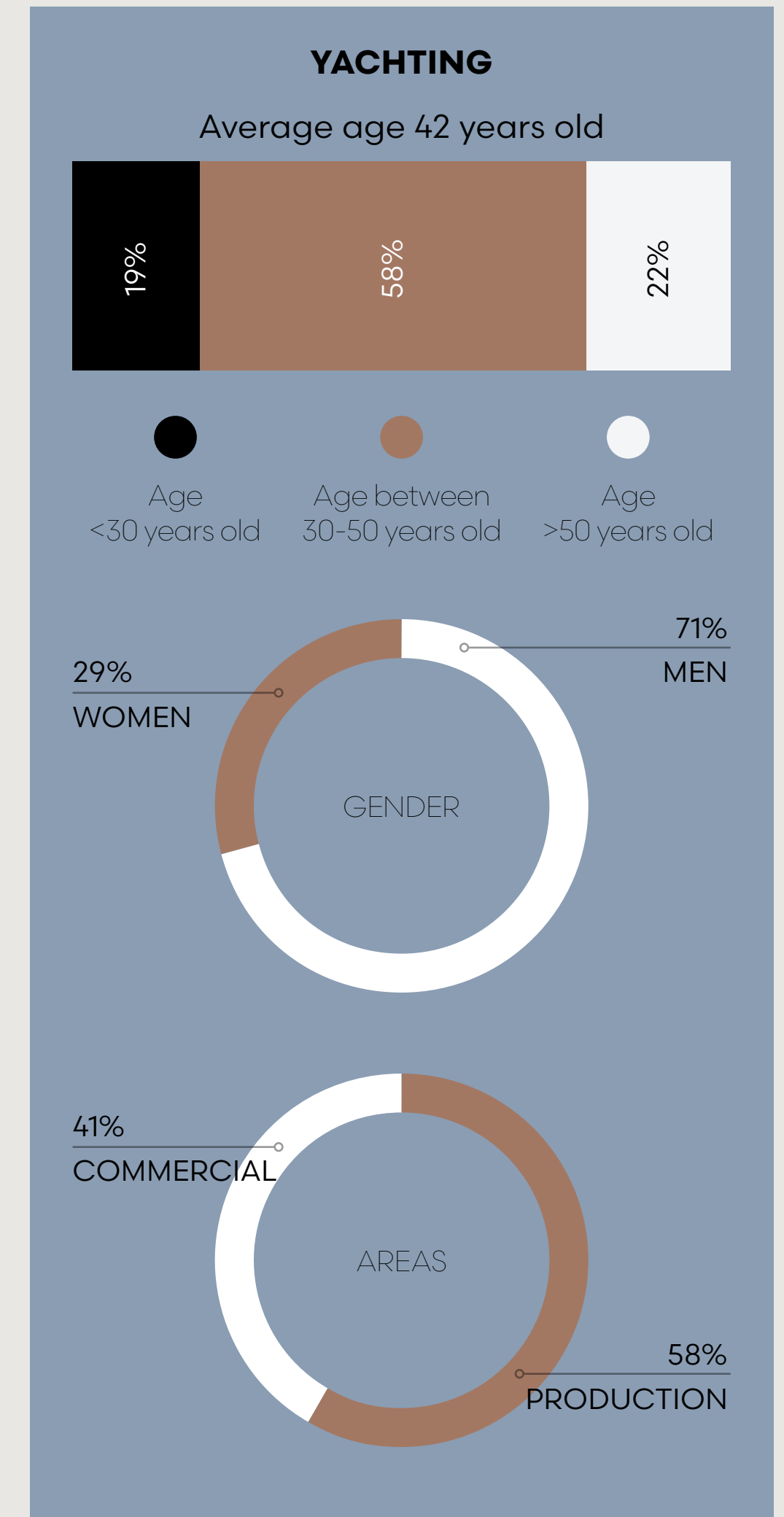
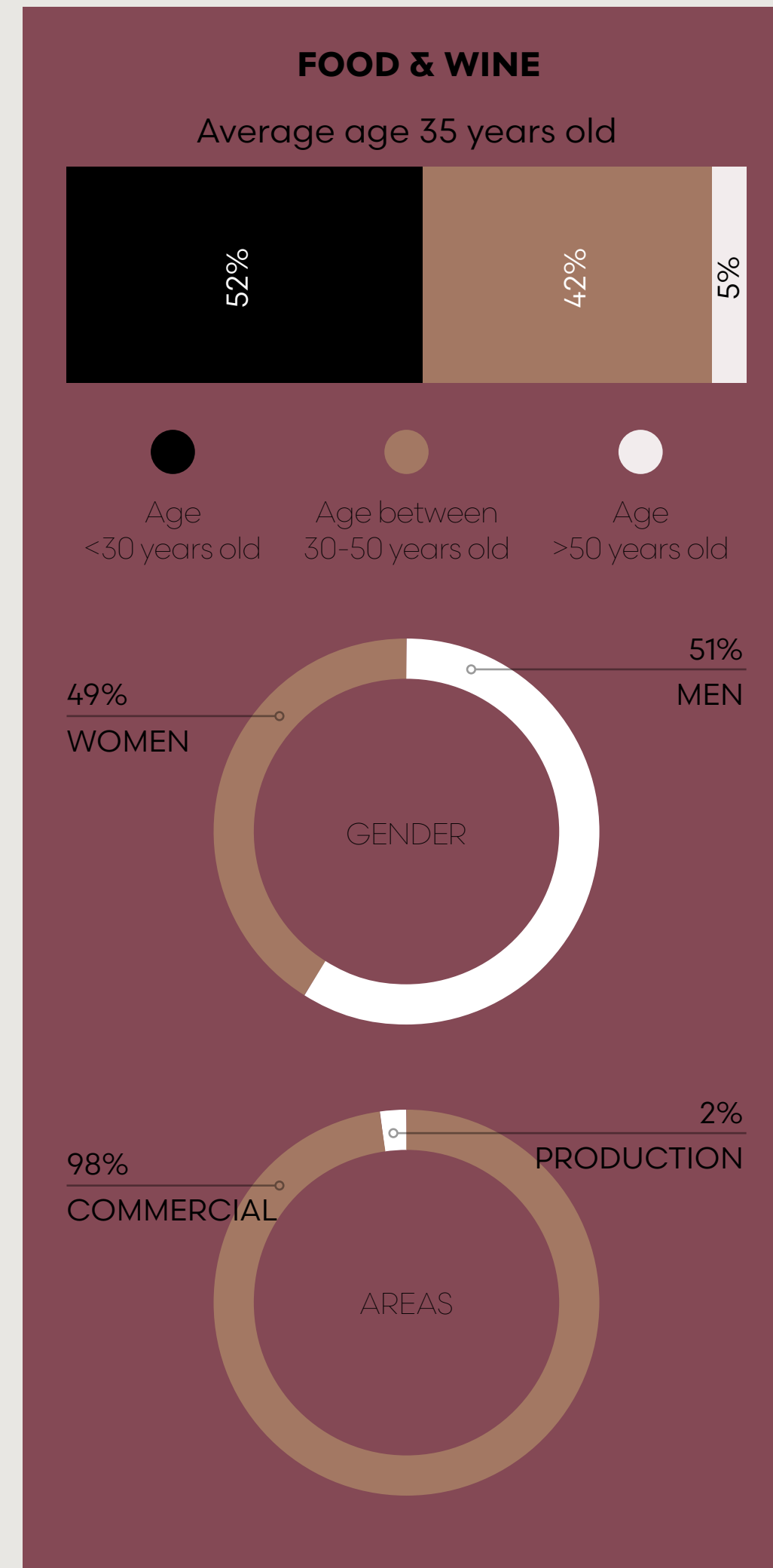
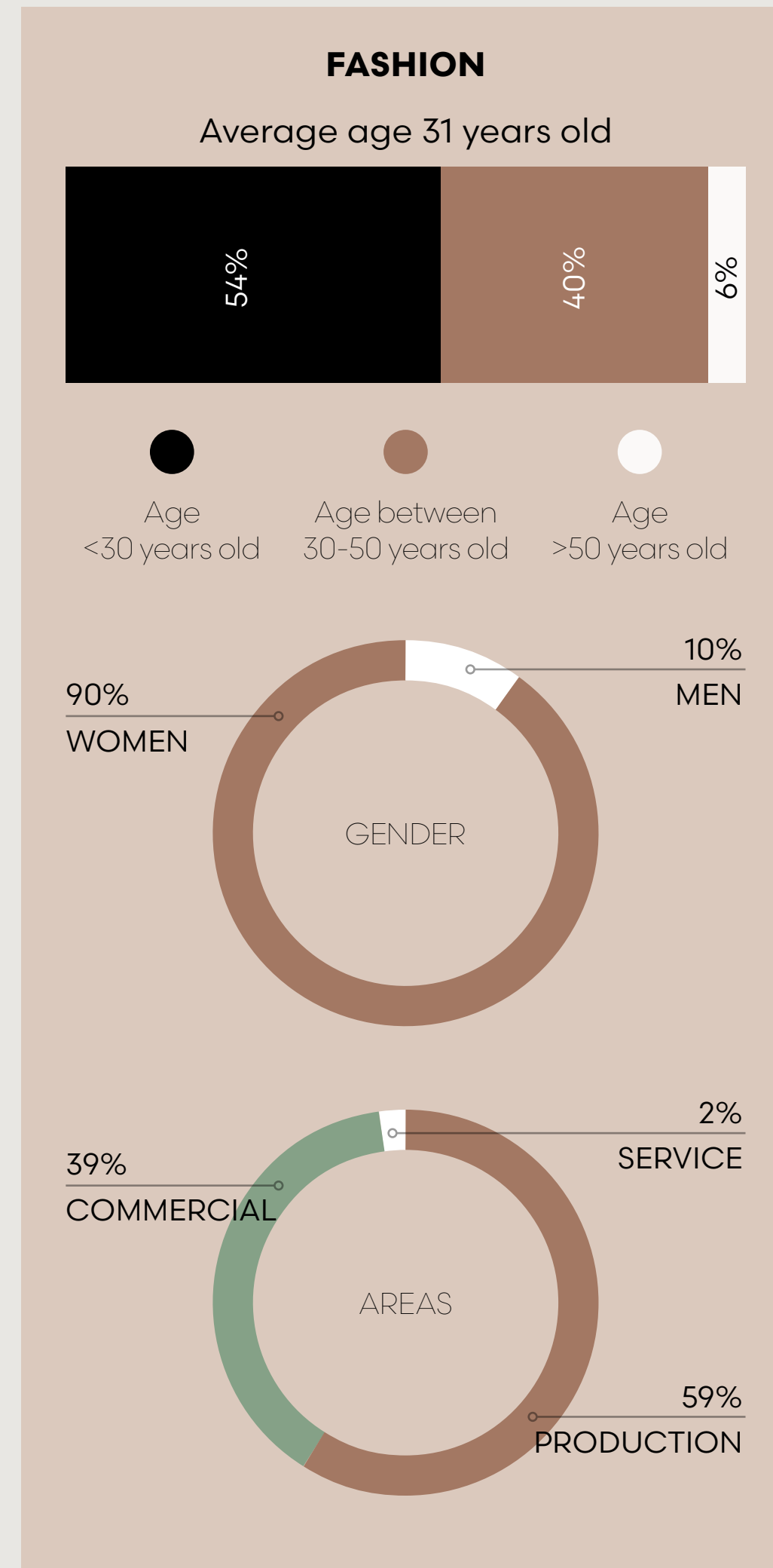
45,886 employees of 120 nationalities



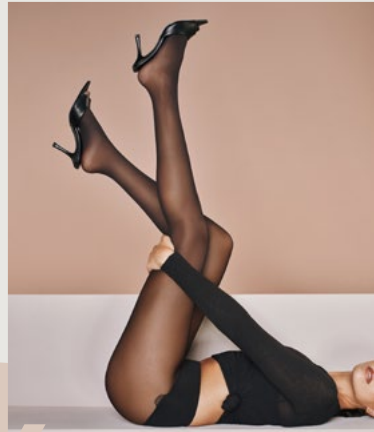
01.2 Group profile

Distribution by *area, age and gender*

01.2 Group profile



Fashion



INTIMISSIMI
Unmistakable Italian style

1996



FALCONERI
Cashmere of the highest quality

2009



ATELIER EMÉ
"Made in Italy" tailoring

2015



ANTONIO MARRAS
Sardinian roots

2022

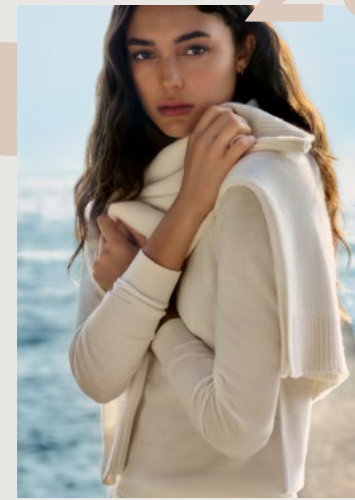
1986

CALZEDONIA
The Group's historic brand



2003

TEZENIS
Innovative and dynamic



2014

IUMAN INTIMISSIMI UOMO
Synonymous with style, quality and comfort



Food & Wine

SIGNORVINO
The Great Italian winery

2012



2015

TENIMENTI LEONE
Back to the origins



2022

PODERE GUARDIA GRANDE
The essence of Sardinia



2023

LA GIUVA
A new story in Valpolicella



VILLA BUCCI
Icon of the white wine

2024

01.3 Our brands

Yachting **2023**

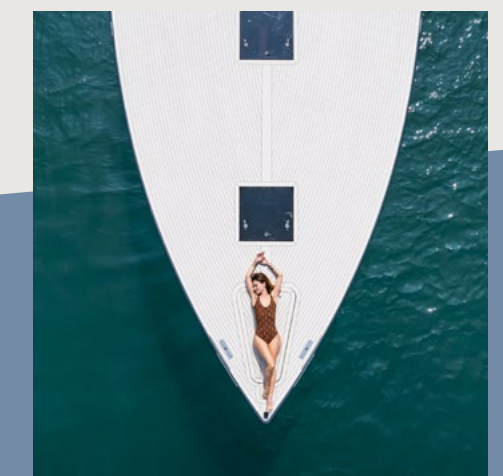
GRAND SOLEIL YACHTS
Sailing stories, pure performance



PARDO YACHTS
A different story

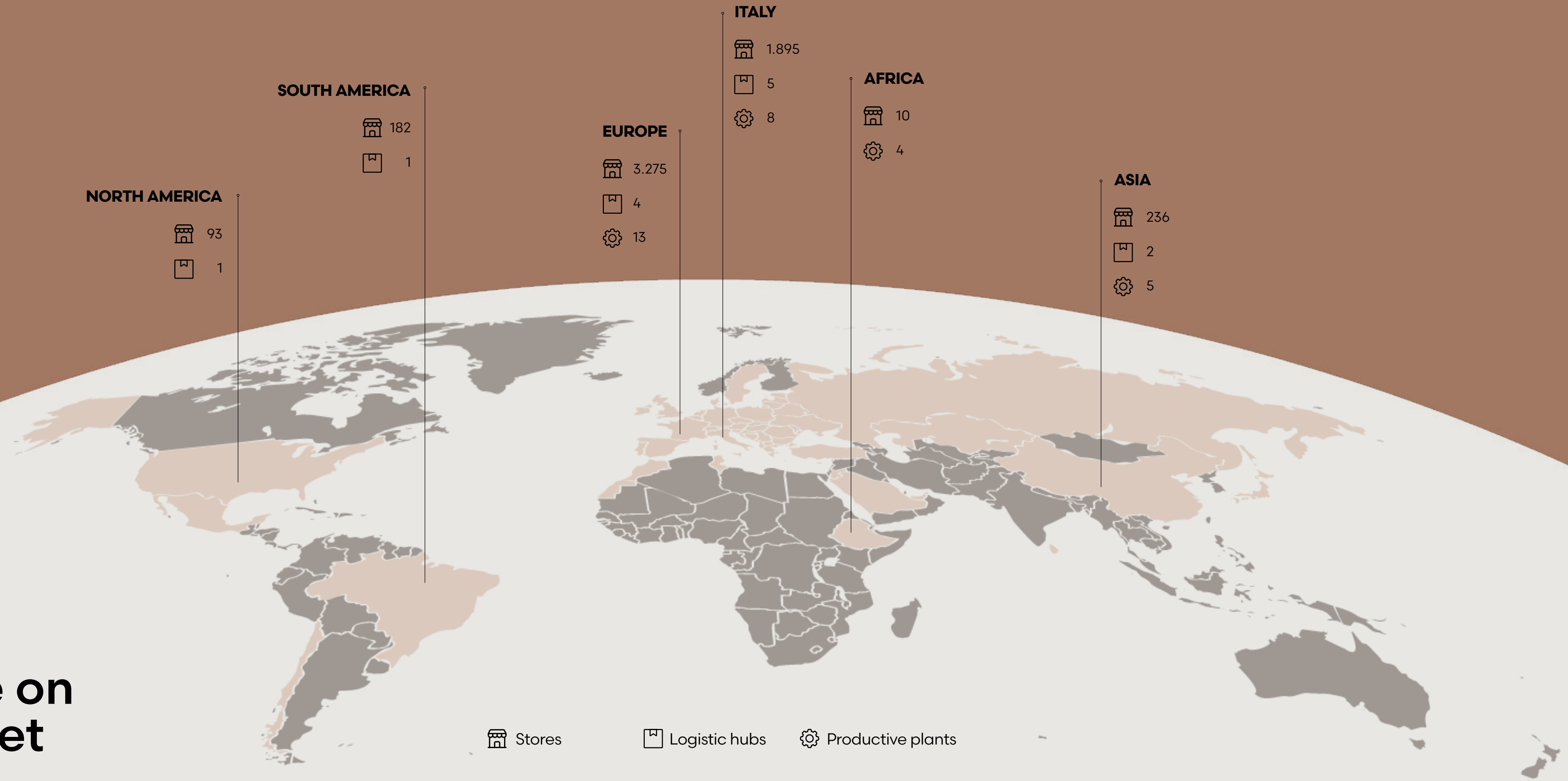


VANDUTCH YACHTS
Born to be bold



Sector: *Fashion*

01.4 Presence on the market





CALZEDONIA

The Group's historic brand

Since 1986, Calzedonia has successfully expressed the most innovative trends in each and every hosiery and beachwear collection, combining quality of manufacture with style and accessible prices. In its first 30 years of history, it has affirmed its DNA as a specialist within a complex and constantly evolving sector, intercepting the needs of the public and proposing an always original style in which the accessory is the undisputed protagonist.

calzedonia.com

57
COUNTRIES

2.233
STORES

565
STORES IN ITALY

40
ONLINE SHOPS

68%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases



intimissimi

Unmistakable Italian Style

Intimissimi has conquered the lingerie and underwear market thanks to its particular specialisation and unmistakable Italian style, very quickly becoming a source of inspiration and brand leader in the industry. In addition to its lingerie and underwear ranges, it also offers a large selection of knitwear and nightwear.

[intimissimi.com](https://www.intimissimi.com)

54
COUNTRIES

1.737
STORES

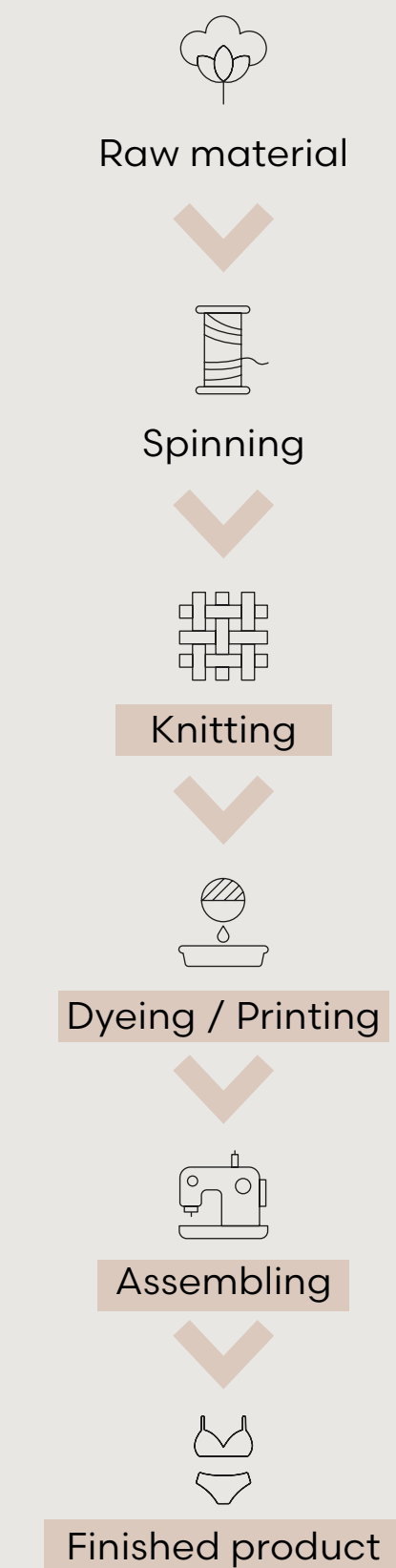
484
STORES IN ITALY

40
ONLINE SHOPS

97%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases





TEZENIS

Innovative and dynamic

Tezenis, the Group's innovative and dynamic brand, has been able to consolidate a functional and democratic product offer, consisting of fashionable garments capable of intercepting the changing tastes and styles of the broader public.

tezenis.com

39
COUNTRIES

909
STORES

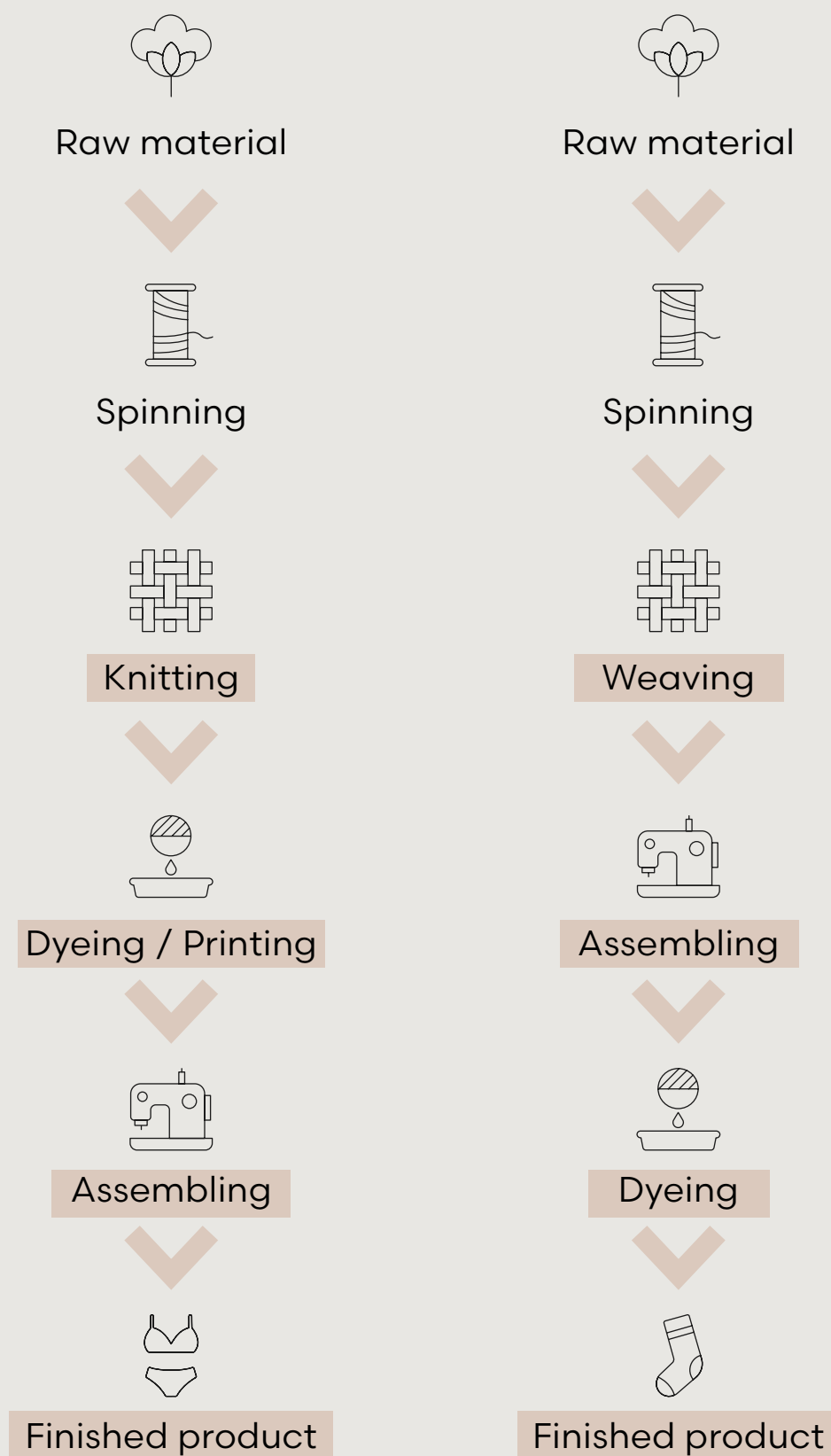
397
STORES IN ITALY

35
ONLINE SHOPS

71%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases



2003



FALCONERI

Cashmere of the highest quality

Specialised in the creation of extremely high quality pure cashmere items. From the pastures of Mongolia, Falconeri selects the very best raw materials, taking care of every detail, without intermediaries, in respect for the environment and people.

falconeri.com

22
COUNTRIES

206
STORES

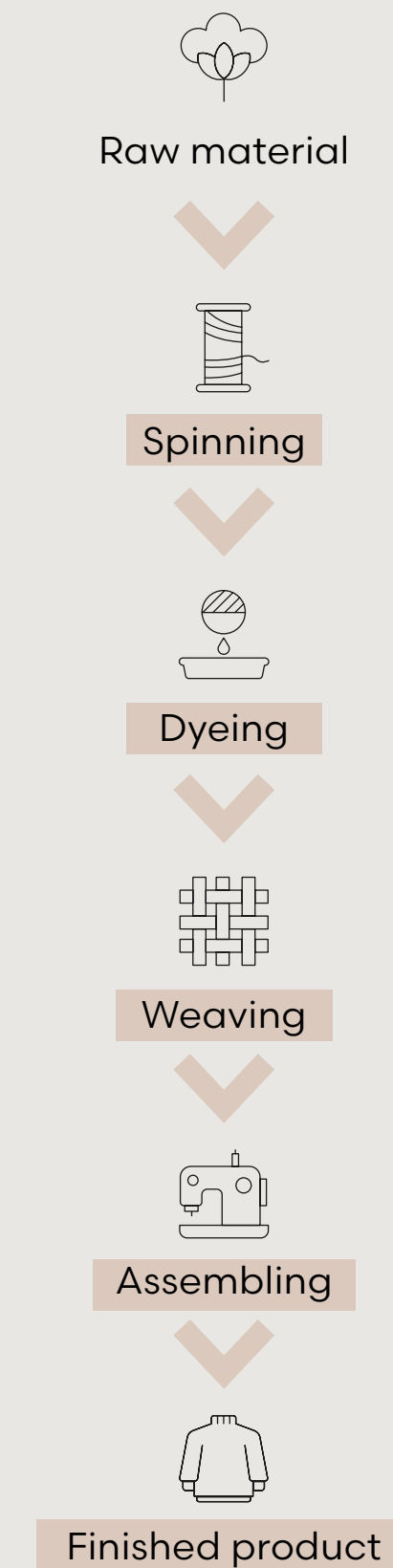
98
STORES IN ITALY

25
ONLINE SHOPS

77%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases



2009

IUMAN
intimissimi uomo

Synonym with style, quality and comfort

IUMAN Intimissimi Uomo is the brand of underwear, tops, t-shirts, pyjamas, easywear, socks and swimwear created exclusively for men to meet all their needs and characteristics. IUMAN Intimissimi Uomo is synonymous with style, quality and comfort: modern designs and premium fabrics characterise each collection. For men who care about their appearance, and appreciate quality and the details that make the difference.

intimissimi.com/uomo

23
COUNTRIES

466
STORES

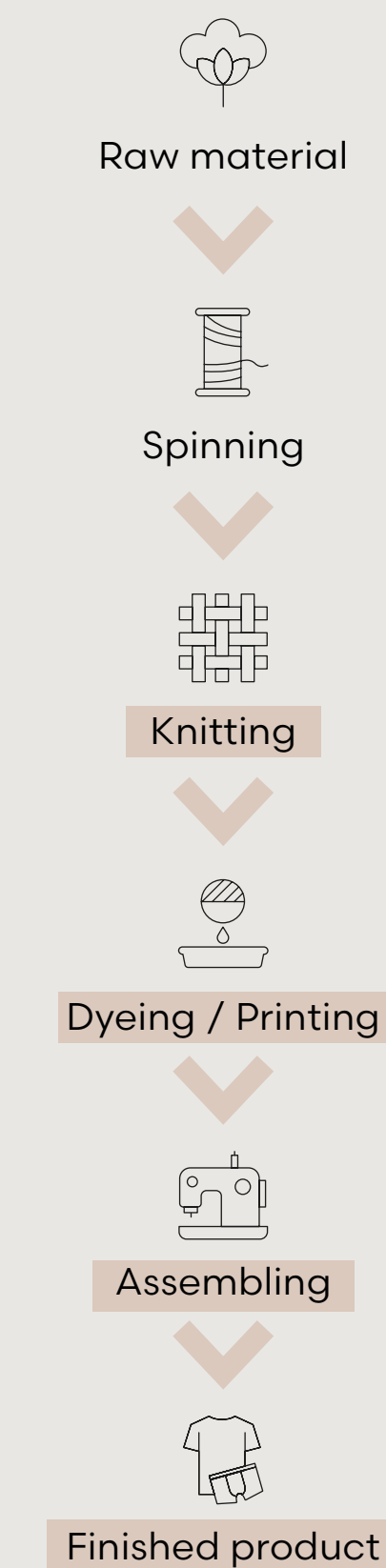
242
STORES IN ITALY

38
ONLINE SHOPS

84%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases



2014



ATELIER
EMÉ

"Made in Italy" tailoring

The long tailoring tradition combines with technological innovation in the creation of high quality, stylish clothing. The brand uses fine fabrics and is recognised for its "Made in Italy" tailoring. Each dress is designed with the greatest care and attention to the smallest details, to make brides dream on their most important day.

atelier-eme.com

1
COUNTRY

55
ATELIERS

4
OUTLETS

5
ONLINE SHOPS

98%
ITEMS OF CLOTHING
PRODUCED INTERNALLY

PRODUCTION CHAINS

Internally managed phases



2015



antonio marras

Sardinian roots

Antonio Marras remains a real one-of-a-kind, fostering dialogue between Haute Couture and Ready-to-Wear. Since its very beginnings, the brand has always been recognised for its ability to narrate the different realities surrounding it by creating blends of art, music, dance, theatre and cinema. Strongly attached to Sardinia, his homeland, Antonio Marras makes it his unquenchable source of inspiration.

antoniomarras.com

8

STORES

5

ONLINE SHOPS

2

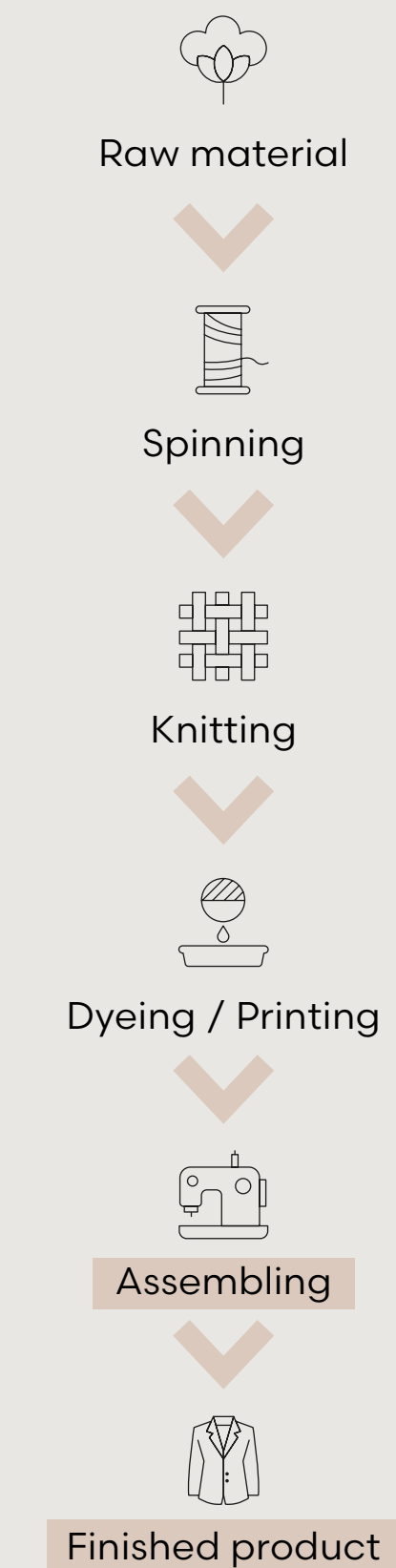
FASHION SHOWS PER YEAR

100+

REALISED COLLECTIONS

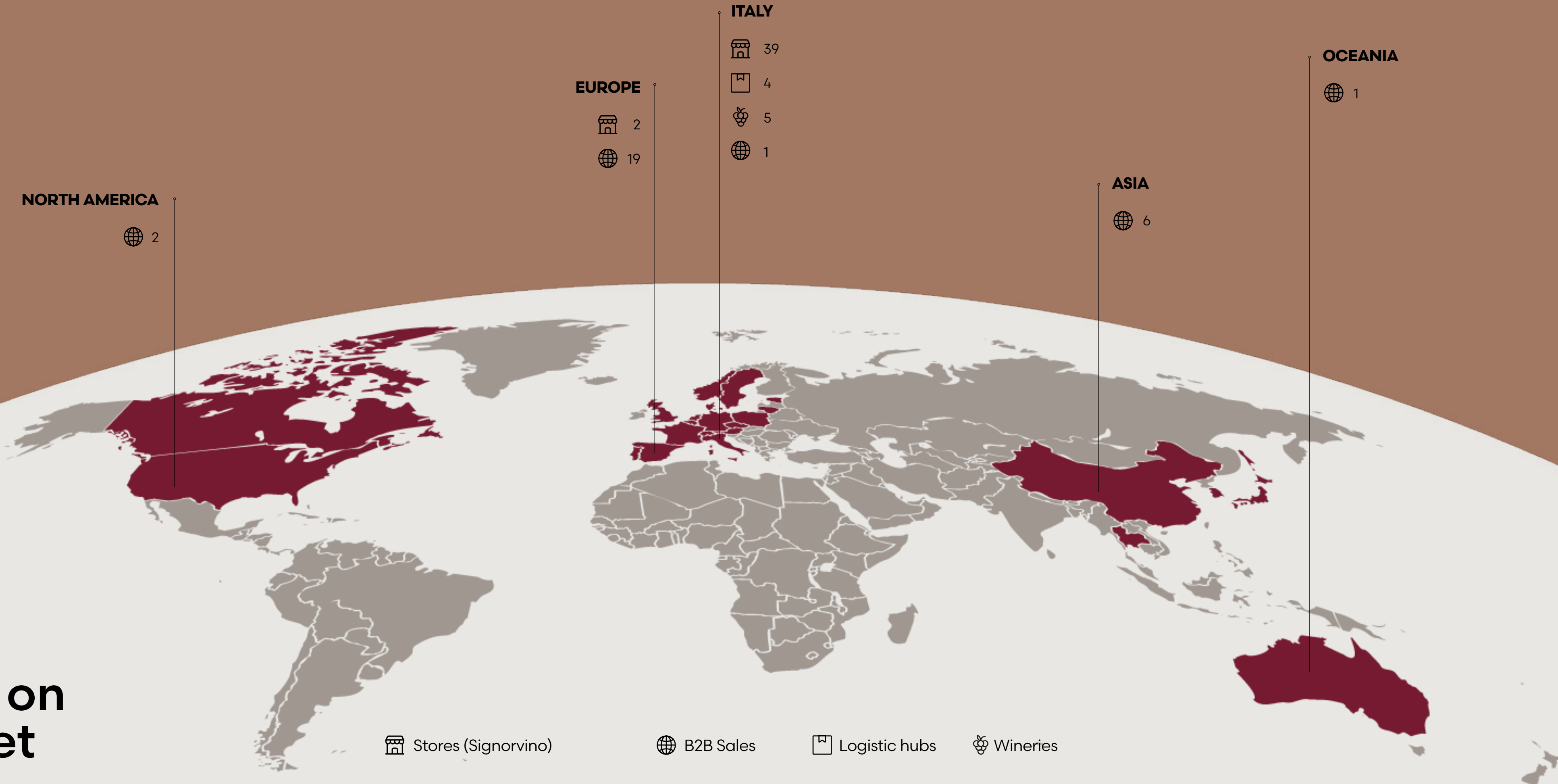
PRODUCTION CHAINS

Internally managed phases



Sector: *Food & Wine*

01.4 Presence on the market



SIGNORVINO

The Great Italian winery

A unique and courageous project: discovering, knowing and sharing good wine. Thousands of labels from the best winemakers and the excellence of the artisans of taste. Maximum quality and convenience to enjoy at home or to enjoy in simplicity with our meals. We will never tire of exploring and developing the Great Italian wine cellar, where everyone feels welcome.

signorvino.com

3
COUNTRIES

41
STORES

39
STORES IN ITALY

1
ONLINE SHOP

2.000+
LABELS



2012



TENIMENTI LEONE

Back to the origins

An area with a vocation for wine production accompanied by a great desire to optimise the land: this is how Tenimenti Leone was born. The desire to return to the origins and rediscover a more authentic world has led us to take on a great challenge: to enhance a little-known territory by expressing its great potential. We are on the outskirts of Rome, in the Colli Albani area, surrounded by 72 hectares of nature. We produce honest wines that accompany you in the discovery of a true world, linked to the most authentic values.

tenimentileone.it

8

LABELS

155.000

TOTAL GRAPES

37

ACRES OF WINEGRAPE AREA

PRODUCTION CHAINS

All stages of the production chain are managed internally.



Cultivation



Harvest



Pressing



Fermentation



Ageing



Bottling

2015



The essence of Sardinia

We produce wine on one of the rare promontories from which you can enjoy the exciting view of Capo Caccia, Porto Conte and the coastline of Alghero in Sardinia. At Podere Guardia Grande, it is as if the grapes, driven by an alchemical and mysterious energy, respond to the call of the beauty that surrounds them, transforming themselves into quality wine. We work our vineyards respecting the generous land. In the vineyard, attention, care and the ability to recognise beauty and maintain it are elements of extensive quality.

podereguardiagrande.it

4

LABELS

84.000

TOTAL GRAPES

18

ACRES OF WINEGRAPE AREA

PRODUCTION CHAINS

All stages of the production chain are managed internally.



Cultivation



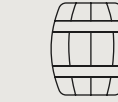
Harvest



Pressing



Fermentation



Ageing



Bottling

2022

La Giuva

A new story in Valpolicella

A reality created to enhance an ancient territory, made up of indigenous wines that tell a new story. We are located in the hills north of Verona, in the upper Squaranto Valley, specifically in Trezzolano. The production choice of La Giuva, focuses on indigenous Valpolicella grapes. The upper Squaranto Valley differs from the rest of the valley due to the soil conformation, which here is more calcareous and characterised by slopes and constant winds that favour the development of aromatic precursors during ripening, giving rise to very expressive wines.

lagiuva.it

6

LABELS

88.400

TOTAL GRAPES

17

ACRES OF WINEGRAPE AREA

PRODUCTION CHAINS

All stages of the production chain are managed internally.



Cultivation



Harvest



Pressing



Fermentation



Ageing



Bottling

2023



VILLA BUCCI

Icon of the white wine

The area of the castles of Jesi is a series of amphitheatres overlooking the sea on gently sloping hills. The ancient white Verdicchio variety has found an ideal environment for evolution here. Villa Bucci represents a true pillar in the history of these grapes, rich, austere and long-lived: the company, in fact, has contributed significantly to the evolution of Verdicchio, granting an indigenous grape variety from an almost unknown area its fame as an icon of white wine in Italy and the world.

villabucci.it

4

LABELS

83.130

TOTAL GRAPES

36,7

ACRES OF WINEGRAPE AREA

PRODUCTION CHAINS

All stages of the production chain are managed internally.



Cultivation



Harvest



Pressing



Fermentation

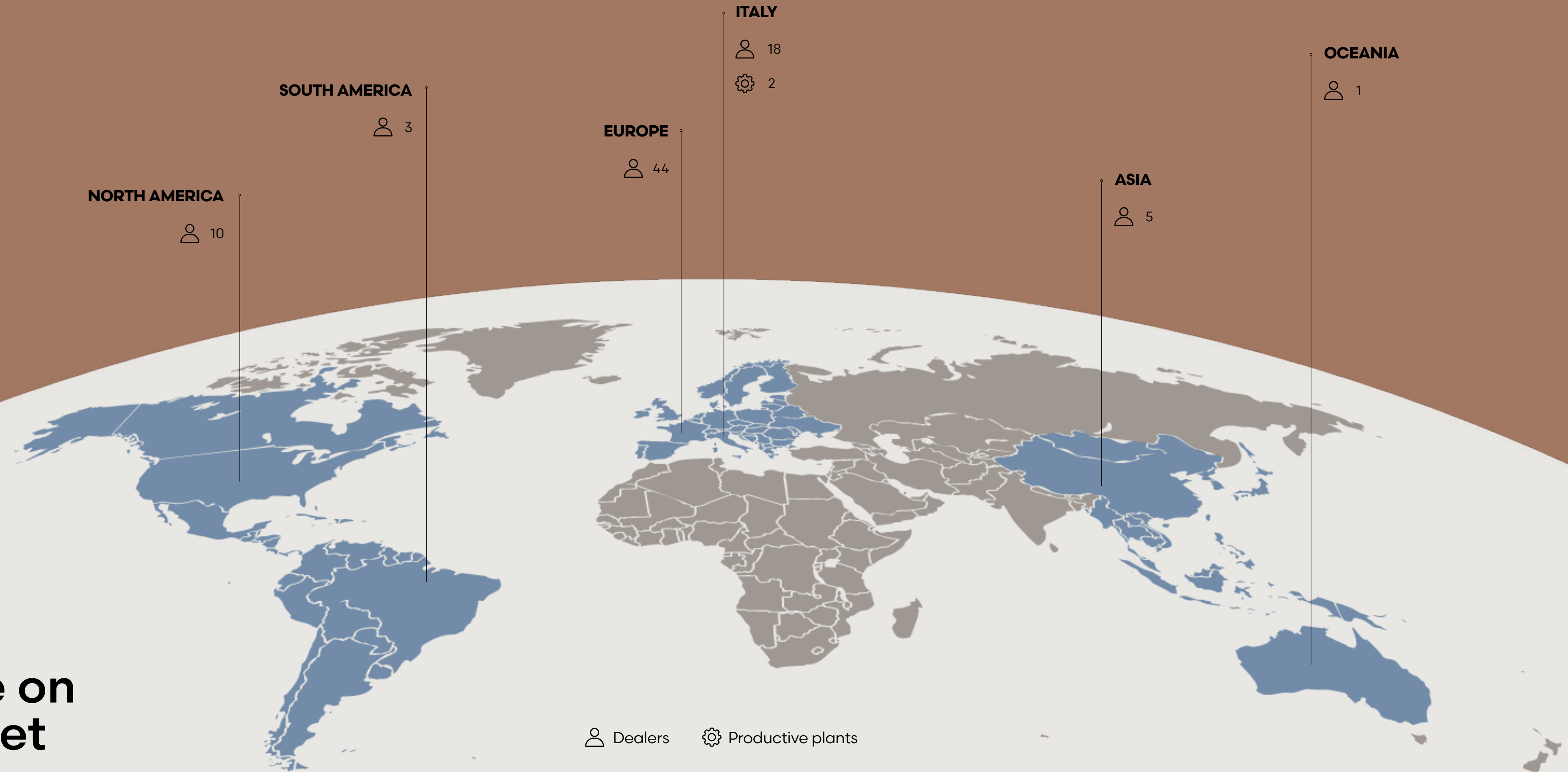


Ageing



Bottling

Sector: *Yachting*



01.4 Presence on the market

GRAND SOLEIL
YACHTS

Sailing stories, pure performance

Every Grand Soleil contains the very best of Cantiere del Pardo's quality and tradition. Skills and knowledge handed down from generation to generation, a true sense of trade and craftsmanship to produce sailing boats with a highly recognisable 'Made in Italy' design. Stylish, safe and fast yachts entrusted to a network of partners that can guarantee worldwide support and service. Built with innovative technologies and high-quality materials, Grand Soleil yachts guarantee performance for racing, autonomous long-distance sailing and a high level of sustainable consciousness.

[grandsoleil.net](https://www.grandsoleil.net)

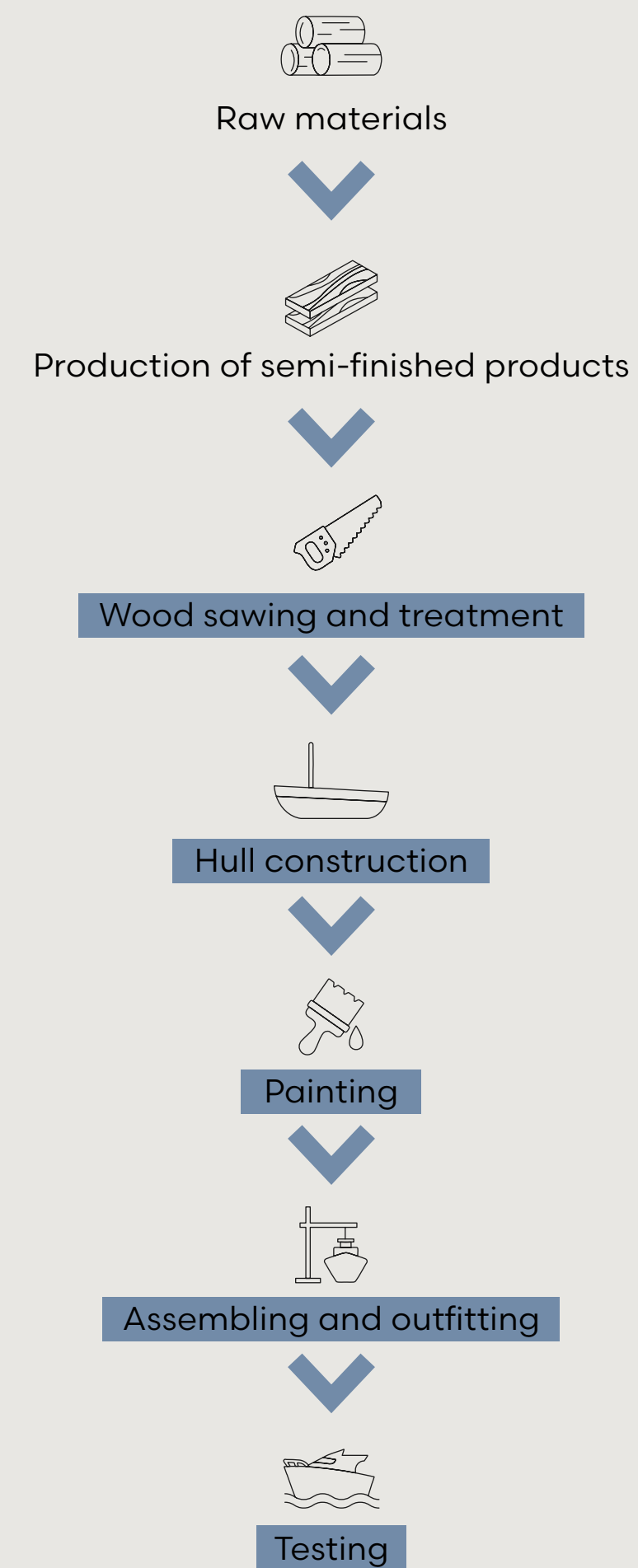
50+
YEARS OF HISTORY

15
MODELS

32
DEALERS AROUND THE WORLD

PRODUCTION CHAINS

Internally managed phases



2022

PARDO
YACHTS

A different story

Elegance, spaciousness and high performance are the hallmarks of Pardo yachts, ensuring that everyone on board feels completely at one with the water. The services and support offered in the most exclusive locations give owners complete peace of mind when handling their boats. Cantiere del Pardo's innovative experience, consolidated over more than 50 years, is the secret behind the production of increasingly environmentally friendly yachts.

pardoyachts.com

3

RANGES: WALKAROUND,
GT, ENDURANCE

9

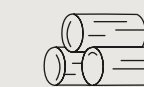
MODELS

35

DEALERS AROUND THE WORLD

PRODUCTION CHAINS

Internally managed phases



Raw materials



Production of semi-finished products



Wood sawing and treatment



Hull construction



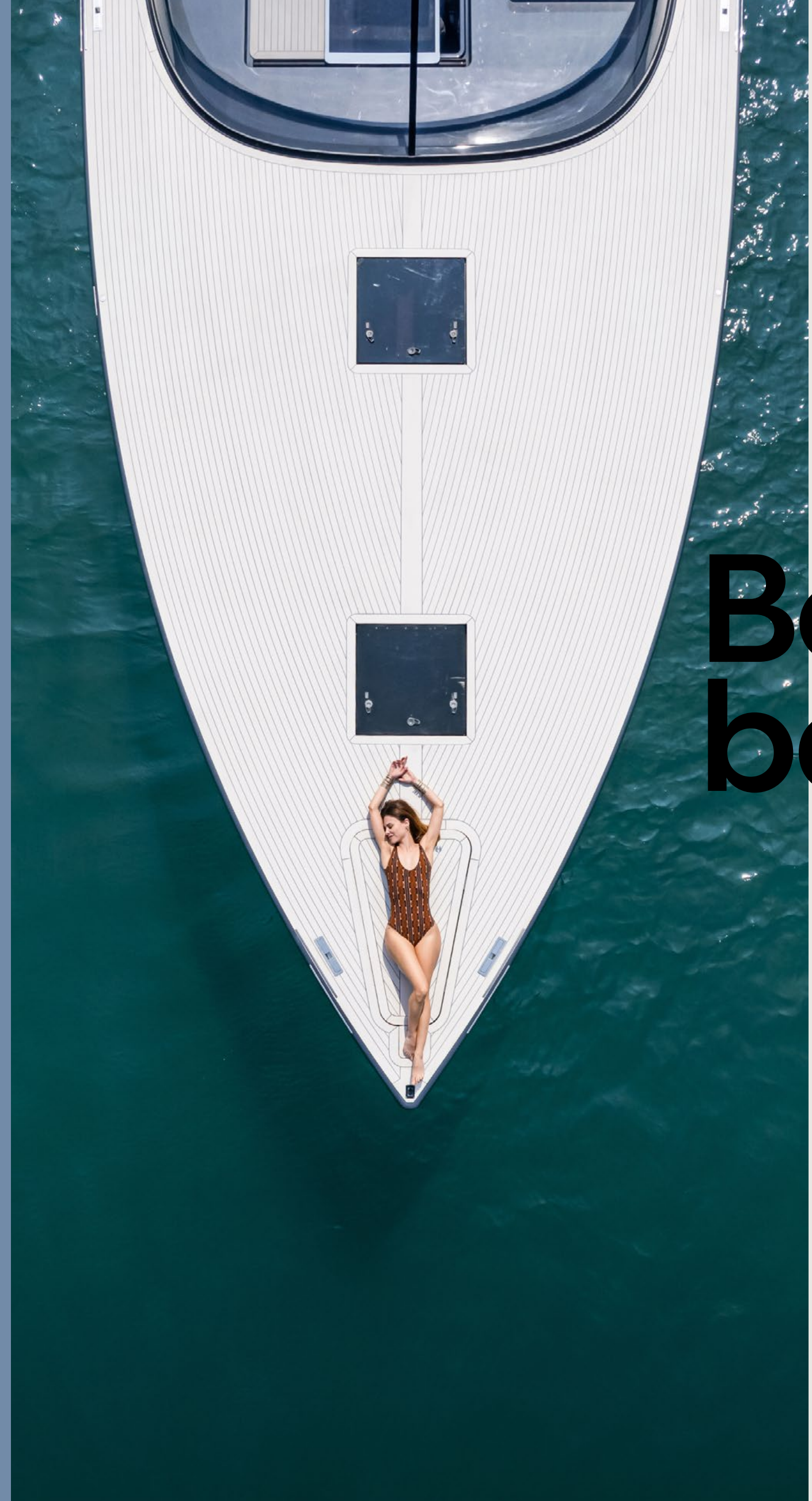
Painting



Assembling and outfitting



Testing



VanDutch
YACHTS

Born to be bold

Lifestyle, design and performance are the characteristics that have always characterised VanDutch, now enhanced by the 'Made in Italy' experience. In 2020 VanDutch joined the Cantiere del Pardo family, the renowned Italian-based shipyard with almost fifty years of experience in building quality yachts. It is time to sail luxuriously, from now on with a touch of Italian style and craftsmanship.

vandutch.com

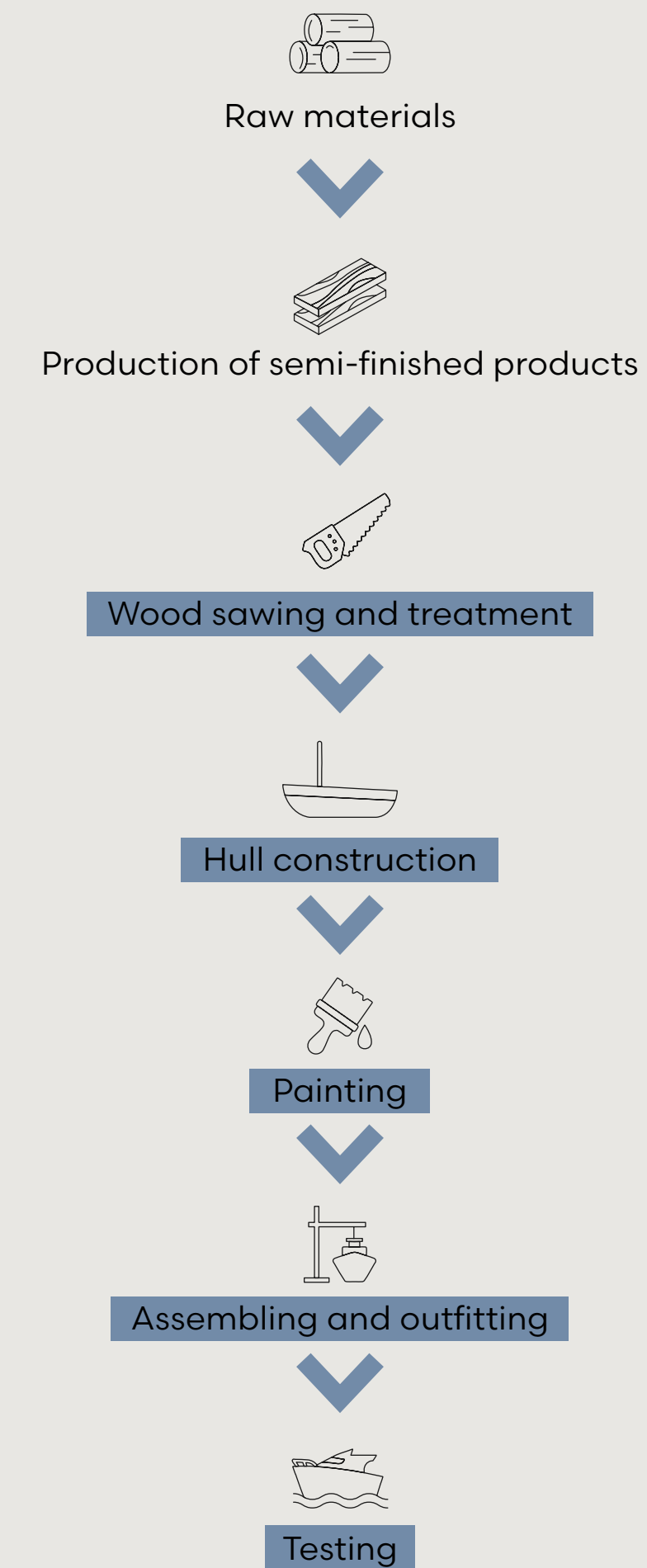
2008
YEAR OF BIRTH

5
MODELS

5
VANDUTCH CENTRES

PRODUCTION CHAINS

Internally managed phases



2022

01.5 Business strategy

For over 25 years, Oniverse (formerly Calzedonia Group) has been a vertically integrated group. This strategic organizational choice means that the company oversees all stages of the supply chain—from design and production to the final sale to consumers. This allows not only for greater control and streamlining of the distribution chain, resulting in a lower final price, but also for the delivery of a specialized retail experience with a clear brand image, well-defined product categories, and excellent value for money. Direct distribution through single-brand stores has been a hallmark of Oniverse’s business model since the very beginning. From a production standpoint, the Group relies on cutting-edge facilities in terms of both technology and expertise, which enables cost savings while continuing to offer high-quality and consistent products in its stores.

Moreover, Oniverse is fully aware that owning and managing its factories represents both a significant opportunity and a serious responsibility. A responsibility, because the direct administration of production facilities requires substantial and ongoing investment, along with considerable organizational effort: managing working conditions, services provided to employees and collaborators, compliance with environmental regulations, energysourcemanagement, and responsible use of raw materials.

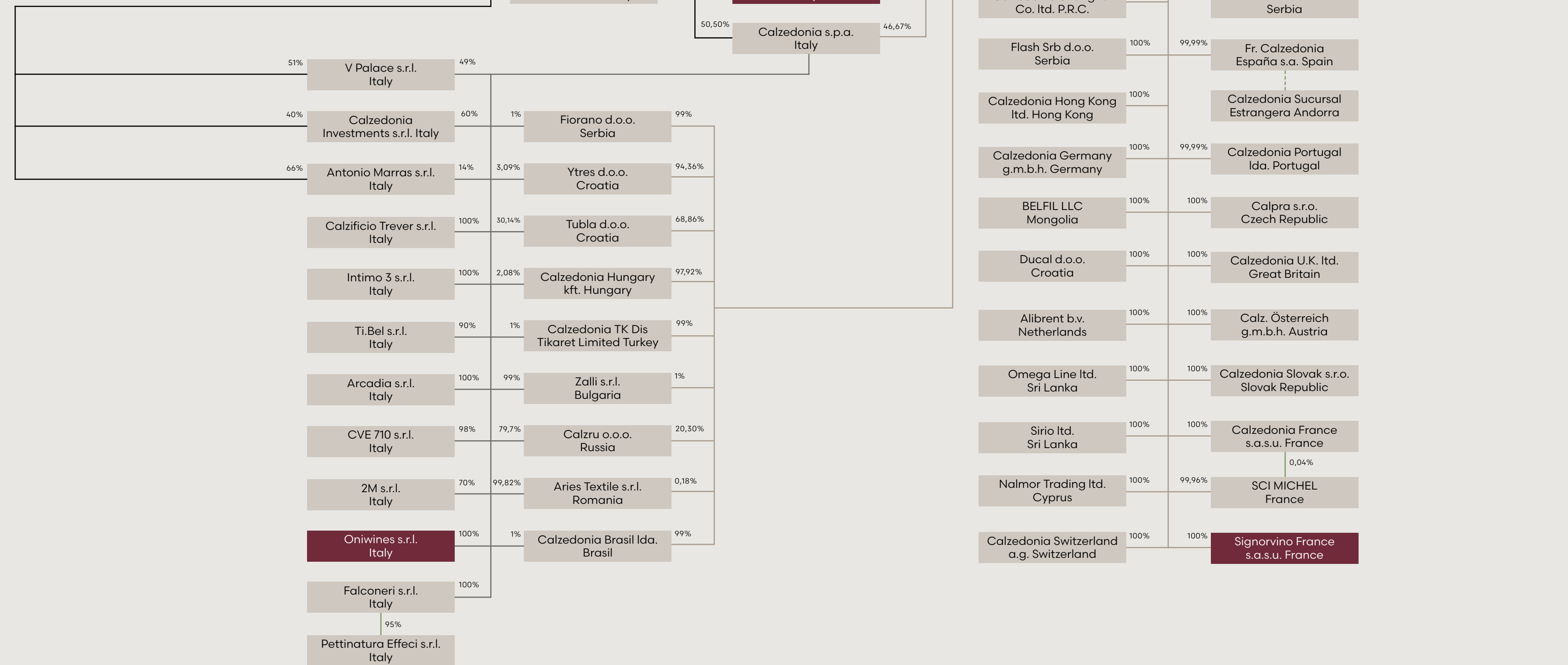
An opportunity, because owning the production plants enables coordinated management of manufacturing alongside other stages of the supply

chain, total dedication to the Group’s needs, and a deeper understanding of the social fabric in which the companies operate—as well as its potential challenges.

Corporate Governance

The Group is headed by Sandro Veronesi, the Group’s founder and Chairman, flanked by his family. None of the companies are currently listed on a regulated market.

Oniverse is organised as follows:



Oniverse Holding SpA manages and coordinates the Group companies, to which it provides various services. Amongst others, it controls Calzedonia Finanziaria s.a., a company incorporated under the laws of Luxembourg, which in turn controls and coordinates most of the equity investments held in non-Italian companies. The controlling shareholder of Oniverse Holding SpA is the single-member company De la Costa S.r.l. owned by Sandro Veronesi, the Group's founder and Chairman.

In terms of governance, Oniverse Holding SpA has adopted a traditional system, comprising the following corporate bodies: the Shareholders' Meeting, the Board of Directors, the Board of Auditors and the Supervisory Body.

The **Shareholders' Meeting** resolves on the matters submitted to it by the Law or the Articles of Association.

The **Board of Directors** has full powers for the ordinary and extraordinary management of the company, with the faculty to resolve on all deeds considered appropriate to achieve the corporate object, with the exclusion of those assigned to the Shareholders' Meeting, by the Law and Articles of Association. The Board of Directors of Oniverse Holding SpA currently in office consists of the following directors: Sandro Veronesi - Chairman, Marco Carletto - Chief Executive Officer, Marcello Veronesi - Director, Matteo Veronesi - Director, Federico Veronesi - Director.

The **Board of Auditors** has the legal task of monitoring compliance with the Law and Articles of Association, standards of correct administration and the adequacy of the Company's organisational structure. Currently, the Board numbers three auditors: Marco Bronzato - Chairman, Alessandro Lai and Gianluca Cristofori -

Regular Auditors.

The **Supervisory Body** has the task of monitoring application of the control protocols envisaged by the Organisation, Management and Control Model pursuant to Italian Legislative Decree no. 231/2001. It is appointed by the Board of Directors and has operating autonomy in terms of controls and initiatives. Currently, the SB numbers two members external to the Group and one internal member: Riccardo Borsari - independent director and Chairman, Alessandra Cerreta - independent director and Rita Civarelli, internal director, member of the Oniverse Legal Office. Finally, the annual Financial Statements are audited by an independent auditing firm appointed by the Shareholders' Meeting. The currently appointed auditing firm is EY SpA.

Internal Control and Risk Management System

The Oniverse risk management model considers the main risks that may lead to failure to achieve the strategic objectives and prejudice the value of the corporate brands and provides the tools necessary to create a mitigation strategy. In addition, the directors themselves periodically assess the adequacy of the system's governance structure through an analysis of the internal and external context of the Group.

In particular, the Internal Control and Risk Management System makes it possible to identify, measure, manage and monitor the main risks with the appropriate tools; it guarantees the continuity of business activities and the efficiency of corporate processes; it safeguards the

company's assets; and lastly, it ensures the reliability, accuracy and timeliness of financial reporting, compliance with laws and regulations, the Articles of Association and internal procedures.

In addition, in order to ensure the control and monitoring of intra-company behaviour, and thanks to the involvement of the players of the Control System², the Risk, Security and Compliance department's offices prepare detailed reports on risks - operational, injury, environmental, insurance, privacy and IT - useful for identifying areas for improvement and related actions.

Under the scope of the adjustments required to comply with specific regulations (e.g. Italian Legislative Decree 231/01), the Group has identified a number of non-financial (environmental, social and governance) risks, including:

- Risks inherent in corruption and bribery;
- Environmental risks, e.g. concerning waste;
- Health and safety risks;
- Risks related to respect for human rights and diversity.

On a voluntary basis, however, in 2024 the sustainability department conducted an in-depth analysis of the risks affecting the Group's supply chain; and implemented a monitoring mechanism to mitigate any negative impacts generated by suppliers.

For more details on the management of these topics, refer to the following chapters. On the other hand, with regard to Oniverse's financial risks, please refer to the Report on Operations in the 2024 Consolidated Financial Statements.

²In particular, the Board of Auditors, Independent Auditors, members of the Board of Directors with delegated powers and specific competences, and the Supervisory Body pursuant to Legislative Decree no. 231/2001 for companies with Organisational Models 231.

01.6

Economic performance: creation of value for stakeholders

The economic value generated and distributed represents the capacity of the organisation to create wealth and divide it up amongst its stakeholders. In 2024, Oniverse generated economic value of 3,572,028 thousand euros. The economic value distributed by the Group came to 2,931,995 thousand euros. Around 82% of the economic value produced by the Group was distributed to internal and external stakeholders. For more information about the Group's economic performance and its statement of financial position, please refer to the 2024 Consolidated Financial Statements and Report on Operations.

ECONOMIC VALUE GENERATED BY THE GROUP	3,572,028,238
Revenue	3,527,245,141
Other income	52,464,119
Net financial income	17,582,246
Financial asset write-backs	7,005,480
Impairment of receivables	-3,096,988
Exchange differences	-16,154,889
Income/expenses from the sale of tangible and intangible assets	-2,544,886
Value adjustments of tangible and intangible assets	-10,471,985
ECONOMIC VALUE DISTRIBUTED BY THE GROUP	-2,931,995,517
Operating costs	-1,982,749,291
Remuneration of employees and collaborators	-766,451,277
Remuneration of lenders	-87,378,319
Remuneration of investors	-
External donations	-2,913,275
ECONOMIC VALUE WITHHELD BY THE GROUP	640,032,721
Amortisation/Depreciation	-481,927,001
Prepaid and deferred tax	-6,530,661
Allocations	-9,783,447
Other reserves	-141,791,612

02

The Evolution Project



The Group seeks to establish lasting and constructive partnerships by actively engaging with others who share the need to change and act differently from what has been done in the past. One example is joining the Fashion Pact in 2019 to try to actively contribute to the causes promoted by the coalition.

02.1

Why was Evolution born?

The commitment made by the Group to sustainability topics is the result of a path that has been pursued since the company was first established. Attention to all people (employees, customers and suppliers) and the environment is an inescapable part of the Group's DNA. In the long-term, the interests coincide. The Evolution project was created with the aim of giving organicity, visibility and continuity to the goals in the area of Sustainability, translating them into continuous improvement, evolution and growth always respecting the Group's founding values. Some of the projects into which Oniverse has chosen to invest energy, time and economic resources include:

- The installation of new and state-of-the-art facilities, especially in terms of energy-saving, self-generation of renewable energy and the gradual reduction in the release (with the ultimate aim of eliminating all release) of pollutants into nature, in all countries where we work;
- Financing the San Zeno Foundation, which supports training, job creation and community development projects around the world;
- The focus on local communities through donations and support of projects with high social value;
- Creating and improving tools to be more transparent and accountable through supply chain tracking for better collaboration with suppliers and better dialogue with customers;
- A commitment to quantifying our social and

environmental impacts with a view to continuous improvement.

02.2

Group values

VISION — The capacity to interpret future challenges, including and considering how the evolution of the work of their department will impact corporate dynamics.

PASSION — Enthusiasm, participation and involvement in the activities required of the role.

PRAGMATISM — Propensity to carry out daily work with a practical and problem-solving-oriented approach.

COLLABORATION — Aptitude to work together proactively and calmly with one's own team as well as with other areas of the company in order to pursue the Group's objectives.

FOCUS ON RESULTS — Willingness to achieve individual and team goals through realising one's own potential and enhancing that of colleagues.

Oniverse's Values represent the very essence, identity and modus operandi that we seek to promote and transmit to all the people who work for and with the Group.

02.3

Ethics and integrity in business management

The values promoted by the Group are set out in the Code of Ethics and guarantee that all corporate business is conducted in compliance with laws, integrity, honesty and correctness of business management; indeed, these are essential conditions for the creation of long-term value. The Code of Ethics, updated in the course of 2024 represents the main ethical compass on how to do business for all Group companies and constitutes the assumption of guarantees and responsibilities in regard to consumers and the market, along with the rules of conduct that are binding on all Company bodies, employees/collaborators, suppliers and business partners and, more generally, on all Group stakeholders. Alongside the Code of Ethics, there is the Supplier Code of Conduct, which sets out the principles and provisions required of its suppliers in order to establish a fruitful collaboration. This document demands that all suppliers' employees shall enjoy fair, equitable, favourable and non-discriminatory working conditions. Both of these documents must be viewed and accepted (information contained in the concluded supply contracts) in order to obtain authorisation in the supplier portal used by the parent company. The two documents are available to employees and everyone in their own language on [the Group's website](#). The Group's Code of Ethics is inspired by the following principles and is disseminated both internally and

externally:

- Best practices and main legislation;
- National and international rules, regulations and guidelines such as the United Nations Universal Declaration of Human Rights, the European Union Charter of Fundamental Rights, the International Labour Organisation (ILO) Declaration on Fundamental Principles and Rights at Work, the Ten Principles of the United Nations Global Compact and the Organisation for Economic Cooperation and Development (OECD) Guidelines for Multinational Enterprises;
- 17 United Nations Sustainable Development Goals.

The Code of Ethics is disseminated both within and outside the company and is the subject of internal training and awareness-raising. The Code of Ethics and the Model pursuant to Italian Legislative Decree no. 231/01 (hereinafter the "Model pursuant to Italian Legislative Decree no. 231/01") are the main tools through which the Group prevents and fights corruption. In order to ensure compliance with principles of integrity, transparency and observance of fair competition in business management, the Group undertakes to fight direct and indirect corruption, including extortion, concussion and corruption in regard to the public administration, as well as between private individuals, in compliance with Principle 10 of UN Global Compact, in all countries in which it operates. The Code, in fact, constitutes an integral part of the Model pursuant to Italian Legislative Decree no. 231/01 adopted by the Parent Company and the Group's main Italian companies, in order to:

- Make all stakeholders aware of the principles inspiring the Group;
- Assure transparency and correctness in the management of its business;

- Provide a guide to conduct for the Group's employees and collaborators;
- Prevent the risk of the perpetration of the offences considered under Italian Legislative Decree no. 231/2001 as subsequently supplemented.

In 2023, with the entry into force of the new legislation in Italian Legislative Decree no. 24/2023, implementing the EU Directive 2019/1937 (the "Whistleblowing Law"), the whistleblowing procedure on the protection of people who make reports of violations that come to their attention in the context of their work (also available on the [corporate website](#)) was adopted.

The confidentiality and anonymity of the whistleblower is fully guaranteed. Internal reporting channels were therefore reactivated and the company's Supervisory Body was appointed to manage them. Complaints made in connection with social and work-related matters, when outside the scope of the whistleblowing law, reach the legal department through outlined internal procedures that guarantee the necessary confidentiality.

In the Group, the Supervisory Body has three members: two independent professionals who are experts in criminal law and corporate risk and an internal member from the Legal Area. The members of the Supervisory Body meet the necessary requirements of integrity, professionalism, autonomy and independence and perform the duties assigned, guaranteeing the necessary continuity of action. In this context, the Group promotes the prevention and verification of all unlawful conduct or conduct that is in conflict with the Code of Ethics and encourages its employees and third parties to promptly report any episodes of which they may become aware as a result of their relations with the Group.

Training on Model 231 was provided in 2022 and 2023 to all Italian companies with a Model pursuant to Legislative Decree 231/01, reaching all staff on the workforce

(excluding store staff) and is organised periodically for all new employees. Training continued in 2024. Training on the procedure concerning the prevention of offences against the Public Administration was delivered to the part of the staff concerned by the aforementioned procedure prior to 2019, except for subsequent update meetings related to the revision of the procedure itself. This training is periodically repeated to cover staff turnover, as well as updated with regulatory changes that may have taken place in the meantime.

During the reporting year, one report of a violation by an Italian company was received through the whistleblowing channel; it was correctly handled and closed. With regard to social and economic laws and/or regulations, fines were received for a total amount of 1,801,733 euros. The largest amounts are from Italian companies for customs cases, legal disputes, payment of rental car deductibles and accidents (approximately 994 thousand euros). This was followed by the Russian subsidiary with an amount of around 768 thousand euros also for customs cases, 21 thousand paid by the US subsidiary for non-compliance with the Americans with Disabilities Act (ADA), and 5 thousand in the Belgian subsidiary as a result of a late payment of tax charges. The ethical values required of management are in line with the principles of sustainability, but to date, no managers or executives receive rewards for achieving environmental or social sustainability goals (0%).

02.4 The material topics for Oniverse

In 2017, the Group carried out its first materiality analysis exercise in order to identify the topics most relevant to the business and associate them with the relevant reporting scope. Then, in 2022, in line with the changes introduced by the new 2021 GRI (Global Reporting Initiative) Standards, Oniverse updated its analysis methodology to identify the positive and negative, actual and potential impacts of its activities, i.e. the "impact materiality". This change - consistent with GRI Standard 3 'Material Topics 2021' - revealed 19 material topics that have guided the Group's reporting since then. In 2024, following the expansion of the Group's perimeter into the Food & Wine and Marine segments, the materiality analysis was updated and the exact results will be shared in the 2025 Sustainability Report. Below are the three main steps summarising the work carried out in 2022:

Context analysis and identification of impacts related to the Group's activities

- Identification of figures involved and their form of engagement through discussions between the Sustainability Department and the Management;
- Identification of (positive, negative, potential, current, direct, indirect) business-related impacts through analysis of relevant internal documents, business reports, specific context and benchmarking activities.

Impact assessment

- Assessment of impacts by the corporate departments involved (internal stakeholders) by means of a questionnaire focusing on the relevance and likelihood of occurrence of the main impacts (actual and potential) resulting from the Group's activities;

Definition of the List of Material Topics:

- Preparation of the list of material topics of the Group confirmed in the previous step.

TOPIC	REPORTING AREA
Use of the planet's resources and climate change	ENVIRONMENT
Contribution towards the social well-being of the reference territory	COMMUNITY
Cybersecurity and data protection	GOVERNANCE AND CUSTOMERS
Use of water resources	ENVIRONMENT AND SUPPLY CHAIN
Customer satisfaction and nearness to the customer, an omnichannel approach and digitisation	CUSTOMERS
Human rights, diversity and inclusion	PEOPLE
Packaging and waste	ENVIRONMENT
Talent attraction	PEOPLE
Staff training and development	PEOPLE
Brand Reputation	REPUTATION
Corporate welfare and incentive systems	PEOPLE
Responsible supply chain management	SUPPLY CHAIN
Biodiversity	ENVIRONMENT
Product sustainability	PRODUCT
Traceability of the chain and labelling	SUPPLY CHAIN AND PRODUCT
Product quality and safety	PRODUCT
Ethics and integrity in business management	GOVERNANCE
Worker health and safety	PEOPLE

Oniverse and the human rights

The set of rights identified by Oniverse directly related to its value chain and intentionally recognised are:

MINORITY AND COMMUNITY RIGHTS 

 RIGHT TO PRIVACY

RIGHT TO HEALTH 

 RIGHT TO FREEDOM OF OPINION, INFORMATION AND EXPRESSION

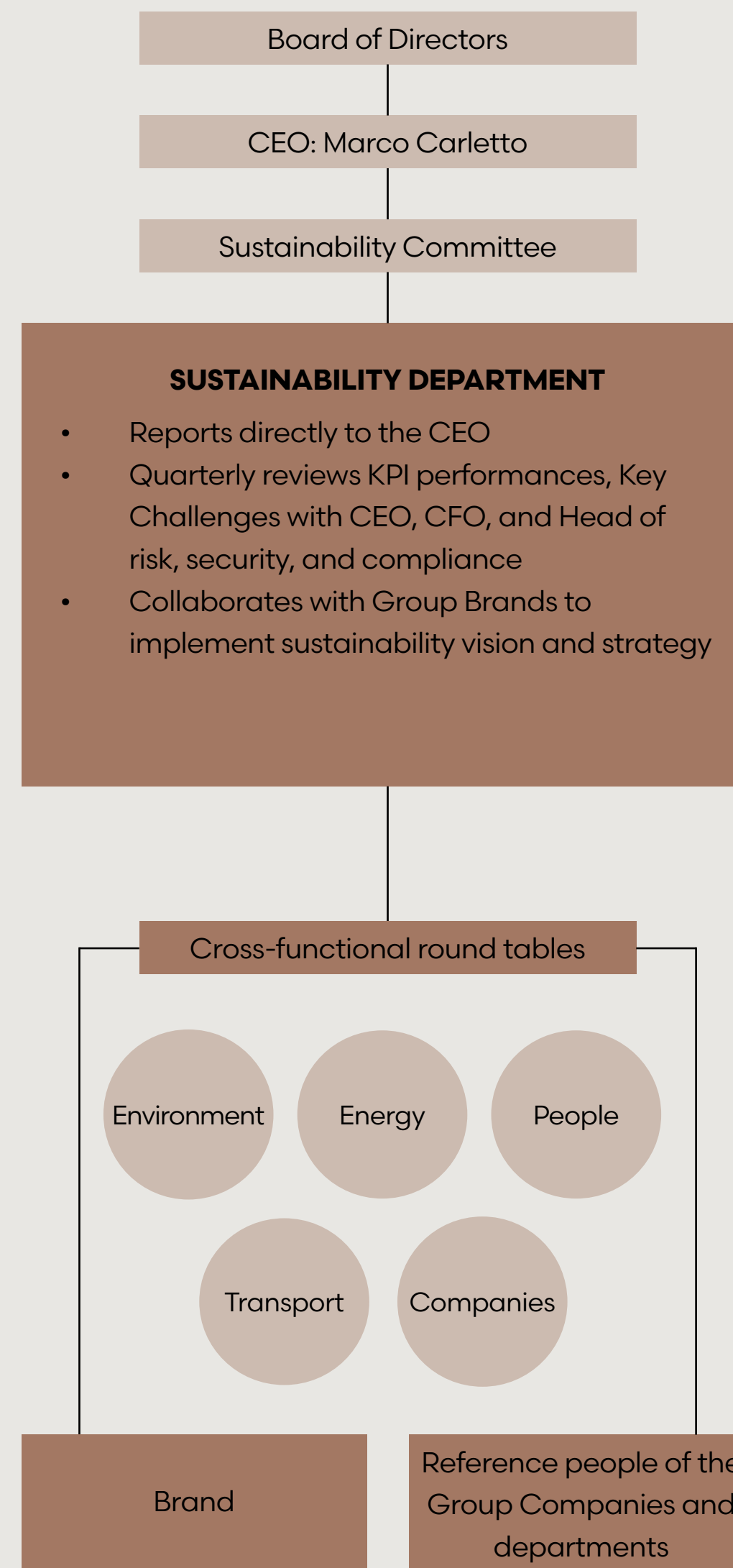
RIGHT TO INDIVIDUAL SAFETY 

 CONTRIBUTION TO THE FIGHT AGAINST CORRUPTION

RIGHT TO THE ENVIRONMENT AND WATER 

02.5 The Sustainability Department

The Sustainability Department reports directly to the CEO, who supervises and assesses projects in respect of human rights, social and environmental interventions. In general, the department is responsible for promoting the commitment to the Sustainable Development Goals and relations with stakeholders in the sustainability area. In 2022, the Sustainability Committee was established, whose purpose is to bring the Group's sustainability practices into line with international best practices, to open an outward confrontation that can improve innovation and stimulate the Group's evolution. In 2024, regular discussions took place between the Sustainability Department, the CEO and the management team. On these occasions, the main sustainability topics for the Group, such as environment, energy, people, transport and society, were discussed. These opportunities for dialogue involved the department and production plant managers, with a view to guiding and aligning efforts in respect of the matters considered most urgent and important.



02.6 Responsible initiatives in 2024

In 2024, the Group invested a total of €5,507,560 in ESG (Environment Social Governance) projects. This amount was mainly earmarked for renewable energy projects and the renovation of outdated plants, the development of textile recycling technologies, the mapping of greenhouse gas emissions with the aim of setting reduction targets, the financing of offsetting programmes and the development of activities related to supply chain and social topics.

02.7

Our milestones

ENVIRONMENT AND ENERGY

98% of the electricity used comes from renewable sources. In addition, 101,686 tCO₂e³ were avoided through energy efficiency measures and the use of renewable energy.

PEOPLE

The people who work within the Group are the Group's greatest asset, which is why services aimed at improving the work experience are offered at HQ and other sites every year. Indeed, the expansion of the service catalogue offered at the Group's headquarters continued, ranging from medical check-ups and blood tests to financial advice and motoring assistance. At the Atelier Emé office, the possibility of flexible working hours was added

STORES

Through the sale of 57.6 MLN shoppers and gift boxes in stores (for an equivalent amount of € 692,206), plantation projects were supported, in Uruguay and of around 2,000 trees in one of the areas worst hit by storm Vaia (2018), approximately 1,000 olive trees were adopted in the areas surrounding Pistoia, and timber construction activities in cooperation with ClimatePartner were financed.

TRACEABILITY AND TRANSPARENCY

21 factories can be visited in 6 different countries through the product sheets of the e-commerce sites. Customers can find out where their items were manufactured, who worked on them, the benefits and the commitment to the environment.

SUPPLY CHAIN ESG RATING

We embarked on a new programme to assess the Group suppliers' ESG performance by collecting relevant social and environmental information for 140 suppliers (corresponding to 82% of the turnover value) and conducting a total of 5 on-site audits to verify that all requirements imposed by our Group are being met.

PRODUCTS

25% of the products in our collections and 29% of the fabrics contain materials with a reduced environmental impact. Thanks to this last goal, we can claim that we have already reached the target set by the Fashion Pact a whole year early⁴.

³The calculation was performed adding up emissions avoided thanks to self-produced renewable electricity consumption, energy efficiency policies and avoided emissions from the purchase of certificates with guarantee of origin (using the Market-based calculation Method). | ⁴Refer to paragraph '02.9 Fashion Pact' for more details.

02.8

Relations with stakeholders

Oniverse has always been attentive to understanding the expectations of internal and external stakeholders alike in order to anticipate their interests and requests, as it is firmly convinced that an attitude of collaboration and respect towards all stakeholders is the basis for long-term economic and sustainable success, as expressed in the Code of Ethics. The opportunities for interaction with the various stakeholders serve both the dissemination of the principles of the Code of Ethics and mutual growth. The Group adheres to and takes part in multiple tables and organisations on both a national and international level.

The main bodies/associations in which the Group participates are:

- **The Fashion Pact**
- **ILO**
- **Associazione Industriali (Confindustria)**
- **Sistema Moda Italia**
- **Sustainable Fiber Alliance (SFA)**
- **Cashmere & Camel Hair Manufacturers Institute (CCMI)**
- **Sri Lanka Apparel**
- **Retex.Green**

TOOLS AND METHODS OF INTERACTION WITH THE MAIN STAKEHOLDERS					
STAKEHOLDER	EXAMPLE OF STAKEHOLDER	MEANS OF COMMUNICATION	FREQUENCY	OBJECTIVES	COMMITMENT
OUR PEOPLE	<ul style="list-style-type: none"> • Store staff • Factory staff • Office staff 	<ul style="list-style-type: none"> • Training • Internal communication • Meetings 	<ul style="list-style-type: none"> • Constant • Constant • Constant 	<ul style="list-style-type: none"> • Motivation • Sharing of principles and strategies • Training 	<ul style="list-style-type: none"> • Respect for rights and equal opportunities • Adequate remuneration • Services to improve life
OUR CUSTOMERS	<ul style="list-style-type: none"> • Store customers • Online customers • Potential customers 	<ul style="list-style-type: none"> • Customer service • Physical and online stores • Social networks 	<ul style="list-style-type: none"> • Constant • Constant • Constant 	<ul style="list-style-type: none"> • Loyalty satisfaction • Understanding requests and assistance • Rapid response to market demands 	<ul style="list-style-type: none"> • Customer satisfaction • Switch to a fully integrated omnichannel system
SUPPLIERS	<ul style="list-style-type: none"> • Companies in contact with the Group supply chain • Supplier employees • Third party manufacturers 	<ul style="list-style-type: none"> • Meetings • Visits to suppliers • Accreditation 	<ul style="list-style-type: none"> • Constant • Occasional • On request 	<ul style="list-style-type: none"> • Supplies of adequate products at fair prices • Sharing of the Code of Ethics 	<ul style="list-style-type: none"> • Promotion of advanced quality and environmental standard • Respect for human rights and international standards in terms of quality of work
COMMUNITY	<ul style="list-style-type: none"> • Non-profit entities or foundations • Public administrations • Universities • Civil society 	<ul style="list-style-type: none"> • Meetings with the heads of local communities • San Zeno Foundation • Meetings for sponsorships or contributions 	<ul style="list-style-type: none"> • Constant • Constant • On request 	<ul style="list-style-type: none"> • Optimise the capacity to intervene 	<ul style="list-style-type: none"> • Contribute towards promoting social and economic development • Support activities for the young
ENVIRONMENT	<ul style="list-style-type: none"> • Ecosystem of the areas in which we operate • Government • Environmental protection organization 	<ul style="list-style-type: none"> • Technical engineering offices • Board of Directors 	<ul style="list-style-type: none"> • Constant • Periodic 	<ul style="list-style-type: none"> • Constantly improve environmental practices • Identify adequate KPIs 	<ul style="list-style-type: none"> • Quality in respect for the environment • Reduction of the impact of our business • Recycling • Waste reduction

02.9

The Fashion Pact

The Fashion Pact is a coalition that was created back in 2019 with the aim of bringing together some of the most important fashion and textile companies, sharing the aim of reducing the industry’s negative impact on the environment. The Fashion Pact has identified three macro areas of reference on which it focusses its efforts: stopping global warming, restoring biodiversity and protecting the oceans. Quantifiable and ambitious targets have been set for each of these. Today, the Fashion Pact brings together more than 200 brands representing one third of the volumes of the entire fashion industry thus accelerating the efforts of individual companies through the sharing of best practices.

Climate

The Fashion Pact objectives

- To implement Science Based Targets (SBTs) and achieve net-zero carbon impact by 2050;
- By 2025, 25% of key raw materials must have a reduced environmental impact;
- By 2030, 100% of directly consumed energy must come from renewable sources.

The Fashion Pact actions

1. CVPPAs (Collective Virtual Power Purchasing Agreements): joint investment for the production of new renewable electricity to be placed on the European market.

2. Unlock: collective procurement platform to train farmers and help in the transition to climate friendly cotton.

The Oniverse milestones

The Group avoided approximately 101,686 tCO₂e⁵, of which 3,704 tCO₂e through electricity generation by its own photovoltaic plants and 2,154 tCO₂e through ongoing efficiency programmes. Overall, it consumed 98% electricity from renewable sources in 2024. The goal is to reach 100% by 2025. The clothing collections seek to intensify the use of environmentally friendly fabrics. By 2024, environmentally friendly raw materials will account for 29% of the total. Finally, Oniverse has continued its journey to set decarbonisation targets for its activities in accordance with the SBT principles, which it expects to be accepted by the Science Based Target initiative by 2025.

Biodiversity

The Fashion Pact objectives

- To develop and implement strategies and Science Based Targets for Nature (SBTN);
- To develop biodiversity strategies by 2020;
- To support “zero deforestation” targets and sustainable forest management practices by 2025.

The Fashion Pact actions

For a globalised, heterogeneous segment as is the fashion and textile industry, understanding impact on biodiversity calls for highly specific and very technical

competences. This is why the coalition has supported the adhering companies by organising theoretical webinars to increase understanding of the topic. In addition to this, the Fashion Pact has outlined tools to map the supply chain to support the creation of an intervention strategy to eliminate (or limit) actions that are harmful to biodiversity or at least to help its restoration. In 2022, pathways to support the biodiversity of leather, gold and cashmere supply chains were activated.

The Oniverse milestones

The Group is acting in two different ways regarding biodiversity. On the one hand, we collaborated with various associations in reforestation projects, such as in Guarané (Uruguay) by supporting the reforestation of more than 21,000 hectares of land previously used for grazing, but also through the adoption of more than 1,000 olive trees in the Tuscan lands and the planting of more than 2,000 trees in the areas affected by storm Vaia. This has benefited biodiversity, the support of local communities and the absorption of CO₂ into the atmosphere. The second direction taken was that of using paper and cardboard obtained from controlled chains, so as to discourage deforestation. In 2024, 79% of these materials, used in packing and packaging, came from certified supply chains, and 17% of packaging from renewable sources.

Oceans

The Fashion Pact objectives

- To reduce the negative impact of the fashion industry on the oceans;
- By 2025, to eliminate unnecessary plastic in end customer packaging (by 2030 for B2B packaging);
- By 2025, to ensure that at least half of the plastic used in B2C packaging is of 100% recycled origin (by 2030 for B2B packaging).

The Fashion Pact actions

The Fashion Pact supports the companies by creating points of contact with the very best innovators on the market in a bid to reduce the environmental impact of packaging dispersed in nature and, consequently, also in the oceans. The strategy seeks to replace virgin plastic packaging with paper packaging or with new technology plastic with a guaranteed end-of-life, or alternatively creating closed loops in which to recycle the packaging.

The Oniverse milestones

In 2024, the Group continued to reduce the use of disposable plastic in its industrial processes, in the packaging of the finished product and in the materials featured in sales outlets for an estimated quantity of 48,400 kg plastic.

⁵The calculation was performed adding up emissions avoided thanks to self-produced renewable electricity consumption, energy efficiency policies and avoided emissions from the purchase of certificates with guarantee of origin (using the Market-based calculation Method).

03

Focus on customers



The creation of a “digital passport” for products makes it possible to share the various details of the production chain with customers, ensuring greater transparency throughout the supply chain and enabling them to make informed purchasing decisions.

03.1

Nearness to the customer, an omnichannel approach and digitisation

Nearness to the customer in every area

Nearness to the customer has always been a close focus of Oniverse. It was initially delegated to physical stores, both through a capillary presence, which today numbers a total of 5,732 points of sale (of which 1,934 in Italy), and thanks to the capacity to supply products of excellent value for money and which are therefore accessible to an extremely large section of the public. The evolution in recent years has led the Group - in fashion and for Signorvino - towards an integrated sales strategy between the physical and digital channels to guarantee customers a valid and active shopping experience 24 hours a day, 365 days a year. As far as the nautical sector is concerned, year after year Cantiere del Pardo has built up a network of dealers spread all over the world, capable of meeting the needs of every customer; as well as accompanying all boat owners not only during the purchase phase, but also afterwards, when dealers collaborate with the shipyard for any repairs, modifications and routine maintenance of boats. Finally, Oniwines - the commercial entity representing Oniverse's wineries - operates from a different perspective than the other entities of the Group, as it mainly handles B2B sales channels, where the main customers belong to the Ho.Re.Ca. sector.

An omnichannel approach

Oniverse has chosen to focus on a sales strategy characterised by omnichannel selling, i.e. the integration of physical and digital channels, to improve the customer's shopping experience⁶, who can evaluate the product regardless of how they actually make the purchase. Thanks to the Group's digital channels, which register more than one million hits per day, potential customers can find the nearest stores, purchase products and choose whether to receive their orders at home, or in physical stores. At the same time, stores are ready to accommodate customers not only for purchasing, but also to give them the opportunity to try on clothes and make returns - regardless of the location and purchasing channels they have chosen. In addition, store warehouses are also useful for fulfilling on-line orders, allowing for increased stocking and receiving speed. In these cases, the Group uses the same logistical corridors as it does on a daily basis to bring goods to the stores, in order to make travel more efficient and reduce the environmental impact of transport.

The success of this sales method is also due to the spread of e-commerce services, which are now available in:

- 40 countries for the Calzedonia brand;
- 40 countries for the Intimissimi brand;
- 35 countries for the Tezenis brand;
- 25 countries for the Falconeri brand;
- 5 countries for the Atelier Emé brand.
- 1 country for the Signorvino brand.

Digitisation

Oniverse believes that the presence of an advanced technological structure is the basis of proper information management and today essential to be able to guarantee a valid and secure service. In this way, the Group aims to improve its relations with customers by activating services to monitor their satisfaction level on- and off-line after purchase. Furthermore, thanks to digitisation, Oniverse seeks to reduce the use of materials: an example of this is the Group Loyalty Programme, which uses a virtual card to avoid the use of paper and plastic.

03.2

Data security and protection

Respecting customers' right to privacy is of the utmost importance to the Group, which is precisely why we are committed to protecting and making appropriate use of all personal data collected.

The protection of the personal data of users, customers and suppliers is handled by the Data Protection and Cyber Security departments of the Risk, Security and Compliance office, which guarantee a system in which the information collected complies with the provisions protecting personal data and guaranteeing cyber

security⁷. These areas also work together with the Information Technology department, which provides the technical know-how and solid IT infrastructure needed to guarantee high standards of security and data protection.

Given that, globally, cyberattacks represent a significant threat, with a view to risk mitigation, several project activities have been planned to improve and evolve the technologies adopted and processes aimed at the timely identification and resolution of incidents.

Finally, the Data Protection and Cyber Security departments are also particularly important in the monitoring of technological and regulatory developments related to artificial intelligence⁸, a tool that can be very useful in certain business processes, but which must ensure a high level of protection of users and information, of a personal or corporate nature, that is used by AI systems.

In 2024, in line with the objectives arising from the entry into force of the GDPR, the main Cyber Security projects focused essentially on activities aimed at creating greater internal awareness, implementing functional processes for access management and user identity protection, and, finally, monitoring the quality of responses to incidents.

In the 'Data Protection' area, on the other hand, impact assessments related to the most relevant personal data processing have been developed and 'Legal Design' changes have been implemented to the notices available on-line, with the aim of making these documents more readable and clear. Finally, as of 2023, the Data Protection Department coordinates a working group, based in Zagreb, dedicated to data protection, which in 2024 handled 26,602 requests.

⁶ It is important to stress that in sales where e-commerce interacts with physical stores, the franchisee is also involved in the profit. | ⁷ Regulation (EU) 2016/679, the European legislation that came into force on 25 May 2018, governing personal data protection and privacy. | ⁸ In particular, aspects related to Reg. EU 2024/1689.

03.3 Customer satisfaction and excellence of service

The customers are at the very heart of Oniverse activities as they are the final beneficiaries of the Group's everyday work. Their views are taken into account in every decision in order to anticipate their needs and to respond quickly to any requests and expectations. The Group therefore considers it very important to frequently and continuously measure their satisfaction as a qualitative thermometer of the service provided.

Service excellence

Oniverse's Customer Service operates from 8:00 a.m. to 8:00 p.m., 6 days a week. It is available in 13 different languages, and supports customers over the telephone, by e-mail, through a web form, chat and via the Group's Facebook, Instagram and TikTok pages. Customer satisfaction is instead monitored through e-mail communication, chats and chatbots and quantified through the evaluation of various KPIs (Key Performance Indicators). Customer Service has different service targets depending on the channel supported and agreed with Group headquarters, and is managed by a local Customer Service Manager and a Global Manager at the headquarters.

Complaint management

Every complaint that arrives at the ticketing portal is cross Brand and cross Country. End customers (on/offline) send their request from the official sites, which is processed by the operators. For more specific requests, the activity switches to a second, more technical level of operators. All operators undergo periodic "refresher training" sessions.

Each month, the team leaders share the results with the headquarters or branches in order to identify possible solutions or points for improvement for specific cases. When a complaint arriving via e-mail or chat is resolved, the end user is asked to fill in a satisfaction questionnaire evaluating the service provided.

The following table summarises the most significant indicators.

	UM	TARGET	TOT. AVG
Mail	Hours	5	5
Chat	Seconds	8	4
Social networks	Hours	2	0.8
Phone calls	ABN%	7%	5%

The table below instead shows the objectives set by the Group and the assessments effectively achieved

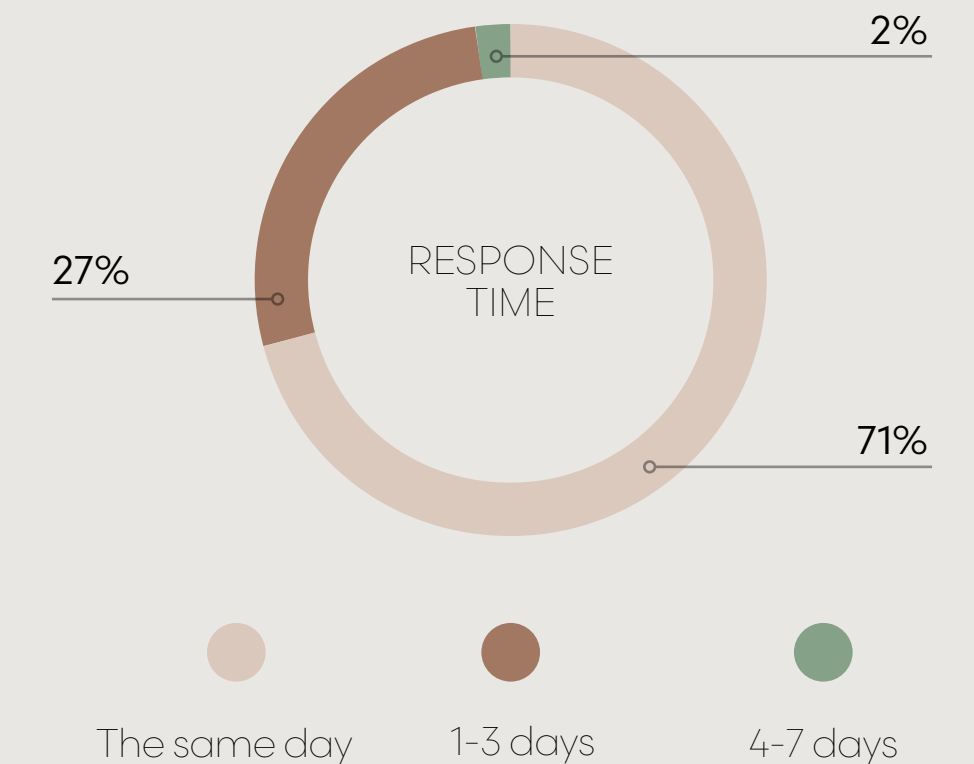
	TARGET	2024 RESULTS
Chat	8/10	8.2/10
Mail	7.5/10	5.7/10
Chatbot	6/10	4.2/10
Phone calls	8/10	6.9/10

With regard to the "contact rate", i.e. the ratio between the number of orders and the number of tickets opened, the result for 2024 is 7% (with a target set at 7%), down 1% compared with 2023.

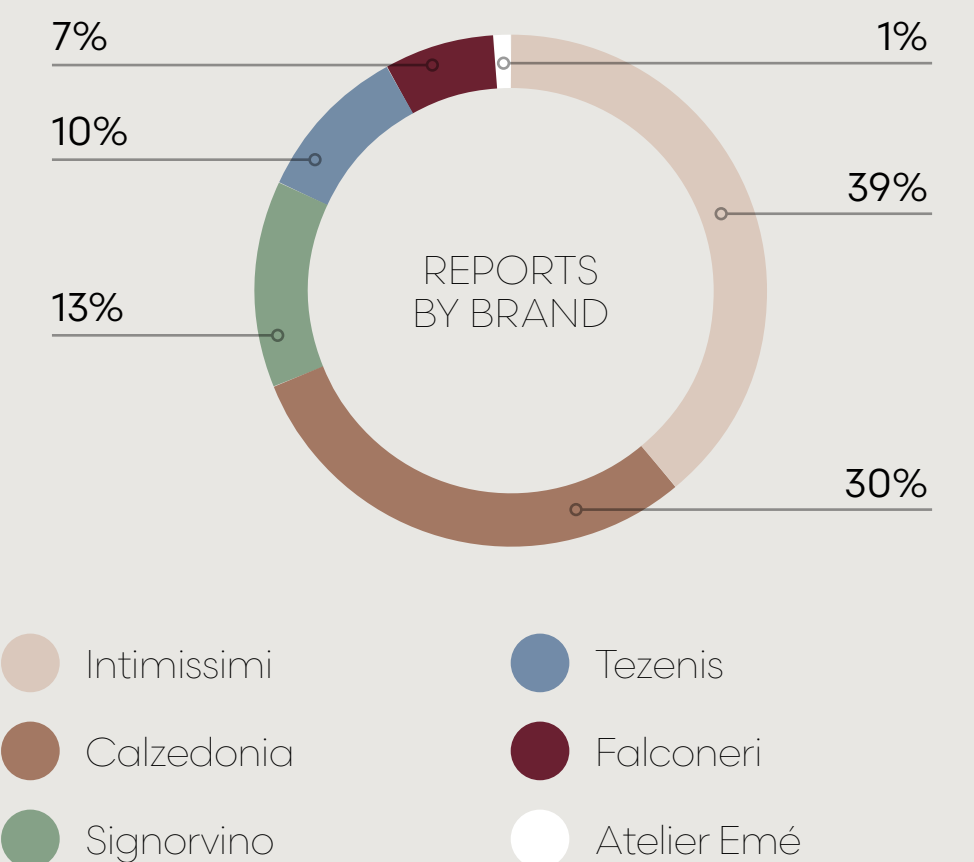
Requests are mainly in the following areas:

- Orders (order confirmation, change, cancellation, excessive processing time, partially dispatched applications);
- Return (return procedures, questions on the return label);
- Method and timing of refund (refund history, postage refund);
- Product (size and measurements, product colour).

The Group invests a great deal of effort and energy in trying to offer an excellent service to its customers, a statement borne out by the response rates.



This is followed by the percentage distribution of Customer Service interactions by brand.



Indeed, despite the high volumes that the *Customer Satisfaction* office has to handle, 71% of the enquiries received are dealt with within the same day, a percentage that rises to 98% considering a time-frame of three days.

In 2024, the use of the following forms for collecting feedback continued:

- Always on-line: always accessible to the customer who can provide spontaneous feedback on their level of digital satisfaction;
- General intercept: randomly requests feedback while browsing the site;
- On-line thank you page: randomly requesting feedback following the completion of an on-line purchase on the thank you page;
- On-line and omnichannel post-delivery survey: intended for customers who purchased on-line or used the O2O (On-line to Off-line) service in the store;
- Post-returnsurvey: to monitor customer satisfaction after a purchase, regardless of the type of payment or shipping method.

Customer satisfaction

The following table shows the result of the Net Promoter Score (NPS), an indicator that Oniverse CRM uses to measure both the degree of customer satisfaction with brands and services and their degree of loyalty. Specifically, the NPS is considered excellent if the result is above 50⁹, as it indicates that a high percentage of

customers consider themselves to be brand 'promoters', something that happens for each of our brands, as can be seen from the table on the next page.

ALWAYS ON-LINE / GENERAL INTERCEPT / ON-LINE THANK YOU PAGE					
BRAND	FEEDBACK 2024	FEEDBACK 2023	NPS 2024	NPS 2023	NPS > 50
Calzedonia	45,429	201,500	63	63	✓
Intimissimi	62,672	215,000	63	62	✓
Tezenis	31,629	121,000	58	56	✓
Falconeri	11,078	20,500	61	61	✓
Signorvino	3,026	9,000	52	56	✓
Atelier Emé	4,005	2,700	61	60	✓

In 2024, despite the reduction in the number of responses received, the results remain broadly in line with 2023: a sign of the care taken with our products, the quality of our sales services and, consequently, our offer.

For the Intimissimi, Calzedonia and Signorvino brands, a survey (Loyalty Post Purchase) has remained active in Italy, as well as in all other countries with the Fidelity system, in order to collect the opinion of customers holding the loyalty card, who have made purchases in physical stores, about the level of service received in our stores. The purpose of this survey is to understand the level of satisfaction through store-specific data and KPIs. The anonymised data is available to store staff who can monitor the indicators and develop an improvement strategy.

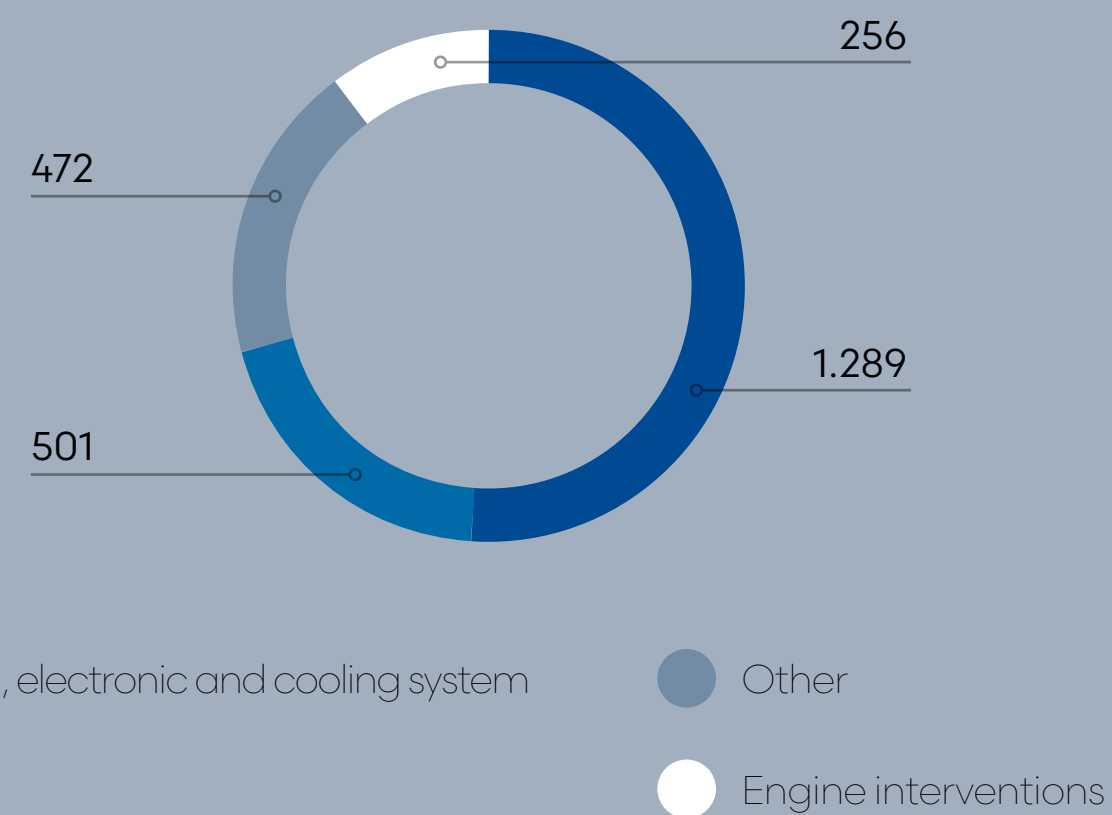
LOYALTY POST PURCHASE			
BRAND	2022	2023	2024
Intimissimi	# feedback: 267,687 NPS: 71.5	# feedback: 301,000 NPS: 73	# feedback: 177,765 NPS: 74
Calzedonia	# feedback: 136,402 NPS: 72.4	# feedback: 273,000 NPS: 73	# feedback: 135,446 NPS: 75
Signorvino	# feedback: 3,773 NPS: 64.1	# feedback: 5,600 NPS: 64	# feedback: 6,781 NPS: 67

⁹The indicator is calculated from customers' answers to a questionnaire. More specifically, the percentage of detractors is subtracted from the percentage of promoters, as a result of the assignment of a score from 0 to 10: between 0 and 6 the user is considered a detractor; between 7 - 8 neutral; and only with a score of 9 - 10 promoter.

Yachting sector: managing our ship owners

Thanks to the historic dealer network in Europe (62), America (13), Asia (5) and Oceania (1), every owner of a Cantiere del Pardo vessel receives the attention they need to handle any boat maintenance or repair needs. Specifically, to handle enquiries, shipowners can contact the company via e-mail and telephone, or dealers access the Cantiere del Pardo Dealer App where enquiries are entered and answered by the company.

In 2024, 2,144 requests were made through this channel, in addition to a further 374 received by e-mail, making for a total of 2,518 cases handled. These included very different technical and aesthetic cases and, therefore, the response and closing times vary significantly: a few hours, when there are problems that can be handled directly by the dealers; weeks and even months, for operations that need to be carried out at the parent company and require major mechanical interventions.



Finally, in order to monitor the effectiveness of after-sales solutions and customer satisfaction with the products, Cantiere del Pardo cyclically submits a performance evaluation questionnaire to shipowners, which the company uses to find clues for improvement and define new targets towards which to direct customer management. In 2024, a new questionnaire was implemented and will be submitted to customers in 2025.

03.4 The reputation of the Oniverse brands

To protect the brand reputation and effectively and efficiently respond to customer demands on multiple matters relating to corporate social responsibility, to which the Group pays close attention, in 2019 an internal flow was launched called "Brand Reputation", dedicated to managing reports received from third parties on social media or other channels, regarding discriminatory comments against the LGBT+ community, bodyshaming, sexism, racism, environmental responsibility, animal products (furs, leather, cashmere, etc.) and working conditions. The Group is aware that - also in the light of the reports received - the following activities may have negative impacts on both brands and people and the environment:

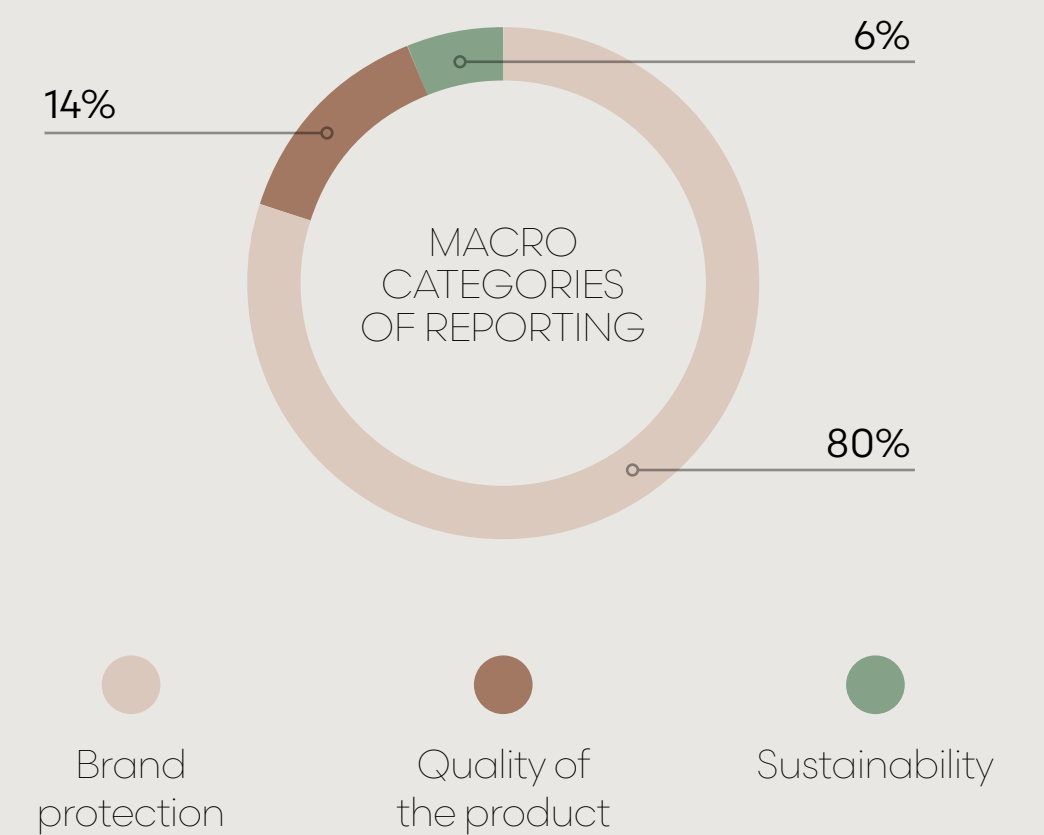
- Misleading or opaque communications;
- Greenwashing;
- Not very inclusive communications;
- Unfair competition or counterfeiting of third-party products and brands.

In 2024, 1,656 complaints were filed. Approximately 80% can be traced to the "Brand protection" macro category, which includes cases such as fake sites, branding, casting, promotional activities, recruitment activities, plagiarism or bogus marketplaces for resale; while the remaining 20% is divided between Product quality (14%) and Sustainability (6%).

Compared to the previous year, the total number of complaints decreased by more than 60%, with a

significant decrease in each macro category:

- **Brand protection** - reports of brand counterfeiting in particular dropped (-83%);
- **Product quality** - the number of requests concerning the loss of garment colours dropped (-78%);
- **Sustainability** - here, while enquiries related to the origin of textiles decreased (-69%), the number of enquiries related to animal welfare remained constant.



03.5

Marketing and communication strategy

The Group's marketing strategy is hinged on the firm belief that a more informed customer can interact more simply, transparently and frequently with the brand, through all the various contact points. Communication with customers takes place responsibly on the basis of objective standards, in line with corporate values and the promotion of products. The Group emphasises and centralises much of its investment on social channels such as Instagram, Facebook, Tiktok, YouTube and LinkedIn, seeking to propose original, engaging and informative content.

During 2024, the Group received one non-conformity report in the area of communication and marketing, which was resolved by the payment of a fine. The case in question concerned the failure to communicate the sales periods on Calzedonia's website in Spain.

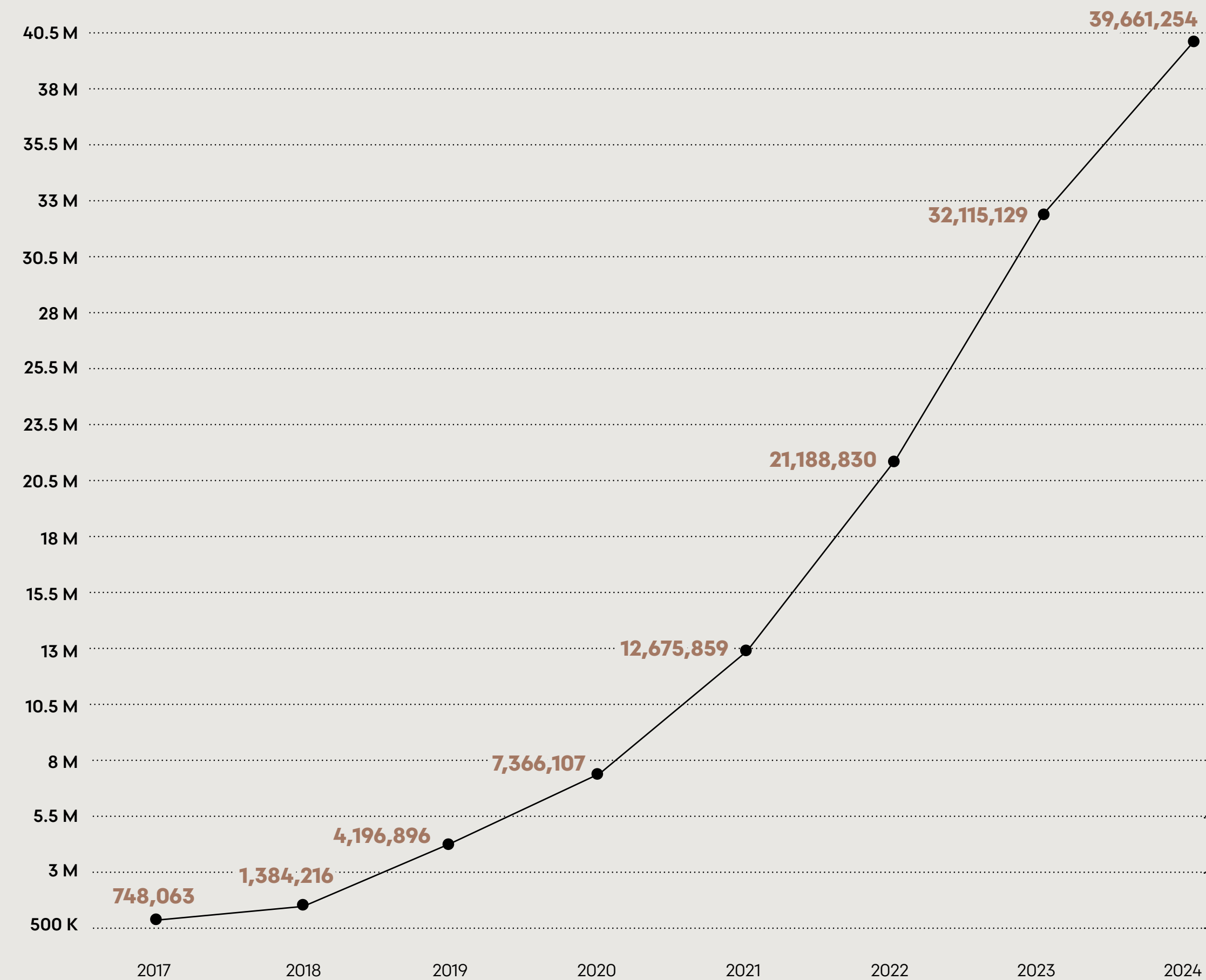
CALZEDONIA	ATELIER EMÉ
With an extensive presence in over 50 countries worldwide, Calzedonia aims to consolidate its position as a specialised brand, capable of expressing quality innovation and sensitivity to the latest trends, while maintaining a strong and recognisable image identity. Furthermore, in 2024 for the campaign of the new Sculpt tights, in order to maintain a high level of attention on the brand and generate global awareness, Calzedonia chose to collaborate with an exceptional testimonial with international reach: Kendall Jenner, style icon and celebrity. This partnership has helped to position Calzedonia as a distinctive and benchmark brand for the sector.	Atelier Emé has chosen to focus on digital communication with a strong presence on the main social networks, proposing itself as the brand of reference for anyone who wants to buy clothes for major occasions (not only weddings, but also parties and events), and which aims to accompany each customer in the moments to remember, showing them through digital platforms and media shows.
INTIMISSIMI	ANTONIO MARRAS
Exclusive design and a strong Italian character have been part of Intimissimi's own communication language for years, together with female empowerment. In its storytelling, Intimissimi has always involved female personalities capable of engaging and inspiring, such as its ambassadors, including Heidi and Leni Klum, Irina Shayk, Sarah Jessica Parker, Bruna Marquezine, Gisele Bündchen and Dakota Johnson.	The brand has made creativity and originality its stylistic codes in terms of collections and communication. Art, theatre, cinema and dance are some of the worlds that contaminate and inspire Antonio Marras's vision, which is always transformed and told differently through Ready-to-Wear collections for men and women. Thanks to expansion in Italy, a multimedia strategy, events such as the Furniture Fair, and fashion shows during Milan Fashion Week, the brand is strengthening its recognisability and positioning in the international fashion and luxury sector.
IUMAN	SIGNORVINO
Over time, IUMAN Intimissimi Uomo has used communication strategies spanning different media (press, TV, web) and aimed at the male target group. It is important for the brand to communicate the breadth of its collections, the quality of the materials and the different situations where the products may be used. In 2024, it participated as sponsor, or through advertising campaigns, in various initiatives in the sports world, from football to running, with which it shares principles and values.	Signorvino's strategy is focused on multi-channelling and aims to bring new customers to new experiences in the stores. Since 2023, the brand has developed a new communication topic 'Viaggio nel Gusto' (Journey in Taste) by devising various on- and off-line communication activities, in which it invites customers on a journey through the flavours and fragrances of Italian and European cuisine and wine traditions, an experience that is always new and each time different, to be imagined, chosen and started when first looking at the menu.
TEZENIS	ONIWINES
In line with its modern, democratic DNA, the Tezenis brand has made digital one of its means of communication in order to create a one-to-one relationship with consumers and master the language of the new generations with whom it shares a passion for fashion and music. In this regard, the brand has always supported talent in various fields by sponsoring famous talent shows, international festivals and artists globally.	Oniwines was established in January 2024. It is a Veronesi family project entirely devoted to wine, bringing together several wineries with the aim of enhancing the Italian territory. The aim is to best express the specificities of each area, focusing on indigenous grape varieties, where innovation is mixed with tradition. Oniwines is an invitation to experience through all the senses. It is a journey to discover the identity of the different Italian regions because a glass of wine is never just a glass of wine: it is a door through which to savour the essence and history of a land.
FALCONERI	CANTIERE DEL PARDO
The brand's marketing strategy is product-focused; indeed, Falconeri believes in timeless beauty, in garments to wear and love, produced with the finest natural fibres and skilful Italian craftsmanship and design. The company believes in the highest quality cashmere at exceptional prices, making it accessible to a wide segment of the market.	In 2024, Cantiere del Pardo focused on high-profile collaborations and projects to establish its role as a reference in the market. First of all, the partnership with Luna Rossa Prada Pirelli was confirmed for the 37th edition of the America's Cup, in which the Pardo Endurance 72 and VanDutch 48 models served as hospitality boats. In addition, a collaboration between VanDutch Yachts and the Mercedes-AMG PETRONAS team was started on the occasion of the Formula 1 Grand Prix in Monte Carlo, in which thirteen VanDutch Yachts hosted celebrities and Mercedes drivers, offering them a unique cruising experience that combined style and performance.

Customer engagement and marketing initiatives

Customer loyalty is assured through involvement in a loyalty programme that allows those subscribing to cards to benefit from numerous discounts, promotional operations, premium operations and dedicated special initiatives, which are adequately publicised and communicated specifically. In addition, these promotional initiatives implemented by the Calzedonia, Intimissimi, Falconeri, Tezenis and Signorvino brands consist of loyalty programmes involving card-based point collection through which cardholders can enjoy exclusive benefits.

NEW REGISTRATIONS			
YEAR	2022	2023	2024
Calzedonia Lover	3,216,941	3,361,241	2,760,982
My Intimissimi	2,685,394	2,906,434	2,649,790
Tezenis Talent	1,942,883	2,600,415	2,793,357
Falconeri Club	238,887	216,983	161,097
Signorvino Wine Lover	130,529	124,553	131,676
Atelier Emé	-	5,014	29,456

Total subscribers of loyalty channels



Natal a meias 🎅

For the seventh year running, the Calzedonia brand has chosen to promote a social solidarity campaign in Portugal, in November and December, linked to the Christmas period: "Natal a Meias". The campaign's name is a play on words in Portuguese, where the word "Meias" has the double meaning of "stockings" and "halfway" and therefore: "Christmas with stockings" and "Half-way Christmas". For each Christmas-themed sock sold, half of the price was donated to Liga dos Bombeiros Portugueses, to buy ambulances and personal protection uniforms. An approximate total of 336,568 euros was donated.



04

Focus on our people

People's physical and mental health has always been central to Oniverse, which is committed to ensuring that all employees, without distinction, have access to basic healthcare. In the developing countries in which the Group operates, this is supplied directly by the Group through the presence of the healthcare staff in the sites and the creation of agreements stipulated with local hospitals and clinics.



Within each employee's corporate path there are continuous training sessions aimed at building the transversal technical skills required by the professional position held. The company wishes to support the training of young people and adults so that they can acquire and hone their skills for decent jobs that guarantee fair access and careers regardless of gender or background.



The Group has always paid close attention to the protection and promotion of women's professional independence. Energy is invested in the creation and promotion of an appropriate corporate culture and internal mechanisms to curb and acknowledge any discrimination, prejudice, unfair remuneration or inappropriate communication (both internally and externally). Last but not least, in the countries where the Group is present with production plants, special attention or benefits are provided to try to support women so that they can receive help during the most delicate moments of their careers and not lose the possibility of being reinstated (e.g. post maternity leave) and of benefiting from internal growth.



People have always been at the heart of our business and consist of three groups: employees, customers and the community. Inspired by the achievement of the goal "Decent work and economic growth", the Group seeks to promote a safe and secure workplace for all its employees through compliance with all applicable regulations, collection of feedback and on-site inspections; the Group invests energy in eliminating any pay gaps through analysis and reviews, as well as promoting job offers to men and women, all with unique and valuable qualities. Last but not least, the Group chooses to focus on hiring young people, rejecting child labour in all its forms and for any entity connected to the Group.



The Group strives to reduce social inequalities in the knowledge that, for there to be a more lasting and equitable economic and social development, it is essential that there be a willingness to disseminate operational and technological know-how, making it become the heritage of employees and their communities.



04.1 Breakdown of staff

The Group's most important resource is its people. Corporate values, the expression of work ethics, guide activities and relationships within the company. As at 31/12/2024, the number of workers employed in Group companies was 45,886, up by around 1.7% on 2023. Blue collar workers (58%) are the most represented professional category, followed by store staff (34%). The majority of the workforce is confirmed as being female (89%).

WORKERS BY EMPLOYEE CATEGORY AND GENDER (no.)				
ROLE	MEN	WOMEN	ND	TOTAL
Top-level managers ¹⁰	85	59	0	144
Managers reporting to the top level	247	309	0	556
White-collar	807	2,170	0	2,977
Sales staff	138	1,126	6	1,270
Store staff	736	13,754	28	14,518
Blue-collar	2,921	23,489	0	26,410
Total	4,934	40,907	34	45,875

Most of the Group's population is concentrated in the under-30 age bracket (54%), followed by the 30-50 age bracket (40%) and the over-50 age bracket (6%). The sector with the youngest population is textiles (54%), closely followed by Food & Wine (52%).

In 2024, the trends of the past years were also confirmed: store staff and blue collar workers have the youngest percentage of the population. Managerial roles, on the other hand, mainly due to the demand for more experience and skills are mainly filled by people between 30 and 50 years old.

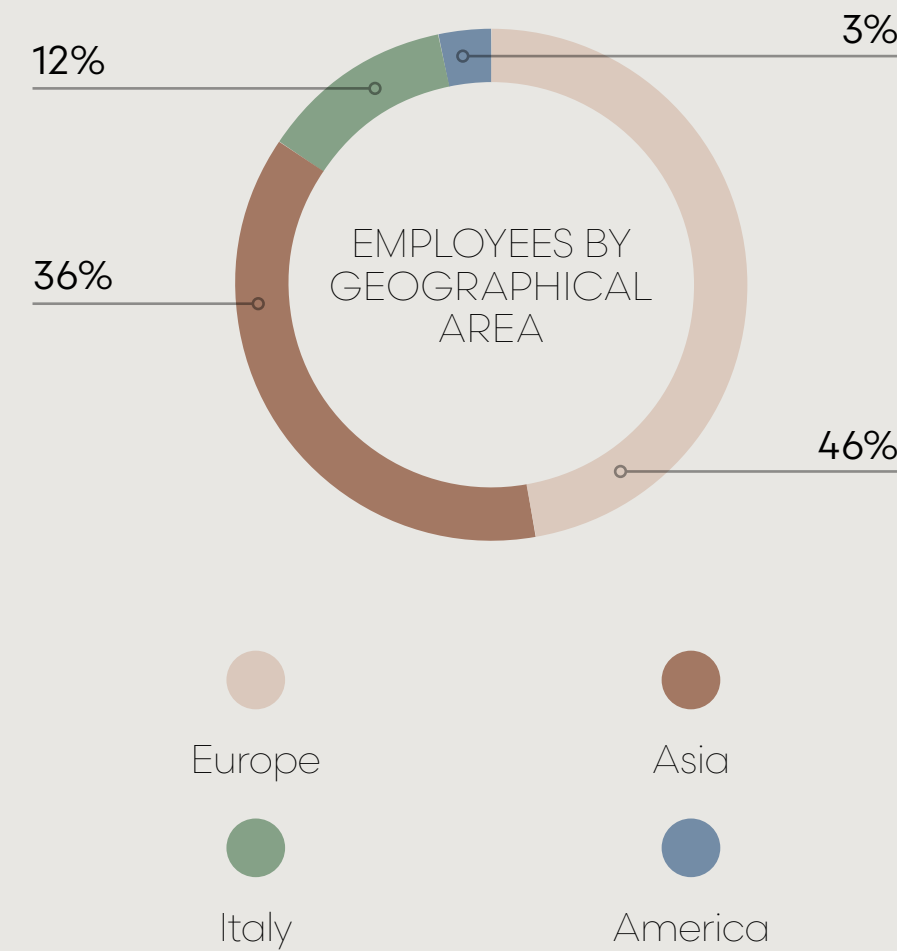
It should be noted that the number of employees analyzed in the following tables is 45,875 units; the difference is attributable to a different reporting perimeter considered of the companies of Oniverse.

WORKERS BY EMPLOYEE CATEGORY AND AGE BRACKET (%)									
ROLE	2022			2023			2024		
	<30	≥ 30	TOTALE	<30	≥ 30	TOTALE	<30	≥ 30	TOTALE
Top-level managers	-	0.3%	0.3%	-	0.3%	0.3%	-	0.3%	0.3%
Managers reporting to the top-level	0.1%	1.0%	1.1%	0.1%	1.0%	1.1%	0.06%	1.2%	1.2%
White-collar	2.1%	3.8%	5.9%	2.2%	3.8%	6.0%	1.9%	4.5%	6.5%
Sales staff	0.9%	1.8%	2.7%	1.0%	2.0%	3.0%	0.9%	1.9%	2.8%
Store staff	21.0%	9.1%	30.1%	22.2%	9.5%	31.7%	21.9%	9.8%	31.7%
Blue-collar	33.3%	26.7%	60%	22.9%	28.1%	58.0%	29.3%	28.3%	57.7%
Total	57.4%	42.6%	100%	55.3%	44.7%	100%	54.0%	45.9%	100%

The Group is committed to establishing stable and lasting relationships with its people. As proof of this, for 2024 again, 87% of employees have a permanent contract, a figure that has remained constant over the last two years. 8 trainees were employed during the year. As at 31/12/2024, the number of Group employees with disabilities was 1,879. Upon conclusion of the contract, each employee is informed of all conditions relating to their employment relationship with the Group (duration, grounds for dismissal, method of resignation and internal rules) and is given a copy of the contract in a language they understand. Oniverse is present with its own offices, production sites and sales branches in 59 countries. The table in the following page shows the geographic origin of employees, revealing that the majority of the workforce is concentrated in Europe (45.95%, excluding Italy), followed by Asia (36.24%) and Italy (11.99%). By contrast, Africa (3.25%) and America (2.57%) were residual.

¹⁰ First-level managers: this category includes managers reporting directly to the board of directors/CEOs, production plant managers and country sales managers.

EMPLOYEES BY CONTRACT TYPE AND GENDER (no.)												
	PERMANENT (perm.)				FIXED-TERM (fixed)				TOTAL			
	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL
AFRICA	891	146	0	1,037	416	37	0	453	1,307	183	0	1,490
AMERICA	972	122	32	1,126	47	5	0	52	1,019	127	32	1,178
ASIA	14,550	1,521	0	16,071	457	98	0	555	15,007	1,619	0	16,626
EUROPE	15,822	1,318	2	17,142	3,787	145	0	3,932	19,609	1,463	2	21,074
ITALY	3,016	1,304	0	4,320	949	238	0	1,187	3,965	1,542	0	5,507
TOTAL	35,251	4,411	34	39,696	5,656	523	0	6,179	40,907	4,934	34	45,875
	Percentage of total workforce of perm.			86.53%	Percentage of total workforce of fixed			13.47%	Totale workforce perm. + fixed			100%

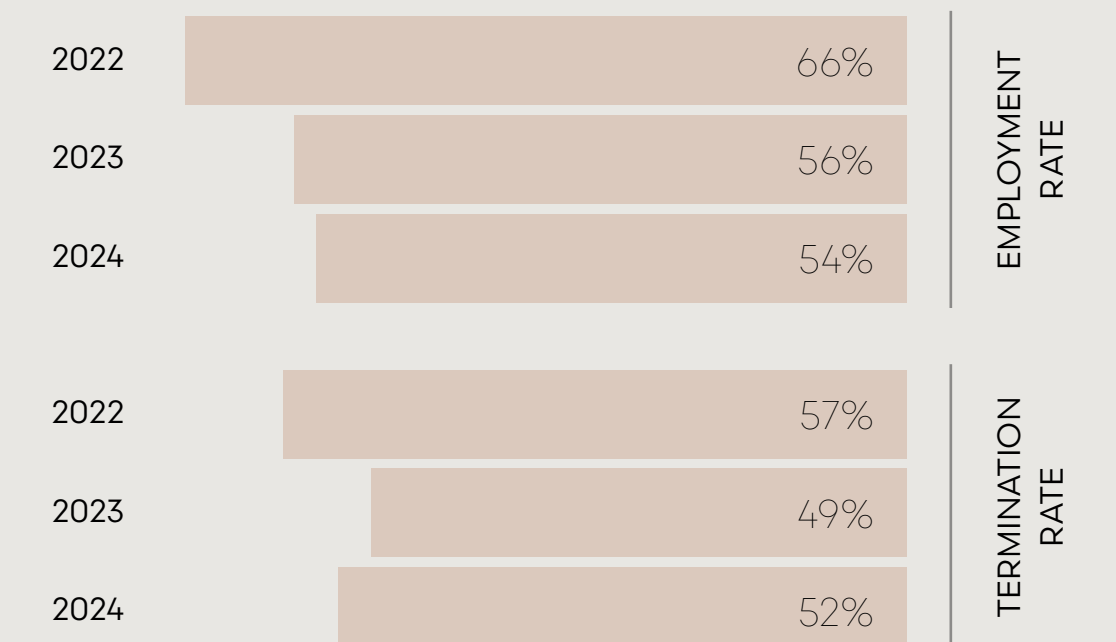


BREAKDOWN OF EMPLOYEES BY REGION (no.)						
ROLE	AFRICA	AMERICA	ASIA	EUROPA	ITALIA	TOTALE
Top-level managers	0	0	3	26	115	144
Managers reporting to the top-level	14	25	76	204	236	555
White-collar	51	122	259	1,132	1,419	2,983
Sales staff	1	75	32	764	398	1,270
Store staff	98	900	614	10,863	2,042	14,517
Blue-collar	1,325	56	15,642	8,092	1,291	26,406
Total	1,489	1,178	16,626	21,074	5,508	45,875

Turnover

In 2024, approximately 24,700 people were recruited, 81% of whom are aged under 30. At the same time, around 23,900 employees left the Group during the year, 77% of whom were under 30 years of age. In 2024, the hiring rate fell by 2 percentage points compared to the previous year, while the termination rate rose by 3 points.

Outgoing turnover management is periodically controlled using KPIs broken down by business area and population type. This survey is accompanied by the monitoring of the underlying motivations, which are collected systematically, e.g. through the completion of exit questionnaires and sample interviews. What emerges from these moments of dialogue makes it possible to implement and intensify projects and activities aimed at adopting a leadership style that is effective and in line with the company's key values (e.g. training courses, coaching, etc.), as well as actions aimed at increasing staff retention, loyalty and engagement (e.g. team building, contests and prizes, company gathering events, etc.).



TURNOVER BY GENDER AND AGE BRACKET (%) ¹¹						
	MEN	WOMEN	ND	TOTAL	< 30	≥ 30
2022						
HIRING RATE	34%	70%	142%	66%	95%	29%
TERMINATION RATE	45%	59%	146%	57%	79%	29%
2023						
HIRING RATE	36%	58%	161%	56%	80%	18%
TERMINATION RATE	27%	52%	120%	49%	69%	18%
2024						
HIRING RATE	32%	56%	135%	54%	81%	23%
TERMINATION RATE	31%	55%	138%	52%	74%	27%

TURNOVER BY GEOGRAPHIC AREA (%)					
	AFRICA	AMERICA	ASIA	EUROPE	ITALY
2022					
HIRING RATE	7%	114%	72%	70%	46%
TERMINATION RATE	6%	87%	55%	66%	40%
2023					
HIRING RATE	29%	118%	32%	75%	45%
TERMINATION RATE	16%	97%	32%	65%	38%
2024					
HIRING RATE	29%	96%	33%	73%	42%
TERMINATION RATE	16%	78%	30%	74%	40%

EMPLOYEES BY TYPE OF EMPLOYMENT (no.)				
	WOMEN	MEN	ND	TOTAL
2022				
FULL-TIME	34,286	4,114	25	38,425
PART-TIME	5,658	168	1	5,827
TOTAL	39,944	4,282	26	44,252
2023				
FULL-TIME	33,659	4,518	36	38,213
PART-TIME	6,469	286	5	6,760
TOTAL	40,128	4,804	41	44,973
2024				
FULL-TIME	34,140	4,694	29	38,863
PART-TIME	6,767	240	5	7,012
TOTAL	40,906	4,934	34	45,875

Oniverse pays particular attention to striking an appropriate work-life balance; below are the policies considered most relevant:

- Social inclusion;
- Integration of expatriate personnel;
- Remuneration and professional grading;
- Organisation of work;
- Maternity protection;
- Family support.

The newsletter is the main internal communication tool of Oniverse, designed to provide all collaborators with

periodic updates on the company and share relevant information along with its main milestones and news.

In 2024, part-time contracts accounted for approximately 15% of the total workforce, in 97% of cases by female staff.

The Group is committed to ensuring proper working hours and breaks to allow adequate physical and mental rest through access to:

- Daily breaks to be taken in dedicated refreshment corners;
- Canteen services;
- Access to national holidays.

In addition, the Group provides employees with tools, digital (HR - ERM Portal) in most cases. Alternatively, employees are provided with analogue tools, which allow the individual to monitor the entry and exit of the workplace and have access to the history of this information. Through these tools, workers can check how many hours and days of leave are left at their disposal, what they have already used, and proceed to submit new requests for leave/holidays to their supervisors.

In cases where the employee is in a position for which maternity or parental leave may be required, the employee is given the opportunity to view all information and policies related to this topic and to view the remaining hours, days and weeks and what has already been taken.

27% of employees are covered by a collective bargaining agreement, which becomes approximately 7% when considering only the Group's supply chain. The figure is influenced by the fact that we work in many countries where collective bargaining agreements do not yet exist.

¹¹The respective hiring and termination rates are calculated by comparing the total number of employees (according to category) hired or terminated during the year to the total number of reference employees as at 31/12/2024.

04.2

Talent attraction and growth opportunities

The Central Management of the Human Resources Department, within the Group, plays a supervisory and coordinating role aiming to:

- Ensure leadership and respect for the corporate value system, recognised and equally shared in all countries of operation (with respect for local specificities);
- Ensure effective business support with fast and efficient solutions;
- Support and advise managers and employees in the management of different processes (Recruitment, Onboarding, Performance & Goals, Learning, Compensation, Internal Development, Team building, Offboarding, etc.);
- Provide listening and support to employees in solving problems;
- Ensure the proper management and disbursement of salaries, benefits and initiatives supporting family-work reconciliation;
- Support Group Management in identifying and adopting solutions to contain staff costs.

In a broader sense, the purpose of the Department is to provide support and direction from the centre, encouraging local development, autonomy and independence of the local HR departments.

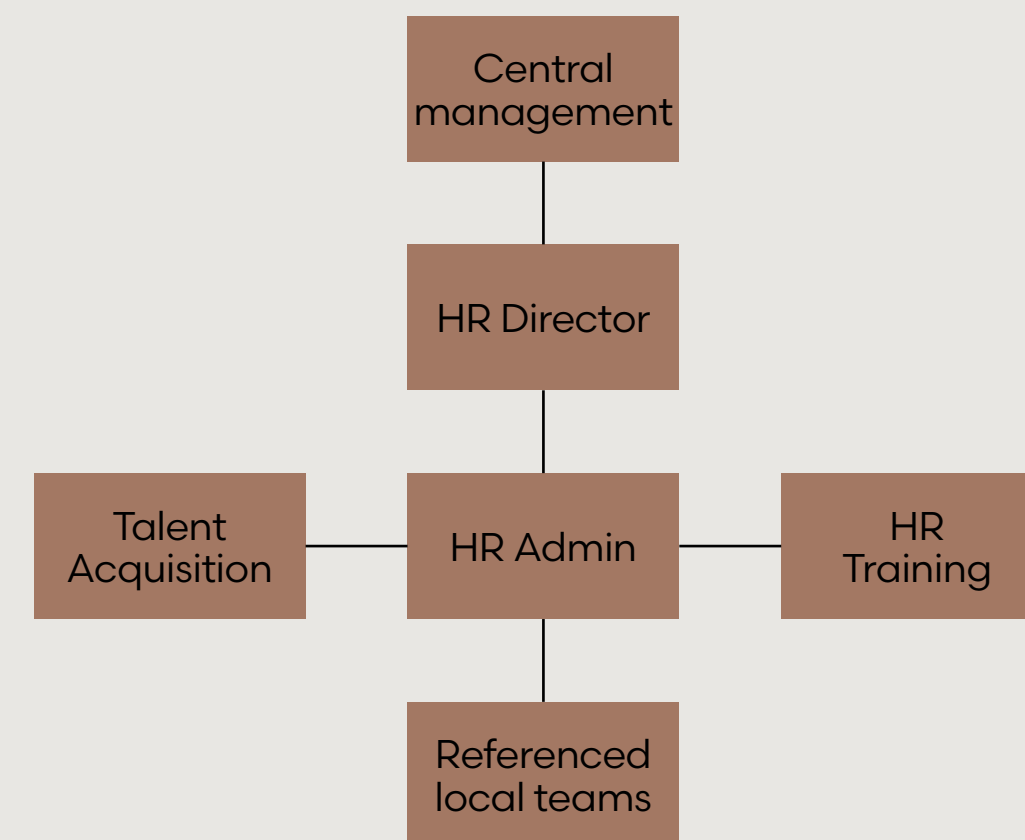
The People macro-area teams, each with their own

areas of expertise, work alongside the business both to define strategies and to make the most relevant decisions, leaving room for local independence.

The Group HR area

The HR area includes the following departments and organisation:

- Human Resources
- Staff administration
- Training



Foreign subsidiaries have different structures for human resources management depending on their size. For the production branches there is the local HR figure, while in the commercial branches there are the regional HR and local HR figures.

The HR Admin area consists of dedicated offices and resources in each company/branch of the Group, in Italy and abroad. They share the guidelines and policies for staff management emanating from headquarters,

but can structure them on the basis of local needs and regulatory specificities. Each policy is valid and operational until revised. Any exceptions are assessed by the reference HR.

The drafting of policies, their dissemination and application is delegated to the HR Admin area in cooperation with the HR area. The latter is involved when there are cases of non-compliance.

The most relevant policies shared as guidelines to all Group companies/branches and applied locally on the basis of local regulatory needs and specificities, include: store staff policy, accommodation policy, travel policy, policy for staff abroad, car policy, benefit allocation, company seniority bonus, family events, discount card, sales force and store staff cost analysis, recruitment and termination guidelines, HR Admin processes for sales force, year-end dinner organisation and guidelines for hourly flexibility and smart working.

During board meetings, objectives and general direction are set with respect to human resources management, which are then shared and disseminated by the HR teams to the various managers. The HR department remains constantly in support of the business in staff management and strategic decision-making.

Talent attraction

People selection and management is carefully monitored through the local HR department, in compliance with current privacy regulations and with a view to transparency, pragmatism and professional respect for the candidate. Policies are constantly supported and aligned with the situation in the relevant sector through specific surveys on salaries (fixed and variable) and contractual solutions that can be adopted. In each country where the Group operates, the relevant

subsidiary is given the opportunity to cooperate with local recruitment web channels. Those who wish to apply for a job position for one of Oniverse's brands can do so via the brands' e-commerce pages and on the site, by accessing the "Careers" section, where there is an overview of the company, its business areas and the relevant open positions in the various geographical regions. Oniverse considers its corporate values - Vision, Passion, Concreteness, Collaboration, Focus on results - as a parameter for the selection of its staff and as a virtue to be passed on to each individual during their time with the company. Recruitment is also carried out by directly contacting academic contexts (universities, schools and higher education institutes), where the Group's professional opportunities in Italy and abroad are presented. For areas of particular corporate interest, special projects are run with a view to identifying the best talents.

04.3

Career development

There is a meritocratic mechanism in the Group (headquarters, sales, production and service branches in Italy and abroad), which gives deserving people the opportunity to grow internally.

This approach consists of:

- HR support and monitoring activities;
- Management software with special modules:

performance evaluation, employee central and training compensation as well as onboarding;

- Six-monthly meetings with their managers.

In 2024, Oniverse implemented two strategic initiatives within the Group to promote internal professional growth and enhance employee contributions: the OniJob portal and the Referral Programme. The OniJob project takes the form of a platform dedicated to internal mobility, designed to allow employees to explore and apply for professional opportunities available within the Group. Through this portal, collaborators can:

- Access an up-to-date list of open positions, both nationally and internationally;
- Submit spontaneous applications, specifying areas of interest and geographical availability;
- Monitor the status of their applications and receive feedback from the HR team.

This tool reflects Oniverse's commitment to recognising and developing internal talent, promoting both vertical and horizontal career paths and fostering a corporate culture based on meritocracy and inclusiveness. The Referral Programme, on the other hand, is an initiative that encourages employees to refer qualified professionals from their network of acquaintances for open positions within the company. Highlights of the programme include:

- The possibility of recommending candidates for current or future roles, by filling in a special form and attaching the candidate's CV;
- A bonus of 250 euros, disbursed through Credito Welfare, for each referral that results in a successful recruitment, following the successful completion of the new recruit's trial period;
- For store staff, the option of receiving the bonus in

the form of a gift card.

This programme not only expands recruitment sources, but also strengthens employees' sense of belonging and involvement, recognising their active contribution in building a talented team.

Both initiatives underline Oniverse's commitment to enhancing its human resources, promoting professional development and encouraging active employee participation in the company's growth and success.

The percentage of employees who received a periodic performance appraisal during 2024 is around 75% of the total.

04.4 Training

To achieve its goals, Oniverse considers it essential that each employee has the appropriate knowledge to be effective and efficient.

The Group develops its training activities in three areas, explained below. In a parallel fashion, institutional training is also delivered, which is regulated by applicable laws and provided at certain times in the employee's corporate life. Examples of this include, for new recruits, training on safety at work, risk prevention and the related Italian Legislative Decree no. 231/01 as well as anti-corruption.

The first area is technical training, which is divided into technical-commercial training for sales staff, business training for employees in the corporate area

and production training for factory staff. As regards commercial training, there are brand-dedicated training offices, which aim to train and prepare store staff on matters relating to products, customer management and store management. Technical training for corporate employees involves the delivery of language and Excel courses as well as specific courses aimed at improving the competences necessary to cover strategic roles (for example, courses on the use of particular technical instruments).

The presentation of the company at the time of entry and the 'kick-off retail' activity are aimed at new recruits to facilitate their introduction to the main activities by administering basic knowledge of the core business. In fact, thanks to the "retail experience" and "cross-office" activities, it is possible for the in-house newcomer to work alongside store staff or colleagues from different areas to improve communication between them. In addition to the general presentation, kick-off retail and cross offices, these activities also include the welcome on board for district managers and are managed by the second area. The technical training intended for factories is organised in a capillary manner, by each plant, and delivered to employees by specialised staff. The aim of these courses is to guarantee cover of all skills necessary to maintain excellent quality levels, efficiency and safety in factory operations.

The third area of training is aimed at head office, retail, product and production managers and involves the design of specific focuses aimed at providing them with concrete, practical and useful tools to support them in managing their employees (feedback & goals, leadership, motivation, etc.).

Being the category closest to company decisions, it is the most exposed to possible corruption, which is why special training courses are set up to prevent the

problem. The Group collects indications (from the HR Department or other Department managers), as to current requirements and needs and uses them as a stimulus to propose specific paths. Three other types of technical training that are delivered are:

- The SAP Consultant Academy, which has been administered to graduates of various kinds since 2017 to learn how to use SAP management software;
- The 360° Talent Programme, which involves young management engineers destined for responsible roles in production abroad. This lasts one year and involves visiting three different plants;
- Training of staff in the IT area, which is structured on various topics to develop soft and hard skills (e.g. Udemy on-line courses, Web API JavaScript Fetch, Robot Framework, MuleSoft certification, Salesforce courses and SEO courses).

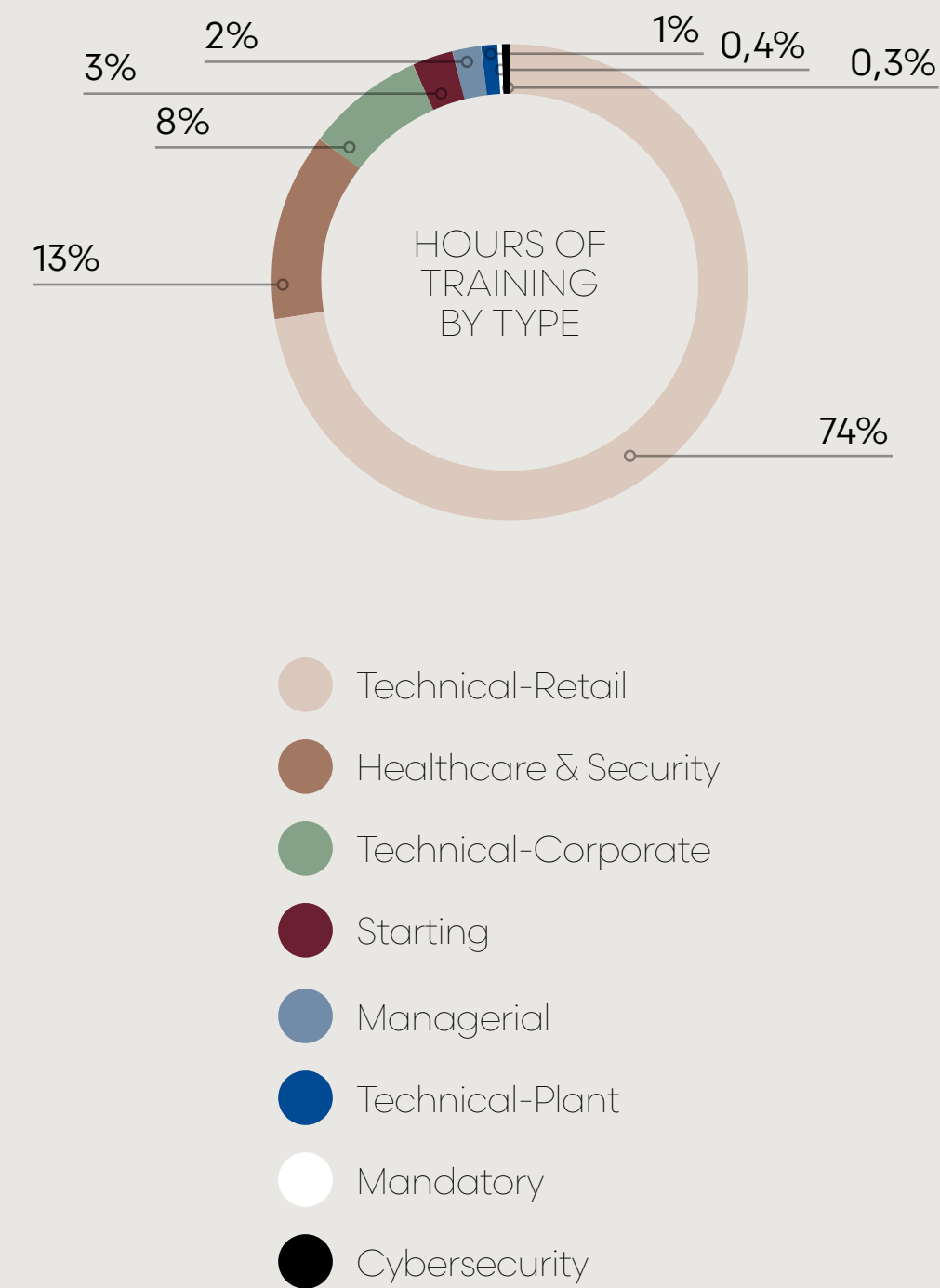
In order to monitor the effectiveness of the actions taken, in-store visits are carried out, feedback from stakeholders is collected and evaluation forms are administered. Focus course objectives and targets are set through ongoing discussion with the Training Department and participation in training courses. In 2024, the staff of sales branches, Italian companies and production plants benefited from over 839,768 hours of training (an increase of approximately 40% compared with the previous year) in the areas of retail, health and safety, compulsory training¹² (model as per Italian Legislative Decree 231/01, apprenticeships and other topics), management courses, safety courses, technical courses, corporate and employment contract-related courses.

¹²For Italy staff only.

In particular, the initiatives carried out globally include the expansion of the training catalogue in some foreign plants through the addition of courses not only strictly technical/operational, but also structured to impart language, security and digital as well as other IT tools to interested employees.

Training was delivered through classroom and agile courses, according to the breakdown summarised in the chart below (with an average of 18 hours training per employee). In addition, the Group constantly monitors the effectiveness of its training processes by collecting feedback from employees who have benefited. In general, the final opinions are more than positive, and it is frequently the employees themselves who ask for any topics to be deepened or new topics to be introduced. The steady growth in the number of training hours delivered during the year (excluding those required by law) is testimony to the extent to which the Group supports and promotes the development of both technical and transversal knowledge for the concrete enhancement of staff and efficient business management.

Production branches hire even unqualified employees and provide them with basic training through qualified trainers and on-the-job training. At the end of the path, these people are able to complete the preparation of a garment, with career prospects that can reach managerial level. Operators participate in evaluation sessions throughout the year.



ONIVERSE *café*

Panta Rei

On 8 March 2024, the Oniverse Café officially opened in the HQ in Dossobuono. This service came about thanks to the synergy between Oniverse and the Panta Rei Cooperative Company. Indeed, the Group decided to let its bar run free of charge to the cooperative company, which since the year of its foundation (2001) has been committed to the reintegration, through the creation of jobs within a social and commercial network, of people with mental disabilities. Panta Rei firmly believes that the creation of opportunities for real reintegration into society is one of the first steps towards a new start for those who witness inner fragility or important moments of difficulty in their lives.



The management of the cafeteria within the Group's office space represents the possibility of transforming a service for the company's employees and guests into a tool for generating value for the people and the territory.

Indeed, the café allows for the employment of some people in a disadvantaged or fragile condition, representing an opportunity for them to regain dignity through real work and to build new authentic relationships with people, be they colleagues, customers of the café or suppliers.

For the cooperative company, work has always been a means of reconnecting people who have experienced difficult times

with their surrounding communities, and at the same time it is a chance to reduce the distance between people, to break down the stigma and judgement towards those who come from problematic experiences of marginalisation, loneliness or illness.

In addition, the bar uses products from the AL FRESCO project, which employs inmates from Verona Prison in two food-processing workshops: one for the preparation of leavened and baked goods and one for the preparation of sauces, jams and marmalades. The fruit and vegetables used in this workshop are, moreover, mainly from producers' surpluses which, although edible and in perfect condition, would have been destined for pulping.

Oniverse Café is a high-impact Corporate Social Responsibility project, implemented in cooperation with the Panta Rei Cooperative Company, with the aim of social redemption, trading in high-quality products and promoting pleasant coffee breaks for all Oniverse employees.



04.5

Attention to salaries and incentives

The Group treats its employees with respect and undertakes to guarantee fair, correct working conditions. As mentioned above, the main evaluation system is the meritocratic one. Growth and rewards to the employee therefore depend on: position held, level of experience, benchmark with national remuneration levels, results achieved, legal standards (minimum wage, overtime and benefits).

In every reality there are reward mechanisms aimed at stimulating employee retention or productivity in general. The following list is for illustrative purposes only and is not exhaustive:

- Headquarters and Italian offices: based on the Group's consolidated result and the results achieved in its area;
- Commercial activities: based on the achievement of targets, maintenance of results or proper budget management;
- Production sites: rewards may be assigned in consideration of dedication, passion and shared goals, and partly in relation to Group or brand results.

With the aim of reviewing its model, promoting diversity/equal opportunities and eliminating sexual discrimination, the Group has calculated the male/female remuneration ratio for each employee category. In addition, thanks to the Gender Equality project, undertaken for some of Italy's leading companies in 2023 and continued in 2024, a further analysis was carried out, in which the average remuneration (without variable component) by gender and collective bargaining agreement (CCNL) level of the company population included in the scope was analysed. This made it possible to identify possible pay gaps for these macro categories, which were then further analysed.

Next is the table on the calculation of the gender pay gap, i.e. the wage and salary difference between the two main genders, male and female.

GENDER GAP SALARY INDICATORS ¹³						
	2022		2023		2024	
	SALARY	REMUNERATION	SALARY	REMUNERATION	SALARY	REMUNERATION
Executives	119	104	114	105	111	101
First level management (no executives)	83	80	105	88	100	73
Managers reporting to the first level	79	76	83	79	82	79
White-collar	83	78	87	79	88	80
Sales staff	93	79	92	87	90	78
Store staff	104	90	107	97	101	84
Blue-collar	84	79	86	81	87	81

Although both salary and remuneration differences are shown in the table above, we chose to focus the analysis on the salary data, which represent the contractual and theoretical remuneration received by the employee working 12 months in the year. By contrast, salary data indicates how much was actually received and also include variables related to work attendance,

¹³ All employees of the Group's Italian companies are included, excluding expatriates. In order to calculate the ratio, the basic salary gives the theoretical remuneration considering FT equivalent for PT, whereas for remuneration only FTs are considered (and not PTs) and the remuneration effectively received during the year, is reported. The salary is calculated by the ratio of the average salary of men and women; if the average is less than 100%, women receive lower salaries. Instead, analysis by remuneration also takes into account a monetary assessment of employee benefits.

such as parental leave, illness or expectations. Therefore, remuneration is more affected by the social context in which the company operates and thus also reflects the gender inequalities present in society, and on which the organisation has limited influence. This is why the salary data is considered most useful for a comparative analysis of company choices.

The table "Gender Gap Salary Indicators" in the previous page shows a higher average executive salary for the female gender (confirmation of a three-year trend). Favourable deviations for the male gender appear in the roles "Managers reporting to the top level", "Clerical - Office employees", "Clerical - Sales staff" and "Labourer". The categories of "Office employees" and "Managers reporting to the top level" show a high degree of heterogeneity of roles within them, which makes a precise comparison of salary levels difficult, but the gender pay gap is caused by a higher male presence in the highest hierarchies. This explanation also applies to the category "Sales staff", which presents a value of 90%. Analysing the macro category, however, it can be seen that the two subgroups that make it up (Area Managers and their subordinate District Managers) present salaries that are more closely aligned between the genders, having values of 96% and 98% respectively. Finally, in the "Labourer" category, the percentage difference depends mainly on a different gender representation in the jobs: specialised labour such as maintenance and mechanics are roles generally filled by men and, although greater gender equality has been promoted at an (inter)national level in recent years, the recruitment of these female profiles is still very limited and critical; tailoring tasks and unskilled labour are activities that predominantly employ women and have lower average salaries than the previous category. The variations shown in the table therefore mainly

depend on a different average gender distribution in the jobs held in the company, which are characterised by different average wages. However, the Group is committed to defining internal policies and providing training aimed at identifying gender discrimination (both conscious and unconscious) in order to identify and remove bias in business decisions.

04.6 Corporate welfare: initiatives and benefits

Oniverse is committed to making life easier and safer for its employees. It is in these terms that a corporate welfare plan has been implemented, allowing them to make use of a series of goods and services supplied at special conditions.

More specifically, headquarters staff benefits include:

- Flexible entry in the morning and lunch break, making up the time in the evening;
- Working from home up to 2 days a week;
- In-company ATM usable outside working hours;
- Personal on-line purchases collection and distribution service;
- Company nursery and kindergarten with means tested fees;
- Counselling services;

- Free flu vaccines;
- Additional insurance cover for permanent invalidity or death;
- Supplementary insurance cover for business travel abroad in the event of injury, illness, medical emergency and luggage theft or damage;
- Delivery of steel water bottles to reduce the use of plastic for water as much as possible;
- Dedicated discounts on all Group brand products (for all employees);
- Meal vouchers;
- Lunches in company canteens.

In addition, the "Oniverse For You" programme provides employees with an annual sum of 500 euros for:

- Medical check-ups at affiliated facilities;
- Nursery and school fees, books and summer camps;
- Reimbursement of public transport or elderly care subscriptions;
- Interest repayments on mortgages;
- Additional payments to the pension fund;
- Vouchers for the gym, swimming pool, wellness centre;
- Weekend vouchers, cinema tickets, theme parks.

Those travelling for work, and who find themselves spending a long time abroad, are guaranteed an assistance package that includes, for example, indemnities for the cost of living and for environmental difficulties in the country of destination, housing, travel and transfer of the expatriated worker and their family and supplementary medical insurance for the expatriated worker and their family. In almost all foreign production units, a range of services are guaranteed: free or token-cost canteen, in-company health care,

sports facilities available, socialisation and team-building events, 30% discount card, Christmas presents for children, Christmas and Easter contributions for workers, multi-sport card, gifts for new births, travel allowance, bonus for work achievements, financial support in the event of the death of a close family member, additional holidays over and above national ones based on seniority in the company and flu vaccination organised directly in the factory. In some cases, the Group also finances technical schools for the training of young people; in others, it commits itself through the payment of school fees for the children of single employees working in the company. Company welfare and incentive policies are communicated to employees through specially prepared newsletters. Commercial branches also recognise various benefits for their employees: gifts for employees' newborn babies, performance-related bonuses, additional holiday days over and above national ones, based on seniority in the company, scholarships for the children of single parents, Christmas and Easter gifts for children and employees, multi-sport cards and cards giving access to various discounts, as well as food allowances. The People Care project started in 2023 continued, which had envisaged the establishment of a new department at headquarters to manage services for all employees. The aim of this area is to support employees in meeting needs such as physiotherapy, blood check-ups, car overhauls, driving licence reviews and many others directly within their own company. The Group believes that this synergy can create high added value in the employee's work-life balance.

De&i: Gender Equality Project



In 2023, Oniverse decided to embark on a journey involving the five leading Italian companies to obtain the Gender Equality Certification. The national UNI/PdR125:2022 Practice, established in 2022, aims to promote equal opportunities of access and growth opportunities for all genders, as well as the empowerment and responsibility of women in work contexts (as the historically most disadvantaged and discriminated figure).

The aim of obtaining certification was not to find confirmation of the general fairness already present or the recognition of the services offered for years within the reality, such as the nursery school established back in 2001.

On the other hand, the companies wanted to analyse the internal organisation in depth with the aim of identifying possible discriminations and perfectible situations with a view to continuous improvement.

During the certification project, the main areas analysed were corporate culture, recruiting and performance appraisal processes, processes and criteria relating to pay equity, opportunities for women's growth and inclusion in the company and the level of protection of parenthood and work-life balance.

The benefits brought about by the areas involved were evident even before officially obtaining Certification (early 2024). Indeed, part of the shareable evidence for the reporting year is the emergence of structured training activities aimed at creating a fair and just corporate culture (also in terms of the language used) and an in-depth analysis of all the internal processes most affected (and impactful) by this important and complex topic.

Activities to maintain the gender equality management system continued throughout 2024 (and will continue in 2025). Indeed, numerous training, communication, management and discussion activities were carried out with the aim of bringing concrete added value within the company context.

04.7 Quality of the workplace: respect for human rights and diversity

It is the Group's objective to promote and protect the dignity and psychophysical integrity of its staff and to support initiatives in the social and political fields. Oniverse condemns all forms of discrimination based on race, origin, ethnicity, disability, illness, religion, marital status, sexual orientation, political opinion, age, citizenship, gender or any other reason. Manufacturers and suppliers reject any discriminatory practices at the stage of recruitment, with respect to pay, access to training, promotion and possible termination of employment or retirement.

The Group recognises the right of its employees to establish, participate in or join trade unions and/or organisations aimed at the protection and promotion of their interests, adopting an attitude of openness and collaboration towards the activities of trade unions. It also guarantees its workers respect for collective bargaining, freedom of opinion and the protection of workers' representatives. In 2024, 27%¹⁴ of the Group's employees were covered by collective bargaining

agreements, a percentage affected by all the production countries in which the Group operates and in which such agreements do not exist. This percentage considers employees of the owned factories, which account for the manufacture of 74% of the items sent to stores. The right to freedom of association and trade union membership is guaranteed along the supply chain directly controlled by the Group and is demanded from all suppliers. The control system currently in place provides for the sustainability assessment of suppliers, including compliance with the above-mentioned rights. Indeed, a major project has been launched to evaluate the suppliers involved in the business with the aim of promoting the improvement of all actors in the supply chain. This system involves the collection of all data and aspects considered relevant by the Group (following the ESG Rating) with a view to a final score, the starting point for continuous mutual growth and improvement. To date, this evaluation does not present itself as a discriminating factor, but is becoming increasingly important especially when considering new suppliers. Finally, Oniverse rejects any form of forced or compulsory labour. This refusal extends to both its own employees and to its distribution chain in its entirety, and to any natural and/or legal person linked to the Group. Furthermore, by adhering to the principles of the UN Global Compact, the Group is obliged to support the elimination of all forms of forced or compulsory labour or any work performed under coercion. Oniverse respects the rights of children and rejects child labour, respecting the minimum age established for access to employment by the relevant national laws of each country¹⁵. At the production sites in Sri Lanka, Ethiopia, Serbia, Bulgaria, Croatia, Bosnia, Tunisia and Italy,

¹⁴ Some of the countries in which the Group operates make no provision for national collective bargaining agreements.

¹⁵ See the following links for more details: [Codice Etico](#) | [Code of Ethics](#)

the evolution of the main KPIs aimed at assessing the level of employee satisfaction and company climate is monitored.

When the alert arrives, we proceed as follows:

- Analysis and documentary study of the case;
- Meeting to involve the departments concerned;
- Liaising with them to assess appropriate approaches and actions to be taken.

In 2024, the Group received approximately 395 labour complaints. Almost 90% of the cases concern a single production company, which unfortunately has been living in a complex socio-political context for years. In fact, the production activity of Itaca Textile (a manufacturing plant inaugurated in Ethiopia in 2018) suffered a forced halt of about two years (2020-2022) due to a violent civil war (Tigray war) that broke out between the Ethiopian Federal Government and the Tigray People's Liberation Front (TPLF). The end of the conflict late 2022 allowed for the gradual resumption of operations at the production plant. To date, the situation is delicate and complex, as workers at the plant have demanded pay for the long period of inactivity caused by circumstances of force majeure. These cases are still being handled through legal channels due to the high level of complexity and to understand the responsibility of the parties involved. For the remaining cases, however, 91% were resolved during the reporting year.

Following the reports, the Legal Office involves the board and Personnel office and, together with the managers, agrees on how to answer and what action to take. The Group is committed to making sure that not only is legislation complied with, but also best practices in force in respect to working conditions and health and safety at work.

04.8 Quality of the workplace: health and safety

The Group is committed to providing a safe working environment for its employees by complying with the procedures and regulations of the countries in which it operates.

This takes the concrete form of ensuring entirely adequate:

- Equipment;
- Training;
- Teaching.

Consistent with this declaration of commitment, the 'Franchisee Project' was created in 2014 and effectively continued during 2024, with the aim of creating and ensuring an exchange of knowledge between direct stores and participating franchisees.

Indeed, the risks that could compromise workers' health are numerous, such as: mechanical risks, electrical risks, thermal risks (related to the use of machinery and various equipment), chemical risks, environmental risks (related to travel to countries at risk), physical risks (related to the repetitiveness of work) and interference risks (contract work).

In an attempt to contain, reduce and control risks more and more efficiently, industrialisation and mechanisation research is constantly being carried out to improve all phases of work. In view of the analysis of the causes of accidents, which revealed a significant number of

commuting accidents, a new refresher course was implemented for workers, which also included measures to prevent this risk.

In addition, late 2024 saw the conclusion of a multi-year activity (started in 2022) to expand the performance indicators (KPIs) on the training provided to increase the monitoring of the Occupational Safety Management System (OSMS). In addition, the year saw the continuation of refresher training related to the mandatory specific training for all Oniverse staff (headquarters and points of sale) to renew the five-year validity of the certificates, required by law. Training was delivered via webinar platform. Last but not least, a new target for 2025 was sketched out, envisaging the delivery of specific training on the topics of risk related to commuting accidents, fire and emergency risk, and risk related to work-related stress and harassment at work.

In all the Group's Italian companies, a safety management system has been implemented on the basis of national and international regulations, like the UNI INAIL Guidelines or the UNI ISO 45001 standard. Maintenance audits for certified companies were carried out during the reporting year. The management of the Prevention and Protection Service in Italy is divided between the management of sales outlets, the management of logistical sites and administrative and industrial sites. Abroad, the individual branches are managed autonomously.

The Prevention and Protection Service carries out inspections and periodic checks in:

- Italian branches: for process improvement and control. In the event of any critical issues to be resolved, the Service and all necessary offices are involved;
- Suppliers and contract workers: for the drafting of a risk assessment document shared between

the parties. This document is always the result of an inspection - carried out by the Group Prevention Service - at the workplace where the supplier will perform the activity, followed by spot checks, and contains both a description and quantification of the risks themselves and the improvement measures planned to eliminate or mitigate them.

This is followed by the figures designated for control and monitoring activities:

- Employer;
- Prevention and Protection Service Manager (RSPP);
- Workers' Safety Representative (RLS);
- Appointed Physician.

The procedures (part of the Management System) that regulate how to verify the principles, general provisions and control processes include: the system structure and organisation, information management, training, communication, documentation management, system monitoring, accident, incident, non-conformity management, Corrective and Preventive Actions, system review and improvement, health and safety risk assessment, plants, equipment and workplaces, adoption and management of personal protective equipment, contract work safety, emergency management, safety signs, materials and substance management, health surveillance and safety of staff abroad.

Any report of danger may reach the Prevention and Protection Service Manager, the competent Workers' Safety Representative and the Supervisory Body, named or anonymously. To strengthen employees' awareness of this right, awareness-raising and sharing training meetings are organised.

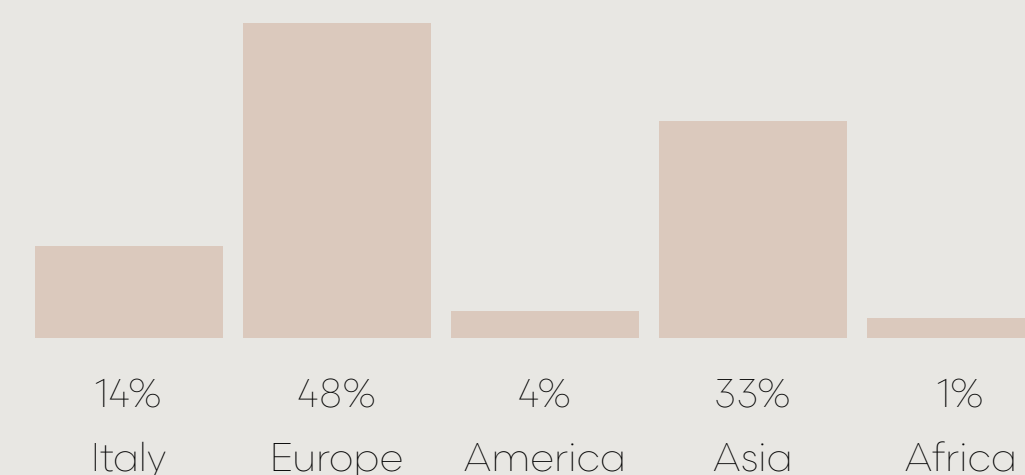
In addition, each Group company prepares a training plan that covers both general and more specific training in connection with work-related risks and risks intrinsic to the activities carried out and potentially dangerous situations. In the factories in Italy, Croatia, Ethiopia, Bulgaria, Bosnia, Sri Lanka and Tunisia, a safety at work monitoring system has been developed, integrated by software for system management and maintenance. In the other countries where the Group plants operate, implementation is currently in progress of the INFOR safety and maintenance system. The table below shows the accidents recorded at all Group locations. It reveals that most accidents occur in production plants and include minor injuries (e.g. needle sticks).

EMPLOYEE INJURIES AND INDICATORS						
	2022		2023		2024	
	No.	INDICATOR ¹⁶	No.	INDICATOR ¹⁶	No.	INDICATOR ¹⁶
Injuries recorded at work ¹⁷	2,250	33	1.840 ¹⁸	28.11 ¹⁸	807	10
Deaths caused by work-related injuries	0	0	0	0	0	0
Injuries with serious consequences (excluding death)	15	0.22	26	0.40	28	0.35

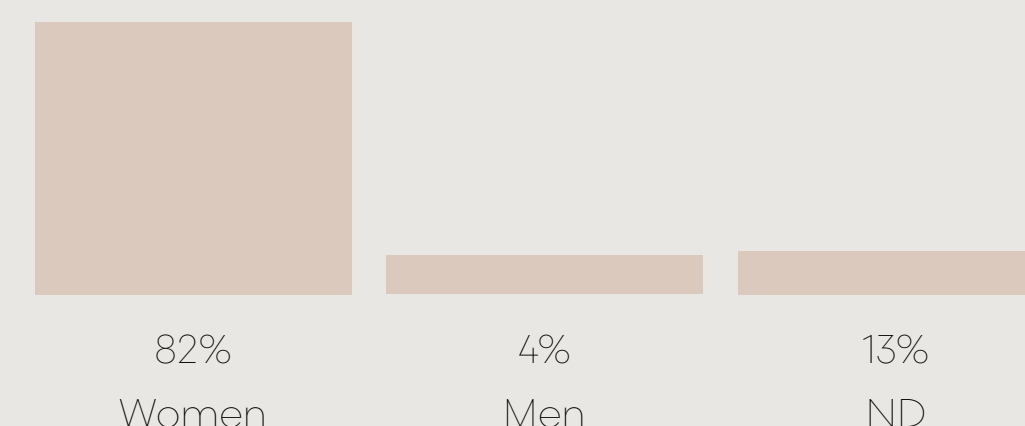
¹⁶The rate calculates how many injuries occurred as per the GRI standard. The indicator is calculated by dividing the number of injuries by the number of hours worked during the year (if not available, the hours worked are estimated) and multiplied by 1,000,000 hours. | ¹⁷These include injuries in the workplace and while travelling to and from work, both where transport is organised by the organisation and for autonomous transport. | ¹⁸Please note that the value has been corrected following a check on the database. There is an updated value from the previous version for the reporting year 2023.

Injuries 2024

BY COUNTRY



BY GENDER



In 2024, there were a total of 807 injuries, considering both direct employees and temporary staff; considering only direct employees, the accident cases drop to 738, which corresponds to less than 2% of the total workforce. For accidents related to direct employees, around 88% occurred at the workplace. There were 28 cases of serious injuries, mainly occurring in Italian companies and production plants. Overall, compared to the previous year, there was a decrease of over 50% in the total. In general, 2024 witnessed an important decrease in the total number of injuries in all categories, with the exception of commuting accidents, which showed an

increase of about 35%. As previously stated, in order to cope with this increase, the Group took steps to create and administer specific training on safe driving. The Safety Management System requires a procedure for the management of investigations in the event of injuries, accidents, near-misses and non-conformities. The investigations have revealed that the main causes can be traced back to carelessness on the part of the operators or to random events. There are no organisational or similar shortcomings attributable to the Group.

In order to guarantee the quality of the processes carried out by the supplier and to precisely verify the competence of the persons performing them (for certain types of work), the verification of training certificates carried out in relation to the use of equipment for working at heights, the use of goods handling equipment, electrical work, etc. is foreseen.

In addition to sharing material (also intranet) for correct risk reporting (see p. 65), employees of Group companies are generally trained on how to address the following figures:

- The Prevention and Protection Service Manager directly, including during periodic inspections at the workplace;
- The Workers' Safety Representative present at the various locations or at territorial level (Workers' Safety Representative representing sales outlets);
- The Supervisory Body, explicitly or in anonymous form.

In line with applicable legislation, participation and consultation processes are implemented for employees. Within the companies of the Group, this is done through annual meetings to raise awareness and share corporate results, as well as through the dissemination of documentation also via company intranets.

05

Focus on the communities

The Group supports the promotion of educational, cultural, sports and solidarity activities in all the countries in which it operates. Numerous initiatives are supported by the Group's companies, subsidiaries and



production sites to promote culture, relationships and equal opportunities. Together with the Group, since 1999 the San Zeno Foundation has also been actively involved in promoting education as a right for all, regardless of background.



The Group, together with the San Zeno Foundation, promotes and supports equal opportunities within its own reality by demanding the same of all players involved in its supply chains.



The Group, together with the San Zeno Foundation, believes in and supports the right to work and strives to provide opportunities for employment even for those who were initially disadvantaged. In addition, it creates ad hoc training courses for people even without any particular experience, as the will to do and the passion are very often sufficient conditions for a satisfying daily work.

05.1

Our contribution to the local communities

The Group believes and maintains that a valuable business must respect and support its employees, reduce its environmental impacts and interact positively with the surrounding communities.

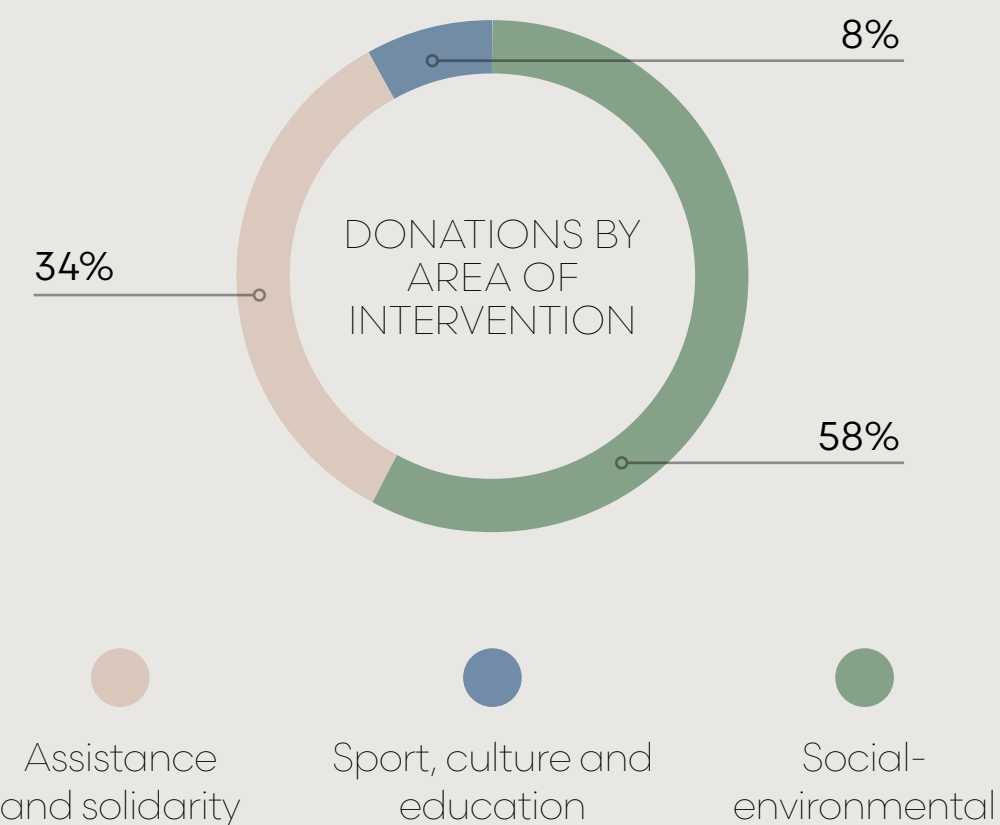
As each of the Group activities is set in a unique social context deserving of attention and respect, Oniverse has always sought to actively contribute to support local activities in the social, sports, cultural and welfare spheres with targeted actions and reliable and transparent methods.

Furthermore, since its inception, Oniverse has supported the San Zeno Foundation, which supports and finances educational and work projects in Italy and around the world.

Every year, during the months of October and November, a fund-raising campaign takes place in all Calzedonia and Intimissimi Italia sales outlets to support the Foundation, whereby, if the customer chooses to adhere, 3% of their expenditure is donated to the San Zeno Foundation.

In addition to this, the various Group companies financially support social, environmental, educational, cultural, sports and solidarity initiatives in favour of the communities where they work. In 2024, the total amount of donations by Oniverse is more than 2.46 million euros.

Below is a graph showing a breakdown of donations by area of intervention.



As can be seen, 58% of the quota was donated to social and environmental projects, and the remainder to sports, cultural, educational and solidarity initiatives.

Assistance and solidarity

In 2024, €500,000 was donated to support refugees in Lebanon, the state in the world with the highest number of refugees per head of population, due to the delicate socio-political conditions in the region. The Group's support went on the one hand to UNHCR - the international organisation of the United Nations - which provides psychosocial support to refugees in the region, and on the other hand to AVSI's network of volunteers who provide basic necessities such as mattresses, blankets, hygiene kits and water.

BENEFICIARY	DESCRIPTION OF INITIATIVE
UNHCR	Humanitarian aid for the emergency in Lebanon (€300,000)
ASVI Foundation	Humanitarian aid for the emergency in Lebanon (€200,000)
Tigray Relief Agency: IDPs	Humanitarian aid for the emergency in Ethiopia (€110,000)

Social-environmental

As regards social initiatives, both in Italy and abroad, Oniverse supports various contexts operating in favour of the communities and the environment. In Italy, the most significant donations in the social sphere include €400,000 to the Garda Valley Foundation, which carries out research and scientific outreach on longevity and health issues. On the other hand, abroad, particularly in Sri Lanka, where for years the Group has been funding charitable activities to improve the infrastructure of the places where many of its employees and their families live, over €700,000 was invested in the construction and improvement of school and university buildings.

BENEFICIARY	DESCRIPTION OF INITIATIVE
Garda Valley	Support for research activities (€400,000)
BCI University - Negombo	Improvement of local school buildings (€710,210)
Don Bosco School Pallawarayankaddu	
Buthgampola school	

Sport, culture and education

Finally, Oniverse chose to support various cultural and sports projects again this year. Among the most relevant, the Group chose to enhance the Veronese opera, through a donation to the Arena Foundation's 67 Columns project.

BENEFICIARY	DESCRIPTION OF INITIATIVE
Local sports associations	Support for the purchase of materials and the organisation of events (€15,250)
Arena Foundation	Support for artistic activities (€100,000)

Oniverse and the Vaia reforestation project

In 2024, the Group decided to support the Vaia association by planting 2,000 trees in the Gardesane Alps and thus contribute to a large reforestation project in the Alps. In fact, the initiative aims to restore the forests destroyed by storm Vaia in 2018 and to engage the local community

through development activities related to woodworking. The trees - larch, fir, rowan and beech - will be planted following a method that ensures healthy forest areas and promotes biodiversity. In addition, the project has a positive impact on the environment as it improves air quality and

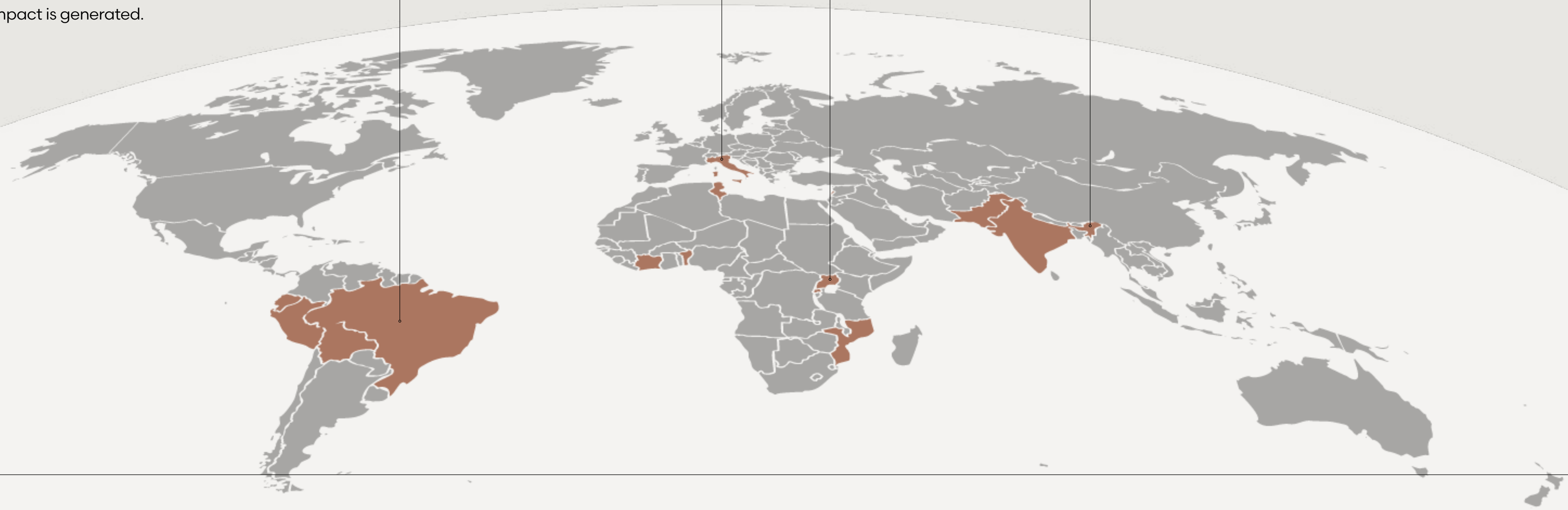
reduces hydrogeological risk as well as on people and the local community as it helps to raise awareness among stakeholders about the importance of reforestation and forest protection, besides supporting the local economy.

05.2

The San Zeno Foundation

The San Zeno Foundation was founded in 1999 by Sandro Veronesi, Chairman of Oniverse, with the idea that education and work are the drivers of authentic change. It supports projects and initiatives that offer concrete opportunities to those living in situations of hardship, fragility or exclusion, helping them to build their future with dignity and autonomy.

At the centre of its action are people: young people dropping out of school, prisoners in search of redemption, men and women who simply need a chance to start over. It envisions school as a place of growth and discovery, where students and teachers can find tools, stimulation and new perspectives, because it is only by investing in people that true and lasting impact is generated.



LATIN AMERICA

Economic commitment
€ 463,000

Projects
6

Countries
4

EUROPE

Economic commitment
€ 3,182,466

Projects
45

Paesi
1

AFRICA

Economic commitment
€ 757,300

Projects
7

Countries
6

ASIA

Economic commitment
€ 600,500

Projects
6

Countries
3

Projects approved 1999-2024

	TOTAL
ECONOMIC COMMITMENT	€ 90,295,554
PROJECTS	1.602
COUNTRIES	74
ENTITIES	527

LATIN AMERICA

Economic commitment
€ 16,464,186

Projects
348

Countries
14

EUROPE

Economic commitment
€ 43,150,022

Projects
757

Countries
9

AFRICA

Economic commitment
€ 17,828,946

Projects
288

Countries
35

ASIA

Economic commitment
€ 12,752,400

Projects
208

Countries
16

INTERNATIONAL

Economic commitment
€ 100,000

Project
1



Stories of change

2024 was a year of change, of departures and new arrivals, of challenges and adaptations.

The San Zeno Foundation continued to support not only good projects, but also solid organisations capable of building lasting responses in the territories where they operate. It has chosen to take care of those who care for others, those who work every day to guarantee equal access to education and work, fundamental tools for the dignity and autonomy of every person.

A total of 64 projects were approved in 14 different countries. The continuation of conflicts and tensions, particularly in the Middle East, has made it even more urgent to help those at risk of being excluded from educational and professional opportunities.

In Italy, the Foundation has strengthened its support for those working for quality education and for those who see work not only as a right, but as an engine for social inclusion and redemption.

In schools and educational centres, to ensure that every young person, regardless of the context in which they grow up, has the same opportunities for learning and development. In prisons, supporting re-education paths because every person deserves a second chance. In the workplace, where accompaniment and personalised placement can break down barriers and create real access to decent opportunities. In shelters, to guarantee those who have faced complex migration paths the

right to a future built on equal opportunities.

Abroad, the Foundation continued in the priority areas of education, training and work, supporting local realities capable of generating change even in the most difficult contexts. In village schools and community centres, to provide education and protection for children. Training teachers so that they can accompany the new generations in a changing world. Offering young people professional skills to enable them to build their future without having to leave their country.

The Foundation confirmed its support for long-term actions, which take time to generate concrete results. But it has not stopped: it has met, listened and learned. It has promoted dialogue, built networks and opened spaces for new ideas. Because real change starts when opportunities become accessible to all.



Jail to Job, Regenerations — Palermo, Syracuse, Naples

Experimentation of an innovative model of active employment policies, promoting the social and employment inclusion of persons serving sentences and connecting the prison system, the business world and the community in an integrated perspective.

The words of Nadia Lodato

Prison is the last frontier of a state welfare in crisis, a 'residual welfare state' that, like the outskirts, protects the community from the fear of what it does not understand, removes inequalities from view and feeds the illusion that a fair society exists. If I do not see you, you do not exist, I persist in a falsified perception of a collective well-being, I remain locked in the egoic confines of an existence that creates islands and boundaries. The starting point is already unequal: socially deprived individuals become marginalised and prisoners are very likely to come from socially disadvantaged areas. The link between economic and cultural poverty and crime is very much established by extensive literature. A situation generated by an insufficient demand for labour in an increasingly weak economy, a high incidence of low wages, a strong gender division in paid and unpaid work within the family (supported by poor work-family reconciliation policies), public policies doing little to ensure greater freedom to change traditional family roles, and an overall fragmented welfare state that often leaves the poorest unprotected or only barely protected, forgetting their human and constitutional rights, regardless of their status. The Jail to Job project intends to operate at the individual and systemic level on the void left by public policies that penalise those who already come from a condition of social fragility and are even more marginalised by imprisonment: occasional offenders, the unemployed and destitute, the homeless and migrants, people with pathological

addictions, people with disabilities and psychiatric disorders. The project intervenes to create the necessary opportunities to connect with the healthy part of civil society in a vision of equal social dignity, to guarantee the right to re-education with the aim of being able to become agents of development in one's own area, in support of the legitimate need not to feel invisible and to be able to count on one's own abilities. It seeks to heal fractures, to establish connections, between what is inside the prison system and what good exists outside: companies that are sensitive, and to be sensitised, to the issue of corporate social responsibility, cooperatives and associations that can acquire know-how on social and employment inclusion of persons serving sentences. For a community that can be increasingly listening and supportive, and that promotes actions to reflect on the topic of prison and the human and professional development of the people who inhabit it. Because we will never stop repeating it: the crime is not the person.



Regenerations

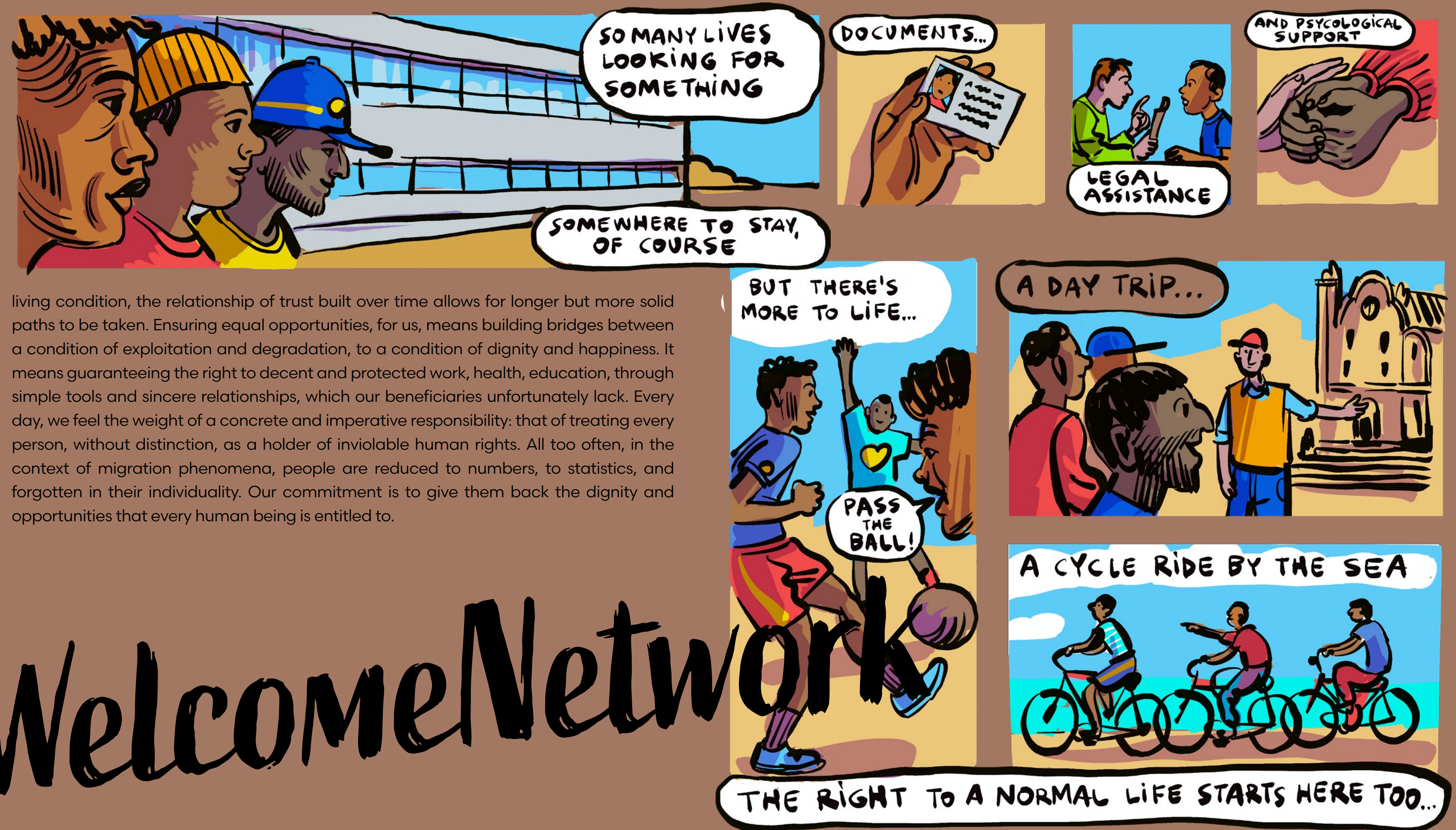
PeopleAlways, WelcomeNetwork — Syracuse

Promoting the orientation and socio-economic inclusion of migrants hosted in the reception centre of the Syracuse Prefecture 'Hotel Siracusa' through support, mediation, paths of learning and territorial entertainment.

The words of Rita Gentile

Our intervention is based on the ambition, never to be taken for granted, to bring back to normality situations that are extraordinary for first asylum seekers in Syracuse, as in the rest of the country. Equal opportunities, for us, means breaking down the obstacles that stand every day between the beneficiaries and the guarantee of their fundamental rights. These are not just targets, but concrete actions that aim to overcome inequalities and create a level playing field. As was the case for F., a 25-year-old Tunisian who had to leave his country and his dream of running the family bakery. Arriving in Italy three years ago, he had never been to an optician. Once taken in by the team, his difficulties in following Italian lessons were solved with a simple pair of glasses, allowing him to continue his studies effectively. Today, thanks to a work bursary activated through the project, he is embarking on a path of integration as a baker, thus avoiding possible exploitation.

Or for A., a 19-year-old Gambian suffering from sickle-cell anaemia, who was forced to leave his country due to lack of adequate treatment. Despite the risk of immediate repatriation, the legal support offered by the project allowed the measure to be suspended. Meanwhile, his dream of developing an ICT project took shape thanks to a laptop recovered from the volunteer network. Today, A. has already created his own website and is on his way to achieving a diploma in computer science. Despite the impatience that characterises all beneficiaries in wanting to quickly achieve a better



living condition, the relationship of trust built over time allows for longer but more solid paths to be taken. Ensuring equal opportunities, for us, means building bridges between a condition of exploitation and degradation, to a condition of dignity and happiness. It means guaranteeing the right to decent and protected work, health, education, through simple tools and sincere relationships, which our beneficiaries unfortunately lack. Every day, we feel the weight of a concrete and imperative responsibility: that of treating every person, without distinction, as a holder of inviolable human rights. All too often, in the context of migration phenomena, people are reduced to numbers, to statistics, and forgotten in their individuality. Our commitment is to give them back the dignity and opportunities that every human being is entitled to.

WelcomeNetwork

Inovação Circular, Mozambique Association Consortium ("CAM") — Beira, Mozambique

Promoting sustainable development through the strengthening of two business incubators and supporting new ideas for the birth and growth of micro and small enterprises

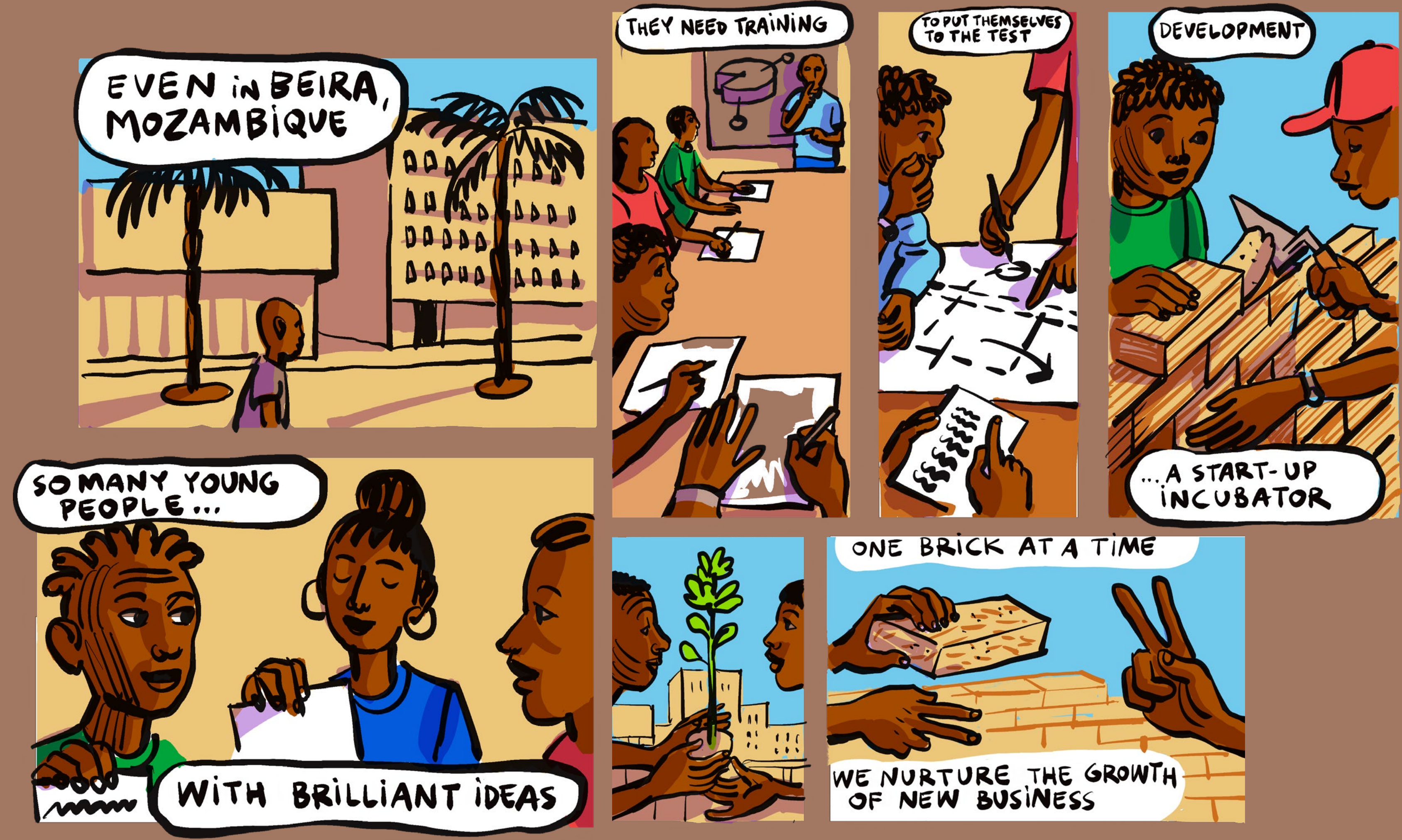
The words of Sofia Rinaldi

Project activities are characterised by a strong commitment to equal opportunities, ensuring fair access to resources, with a focus on gender equality. Indeed, more than 55% of the incubated companies are led by women who have benefited from training in business management and digital marketing and have become competitive in sectors traditionally dominated by men.

Innovative training paths were created for young people to bridge the digital divide and offer entrepreneurial skills to enter the employment market. The Hub Link and Palincune incubators, supported by the project, promote sustainable practices and socio-economic inclusion, creating a more equitable business environment that benefits the entire community.

Collaborations with international partners also encourage the adoption of innovative models. Following a rights-based approach, the Inovação Circular project emphasises empowerment and rights, enabling beneficiaries to acquire skills and resources to become agents of change. In a context of environmental and political challenges, Inovação Circular is an example of how the adoption of sustainable practices and local capacity building, supported by international cooperation, can promote equal opportunities and lasting structural transformation.

CAM



Sujaag, Italian Friends of The Citizens Foundation

Implementing a non-formal education intervention that provides unschooled children in remote communities without access to schools with essential skills in their mother tongue on literacy, numeracy and 'life skills' related to health, hygiene, the environment, the human body and the family.

The words of the project team

Pakistan faces a profound educational challenge, with over 26 million out-of-school children, 81% of whom have never been enrolled. In the remote regions of Sindh and Balochistan, where 77% of these children live, access to basic services - schools, roads, electricity and health care - is severely limited. In these under-served communities, opportunities for growth and empowerment are scarce, especially for girls. The Citizens Foundation's Sujaag (which means 'Awakening' in Sindhi) programme is a transformative initiative that addresses these inequities. Sujaag is a 15-month literacy and numeracy programme for out-of-school children between the ages of 8 and 16. In addition to basic education, it also integrates life skills, covering essential topics such as health, environmental awareness and science.

By focusing on learning community centres in remote areas, Sujaag ensures access to education for children who might otherwise be totally excluded. To date, the programme has involved some 18,000 students, 47% of whom are girls, an impressive achievement in regions where gender inequalities are very pronounced indeed. The topic of equal opportunities resonates strongly within Sujaag. The programme offers boys and girls a fair chance to learn and grow, bridging the gender gap and promoting inclusion. In communities where cultural norms often limit mobility, especially for women and girls, Sujaag creates safe, localised spaces for learning, empowering students to imagine and strive for a better future. Empowerment also extends to teachers, many

of whom are hired locally and trained extensively. To date, Sujaag has trained more than 800 teachers, 24% of whom are women. This not only enhances their professional skills, but also elevates their status within their communities, exemplifying how education can transform lives beyond the classroom. Thanks to the Sujaag project, the seeds of equal opportunities are being planted at various levels.

By equipping children with basic literacy, numeracy and 'life skills', the programme empowers them to make informed decisions and take their destiny into their own hands.

At the same time, it strengthens communities by promoting a culture that values education for all, regardless of gender or socio-economic background. Sujaag's impact is a testament to the power of education in creating a more equitable and inclusive future, breaking down barriers and awakening possibilities for generations to come.



Italian Friends of The Citizens Foundation



06

Focus on the products

Aware of the high impact in terms of the use of water resources and intrinsic characteristics of production processes, Oniverse is committed to investing in the continuous streamlining of machinery, processes and chemicals used in order to be able to guarantee



products with high quality standards and a decreasing use of resources thanks to the implementation of raw materials with a low environmental impact. Tests are also carried out on an ongoing basis to ensure a safe release of wastewater for people and biodiversity.



Oniverse is committed to increasing the use of certified chemical auxiliaries and dyeing, which guarantee a more environmentally friendly production process with less impact along the supply chain, as well as compliance with the highest quality standards in force.

06.1

Product and process sustainability

The high quality of production processes and finished products is also ensured by the verticalisation of the supply chain and product specialisation.

As already mentioned, the direct control of the production phases represents a distinctive and strategic element for the Group, bringing significant added value. In fact, this approach allows for stricter control of the supply chain and products, offering greater assurance to consumers. Furthermore, it allows for a more careful selection of raw materials and their use, promoting transparency, awareness and the choice of solutions with a lower environmental impact whenever possible.

FASHION SEGMENT

In the process of constructing a new item of clothing, the way materials are sourced is defined during the development stages of a collection: the Style and Product offices select the materials to be used in a collection based on stylistic considerations, but also on quality and production capacities. The whole process of designing the collections takes place internally within the Group and is oriented towards the selection and

use of raw materials, where possible, from transparent and therefore more responsible supply chains, and which can guarantee a lower environmental impact than traditional alternatives thanks to specific certifications. Following a decrease of 5 percentage points (23%) of garments with a lower environmental impact¹⁹ in 2023, the Group returned to a positive trend in 2024 with respect to the target set by the Fashion Pact, reaching 25% of total production. In 2024, the Group returned to a positive trend by presenting 25% of the garments produced with a lower environmental impact. In addition, the target set by the Fashion Pact to use at least 25% of key raw materials with a lower environmental impact by 2025 was exceeded one year early. In 2024, Oniverse presents 29%. To achieve this objective, each Group brand has adopted a different strategy.

Calzedonia

The collection made with INFINYL fibre, a yarn recycled according to a system tracked and certified by the Global Recycle Standard (GRS), continues in 2024²⁰. The 2024 collection presents some variants of socks and knee-highs containing recycled yarns, obtained from waste, which are re-blended through a mechanical regeneration process performed on-site, which allows for the reduction of CO2 emissions, lesser water consumption and use of energy from renewable sources. In addition, all Calzedonia branded articles (tights and hosiery in Micromodal, Modal and Viscose) are made with Tencel[®] modal²¹ by the company Lenzing; a fibre also used for the Leggings product category. This material is derived from trees from forests that

are managed in an environmentally friendly manner (without illegal deforestation), and obtained through a closed-loop chemical process, without spilling into nature. In addition, it was decided to expand the offer of natural fibres by introducing linen, which is very durable, breathable and thermoregulating.

In the 2024 Beachwear collection, recycled polyester continues to be used in some special collections.

The brand's commitment on the packaging side continues through the use of recycled (if not disposable) plastic and FSC-certified paper²².

Tezenis

Tezenis continues to adopt new fibres for the articles in the 'Be the change' collection. In addition to certified organic cotton (GOTS²³ and OCS²⁴), which was already present in the collections, the viscose fibre Ecovero²⁵ from Lenzing was used in 2024. And by no means least, recycled polyester and GRS-certified recycled polyamide were used²⁰ for the laces and main fabrics.

Intimissimi

Intimissimi's commitment to creating lines of underwear, pyjamas and cut knitwear using certified fibres with a lower environmental impact continues. There is also a QR code on the tag that links to the website where all relevant information on the scanned product is available. The fibres used include Bluesign-certified silk²⁶, which certifies a lower impact of chemicals used in dyeing, and Lenzing-certified Tencel modal fibres²¹. In the basic line, the brand also continues to use low-impact fibres such as degradable polyamide used for

lace - Seacell, a material made from fibre obtained from seaweed.

Falconeri

Falconeri seeks to prioritise the use of natural fibres in preparing its clothing, compatibly with the technical limits for their development. There are, in fact, specific productions focussed on sustainability and regenerated materials; in these cases, suppliers are sought out according to criteria based on sustainability certifications. The cashmere fabrics have been maintained to make GRS-certified men's and women's coats²⁰. The down used in outerwear is purchased from suppliers certified according to Responsible Down Standard (RDS) traceability standards²⁷. In addition, we have expanded the use of Bluesign silk²⁶, in fact, in addition to the silk satin used for both basic and fashion collections, a heavier satin and georgette were added. The wool used is completely mulesing free, in order to limit animal mistreatment in our supplies, and partly also Responsible Wool Standards²⁸ (RWS).

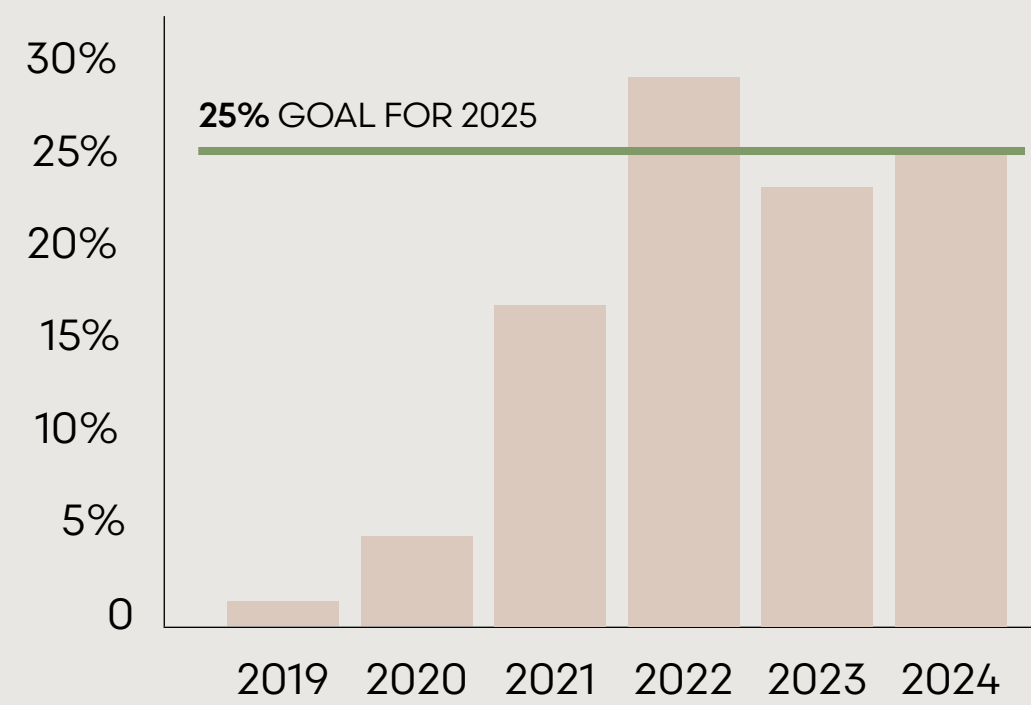
Starting 2019, Falconeri joined the Sustainable Fibre Alliance (SFA), an international non-profit organisation whose objective is to guarantee that the cashmere marketed internationally is produced using sustainable practices, with a consequent reduction of the environmental footprint and guarantee of the adequacy of the economic return for participants throughout the supply chain. Falconeri is also a member of the Cashmere and Camel hair Manufacturers Institute (CCMI), founded in 1984 to protect the integrity of cashmere and camel fleece products.

¹⁹ The "preferred materials" defined by the Textile Exchange (<https://textileexchange.org/knowledge-center/reports/preferred-fiber-and-materials/>) are considered to be of lower environmental impact. | ²⁰ The Global Recycle Standard (GRS) certifies products obtained from recycled materials and manufacturing activities in respect of social and environmental criteria extended to all phases of the production chain. | ²¹ <https://www.lenzing.com/products/tencel/tm> | ²² Forest Stewardship Council, the body responsible for ensuring compliance with strict environmental, social and economic standards in forest management.. | ²³ <https://global-standard.org/> | ²⁴ <https://textileexchange.org/organic-content-standard/> | ²⁵ <https://www.ecovero.com/sustainability/> | ²⁶ <https://www.bluesign.com/en/> | ²⁷ <https://textileexchange.org/responsible-down-standard/> | ²⁸ <https://textileexchange.org/responsible-wool-standard/>

Atelier Emé

In the last six months of 2024, the brand chose to favour materials made from GRS-certified recycled yarns²⁰, specifically polyamide and post-consumer recycled polyester, as well as Bluesign-certified silk²⁶.

GARMENTS MADE FROM LOW-IMPACT MATERIALS



FOOD & WINE SEGMENT

In the food and wine segment, the selection of all raw materials plays a key and preponderant role, followed of course by correct production steps. Brands in the sector seek to enhance virtuous behaviour by selecting among their suppliers companies that are concretely committed to reducing the impact of their activities and/or creating added value. Furthermore, in 2024 Signorvino obtained the appropriate certification by the ICEA to store, distribute and sell organic products. For Oniwines, on the other hand, the pursuit of quality and the reduction of its impact goes through the selection of raw materials close to our cellars and efficient production processes.

YACHTING SEGMENT²⁹

In the nautical segment, the search for and adoption of solutions with a lower environmental impact is mainly through eco-design and technological innovations. This is why, in 2024, Cantiere del Pardo invested in the design of a first sailing boat prototype with a reduced impact on the marine environment and a material recyclability of around 95%. Specifically, the boat's hull is made from a fibreglass with a special composition which, when disposed of correctly, is separable into its basic components and therefore recyclable.

06.2 Selection and evaluation of suppliers

The Group is oriented towards collaborating with companies with the main quality and environmental certifications. In addition, compliance with the three codes (which are constantly being updated) is demanded from subcontractors to ensure greater quality and control along the supply chain:

- The Technical Specifications of Conformity, which contain the Group's supplier requirements (raw materials, semi-finished and finished products) regarding mechanical, chemical and physical aspects and which are aligned to the strictest regulations of those in force in the countries in which the Group operates (see the chapter on "Product quality and safety" page 74);
- The Group Code of Ethics and the Supplier Code of Conduct, which suppliers are required to expressly endorse in order to start collaborating with the Group, committing to ensure compliance with the principles and standards indicated.

In addition to recalling the need to respect current laws and regulations, the Codes also describe the standards regarding the areas relative to people, the environment and transparency, being inspired by reference international standards, such as ILO conventions, and paying close attention in particular to respect for human rights under the scope of the UN Guiding Principles on

Business and Human Rights, as well as other industry best practices. The Group set itself the aim of extending to all suppliers the obligation to accept the Code of Ethics and the Supplier Code of Conduct as a condition for being able to start the collaboration. Both documents are constantly updated in a bid to respect the best standards with a view to continuous evolution.

Suppliers are selected after careful verification by the Materials Research & Development Department to ensure reliability, production capacity and technical conformity. If they qualify, they must then accept the codes described above and the Group's operating procedures. Following this, suppliers must also demonstrate the responsibility and traceability of their production.

The monitoring of suppliers by the Group to ensure and verify compliance with the required quality and management standards takes place continuously and constantly through dialogue and face-to-face visits.

Comparison and transparent dialogue have also established a collaborative relationship over time with regard to sustainability topics. The Group frequently monitors the companies involved to maintain consistent product standards.

²⁰ The Global Recycle Standard (GRS) certifies products obtained from recycled materials and manufacturing activities in respect of social and environmental criteria extended to all phases of the production chain. | ²⁶ <https://www.bluesign.com/en/> | ²⁹ Note that for GRI 301-1, the indicator relating to the quantities of materials used in production by the company Cantiere del Pardo, the 2024 data has not been included due to misalignments with previous reporting periods.

06.3

Responsible procurement and consumption of materials

FASHION SEGMENT

The Group is aware of how much the design of a product influences its environmental impact, both in terms of the materials used and the management of its end-of-life. This is why we pay increasing attention to the materials to be used in our collections and the in packaging components accompanying them. In 2024, 29% of the materials used will have a low environmental impact³⁰.

UNPROCESSED MATERIAL (t)			
	2022	2023	2024
NATURAL YARN ³¹	4,477.95	4,659.22	2,722.87
ARTIFICIAL YARN ³²	1,874.58	1,960.35	1,919.73
SYNTHETIC YARN ³³	3,488.59	4,799.41	2,447.28
TOTAL RAW YARN	9,841.12	11,418.98	7,089.87
FABRIC/NATURAL LACE ³¹	1,638.76	1,371.88	1,515.84
FABRIC/ARTIFICIAL LACE ³²	1,106.09	1,312.09	1,138.93
FABRIC/SYNTHETIC LACE ³³	896.46	792.31	525.52
TOTAL RAW FABRIC	3,641.31	3,476.28	3,229.25
TOTAL RAW MATERIALS	13,482.43	14,895.26	10,319.12

FINISHED MATERIALS (t)			
	2022	2023	2024
FABRIC/NATURAL LACE ³¹	4,721.59	5,187.35	6,177.99
FABRIC/ARTIFICIAL LACE ³²	926.16	1,508.46	1,657.90
FABRIC/SYNTHETIC LACE ³³	8,227.41	9,374.00	8,250.63
TOTAL FINISHED FABRICS	13,875.16	16,069.82	16,086.52

The main raw materials used by the Group are: fabrics, yarns and laces, as well as various types of accessories (such as hooks, laces, belts, elastic, etc.). As can be seen, the volume of material purchased reduced by 14% compared to the previous year. This reduction is the result of strategic purchasing choices made during the year, favouring the disposal of stored materials in 2023, thanks to favourable market conditions, and adjusting to the slight decrease in the number of items produced. Production then settled around the 2022 quantities. Compared to the previous year, there was an increase in the share of natural materials corresponding to 38% for yarn, 14% for raw fabrics and 38% for finished materials. Cotton fibre contributes to this result, accounting for 35% of the total. This is followed by modal and viscose, which make up about 18% of the total (of which almost 70%

are environmentally friendly). In the production process, on the other hand, some 4,270.69 tonnes of chemicals (48% of which had a reduced environmental impact) and 246 tonnes of dyes and inks were purchased during the year.

CIRCULAR ECONOMY IN THE GROUP

At Oniverse, environmental sustainability is translated into concrete actions to reduce the impact the Group has on the world around it. Through an integrated approach involving the entire supply chain, including the proprietary stores, the Group is working to reduce waste and the need for new raw materials through an effective circular economy.

The most relevant environmental challenges concern the production and recycling of garments, in particular those composed of different fibres. Through extensive research and targeted investment, an innovative technology has been developed to separate certain synthetic fibres without compromising their quality. Through cooperation with other companies at the forefront of these topics, the Group is implementing a highly efficient industrial recycling process to reduce the environmental impact of the supply chain. More specifically, the focus is on tights, an iconic product of the Calzedonia brand and ideal to start this path, thanks to its complex but standardised composition.

Through advanced technology and a targeted fibre separation process, 100% of the polyamide in the tights can be recovered, keeping their quality intact. This method has been recognised by the European Commission as highly innovative and in line with the sustainability goals of the Green Deal. Thanks to this pioneering vision, Oniverse won the European LIFE call with the RE-TIGHTS project, obtaining additional funding to further develop this revolutionary technological and conceptual innovation. Currently, the work is still in the

³⁰ In 2020, a breakdown was introduced of raw materials into conventional, recycled and low environmental impact (fibres with a lesser consumption of resources than conventional equivalents, or with a guaranteed end-of-life) with the aim of simplifying the Group's efforts in the transition towards raw materials that reduce the environmental impact of the finished products on the environment. | ³¹ Natural yarns/fabrics include materials made from, for example, cotton, linen, wool, cashmere, silk, etc.

³² Artificial yarns/fabrics include materials made from, for example, modal/micromodal, viscose, etc. | ³³ Synthetic yarns/fabrics include materials made from, for example, polyester, polyamide, polyurethane, acrylic, etc. | ³⁴ Raw fabric: fabric that has not yet been treated or finished and has undergone internal finishing operations such as dyeing, printing, soaking, ironing or other treatments that improve the fabric's appearance and properties.

prototype stage and by 2026 the recycling process will be industrialised, mainly through the involvement of stores. In actual fact, the Group is working on implementing a system whereby used tights can be collected at the point of sale and transported to the plants for recycling. The new products resulting from this process will then be available for sale again, thus completing the circle of the circular economy.

FOOD & WINE SEGMENT

This segment consists of two important entities: the Signorvino brand and the Oniwines universe, consisting of the Group's five proprietary wineries. The guiding star for brands is to be able to offer all their customers (whether in the B2C or B2B channel) products of the highest possible quality.

Oniwines is made up of a value chain that starts with the acquisition of raw materials, continues with all the production stages and ends with the sale of products, the materials purchased during the year range from consumables for vineyard management (various products including fertilisers, seeds, plant protection), transformation of grapes into wine and bottling (glass bottles, corks, labels, capsules), and then ends with packaging material (boxes), which is dealt with in the next chapter.

For Signorvino, on the other hand, characterised by its sales and catering activities (without control of the production side), the main materials used to conduct its business are: bottles of wine for direct sale and/or consumption at the table, alcoholic and non-alcoholic beverages to be consumed at the counter/table,

ingredients for culinary preparations and finished food products that are mainly seasonal (e.g. Christmas or Easter).

As previously mentioned, Signorvino and Oniwines coexist in synergy; in fact, a small part of Signorvino's offer is provided by the Group's cellars (about 3% of the total).

Below is a recap of the materials used during 2024:

CULTIVATION - PRODUCTION		
	u.m.	2024
Proprietary grapes	tonnes	704.5
Purchased grapes	tonnes	100
Miscellaneous products ³⁵	tonnes	132.1
Total materials	tonnes	936.6
Cork	tonnes	0.8
Plastic	tonnes	0.5
Wood	tonnes	2.4
Metal	tonnes	18
Paper	tonnes	3.23
Glass	tonnes	90.9
TOTAL materials	tonnes	115.8
SALE AND CONSUMPTION AT THE TABLE ³⁶		
Sparkling wine	no.	784,540
Still wine	no.	1,726,244
Sweet wine	no.	42,162
Beer	no.	124,011
Spirits	no.	76,215
Soft drinks	no.	79,251
TOTAL bottles	no.	2,832,423
Coffee and Tea	tonnes	10.63
Finished products	tonnes	26.92
TOTAL products	tonnes	37.6
RESTAURANTS		
Ingredients for food preparation	tonnes	1,136.3
TOTAL ingredients	tonnes	1,136.3



³⁵ Fertilisers, yeasts, pesticides, etc. | ³⁶ The stated quantities include bottles bottled by Oniwines, drinks purchased by SGV and consumed at the table in SGV outlets, in addition to the finished (seasonal) products purchased by SGV.

62% of the grapes grown and processed in Oniwines are organic/biodynamic. This type of cultivation focuses on the use of natural methods to avoid the use of chemicals and promote healthy soil, fights disease with natural remedies and tries to keep the ecosystem in which it operates in balance. Furthermore, organic products are certified according to European standards (Regulation 834/2007). The Oniwines world bottled over 119 thousand bottles of still, sparkling and sweet wine during 2024. Signorvino, on the other hand, marketed (retail, consumption at the counter, consumption at the table) more than 2.6 million bottles, of which approximately 90% were wine.

Around 1,163 tonnes were marketed for food preparation and finished seasonal products.

YACHTING SEGMENT

For the nautical segment, on the other hand, production processes are characterised by a constant focus on quality control, from the first assembly stages to final delivery. The company has its own in-house joinery for the development of the furniture for its boats, which makes it possible to optimise raw materials, significantly reduce waste and ensure local production. The most commonly used materials include wood, fibreglass and mattresses, followed by plumbing materials and steel.

06.4 Packaging

Given the many different production and commercial requirements, numerous strategies are employed by Oniverse to reduce the impact of packaging: from the elimination of superfluous material in order to reduce the amount of disposable materials to the replacement of plastic packaging with products that are more degradable, such as paper or cardboard, or even the optimisation of the use of recycled paper in tags, shopping bags and paper products. And wherever possible, the Group opts for reusable products rather than disposable ones, developing the necessary packaging locally with a view to reducing the impact of transport and supporting local economies.

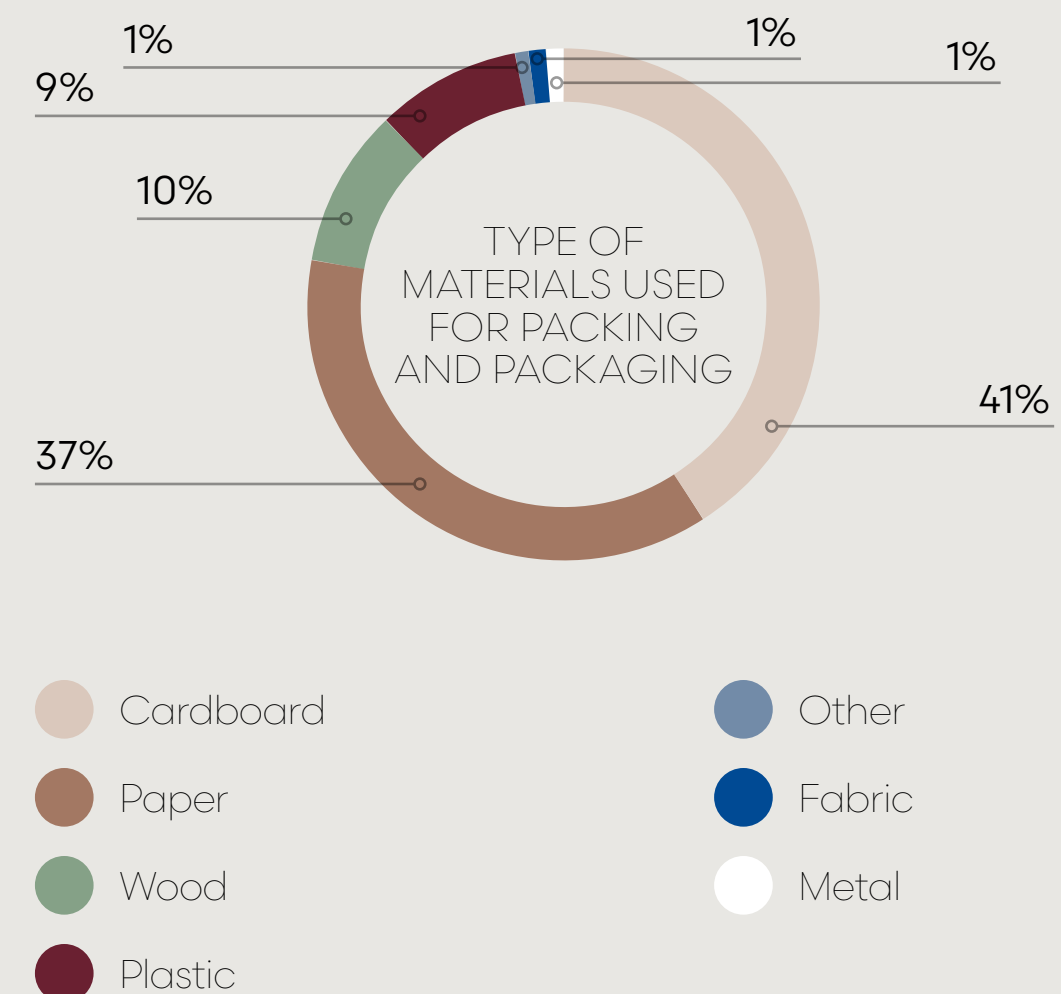
For example, the Group's brands offer customers the option of purchasing an organic cotton bag as an alternative to the recycled FSC paper bag. This has, in 2024 too, resulted in a reduction in the consumption of bags for articles purchased (-8% vs 2023). In addition, the project carried out in 2023 to study certain packaging items in order to reduce the volume occupied by them and consequently the transport of the finished products they contain, which had led to the reduction of 6,000 boxes (equal to 50% on the selected items) in the year, became the operational standard for 2024.

Actions carried out in 2024:

- The Falconeri and Atelier Emé brands have replaced virgin plastic bags with recycled material;
- There was continued investment in expansion for the use of FSC paper in labels, paper and cardboard packaging;
- Total elimination of thermal film in all warehouses;

- Use of paper bands for some Intimissimi and IUMAN Intimissimi Uomo brand garments instead of the plastic bag.

Below is a representation of the packing and packaging by material type.



In 2024, the Group avoided more than 48.4 tonnes of plastic by eliminating shrink-wrap and replacing packaging components with paper. Furthermore, of the plastic purchased, more than 90% comes from recycled sources. Below are the quantities of packaging broken down by type, used in the Group during the reporting period.

Elimination of shrink-wrap

The Group is very proud to anticipate that in 2024 the last five tonnes of plastic in the use of shrink wrap were purchased. These measures led already by the end of the year to the complete elimination of this material, which was over 70 tonnes in 2021. This milestone was achieved thanks to multiple tests, studies and optimisations carried out over the past few years.

Shrink-wrapping, in fact, consists of a protective film that is applied to all packages as protection against damage to goods and theft. This methodology, however, besides involving the use of plastic materials, is also very much energy-intensive, as it involves a heating process of the material for the perfect adhesion of the film to the cardboard box.

Numerous tests carried out with the aim of at least reducing consumption showed that the replacement of this material led neither to an increase in damage to goods nor to an increase in theft. All the necessary changes in the production/logistics flow were then made until it was completely eliminated.

PACKAGING (t) ³⁷			
	2022	2023	2024
PAPER	5,838	5,696	5,726
Of which FSC/recycled	76%	92%	97%
CARDBOARD	6,850	6,570	6,270
Of which FSC/recycled	93%	99.7%	99.8%
WOOD	1,547	1,363	1,528
PLASTIC	1,657	1,554	1,396
Of which recycled	29%	33%	36%
METAL	65	82	97
FABRIC	127	110	145
OTHER	286	313	225
TOTAL	16,370	15,688	15,386

As of 2018, most of the paper used to make the tags, technical paper and shopping bags, replacing plastic bags, is FSC-certified³⁸; by 2024 certified/recycled paper reached 97% and cardboard 99.8%. Where possible, technical paper does not have plastic accessories (such as hangers) to simplify recycling.

In 2024, the paper and cardboard packaging materials used in sales outlets and e-commerce channels totalled 11,996 tonnes, of which 79% coming from FSC certified sources and 17% from recycled materials. The Group favours the use of renewable single-use materials, but when it is not possible to substitute synthetic materials, recycled origins are chosen. The plastic used in 2024 decreased in absolute terms (-158 tonnes) and the share of recycled material in the total also increased. The consumption of paper and cardboard for packing and packaging is also flanked by that of paper used for normal activities in the offices, factories and stores³⁹, which is carefully monitored by the Group particularly as regards origin and composition. The Group favours water-based paints for printing some of the technical paper and some processes,

such as paper coupling, are carried out using bio-based materials, like glue deriving from maize or potato starch. Thanks to the analyses performed on paper quality (a large amount of which is recycled) and its composition, for some specific intercompany transport activities, boxes are employed that can be reused up to 10 times before recycling. This method allowed us to avoid the purchase of 282.71 tonnes of cardboard in 2024 and the associated waste production. Most of the intercompany logistics transport by road, between the various Group companies, except for that using specific boxes, is carried out on high quality plastic pallets that last, used on a closed cycle, for several years. A procedure has also been introduced by which to recondition broken wooden pallets and the Group is ensuring the recovery and recycling of “disposable” pallets. All cardboard packaging, emptied in the Group’s warehouses, is recycled by specialised operators.

Leaving the scope of packaging, the total consumption of office paper was around 326 tonnes, 44% of which was made up of recycled/ FSC-certified material; this was made possible by the Group's increasing awareness in each office to reduce the consumption of this material (where possible) and the preference for recycled/ certified materials. The Group aims to maximise the use of renewable materials and to foster recycling of those that are not.

A very important component of the total materials purchased is also made up of all furnishing materials. It is the Group's intrinsic desire to design and build beautiful, welcoming, functional stores that guarantee the well-being of those who work in them and of our customers. Architectural design takes place in-house through

processes that best integrate all energy, architectural, plant, administrative and environmental requirements.

TYPE OF FURNISHING MATERIALS			
	2022	2023	2024
Ceramic flooring	1,346	1,723	1,450.00
Glass	1,054	1,199	32.00
Metal	805	1,156	893.00
Mixed materials	328	460	93.00
Paper	99	128	140.00
Plastic	59	17	270.00
Wood	69	98	727.00
TOTAL	3,760	4,781	3,605.00

As shown in the table above, purchases of furnishing materials decreased by more than 35% in 2024. This decrease is mainly attributable to the management strategy adopted by the Group, which focused on optimising existing stores, while reducing the opening of new stores compared to previous years. For this reason,

³⁷ It should be noted that the GRI 301-1 indicator on the quantities of materials used for packaging and office materials does not include the 2024 data for the company Cantiere del Pardo (due to misalignments with previous reporting periods), the merchandising materials of Signorvino and the materials of some commercial subsidiaries (Holland, USA, Japan, Portugal, Sweden). ³⁸ Forest Stewardship Council, the body responsible for ensuring compliance with strict environmental, social and economic standards in forest management. | ³⁹ The paper consumption figures in this section refer to the Group's foreign and Italian companies.

a reduction in the purchase of ceramic floor coverings (-23%) and plastic and fibreglass materials can be noted due to the commitment to reduce the number of dummies sent to individual stores (-67%).

In terms of the composition of purchased materials for 2024, flooring continues to account for the largest percentage (40%), followed by metal (25%) and wood (20%).

METAL FURNISHINGS

Many of the suppliers are UNI EN 1090 certified to guarantee the release to the market of safe, structural carpentries, compliant with standard UNI EN ISO 3834, which governs welding metal materials.

FLOORS

All flooring suppliers are ISO14001/14021/9001 certified with Ecolabel⁴⁰. They are also members of the Green Building Council Italia, a voluntary adhesion system for businesses that enables a precise corporate policy of sustainable development to be implemented.

LIGHTING MATERIAL AND TECHNOLOGY

LED lighting has been used in our stores for some time now, with controlled processes and high energy efficiency materials, in respect of the Ecodesign Directive 2009/125/EC for energy saving.

In addition, special attention is paid to the selection of mainly certified suppliers:

- Ceramic components in compliance with UNI ISO 140001, LEED, ECOLABEL and ISPM-15 FAO standard 31;

- ISO 14001 and OHSAS 18001 certified metal elements to ensure complete recycling;
- Floors certified ISO 140001, ISO 14021, ISO 9001, Ecolabel and part of the Green Building Council Italy;
- Wood panels conforming to UNI EN 13986 and complying with the prescribed amount of formaldehyde.

The Group also seeks to source raw materials as locally as possible to the business in order to reduce emissions. A concrete example of the implementation of this course of action is that as of 2018, stores on the Asian market, previously supplied by European suppliers, are for preference furnished with furniture produced in China, with a consequent reduction in emissions associated with shipments and greater collaboration with domestic realities; this course of action also applies to the subsidiaries in Mexico, Brazil and Russia.

Other important implementations that are becoming increasingly popular in the company context are: use of FSC-certified wood panels and the use of low-consumption and high-performance lighting, formaldehyde-free and heavy metal-free adhesives, lacquers made predominantly with water, use of non-toxic lead-free water-based paints, dust recovery, use of digital media for communicating video content now present in 82% (+9%) of stores worldwide aimed at reducing the use of paper marketing material, replacement of water-fired air conditioning systems with air/air systems to increase efficiency.

All waste from furniture-related processes is disposed of by specialised waste treatment institutions. Supplies are developed in such a way as to avoid irreversible

gluing and assembly of different materials, instead encouraging differentiation and recycling at the end of their useful life. In some cases, furniture and furnishings are reused to renew some sales outlets or handed over to entities and associations. This is the case with the fittings of Progetto QUID stores, a social promotion association, with which the Group has been collaborating for several years supporting projects for the reintegration into the world of work of people in fragile situations. In 2021, the Group embarked on a certification process for its stores: two Falconeri brand stores were certified BREEAM⁴¹ with a "Very Good" rating. This initial result has made it possible on the one hand to verify and confirm the good practices adopted by the Group in its store design, and on the other, it has offered new ideas for improving both store design and management. In the wake of this experience, Oniverse has decided to create sustainability manuals for its stores, which can gather together all the best practices on store creation and management in order to share them with managers and franchisees.

06.5 Product quality and safety

The guarantee of quality and safety is an indispensable part of all our products, then placed in their own sectoral context.

YACHTING SEGMENT

In the nautical industry, the safety and quality of nautical products are essential to ensuring a safe and reliable sailing experience: every component must be designed and manufactured with the utmost attention to technology and durability, to protect owners in all sea conditions. Cantiere del Pardo obtained three management system certifications in the reporting year: ISO 9001 (Quality: continual improvement of business processes and customer satisfaction), ISO 14001 (Environmental: reduction of impact and efficient resource management) and ISO 45001 (Occupational Health and Safety: safe working environment and protection of workers from risks).

For each order, the Quality Department follows a precise procedure, recording the results in data sheets. In the construction phase, the delivery team with the testing team is responsible for testing the functioning of the engine and other technical specificities. A 'Report of Defects Found' is completed before the boat is delivered. All this data is centralised and managed on one internal item of software.

⁴⁰ European Regulation laying down criteria for environmental and industrial policy. | ⁴¹ BREEAM is one of the world's most popular construction design standards for the environmental impact assessment of buildings.

FOOD & WINE SEGMENT

High quality is guaranteed by Signorvino through a careful selection of suppliers, the application of strict self-control plans according to the HACCP method and the mapping of other certifications (in addition to organic certification, e.g. FSSC22000, IFS or BRC) via the Group's supplier portal mentioned above ([available here](#)). On the part of Oniwines, the search for product excellence and supply chain transparency passes through a careful selection of suppliers, compliance with the strictest HACCP principles and the selection of high quality raw materials, where, when appropriate, they are grown under Certified Organic or Biodynamic Farming.

The application of proper food system management is based on a series of principles and operational steps that must be followed with a systematic and preventive approach. These procedures ensure that food and wine are correctly stored, handled and distributed within each point of sale and that all Group wineries are free from contamination of any kind and that the production and bottling stages are safe, from the vineyard to the bottle.

Thus, in addition to the HACCP system being in place and implemented for all production and commercial points, some wineries already use in-house management software to centralise all information and map the entire supply chain. Also worth mentioning are the Certifications, by ICEA⁴² for the wineries Villa Bucci, Tenimenti Leone, Podere Guardia Grande, currently

being converted to organic, and the SQNPI Certification, by CSQA⁴³ of the La Giuva winery. Brentonico, the fifth winery built during 2024, not yet transformed into a proper brand, is getting organised for certification (SQNPI) in 2025.

Labelling

Labelling for wine and food products is essential to ensure transparency and consumer safety. It provides essential information such as ingredients, origin, expiry dates, nutritional content and indications of any allergens. Furthermore, clear and correct labelling helps to comply with legal regulations and prevent food fraud, protecting both the health of consumers and the reliability of producers. In this way, labelling not only promotes confidence in the product, but also contributes to conscious and informed consumption.

Labelling, as far as the wine sector is concerned, is carried out according to the current European legislation on the labelling of aromatised wine products 'EU Regulation 2117/2021'.

The labelling of Signorvino products, on the other hand, follows the framework regulation 'Regulation (EU) No. 1169/2011', which introduced for the first time the obligation to include information regarding allergens and nutritional tables on the various products, which is then followed by further specific regulations depending on the type of raw material/food.

FASHION SEGMENT

Clothing textile products are articles with which the consumer comes into direct contact every day; it is therefore essential that the materials are selected very carefully when developing the collections.

The Style and Product offices choose the materials to be used on the basis of strategic, qualitative and stylistic considerations with respect to costs and production capacity. Indeed, informed choices need to be made in approving raw materials and products that meet the technical demands and satisfy the taste of consumers: these products must not only be beautiful, they must be safe for those wearing them and come from transparent chains.

Technical specifications of conformity

Oniverse has chosen to be transparent and respectful in regard to the health and safety of its customers, equipping itself, as mentioned in the previous paragraph, with rigorous, solid, complete Technical Specifications of Conformity. These are defined by the Group and contain the main safety requirements, which must be shared and subscribed to by all parties involved: design, supply of raw materials and product manufacture.

Exporting to more than 55 countries, products must meet specific quality and safety standards that customs and national regulations impose in each country. With pragmatism, the Group compared the most frequent risk categories and the relevant technical standards related to the fabrics and materials involved in the activities. This study was activated both in countries where the Group is already present and where it could be in the near future.

The three main types of risk considered are chemical, mechanical and physical, broken down into further

specific risks and referring to two classes of application:

- Children aged under 36 months (with a few exceptions for some EU and non-EU regulations, in which the category is extended to 14 years old);
- All end users of the product.

Within the two classes, the risk types are structured differently, according to the specific needs for protection taken into account.

Additionally, in risk management, it is specified which of the relative obligations are laid down by applicable regulations and which are instead more severely regulated on a voluntary level. The criteria for assessing individual risks are based on the actual presence of anomalies in the various materials used. Although textiles are the most common, leather, plastics and, finally, metal materials are also considered. Depending on the case, tests may be performed on the supplier's raw materials and production batches (which are shared with the Quality Department before shipment), or on the finished product (systematically linked to licences). Alternatively, they are carried out on items defined as complex in a random manner.

Oniverse is increasingly reducing the use of substances that are harmful or potentially harmful to people and the environment. The use of appropriate tests, compliance with the limits permitted by current regulations and the high standards required guarantee the safety of the products offered.

Furthermore, the Group uses the REACH Regulation as a reference point for the correct and virtuous use of chemicals.

Action taken to prevent potential negative impacts are mainly taken upstream in the supply chain, in agreement with suppliers of raw materials and marketed finished products where, at the Group's discretion, the following

⁴² <https://icea.bio/certificazioni/food/lagricoltura-biologica/certificazione-eu/> | ⁴³ <https://www.csqa.it/it-it/certificazioni/agroalimentare/sqnpi-produzione-integrata>

are requested:

- Laboratory tests on materials/articles deemed potentially problematic;
- Immediate action in case of non-compliance by isolating the potentially harmful garment;
- Analysis of the causes of non-compliance by assessing the entire supply chain backwards;
- Sharing of any good practices that have emerged for the optimisation of experiences of working on similar materials.

The specifications then regulate the requirements in the chemical, physical and mechanical spheres with lists of prohibited harmful substances, limits imposed on suppliers, analysis and prevention of the risk of flammability and the risk of physical discomfort (punctures, lacerations, etc. especially for children) caused mainly by clothing accessories.

Quality and process controls

To prevent and mitigate the physical risks, all technical parameters are tested, such as, for example, the dimensional stability of materials at washing, their elasticity, the solidity of colour in respect of washing and sweat and abrasion resistance.

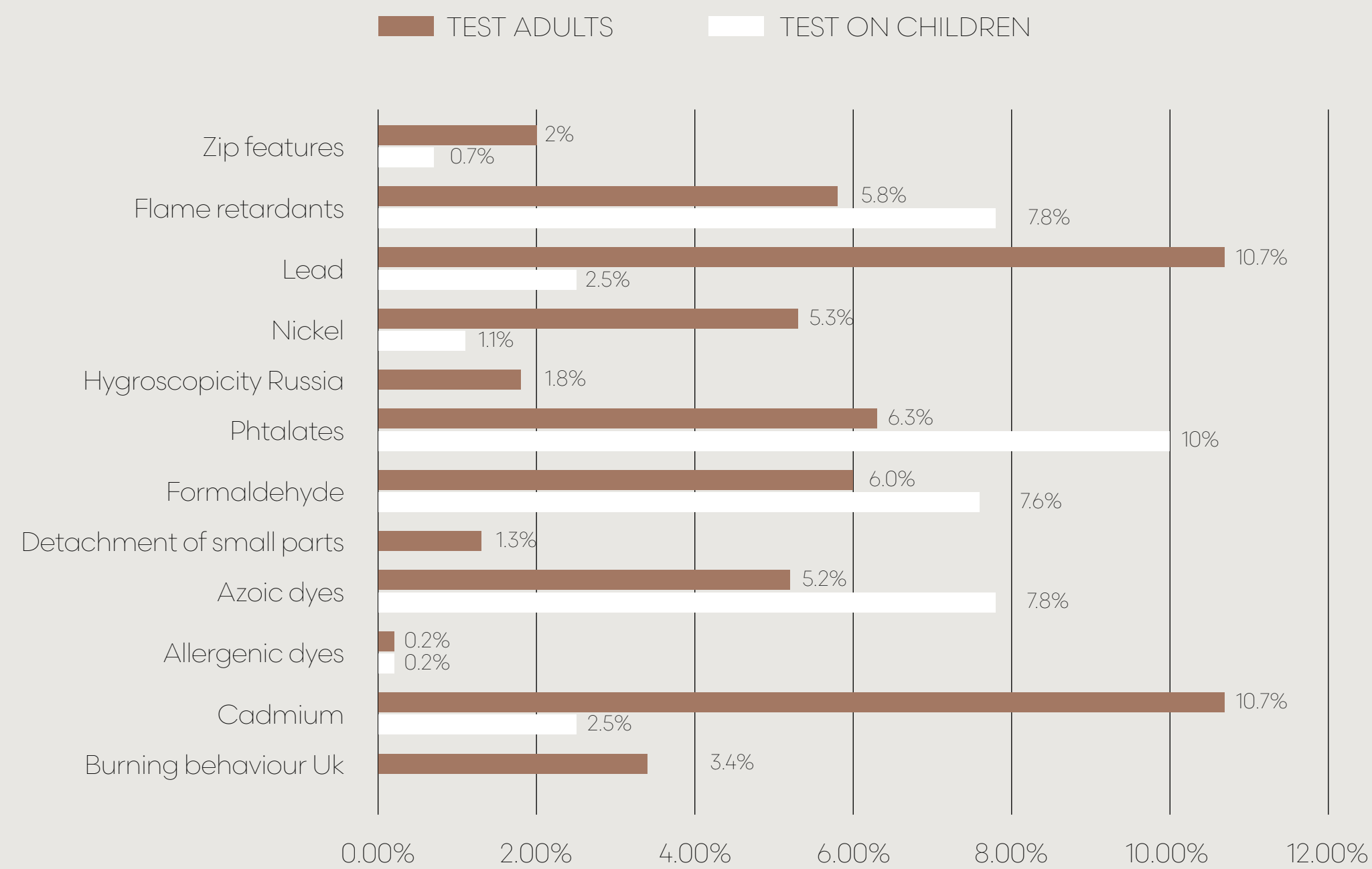
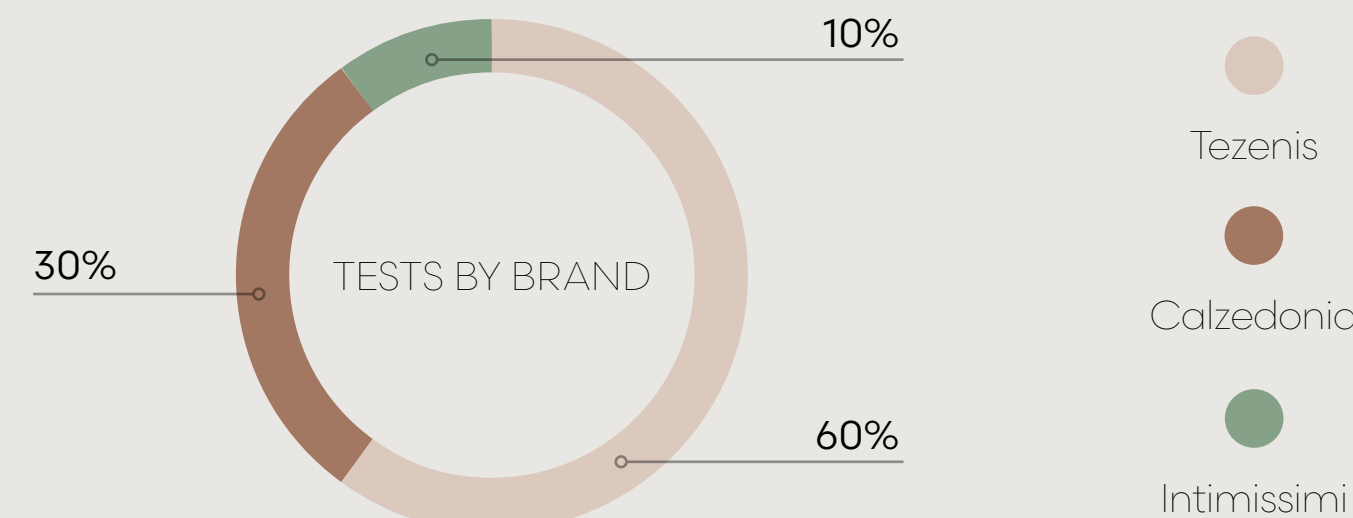
For production materials, these tests take place before shipment, while suppliers are asked to send representative samples of production batches, which are then analysed either at headquarters or in the production plants themselves. For more complex analyses, certified independent laboratories are used (e.g. routine tests envisaged by standard GB 18401, flammability tests envisaged for clothing by the standards 16 CFR 1610 and ASTM D1230, etc.). The tests released are archived and kept available for subsequent analysis with a view to further investigations (e.g.

product dispute, customs or other agency requests, non-conformities collected by Customer Service, etc.).

In 2024, there were no cases of non-conformities with impacts on health and safety, but there are two cases still open with the supervisory authorities following a routine inspection, from which we do not expect any non-conformity whatsoever. 392 reports were, however, received from customers relating to allergic reactions or skin abrasion; in no case where the articles were analysed was any evidence found of elements able to cause skin allergies. The selection of products to be tested with respect to the potential effects on customer health and safety, is made taking into account the critical nature of the materials and accessories making up the articles, as well as the age bracket for which they are intended. In 2024, certified external laboratories carried out 1,984 tests on different product types, of which 53% on adult articles and 47% of children's articles. The Group does not presently have the tools necessary to carry out these tests in-house, except for colour solidity. Clearly, the number of tests can vary according to the new materials introduced. Should these tests reveal values exceeding the Group's Technical Specifications, the Quality office would terminate the purchase order and also the relationship with the supplier should it be unwilling or unable to cooperate in resolving the anomaly.

The graph on the side shows the health and safety tests of products carried out during 2024 for the "Adult" and "Child" categories. The examinations were essential to assess the parameters required by the Technical Compliance Specifications against the presence of hazardous substances or other potentially harmful

components. The application of this verification method made it possible to confirm the absence of substances present in greater quantities than required.



Labelling

The sewn-on label, or the label on the packaging, is the product's very own "identity card", which contains the information on the make-up of the garment required by the specific country's regulations. In recent years, the presence of recycled material in the composition of an article has also become a decision-making leverage in purchasing, hence the importance of declaring it, in fact this information is present in the digital passport, which can be viewed via a QR code on the label. The presence on the label of the Triman symbols and the QR code (to access the digital passport of the product), add important information for traceability and declaration of the characteristics of the article.

The labels used by the Group are, to a large extent, certified Oeko-Tex: an independent system of textile product tests and certifications for all types through the textile control chain. The fabric label, which follows the Oeko-Tex 100 Standard, indicates that the manufacturer is certified as environmentally friendly both in its processes and in its own factories, and attests to the absence of harmful substances in its composition. For some countries, customised labels with specific information are created and applied to the products before shipment (at the post-collection stage), but checks are also carried out at later stages. In 2024, these resulted in 0.15% of the garments that entered the warehouse needing to be relabelled.



07

Focus on the supply chain

Aware of the importance of preserving and protecting water, and of just how much this resource is used in clothing, the Group has for years implemented practices aimed at reducing consumption in production activities and mitigating impacts on water resources. At the same time, it develops systems to make drinking water accessible to its employees free of charge even in geographical areas affected by water shortages or infrastructural deficiencies.



With the aim of reducing the impact of the company's activities on natural resources and ecosystems, Oniverse makes its commitment concrete through heterogeneous initiatives such as the self-production of electricity, the purchase of electricity from renewable sources, and by making its civil and industrial plants more efficient in order to reduce energy consumption.



The Group's direct management of the production chain makes it possible to guarantee the dissemination of ethical and correct practices, which encourage an orderly and safe working environment, while fully respecting the rights of all employees. The Group works hard to reduce social inequalities: we are aware that a fairer, longer-lasting social and economic development also involves the sharing of operative and technological know-how and this is why we work to make sure that it becomes the heritage of the people and the communities in which they live.



Oniverse invests in new technologies to be applied in its production and logistics facilities. These investments make it possible to develop more sustainable production models: all plants are equipped with cutting-edge machinery, which guarantees safer working conditions, reducing waste, obtaining high productivity and conferring greater value on the raw materials.



As the textile supply chain is extremely extensive, complex and dense with players, investing in the structuring of systems, controls and policies that can guarantee a reduction of impacts can make a difference. This is why the Group values and exploits its verticalisation: requiring compliance with environmental and social quality standards throughout the directly controlled supply chain with the aim of making the whole process more sustainable. Projects such as supplier evaluation on ESG topics, the search for certified materials, projects related to Living Wage or Gender Equality, all converge in the long run in the protection of rights, reduction of impacts and the search for balance between economic, environmental and social topics.



The Group is committed to integrating actions aimed at combating climate change into its policies, processes and projects. Examples of this are the tracking and reduction of their greenhouse gas emissions, the related offsetting activities and the continuous investment in self-generating renewable energy plants.



Processes such as fabric or garment dyeing are intrinsically linked to the use of water and chemicals, and the Group, being aware of this, is committed (in synergy with European regulations) to investing in reducing its impact by researching alternative materials, closing the product life cycle, developing new technologies and better tracking the inputs and outputs of production processes.



07.1

Group factories

Oniverse stands out in the operational management of its industrial business by a high level of verticalisation of the supply chain. In each of the three segments in which it operates, the Group has invested in the acquisition of advanced technical skills, with the aim of developing specialised brands capable of offering beautiful, quality products at a fair price. This is a strategic choice that allows Oniverse to manage and control the entire product life cycle, from production to sale, ensuring value and consistency at every stage. This approach is based on the internalisation of production processes, which is particularly evident in the fashion industry, where we operate more than 30 factories worldwide, covering a large part of the production cycle, from spinning to final garment manufacture. In the wine sector, where we not only distribute a very wide range of labels, but are also direct producers thanks to our five proprietary wine cellars throughout the country. In the nautical sector, with Cantiere del Pardo, we oversee the entire process, from the design of our unique pieces to the launching of the boats.

In addition to established competencies, this strategic choice also entails important responsibilities. Insourcing allows us to exercise direct control over the quality of production, not only in terms of product excellence, but above all by ensuring respect for human rights and carefully assessing the environmental and social impacts of our activities. In view of the complexity of the supply chain in the clothing sector, as well as its significant impact on the Group's business, this chapter will focus mainly on this chain, as it is more complex

than the nautical and wine sectors, whose activities and supply chains are predominantly located in Italy (95% and 99% of the value purchased, respectively).

The Group is all too aware that one of the main critical supply chain issues in the apparel industry is the lack of visibility of the entire supply chain.

This is precisely why all players involved in the supply chain are required to adopt a cooperative attitude in order to ensure a responsible and improving business in the long run.

For example, foreign production subsidiaries strive to create relationships with suppliers that also consider transparency and a proper understanding of working conditions, respect for human rights and investment in a progressive reduction of environmental impacts. These aspects are pursued by proposing long-term cooperation.

In 2024, Oniverse produced 298 million items internally. Of these, 31% were produced by Calzedonia, 21% by Intimissimi, 6% by Intimissimi Uomo, 37% by Tezenis, 1% by Falconeri and a very small percentage by the brands Atelier Emé and Antonio Marras. The remaining 4% was produced for our outlets using unused stock materials to create exclusive collections by minimising waste and making the most of every available resource. To date, in-house production yields approximately 77% of the goods offered in our stores thus guaranteeing close control of the chain.

As regards the clothing segment, the Group's factories are located in Italy (Avio, Brentino Belluno, Biella, Castiglione delle Stiviere, Castel Goffredo, Gissi, Grole), Croatia, Serbia, Bulgaria, Bosnia, Sri Lanka, Ethiopia and Tunisia. For the nautical segment, production takes place in the Italian region of Emilia-Romagna (Forlì-Cesena) and for the wine segment in the Italian regions of Sardinia, Veneto, Marche, Trentino-Alto Adige and

Lazio.

For Oniverse, production means construction and production standards aligned with Italian and European requirements for all plants, regardless of their location. The Group undertakes to align the plants with the best available technologies, choosing the most cutting-edge systems and machines that can minimise repetitive manual labour and guarantee employees optimal working conditions and compliance with the highest standards of quality, health and safety. Aware of the critical nature of supply chain issues for its industry, the Group has embarked on a path that, starting from the objectives already achieved in the ESG area, aims at continuous improvement and consolidation of the sustainable development process.



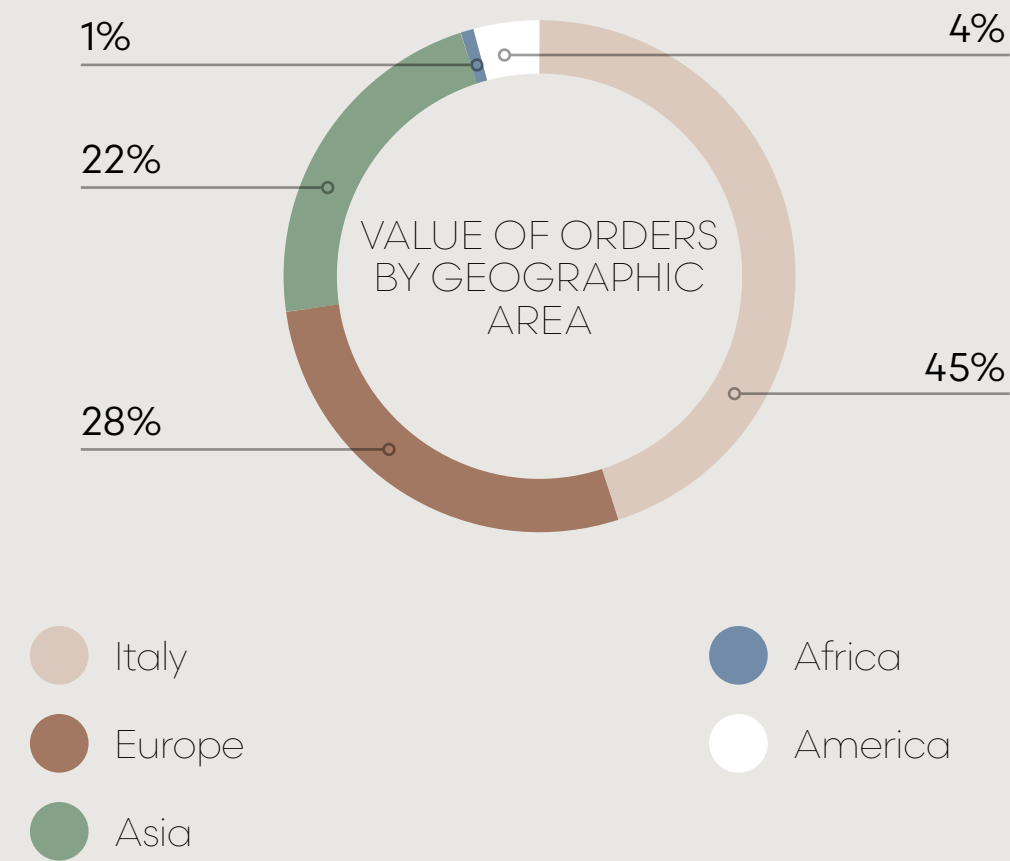
07.2

Supply chain management

In balancing its make-or-buy strategy, Oniverse has chosen, as a general rule, to maintain production of its products within the Group, mainly using external suppliers for the purchase of raw materials, for highly specialised processes and to meet orders that cannot be managed by internal production capacity, aiming as far as possible at constant, long-lasting and loyal collaborations.

Finished product suppliers are only chosen once Group technicians have verified the condition of their production plants, which are monitored during production, including through line inspections. Adhesion to the company Code of Ethics and the Supplier Code of Conduct (available on the corporate website) is an essential condition for all suppliers, along with acceptance of the Technical Specifications of Conformity and the specifications for animal origin parts (where necessary). On the request of the Group, suppliers are also required to show the effective application of what they have declared. Once the Group's Technical Specifications have been sent to suppliers, a constant relationship is maintained by communicating seasonal purchasing objectives and strategies (where the selection of materials is followed by the Purchasing department) together with the

scheduling of visits to the suppliers themselves (also in order to maintain an adequate information flow). In line with the above principles, starting 2021, the Group began to trace the sustainability policies implemented by suppliers. This data represents a first step towards creating an assessment process not based purely on operating performance but also on social and environmental performance. The information collected is available in a specific section of the corporate website or on the Open Apparel Registry. In order to maintain respectful partnerships, the Group is very careful to respect supply orders and contractual conditions. For the 2024 supply orders, 25% were paid within 30 days of the order, 42% within 60 days, 74% within 90 days, 97% within 120 days and only 3% between 120 and 150 days. Where possible, the Group opts for the procurement from local suppliers in the various contexts in which it works, in order to benefit from logistics advantages, generate satellite activities and create employment opportunities in the communities in which it works. Oniverse splits its purchasing turnover among the various suppliers of the countries in which it operates, also in order to avoid any dependency of procurement that could represent a business risk. The Group's main suppliers are concentrated in Italy, Europe and Asia, as can be seen in the following graph⁴⁴. In its purchasing decisions from third-party suppliers, the Group draws a distinction between raw materials and finished products on the one hand and what are termed "non-core" materials on the other. "Non-core" materials are those not directly related to the production of the garments that are sold in the stores.



07.3

The importance of traceability and transparency

In the current economic landscape, traceability and transparency play key roles both in the interaction with external stakeholders and in the optimisation and control of internal processes. As a Group with strong ties to the textile industry operating on a global scale, we work with an extensive network of suppliers, partners and subcontractors. In this context, working to try to ensure the traceability of all the steps that make up our supply

chain becomes a strategic and ethical imperative, as well as a business strategy to establish a relationship of trust with our customers.

When we talk about traceability, we are referring to an approach that operates on two complementary levels: on the one hand, the identification and mapping of our supplier network and, on the other, the assessment of their commitment to sustainability. Given the complexity and extension of the supply chain, being able to establish a direct dialogue with suppliers, who are in parallel assessed on ethical and socio-environmental responsibility criteria, translates into a guarantee of reliability and transparency as it allows the Group to know in depth the quality of raw materials and production processes.

Below are the projects initiated to make this concrete.

Our commitment to product traceability and transparency

Digital Product Passport

In 2023, we developed the Digital Product Passport project. The aim of this initiative is to provide our customers with immediate and complete access to key information about each item in our collection.

Transparency of information in textile products is an increasingly discussed requirement in the European regulatory context, with the first implementation envisaged in France by the Loi anti-gaspillage pour une économie circulaire (Loi AGEC), a law drafted to combat waste and promote a circular economy. The AGEC law, passed in 2020 and implemented by Decree 2022-748, requires textile operators to place an environmental

⁴⁴ The Group's main operating offices are in Italy, Europe, America, Asia and Africa, areas to which reference is also made for the definition of local supplier.

label on all products placed on the French market, providing detailed information on the environmental and social impact of the product throughout its life cycle. All information must be available to consumers from the moment of purchase onwards.

To ensure its compliance, the Group has adopted a simple and intuitive system ensuring easy and immediate access. Each article in the collection is equipped with a QR code that allows customers direct access, via smartphone or a special link, to the web pages of the digital passport by reaching the 'Traceability' section of the Calzedonia, Intimissimi, Tezenis and Falconeri websites.

The digital passport page includes a range of specific information including: geographical traceability of the three main processing stages (weaving, dyeing, assembly/finishing) and intrinsic characteristics of the garment such as recycled material content, presence of hazardous substances and the danger of micro plastic release during washing.

In 2023, through the QR codes applied on the care labels of our products 123,646 customers were able to access and consult the product pages of 14,534 articles.

Our commitment to traceability: suppliers and production facilities

Due Diligence Process and ESG Rating of our suppliers

We believe that every brand is responsible for the production and logistical processes required to create the products it sells, and for this reason it must be able

to monitor and manage the social and environmental risks throughout its supply chain. Global regulations increasingly emphasise the concepts of traceability and transparency, urging companies to ensure a proper due diligence process, from the extraction of raw materials to the production of finished products. Traceability of products and the supply chain therefore becomes crucial to prevent risks and ensure responsible practices.

To this end, an internal ESG Due Diligence Policy was drawn up in 2024, the main aim of which is to ensure compliance with the ethical, environmental and social standards defined as fundamental by our Group throughout the supply chain. The Due Diligence process, in addition to serving a preventive function, will support the development of stronger and more lasting relationships with all supply chain partners who demonstrate collaboration and highlight their ESG efforts, helping to reduce the need for future audits.

It is therefore essential to start with the complete and systematic collection of all information on direct suppliers in order to define the global mapping of the supply chain in terms of relevance and related social and environmental risks, allowing in the next step, to take the appropriate measures for their mitigation and prevention.

All suppliers that fulfil these two characteristics fall within the scope of the evaluation:

- 1. They are direct suppliers to the Group:** Direct suppliers of Group companies and, if known, also indirect suppliers where high levels of risk are known or where there is knowledge of practices that do not comply with local regulations on social and environmental topics.

- 2. They fall into one of the following categories:**
 - Suppliers of materials for each processing stage (fibres, yarns, fabrics, elastics, etc.)
 - Suppliers of finished products ready for sale (clothing, accessories, etc.)
 - Suppliers of printing and dyeing chemicals and auxiliaries
 - Subcontractors and CMTs (outsourced service providers for specific stages of production)

The Due Diligence process consists mainly of five steps:

- 1. Data collection and consolidation**
All Group buyers, from central purchasing offices to Group plants, collect and share information on the suppliers they work with.
- 2. Selection of relevant suppliers**
All the most significant suppliers will be included in the platform used for this purpose, based on the amount invoiced in the reference year.
- 3. ESG Risk Assessment**
The ESG Risk Assessment process is the process adopted to analyse the environmental, social and governance sustainability practices of suppliers in order to identify those with higher risks for Oniverse.

ESG RISK

- **Environmental risks**
 - Hazardous chemicals
 - Water management
 - Impacts of climate change
 - Air pollution
 - Waste management

Biodiversity

- **Social risks**
 - Child labour
 - Discriminatory harassment
 - Forced labour
 - Working hours
 - Health and safety at work
 - Trade unions and collective bargaining
 - Inadequate wages

- **Governance risks**
 - Irresponsible business management
 - Disrespectful security forces
 - Forced evictions
 - Land rights
 - Employment inequality
 - Bribery and corruption
 - Animal welfare

In order to assess these ESG risks and summarise them in a single risk index for each supplier, several factors are taken into account, for example: the countries in which the supplier operates, the size of the supplier as number of employees and the type of business conducted. Finally, through the collection of questionnaires on socio-environmental topics, the collection of past audits and recognised certifications, all the necessary information is stored in order to perform the risk assessment that will enable the prioritisation of suppliers' ESG risk level.

- 4. Audit**
The risk assessment process allows us to identify suppliers with the highest ESG risk, so that we can prioritise mitigation actions through on-site physical audits. If non-conformities emerge, a corrective and preventive action plan (CAPA) with

clearly defined deadlines will be activated. In the event of non-compliance, the suspension of the collaboration will be considered, after consultation with the Board of Directors and relevant buyers.

5. Output sharing

Annual sharing with reference buyers.

Due to the increasing complexity and volume of data to be managed, as well as the need to keep this information constantly up-to-date, we decided to implement an on-line platform specialised in communicating with suppliers about data related to social and environmental topics.

Through the use of this platform we are able to:

- Map and connect all the key players in our supply chain;
- Collect and archive documentation related to ESG topics;
- Collect information by sending out targeted questionnaires on social and environmental aspects;
- Conduct ESG risk assessments and monitor the riskiness of our suppliers;
- Plan, manage and monitor all audit activities carried out at suppliers' premises;
- Handle detected non-conformities and work with suppliers until they are resolved.

In 2024, we included 142 suppliers within the platform, corresponding to 85% of the turnover from external suppliers. In the last months of 2024, a risk assessment was conducted that identified a first band of higher-risk suppliers consisting of 15 companies with a total of 29 production facilities located in Cambodia, Turkey, Bulgaria, China and Sri Lanka, on which physical audits

will be conducted during the first half of 2025.

Mapping our production plants

Even before looking outwards, it is essential to focus on what is already in our hands. Our suppliers play a crucial role in the value chain, but equally essential are our factories, the operational heart of our business. Tracking, monitoring and clearly communicating what belongs to us is the first step to ensure efficiency, quality and transparency. Only after consolidating this solid base, will we be able to look further ahead and build even stronger relationships with our external partners. Since 2021, customers have also been able to view a large part of the company's production and logistics hubs through a special page on the [corporate website Oniverse - Our production plants](#) and in the product sheets of the on-line stores.

Users for each item on the e-commerce sites (of the Calzedonia, Intimissimi and Tezenis brands) have information on the percentage of garments produced in-house, the place of production of the item and the related logistics hub.

For each production and logistics hub mapped (so far), a customised fact sheet has been created containing: the history of the plant, activities of high value to the environment, employees or community, as well as a carousel of photos representative of the main processes carried out at the specific plant.

Another content that can be accessed on the production pole page are interviews of some local workers who are asked how long they have been collaborating with the Group, what they find valuable and characterising about the company and some insights into their life outside work. The following is from an excerpt of an interview with one of our employees at the Group's largest dye works in Serbia:



"My name is Jelena and I am a biochemical engineer. I live in Sombor, a small town near Apatin, where I work as a laboratory manager. In the company before Flash, I was trying to change jobs as what I was doing was not challenging enough. When I heard about a new Group plant I was living in another city and doing something different, but I chose to return to my home town and try to apply for a position. Today, I am happy to say that the company believed in me and gave me this chance.

I started working here with no knowledge of textile production, but thanks to the training and coaching I received, I am now responsible for creating the colour recipes for the different fabrics we produce. I believe that to improve my work I need to be determined and willing to put myself out there, but I am equally convinced that knowing that I have genuine, good and professionally sound colleagues makes all the difference. Indeed, it is mainly thanks to the valuable environment I work in that I can be good at what I do and have the will to actively contribute to the company's growth".

Jelena

What fuels fashion?

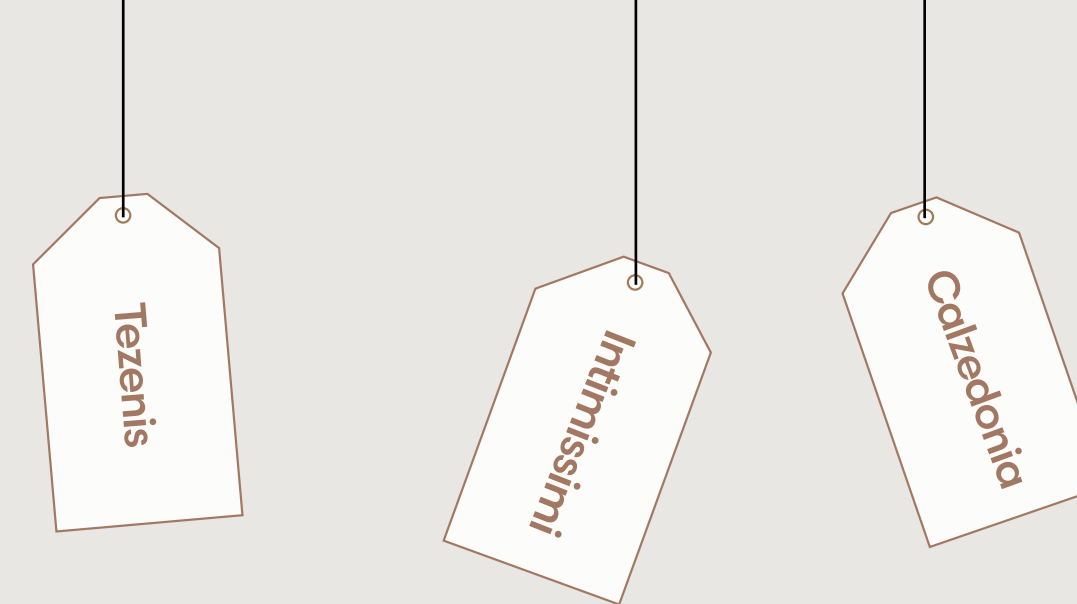
Some of the Group's brands (Calzedonia, Intimissimi, Tezenis) were included in assessments conducted by Fashion Revolution, one of the world's most influential global non-profit movements, which promotes numerous campaigns to reform the fashion industry system with a strong focus on the importance of greater transparency in the supply chain, in the belief that greater transparency also leads to greater environmental and social sustainability over time.

Every year, Fashion Revolution drafts the Fashion Transparency Index, an annual analysis compiled after a careful evaluation of the world's top 250 fashion brands and retailers, based on the assumption that their volume of business translates into a greater impact on workers and the environment. Instead, Fashion Revolution replaced FTI with a new 'What Fuels Fashion?' programme for 2024.

This report ranks 250 of the world's largest fashion brands according to their transparency in disclosing their climate and energy policies, practices and impacts, both in their own operations and in their supply chains.

The research is divided into five key topics:

- Accountability;
- Decarbonisation;
- Energy procurement;
- Financing decarbonisation;
- Just transition and advocacy.



We are pleased to report that our brands all achieved the same score and were ranked 6th out of the top 250 brands and retailers included in the "What Fuels Fashion?" analysis (2024). The graph below shows a specification of the score obtained by the three brands compared to the average score for each category analysed.

	AVERAGE SCORE 250 BRANDS	SCORES OF INTIMISSIMI, TEZENIS E CALZEDONIA	WFF WEIGHT BY TOPIC
OVERALL	18%	52%	100%
Accountability	23%	88%	10%
Decarbonisation	21%	43%	41%
Energy Procurement	15%	76%	15%
Financing Decarbonisation	23%	91%	13%
Just Transition and Advocacy	8%	7%	21%

08

Focus on the environment

Aware of the substantial use of water in many of its production phases, the Group pays particularly close attention to the appropriate use of this resource (quantifying its ecological footprint), continuing to move towards a proactive management of resources: reduction of use (as far as possible) and an efficient discharge and recycling system for the water

used so as to release as little potentially polluting or harmful substances into the environment as possible.



With the aim of reducing the impact of the company's activities on natural resources and ecosystems, the Calzedonia Group makes its commitment concrete through heterogeneous initiatives such as the self-production of electricity, the purchase of electricity from renewable sources, and by making its civil and industrial plants more efficient in order to reduce energy consumption.



Oniverse invests in new technologies to be applied in its production and logistics facilities. These investments make it possible to develop more sustainable production models: all plants are equipped with cutting-edge machinery, which guarantees safer working conditions, reducing waste, obtaining high productivity and conferring greater value on the raw materials.



The Group is committed to carrying out projects and initiatives to measure and reduce its environmental impact with a view to reducing the resources used, sorting and recycling waste and using renewable energy.

08.1

Our daily commitment

Through its Code of Ethics, applied to all Group companies and all staff members regardless of their activity and role, Oniverse makes it clear that its efforts are aimed at minimising the environmental impact of the activities throughout the entire life cycle of its products (from the purchase of the raw materials through to the disposal of finished products).

The Engineering Department is entrusted with the management of the development of new plants and substantial changes in existing buildings, both for production needs and to increase energy efficiency and reduce the environmental impact. The company's strategic choices are agreed and decided together with the Board of Directors, which directly approves the objectives set.

The principles regulating the Group's environmental procedures are as follows:

- Compliance with relevant laws, regulations or other obligations;
- Pollution prevention and reduction of potential socio-environmental impact along the production line;
- Implementation of control and improvement measures to reduce direct and indirect greenhouse gas emissions, consumption of natural resources and leakage of potentially harmful chemicals;
- Planning and implementation of activities based

on water consumption and impact on biodiversity, extending the lines of action to business partners.

As far as energy consumption is concerned, €6.8 million is invested in 2024 as part of a five-year capital expenditure plan of more than €19 million, mainly focused on two objectives: self-production of renewable energy and energy efficiency. In addition, to mitigate the effects of climate change, these measures will result in medium- to long-term savings in operating expenses (OpEx) for energy purchases both centrally and at the Group's supply chain locations. On the other hand, to enhance climate change adaptation measures, in 2024 Oniverse approved an investment of €1.2 million for the development of water recovery and a cooling systems at Zriba, a new production plant in Tunisia, where wet processes are in place. This intervention brings the plant into line with the Group's standards of keeping the temperature below 30°C, in order to prevent the risk of heatstroke among employees working in production, while guaranteeing plant efficiency and product quality. Lastly, in the weaving and spinning production stages, an automatic humidity control system is in place to guarantee the highest quality of fabrics.

In addition to resources, the Group is aware of the need to pay attention to the by-products of its activities, with the aim of reducing waste and optimising the waste that cannot be avoided but can become a new resource for another industry⁴⁵. In particular, Oniverse has currently set itself a number of objectives concerning several relevant environmental topics:

- Rational use of water, trying to reuse process water to a greater extent while minimising total consumption;
- Purchase of certified energy produced from

- renewable sources;
- Development of additional plants for generating electricity from renewable sources, in this case photovoltaic plants;
- Implementation of efficient, state-of-the-art facilities, replacing outdated and inefficient facilities;
- Reduction of direct and indirect emissions of pollutant gases and greenhouse gases;
- Reduction of the consumption, and consequently the waste, of all single-use materials (especially virgin plastic).

The Group's constant commitment and attention towards the environment is borne out by the absence, again for 2024, of significant fines and non-monetary sanctions due to failure to comply with environmental laws and regulations. This data is consistent with the two-year period 2022-23 and confirms the effectiveness of the preventive measures being followed in Italy, in the subsidiaries and in the foreign plants.

Oniverse pays attention to the care and functionality of its stores in order to guarantee a pleasant shopping experience for its customers and a decent workplace for its employees. This is why the Group pays such close attention to the design, construction and renovation phases of the stores. In such a way that there is always a focus on improving the sustainability logic present in order to increase the effectiveness of the action lines taken. For the Group's factories around the world, the commitment is to identify the best building technology available on the market in order to guarantee optimal working conditions for employees, choosing machines and plants that are efficient. Oniverse strives (for all its factories in Italy and elsewhere) to have construction

standards in line with Italian and European requirements. The more dated plants, for example, are currently having updates planned, along with energy efficiency improvements.

08.2

Water consumption

In line with the segments in which it operates, Oniverse's activities require significant amounts of water resources and therefore, for years, the Group has been committed to rationalising the consumption of production processes and auxiliary services at its sites. More specifically, there are three types of water consumption related to the Group's activities: those resulting from industrial processes (such as dyeing, washing and ironing); those for sanitary purposes; and those used for viticulture and wine production activities. In most of our plants, where there is not significant water consumption for production and where local water systems are available, water taken from the aqueducts is mainly used for hygienic-sanitary purposes, and disposed of in the sewage system. On the other hand, in plants where there is higher consumption, such as dyeing sites and production sites with washing and finishing, water is taken from underground wells and, if necessary, purified in treatment plants before being released into the sewage system. In both cases, the waste water is released in compliance with the chemical and physical

⁴⁵For more on the topic of managing and reducing raw material consumption, refer to the chapter on "Our products".

parameters envisaged by local laws. More specifically, in plants where water treatment systems are present, every day our specialised staff analyse discharges on a daily basis to ensure compliance with the main parameters required by law. In addition, every three months some of these samples are sent to external certified laboratories for even more in-depth analysis. As well as ensuring that water consumption and pollutant levels in wastewater comply with local regulations, the Group is constantly looking for innovative solutions to reduce consumption and environmental impact. In order to achieve these goals, Oniverse involves all players in the industrial process, not only its own dyeing technicians, who are involved in developing new programmes and recipes for the use of dyes and products with less water use, but also dye and auxiliary manufacturers, who are looking for new solutions regarding the improvement of chemical parameters and the reduction of the amount of water used. Finally, in order to make dyeing processes more efficient, the Group is now able to reuse heat from waste water, thus reducing the amount of energy consumed, and it uses boiler fumes containing CO₂ to regularise the pH of the water in the purifier without resorting to acidic chemicals. The dyeing production process also results in the generation of sludge, which is treated directly in the plants via a biological purifier. Furthermore, in order to reduce the amount destined for disposal, around 260 tonnes of sludge are destined each year for a reuse project that uses the dried sludge for asphalt production. In 2024, Oniverse drew a total of 2,140 megalitres, thus recording an 8% decrease in consumption compared to 2023, a trend that has

continued since the previous year. Specifically, the factories contribute about 85% of the Group's total withdrawals and 55% is attributable to the three main dye works. By contrast, the remainder is attributable to headquarters, sales branches and wine production. Specifically, the latter accounts for only 3% of the total, partly due to the approximately 1.5 megalitres used in agriculture from rainwater recovery tanks.

WATER WITHDRAWAL BY SOURCE (Megalitres)						
	2022		2023 ⁴⁶		2024	
	All areas	Areas under water stress	All areas	Areas under water stress	All areas	Areas under water stress
Surface water	37	-	50	-	49	-
Freshwater	37	-	50	-	49	-
Other water	-	-	-	-	-	-
Underground water	1,824	93	1,796	94	1,454	150
Freshwater	678	-	686	7	592	43
Other water	1,146	93	1,110	87	862	107
Water produced	1	7	3	4	3	1
Freshwater	-	-	-	4	-	-
Other water	1	7	3	-	3	1
Water from aqueducts	328	55	311	59	347	124
Freshwater	282	55	270	59	296	74
Other water	46	-	41	-	51	50
Other sources	12	-	-	-	11	-
Freshwater	12	-	-	-	11	-
Other water	-	-	-	-	-	-
Total	2,202	155	2,160	157	1,864	276

08.3 Energy consumption and emissions

The Group's energy consumptions mainly derive from the production processes, lighting, heating and cooling the workplace. Added to these consumptions are the fuel costs of company-owned vehicles and logistics vehicles, which carry out intercompany transport between the Group's various plants. With reference to energy consumption only, whether electricity or thermal energy, for all plants, remote management and monitoring systems are operative. In this way, the Group manages to control the operating procedures and plans interventions if anomalies are noted. Once the consumption histories of energy monitoring systems have been analysed, feasibility studies are carried out in order to evaluate efficiencies and new installations of renewable energy power plants.

In addition, once a year, the Group prepares an energy analysis report based on measurement data to verify the plant efficiencies of the various production plants. After an improvement has been made, be it only of a managerial nature or extraordinary maintenance such as the replacement of equipment, the effectiveness of the intervention is always verified by means of energy measurements. Those that have produced good results can then be replicated in other plants in order to increase their positive impact.

⁴⁶ The term "freshwater" is used to mean water with a concentration of total suspended solids (TSS) ≤ 1.000 mg/L; other water (TSS > 1.000 mg/L). To identify the structures in areas of water stress, the World Resources Institute "Aqueduct Water Risk Atlas" tool was used. Store water is excluded for which no consumption data is available because billing takes place indirectly through the rental charges or if the store is managed, by the host shopping centres.

These improvements are also carried out thanks to the cooperation between external suppliers and the employees in charge of maintenance and/or management of the specific plant.

The Group's pillars of proper energy management are certainly compliance with regulations on the maintenance of buildings and their systems, verification of correct operation and proper use by the end user, such as in the case of indoor climate control.

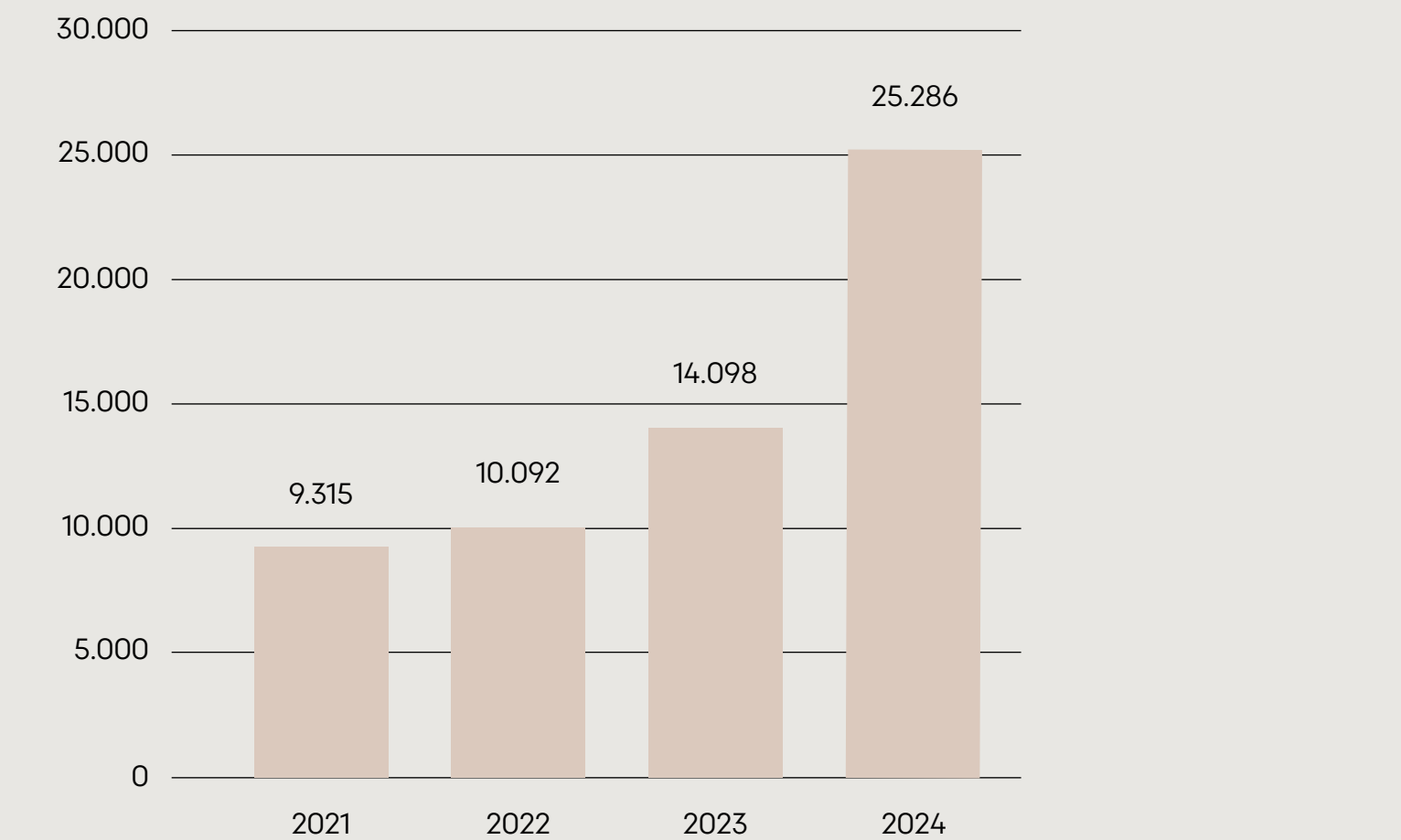
According to the operative needs and the different geographic areas in which the Group's production sites are located, the energy sources available also vary. As a general rule, Oniverse tries to use fossil fuel technologies only when there is no alternative. Indeed, non-renewable energy sources are used not only for the movement of a large part of the company fleet, but also for the operation of thermal plants, the production of steam for industrial use and, to an always lesser extent, the production of hot water for heating. In establishments where fossil combustion heat plants are present, periodic maintenance is carried out to ensure their proper functioning, and measurements are made of the combustion characteristics of the burners (according to local regulations or preventive controls).

In 2024, 75% of direct energy consumption was related to production activities, which involve 59% of the Group's employees. In the same year, the consumption of self-generated solar electric energy through photovoltaic panels amounted to 25,286 GJ, approximately 80% more than in 2023 and more than twice as much as in 2022. For years now, the Group has been investing in the construction of new plants, which by the end of 2026 will roughly triple the renewable energy production of 2023. The installation

of photovoltaic panels is also one of the ways that Oniverse has undertaken to increase the share of clean energy in its supply chain, directly where part of its production takes place. Today, in fact, plants are active - or under construction - in Italy, Serbia, Croatia and Sri Lanka.

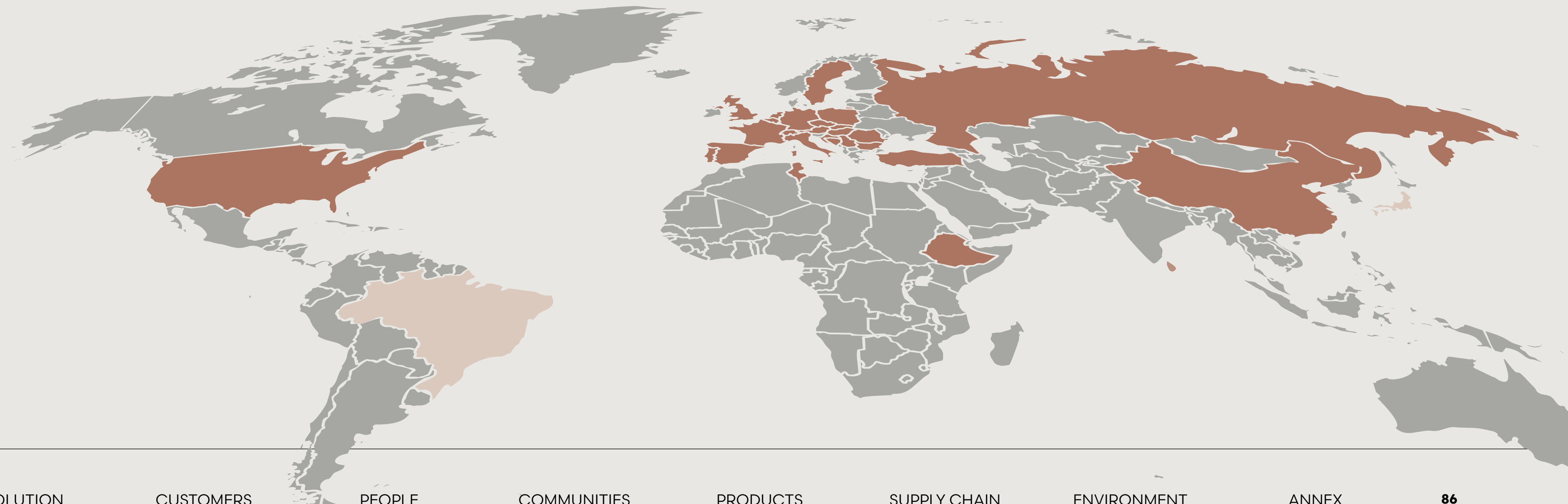
During the reporting year, in addition to the self-consumed portion, part of the energy produced is sold to the grid and contributes to increasing the share of renewables in the national energy mix (8,254 GJ).

SELF-PRODUCED AND CONSUMED RENEWABLE ENERGY



USE OF RENEWABLE ENERGY

Integral use Partial use




Direct and indirect consumption

The Group has been directing its energy choices towards zero-emission supplies for many years now. In actual fact, in 2024, the Group continued to increase its supply of electricity from renewable sources up to 98% of its global needs, with a target of 100% by 2030. Specifically, the use of renewable electricity takes place in 30 countries⁴⁷ worldwide, out of 32 where the Group operates directly, and only in one case the share of renewable electricity does not cover the entire energy demand (for details of the countries, see the map on the previous page).

In 2024, the Group's total energy consumption amounted to 1,521,483 GJ, in line with consumption in the previous two years. As regard fuels used in industrial plants, whether it is not possible to use renewable sources, Oniverse prefers to use sources with a lower emission impact. Precisely for this reason, no dyeing, garment making or weaving factory has been producing energy using coal for years and, consequently, at least 76% of the garments produced come from factories that do not use this fuel. Furthermore, the decrease in the use of diesel continues (-31% compared to 2023), which had peaked in 2022 following the state crisis in Sri Lanka. The emergency had prompted the authority to restrict electricity in the public grids and, as a result, the Group had been forced to use diesel generators to keep the factories on site operational. Lastly, the share of natural gas, used in thermal plants to produce steam for industrial use for hot water production and heating, also decreased, albeit slightly, and now accounts for 69% of the total gas used by the Group. This positive result is mainly due to the implementation of energy efficiency measures in the plants.

This is followed by consumption due to the movement of the company fleet, accounting for 28% of the total direct consumption, and 33% of Scope 1 emissions⁴⁸.

As a significant component of its carbon footprint, Oniverse has begun a process of increasing hybrid and electric vehicles within the company fleet, as well as the use of HVO, a biofuel with a reduced carbon footprint compared to conventional diesel.

DIRECT AND INDIRECT ENERGY CONSUMPTION (GJ) ⁴⁹			
	2022	2023 ⁴⁹	2024
Direct energy consumption	831,127	782,627	781,217
From non-renewable sources (excluding company vehicles)⁵⁰	607,430	531,109	521,615
Natural gas	515,586	473,496	468,522
Diesel	71,936	34,551	23,876
LPG	19,908	23,062	29,216
From company vehicles	213,605	237,420	234,317
Petrol cars	36,937	50,697	59,979
Diesel cars	38,971	33,042	22,868
HVO cars 	-	-	105
Methane cars	5	6	4
Petrol vans	-	25,347	-
Diesel vans	57,729	24,774	52,306
Diesel buses	60,263	78,321	74,009
Aircraft	18,715	24,625	23,619
Other industrial vehicles	985	608	1,427
From renewable sources	10,092	14,098	25,286
Photovoltaic solar energy	10,092	14,098	25,286
Indirect energy consumption	713,489	729,581	740,266
Electricity	709,716	727,745	738,053
from non-renewable sources	173,528	104,137	14,366
from renewable sources	536,188	623,607	723,687
of which for electric cars	0.45	0.75	356
Thermal energy	3,773	1,836	2,213
of which from non-renewable sources	3,003	1,836	2,213
of which from renewable sources	770	-	-
Total consumption	1,544,616	1,512,208	1,521,483

⁴⁷ Andorra, Austria, Belgium, Bosnia-Herzegovina, Bulgaria, China, Croatia, Czech Republic, Ethiopia, France, Germany, Hong Kong, Hungary, Italy, Luxembourg, Mexico, Netherlands, Poland, Portugal, Russia, Serbia, Slovakia, Spain, Sri Lanka, Sweden, Switzerland, Tunisia, Turkey, United Kingdom, United States. | ⁴⁸ Scope 1 emissions are greenhouse gas emissions from the direct combustion of fossil fuels, such as natural gas, diesel and petrol. | ⁴⁹ After a refinement of the methodology, the consumption figure for 2023 was changed. | ⁵⁰ Store electricity and natural gas for heating are excluded, for which no consumption data is available because billing takes place indirectly through the rental charges or if the sales outlet is managed, by the host shopping centres.

Greenhouse gas emissions

To calculate indirect emissions (Scope 2), the Group used the Location-based and Market-based Methods. The first considers the contribution made by average emission factors of the distribution network used by the organisation for its electricity consumption. The second instead considers the contribution of emission factors that an organisation has intentionally chosen contractually for its electricity consumption and, in the case of purchasing energy certified as renewable, the emission factor is zero. The table below shows the Group's direct and indirect (Scope 1 and 2⁵¹) emissions, totalling 45,080 tonnes of CO₂e.

DIRECT AND INDIRECT EMISSIONS – SCOPE 1 AND 2 (tCO ₂ e) ⁵²			
	2022	2023 ⁵³	2024 ⁵⁴
Direct emissions (Scope 1)	46,287	43,388	43,103
From non-renewable sources	32,148	27,922	27,140
Natural gas	26,143	24,026	23,752
Diesel	4,819	2,421	1,652
LPG	1,186	1,475	1,736
From company vehicles	14,139	15,466	15,963
Petrol cars	2,331	3,122	3,919
Diesel cars	2,611	2,195	1,581
Methane cars	-	-	-
Petrol vans	-	1,561	-
Diesel vans	3,867	1,645	3,618
Diesel buses	4,037	5,202	5,119
Aircraft	1,290	1,696	1,627
Other industrial vehicles	3	45	99
Indirect emissions (Scope 2) Market-based	21,001	11,399	1,977
Electricity - Location-based	68,728	71,586	74,040
Electricity - Market-based	20,859	11,307	1,867
Thermal energy - Location-based	179	92	110
Thermal energy - Market-based	142	92	110
Final emissions (Scope 1 and 2) Market-based	67,289	54,787	45,080

⁵¹ According to the Market-based method. | ⁵² Following the GHG Protocol methodology, 'out-of-scope' emissions from biofuel combustion were also calculated in the overall calculation of the company's carbon footprint. In particular, for 2024, the use of HVO resulted in the generation of 7 tonnes CO₂e. | ⁵³ Due to the improved methodology for calculating consumption, the 2023 emission figure was also changed. | ⁵⁴ The factors used to calculate emissions were published by TERNA (International Comparisons 2019), European residual mix 2023 (AIB 2024) and DEFRA (Department for Environment, Food & Rural Affairs - 2024). | ⁵⁵ The emissions intensity considers Market-based direct and indirect emissions.

The Group's greenhouse gas emissions follow the downward trend of recent years, decreasing by 18% compared with 2023. This was mainly achieved by purchasing renewable energy and increasing energy production through photovoltaic panels. Two elements that made it possible to avoid respectively 95,828 and 3,704 tones CO₂e, following the Market-based methodology.

Finally, the Group, in order to highlight the energy and emission efficiency of its activities, has related its consumption and emissions to the number of garments produced internally. The energy intensity of each garment produced increased compared to the previous two years, mainly due to the Group's expansion into other sectors and a reduction in the total number of garments produced in some factories, which maximise their efficiency when operating at full capacity. On the other hand, the emission intensity remained constant due to the CO₂ reduction measures implemented by Oniverse during the year and described in the first part of the chapter.

INTENSITY INDICATORS			
	2022	2023	2024
Energy intensity (KWh/pc)	1,19	1,18	1,42
Emissions intensity ⁵⁵ (KgCO ₂ e/pz)	0,19	0,15	0,15

Reforestation

In 2024, Oniverse succeeded in its stated aim of offsetting more direct and indirect emissions (Scope 1 and 2). The result was achieved through financing reforestation projects and low-impact architecture, which offset 78,100 tonnes of CO₂. An important contribution to the achievement of the objective comes from the decision to invest in this project the entire earnings from the sale, within the Group's Calzedonia, Intimissimi, IUMAN Intimissimi Uomo, Tezenis and Outlet brand stores, of shoppers made of FSC-certified paper (i.e. derived from wood from forests managed according to correct forestry principles). The more than 57 million pieces sold helped to fund several projects:

- Recovery of three hectares of abandoned areas in Tuscany containing 1,000 olive trees that have been maintained in order to increase their health and productivity;
- Planting of 2,000 trees in forested areas affected by the Vaia storm in the Trentino Dolomites;
- Support for structural timber building projects in Italy that follow architectural principles that allow the removal and storage of CO₂;
- Reforestation of the Guanáre area in Uruguay: an area of approximately 20,000 hectares where trees are planted in degraded areas to reduce soil erosion;
- Reforestation of 25,907 hectares through Mangalam Timber Products Limited (MTPL) of some degraded areas in India.

Through these actions, Oniverse has helped create a virtuous circle that not only aims to reduce CO₂ from the atmosphere, but has also supported the creation of jobs for local people and the reduction of dependence on fossil fuels.

Offsetting

Another route taken to reduce greenhouse gas emissions for which Oniverse is directly responsible on a global scale is the use of offsetting instruments. However, fully realising that emissions offsetting alone merely outsources the environmental impact problem, Oniverse complements these actions with others that have a direct impact on its own and its value chain's emissions. Specifically, 78,100 tonnes CO₂e were offset during the year.

Reducing the environmental impact of business travel

The high number of employees and the presence of a global sales and production network prompted Oniverse to assess the impacts of business travel and create a travel policy that reduces CO₂ emissions. In 2024, employee travel for business purposes generated approximately 12,227 tonnes of CO₂e, of which 93% was by air. These results show that the increase in emissions can be attributed to an increase in long-distance air travel, which is difficult to replace with other means of transport in contrast to shorter-distance routes, which have decreased. In fact, as can be seen in the table, journeys by train - which generally have a lower emission impact than those by plane - have decreased.

EMISSIONS DERIVING FROM EMPLOYEE TRAVEL – SCOPE 3 (tCO ₂ e) ⁵⁶			
	2022	2023	2024
Emissions deriving from air travel	7,832	10,298	11,399
Short-haul	229	715	275
Medium-haul	1,969	3,178	3,021
Long-haul	5,634	6,405	8,104
Emissions deriving from hire cars	594	738	439
Large size	2	16	2
Medium size	295	266	213
Small size	227	378	224
Emissions deriving from travel with car rental with driver	69	78	85
Emissions deriving from train travel	143	45	304
National railway line	143	45	1
International railway line	0.33	-	303
Total emissions	8,569	11,081	12,227

⁵⁶ The factors used to calculate emissions are updated annually and published by DEFRA (Department for Environment, Food & Rural Affairs - 2024).

In order to reduce the emissions caused by employee travel, starting 2020, a travel policy called the "Green Travel Policy" has been drafted. The main aspects of this corporate policy are:

- Sensitisation of employees in regard to the emissions caused by air travel when choosing flights;
- Precedence assigned to the booking of direct flights, which cause less in the way of emissions than those with stopovers;
- Use of trains instead of aeroplanes for national travel;
- Hire of electric cars for business trips;
- Booking of hotels attentive to sustainability practices and the reduction in consumptions;
- Sensitisation of employees as to the alternatives to be preferred when travelling.

Reducing consumption and emissions

Every year, Oniverse makes major investments in modernising its installations, which thanks to cutting-edge technology contribute to optimise performance and reduce energy consumption in the plants. With the aim of pursuing precisely this latter objective, the Group has begun a path of implementing, by way of example and not exhaustively, the following solutions:

- Replacement of fossil fuel (natural gas or oil) heating plants with heat pump-fired plants, where technically possible. In particular, the heating systems at the Vallese warehouse and the 2M

factory were replaced in this way during 2024;

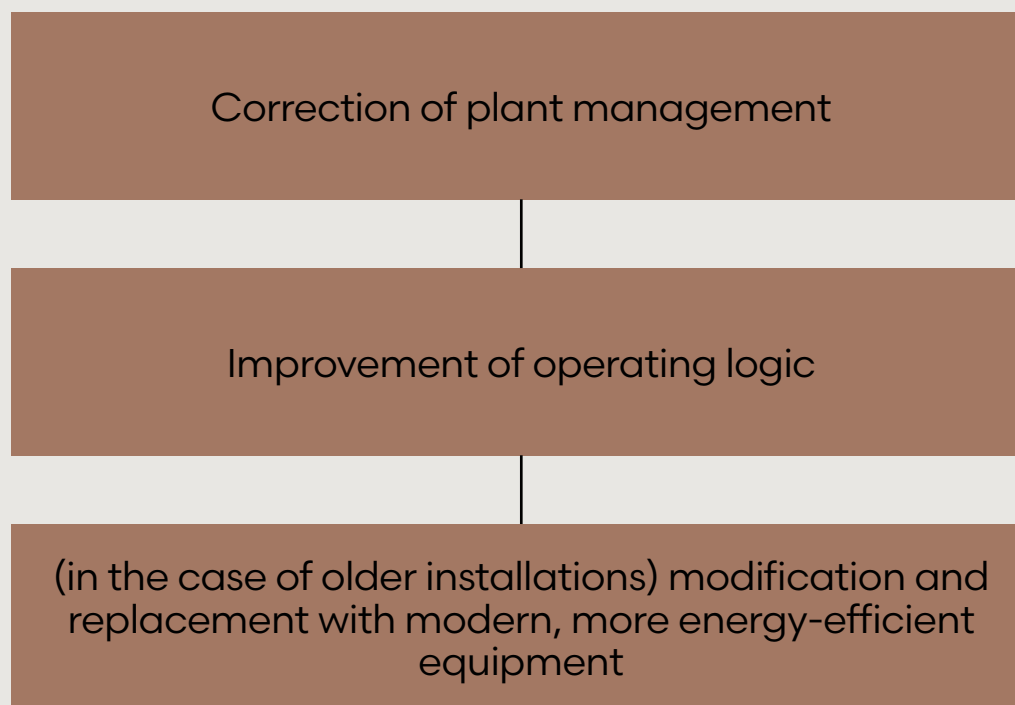
- Replacement of current lighting fixtures with LED technology (an activity already carried out for almost all production plants).

In addition, in agreement with the company's fleet management department, an electric mobility project is being developed between the Group's industrial sites, involving the replacement of petrol cars with hybrid and, where possible, full-electric cars and the installation of on-site charging stations.

As regards sales outlets, for some time now, the Group has been installing LED lighting, with controlled processes and high energy efficiency materials, in respect of the Ecodesign Directive 2009/125/EC for energy saving. Growing use of low consumption, high performance LED technology successfully rationalises the inclusion of light sources, making for concrete energy savings and lesser dispersion of heat into the environment. All this results in reduced use of air conditioning systems and reduced technical lighting maintenance, whilst guaranteeing optimal visual comfort for customers and employees alike. Today, more than 99% of Oniverse's stores exclusively use LED technology lighting and, where possible, are equipped with the DALI intelligent lighting system that can control brightness and reduce waste.

LIGHTING EFFICIENCY		
	Sales area	Production area
Objective	100% LED by 2024	100% LED by 2023
2024 status	99.4%	100% (from 2021)

In addition to lighting, there are other aspects that are taken care of in order to reduce the energy consumption of the stores and, consequently, greenhouse gas emissions: firstly, the Technical Department is replacing old fossil fuel systems with modern systems or with technologies that exclude the use of fossil fuels (such as, for example, heat pumps); the use of air barriers installed near the entrances is restricted; finally, all obsolete cooling systems have been replaced with energy-efficient systems, with a lower noise impact and that use refrigerant gases with a low environmental impact. Finally, water-powered air-conditioning systems, installed in a few cases, have been further reduced with the aim of eliminating them entirely over the next few years.



In 2024, the work carried out in the plants, offices and stores enabled the Group to save a total of 29,417 GJ of energy, and thanks to the interventions described, the organisation enjoyed multiple benefits not only in terms of energy efficiency, but also in terms of avoided emissions.

REDUCTION OF CONSUMPTION AND EMISSIONS BY TYPE OF INTERVENTION						
	2022		2023		2024	
	Estimated savings (GJ)	Avoided emissions (tCO ₂ e)	Estimated savings (GJ)	Avoided emissions (tCO ₂ e)	Estimated savings (GJ)	Avoided emissions (tCO ₂ e)
Efficiency of machinery and lighting systems	2,181	314	1,182	181	3,385	578
Renewal of thermal plants	4,860	613	1,204	153	11,412	1,576
Installation of new photovoltaic plants	14,159	1,940	21,639	3,320	14,620	2,207
Total	21,200	2,867	24,025	3,654	29,417	4,361

Lastly, some Group companies carry out voluntary certifications on energy and environmental aspects, such as ISO 14001 and 50001. In 2024, the head office Calzedonia SpA located in Dossobuono and the respective warehouses in Castagnaro and Vallese were certified, as well as the hosiery company Trever SpA, the dye factory Ti.bel SpA, the company 2M, Falconeri Srl (both sites located in Avio and Gissi) and the company Cantiere del Pardo S.p.A.⁵⁷ More specifically, while ISO 50001 certification ensures a management system capable of correctly monitoring energy consumption, especially with a view to improvement, ISO 14001 certifies that environmental impacts such as water use and waste management are properly managed.

⁵⁷ The management system of the company Cantiere del Pardo S.p.A. is ISO 14001, ISO 9001 and ISO 45001 certified, but not ISO 50001.

08.4 Waste management⁵⁸

Each production unit is equipped with suitable containers for waste management (containers, press-containers, bins, etc.) and undertakes to differentiate waste collection as much as possible, subdividing it by type: industrial, domestic, ordinary, from processing/maintenance, hazardous and non-hazardous. This allows a more precise classification of the waste, which is then entrusted to different specialised suppliers who ensure its proper treatment, reducing the risk of pollution that waste can cause to the environment and people. Wherever possible, waste is sent for recovery or recycling, as an alternative to disposal through incineration with energy recovery. Specifically, for 2024, 50% of waste produced is sent for recycling and reuse, whilst 50% is disposed of in a landfill⁵⁹. The table in the following page shows the method by which waste not sent for disposal, is recovered⁶⁰. Compared to 2023, there has been a 15% reduction in total waste, linked to a reduction in production and the prevention initiatives the Group has implemented.

⁵⁸ It should be noted that this chapter does not include figures for Cantiere del Pardo S.p.A. Italy, which will be consolidated from the next Sustainability Report. | ⁵⁹ It should be noted that some of the waste produced, especially that which is directly managed by municipalities, as is often the case with stores, has been considered as going to 'disposal'. | ⁶⁰ The difference between total waste not sent for disposal in the table on "Waste produced" and the total of the table on "Waste not sent for disposal by means of recovery (t)" is due to the fact that recovery is carried out mainly at external sites for which the organisation is not always able to obtain data.

WASTE PRODUCED (t) ⁶¹			
	2022	2023	2024
Hazardous waste	189	372	285
Waste water and sludge	61	228	155
Textile waste	22	7	14
Waste from fume treatment	60	40	39
Chemical product containers	8	14	16
Oil	18	20	8
Waste electric material	6	7	16
Toner and cartridges	5	2	5
Other ⁶²	57	54	32
Non-hazardous waste	21,938	26,769	22,804
Waste water and sludge	2,164	5,040	2,110
Paper and cardboard	9,141	10,819	9,379
Textile waste	5,772	5,965	6,285
Plastic	597	616	629
Packaging	431	427	444
Waste from fume treatment	-	-	-
Metal	200	230	173
Organic waste	787	773	744
Demolition and construction waste	469	641	567
Multi-material waste	520	582	511
Other ⁶²	1,856	1,676	1,960
Total	21,938	27,141	23,090

The table below shows that 36% of waste not directed to disposal is recycled, 25% is prepared for new use and 39% is handled otherwise.

With a view to reducing waste and making best use of the waste still produced, it is essential to identify the best strategies for reusing materials. One concrete example concerns plastic pallets or cartons for intercompany transactions, which are reused up to ten times. Thanks to this latest initiative, the Group managed to avoid 287 tonnes of cardboard waste. In the wine sector, 36 tonnes of waste by-products (particularly lees and marc) were collected in 2024 and sold to local distilleries, which use them for alcohol production. In addition, the Group is working on the development of different technologies to obtain new fibres from the recycling of what would otherwise become waste. The table on the right column shows the method by which waste sent for disposal is managed⁶³. For this category of waste, the Group uses a landfill for 32% of the weight and incineration for 23% (16% with energy recovery).

WASTE DIVERTED FROM DISPOSAL BY MEANS OF RECOVERY (t)			
	2022	2023	2024
Hazardous waste	89	96	77
Preparation for reuse	17	28	13
Recycling	6	4	4
Other operations	66	64	60
Non-hazardous waste	11,845	12,682	11,480
Preparation for reuse	3,011	2,936	2792
Recycling	4,956	4,102	4192
Other operations	3,878	5,644	4495
Total	11,934	12,778	11,556

The Group has the following waste containment policies:

- Introduction of water dispensers to reduce the consumption of disposable plastic bottles, providing employees with reusable flasks for their personal use;
- Replacement of plastic tableware with environmentally-sustainable compostable tableware in canteens;
- Elimination of plastic bottles, cups and spoons inside vending machines, replaced with alternatives made from environmentally sustainable materials;

- Replacement of plastic bags for packaging with paper strips;
- Reuse of cardboard boxes used in shipping, archiving and storage of goods in the warehouse;
- Elimination of shrink-wrap used in the shipment of garments to points of sale;
- Reuse of surplus fabrics from the main collections to create outlet clothing collections.

WASTE DIRECTED TO DISPOSAL BY MEANS (t)		
	2023	2024
Hazardous waste	215	208
Incineration (with energy recovery)	-	-
Incineration (without energy recovery)	-	-
Conferral to landfill	189	186
Other operations	26	23
Non-hazardous waste	13,217	11,325
Incineration (with energy recovery)	1,885	1,880
Incineration (without energy recovery)	-	790
Conferral to landfill	3,130	3,456
Other operations	8,202	5,199
Total	13,432	11,533

⁶¹ Only part of the waste produced in stores is included in the data in the table. This portion refers only to a part of the Group companies and was estimated by means of the packaging data of the products shipped to the stores. | ⁶² "Other" includes special hazardous and non-hazardous waste not directly able to be classified under the other categories of the table insofar as encoded with a different EWC code. | ⁶³ It is specified that 100% of the waste disposed of is managed 'off-site', i.e. at suppliers handling the waste of the various Group companies.

08.5 Logistics management

Logistics is not only a strategic element of the Group's business, but also one of the main impacts generated on the environment. Indeed, the transport of semi-finished and finished garments is responsible for part of the greenhouse gas emissions generated and released into the atmosphere by the Oniverse value chain.

The Group's distribution centres - built in compliance with up-to-date earthquake regulations - are located in Italy (Vallese di Oppeano, Castagnaro, Gissi, Rome, Verona and Alghero), Croatia (Varazdin), Brazil (São Paulo), China (Shanghai), Poland (Warsaw) and the USA (New York).

The Group is committed to locating its distribution platforms in strategic points, bringing the sales outlet and production plant closer together wherever possible. This choice allows shorter distances, and consequently shorter transfer times, reflected in a lower logistics impact. The distribution centres prepare daily orders with basic and fashion products, which are shipped to stores in Italy and abroad in order to replenish stocks. Most of the Group's stores may also need daily deliveries, which is why the store replenishment process is supported by a strong integration between the different information systems: from the issuing of the order at

the point of sale, to checking the availability of goods in the distribution centres, to the physical handling in the warehouse. The Transport Office handles shipping to and from stores, private customers, factories and suppliers.

Transport is in fact entrusted to external companies, in computer connection with the Group's companies, and the company's internal customer service constantly monitors the quality of the service provided by the hauliers, checking transport times and analysing any inefficiencies. In addition, in terms of logistics management, the Group adheres to guidelines that help ensure the efficiency of the system, simplifying and standardising warehouse activities as much as possible and assuring the constant collaboration with business partners in order to always guarantee a high level of plant quality/efficiency.

Again, in terms of the efficiency drive, packaging sizes for the finished product are designed in such a way as to optimise space within the vehicles, thereby minimising partial loads. In addition, starting 2021, two new machines were installed in the logistics centres of Ducal and Vallese to reduce the volume of boxes shipped for B2B business. Thanks to a different method of processing and closing the boxes, the machine can adapt to the actual quantity of goods inside. This streamlining is leading to a decrease of about 10% in the means of transport used (for the same quantity of goods shipped).

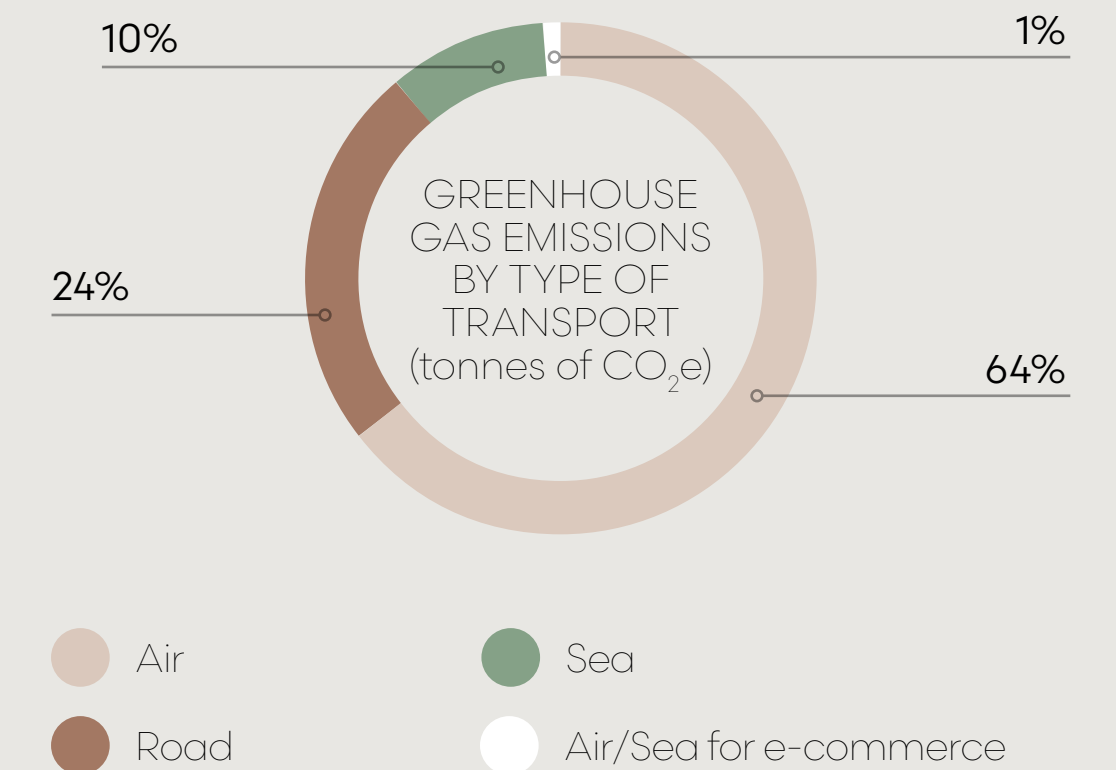
Oniverse manages the organisation of the transport of the goods purchased (fabrics, yarns, finished garments)

in-house, and bears the related transport costs, so as not to penalise suppliers for any cost increases and with the additional objective of increasing control over the value chain. In the few situations where the transport payment is borne by the supplier, we take into account average variations in transport costs.

For on-line customers, the collect and return service is activated at our stores, which allows logistics corridors used for stores to also be used for e-commerce sales. In 2023, this saved around 1,240,000 deliveries. At the end of the season, all unsold items from the fashion collection are collected from the stores and these are then sorted, inspected and repackaged for sale in outlet chains and shops. Together with unsold returns, items with minor imperfections are also taken back; these items, which are considered seconds, are put back on sale in the outlets or given to charity after careful inspection and appropriate reporting.

In 2024, Oniverse initiated a project to calculate the carbon footprint of its entire value chain, with a view to embarking on a decarbonisation journey that is not limited to its own activities, but also extends to its business relationships. This action deepened the calculation of logistics-related emissions, which in 2023 amounted to: 43,136 tonnes of CO₂e, of which 98% came from transport by the Group and 2% from transport by third-party companies⁶⁴.

As can be seen from the graph below, air transport causes the most emissions (64%), despite the fact that the quantity of goods transported and the kilometres travelled are significantly lower than road transport, the second most emissions category (24%); ship logistics, on the other hand, has a significantly lower impact (10%).



⁶⁴ The calculation of logistics emissions was carried out in line with the GHG Protocol methodology for Scope 3 number 4 'Upstream transportation and distribution' and 9 'Downstream transportation and distribution'. Due to the onerous nature of the work, the recalculation of Oniverse's GHG emissions inventory - including Scope 3 emissions - will be carried out again in 2025, at which time logistics emissions will also be quantified again.

Lastly, the main share of emissions from logistics is related to inbound activities, i.e. the movement of raw materials and semi-finished goods from suppliers to warehouses or factories in Oniverse, as well as the movement of products between logistics hubs and owned factories (58%). The remainder is accounted for by shipments for commercial purposes: sending products to European stores (16%), non-European (24%) and e-commerce sales (1%).

INDIRECT TRANSPORT EMISSIONS – SCOPE 3				
Type of transport	Europe - to sales outlets	Non-EU - to sales outlets	Inbound ⁶⁵	Total
Road	6,637	3,020	800	10,457
Sea	27	78	4,284	4,389
Air	65	7,670	20,259	27,993
Rail	-	11	8	19
Air/sea (for e-commerce)	-	-	-	598
TOTAL	6,729	10,779	25,351	43,456

⁶⁵ Inbound logistics is understood as: the movement of goods from suppliers to Group sites, as well as the movement of products between logistics hubs and owned plants.

09

Annexes

EMPLOYEES BY PROFESSIONAL CATEGORY AND GENDER (%)												
	2022				2023				2024			
ROLE	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL
Top-levels managers	0.1%	0.2%	-	0.3%	0.1%	0.2%	-	0.3%	0.1%	0.2%	-	0.3%
Manager reporting to the top level	0.6%	0.5%	-	1.1%	0.6%	0.5%	0.0%	1.1%	0.7%	0.5%	-	1.2%
White-collar	4.2%	1.6%	-	5.8%	4.5%	1.6%	0.0%	6.1%	4.7%	1.8%	-	6.5%
Sales staff	2.4%	0.3%	-	2.7%	2.6%	0.4%	0.0%	2.9%	2.5%	0.3%	-	2.8%
Store staff	28.7%	1.3%	0.1%	30.0%	29.9%	1.6%	0.1%	31.6%	30.0%	1.6%	0.1%	31.6%
Blue-collar	54.3%	5.8%	-	60.1%	51.5%	6.4%	0.0%	58.0%	51.2%	6.4%	-	57.6%
Total	90.3%	9.7%	0.1%	100%	89.2%	10.7%	0.1%	100%	89.2%	10.8%	0.1%	100%

AVERAGE NUMBER OF TRAINING HOURS RECEIVED BY EMPLOYEES DIVIDED BY GENDER AND BY CATEGORY (no.)												
	2022				2023				2024			
ROLE	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL
Top-levels managers	4.16	3.69	0.00	3.97	3.57	1.52	0.00	2.69	2.41	0.29	0	1.54
Manager reporting to the top level	15.81	7.42	0.00	11.09	12.85	5.89	0.00	8.69	9.92	4.52	0	6.92
White-collar	19.52	23.68	4,406.50	25.94	25.72	19.64	5,078.50	25.52	33.11	15.35	0	21.94
Sales staff	183.59	94.69	0.00	120.14	260.36	139.09	128.75	154.25	132.37	131.96	12.50	131.44
Store staff	15.87	12.03	2,034.21	15.85	28.19	24.02	223.03	24.73	14.79	35.12	1,254.79	36.45
Blue-collar	5.28	1.70	0.00	2.29	3.09	1.21	0.00	1.83	4.44	1.54		2.47
Total	15.57	8.47	3,231.46	11.05	19.71	13.87	708.24	15.17	14.81	17.34	1,664.03	18.29

TURNOVER BY GENDER AND AGE BRACKET (no.)						
	MEN	WOMEN	ND	TOTAL	<30	>30
2022						
EMPLOYEES HIRED	1,443	27,932	37	29,412	24,045	5,367
HIRED	1,939	23,435	38	25,412	19,948	5,464
2023						
EMPLOYEES HIRED	1,736	23,235	66	25,037	20,030	5,007
EMPLOYEES LEFT	1,274	20,919	49	22,242	17,176	5,066
2024						
EMPLOYEES HIRED	1,596	23,092	46	24,734	19,978	4,756
EMPLOYEES LEFT	1,516	22,348	47	23,911	18,319	5,592

TURNOVER BY GEOGRAPHIC AREA (no.)					
	ITALY	EUROPE	AMERICA	ASIA	AFRICA
2022					
EMPLOYEES HIRED	2,278	14,550	895	11,579	110
EMPLOYEES LEFT	1,989	13,720	688	8,919	96
2023					
EMPLOYEES HIRED	2,432	16,050	1,176	5,085	294
EMPLOYEES LEFT	2,069	13,876	965	5,171	161
2024					
EMPLOYEES HIRED	2,309	15,448	1,133	5,418	426
EMPLOYEES LEFT	2,222	15,516	917	5,020	236

INJURIES INVOLVING COLLABORATORS (no.)												
	2022				2023				2024			
	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL	WOMEN	MEN	ND	TOTAL
Injuries recorded at work	74	2,123	53	2,250	35	1,164	104	1,303	36	664	107	807
In the workplace	73	2,107	38	2,218	35	1,140	65	1,240	34	613	73	720
Italy	-	-	33	33	1	1	-	2	-	2	73	75
Europe	21	195	5	221	14	254	3	271	25	315	-	340
America	-	11	-	11	-	12	-	12	-	31	-	31
Asia	52	1,901	-	1,953	20	872	-	892	8	259	-	267
Africa	-	-	-	-	-	1	-	1	1	8	-	9
During commute	1	16	15	32	-	24	39	63	2	49	34	85
Italy	-	-	15	15	-	-	-	-	-	34	-	34
Europe	1	15	-	16	-	24	-	24	1	44	-	45
America	-	-	-	-	-	-	-	-	1	4	-	5
Asia	-	1	-	1	-	-	-	-	-	-	-	-
Africa	-	-	-	-	-	-	-	-	-	1	-	1
Injuries with severe consequences that occurred at work (excluding deaths)	1	7	7	15	3	12	11	26	5	13	10	28

WASTE BY COMPOSITION (t)									
	2022			2023			2024		
	GENERATED	NON SENT FOR DISPOSAL	SENT FOR DISPOSAL	GENERATED	NON SENT FOR DISPOSAL	SENT FOR DISPOSAL	GENERATED	NON SENT FOR DISPOSAL	SENT FOR DISPOSAL
Hazardous waste	237	88	133	372	95	216	285	77	208
Waste water and sludge	61	-	61	228	28	143	155	0	155
Textile waste	22	19	12	7	-	4	14	5	9
Waste from fume treatment	60	60	-	40	40	-	39	39	-
Chemical product containers	8	1	3	14	2	12	16	1	14
Oil	18	8	8	20	11	8	8	7	2
Waste electric material	6	3	2	7	6	-	16	16	0
Toner and cartridges	5	3	1	2	2	-	5	3	2
Other	57	4	46	54	6	49	32	5	27
Non-hazardous waste	21,938	11,390	8,756	26,769	12,946	13,187	22,804	11,480	11,325
Waste water and sludge	2,165	1	1,190	5,040	2	5,038	2,110	774	1,336
Paper and cardboard	9,140	6,688	2,102	10,819	8,042	2,533	9,379	6,275	3,104
Textile waste	5,771	2,263	3,139	5,965	2,188	3,177	6,285	2,105	4,180
Plastic	596	451	109	616	327	50	629	518	112
Packaging	430	145	213	427	134	169	444	163	282
Waste from fume treatment	-	-	-	-	-	-	-	-	-
Metals	200	142	56	230	140	89	173	141	32
Organic waste	788	776	21	773	760	13	744	723	21
Demolition and construction waste	469	413	58	641	24	47	567	304	264
Multi-material waste	523	338	174	582	346	236	511	291	221
Other	1,856	183	1,694	1,676	231	1,777	1,960	186	1,774
Total	22,175	11,478	8,889	27,141	13,041	13,402	23,090	11,557	11,533

EMPLOYEES/WORKERS PAID DIGITALLY (%)			
	2022	2023	2024
ITALY	100%	100%	100%
EUROPE	100%	100%	100%
AMERICA	100%	100%	100%
ASIA	99%	100%	99%
AFRICA	-	100%	100%
TOTAL	100%	100%	100%

EMPLOYEES/WORKERS PAID ABOVE OR EQUAL TO THE MINIMUM WAGE (%)						
	2022		2023		2024	
	ABOVE	EQUAL	ABOVE	EQUAL	ABOVE	EQUAL
ITALY	89%	11%	85%	15%	76%	24%
EUROPE	90%	10%	90%	10%	87%	13%
AMERICA	100%	-	100%	-	99%	1%
ASIA	100%	-	100%	-	100%	0%
AFRICA	-	-	23%	77%	69%	31%
TOTAL	95%	5%	93%	7%	86%	14%

ONIVERSE SUPPLY CHAIN – ELECTRICITY ENERGY MIX (kWh)						
	2023			2024		
	Renewable electricity	Non-Renewable electricity	Renewable electricity %	Renewable electricity	Non-Renewable electricity	Renewable electricity %
Italy	51,131,021	86,795	99%	50,650,020	-	100%
Serbia	17,459,693	275,433	98%	15,529,736	-	100%
Bosnia-Herzegovina	4,391,646	-	100%	5,940,058	-	100%
Bulgaria	2,235,614	-	100%	2,076,275	-	100%
Croatia	28,594,405	-	100%	28,095,312	-	100%
Sri Lanka	20,000,000	18,999,635	51%	40,000,000	1,838,105	96%
Ethiopia	-	-	-	748,800	-	100%
Tunisia	-	-	-	1,073,640	-	100%
Total	123,812,379	19,361,863	86%	144,113,841	1,838,105	99%

ONIVERSE SUPPLY CHAIN – FOSSIL FUEL CONSUMPTION PER COUNTRY				
	Coal (ton)	Natural Gas (m3)	Diesel (L)	LPG (L)
Bosnia-Herzegovina	-	-	10,301	900,868
Bulgaria	-	57,014	12,500	-
Croatia	-	3,892,920	9,996	-
Ethiopia	-	-	170,986	-
Italy	-	2,418,386	6,010	-
Serbia	-	3,586,411	39,750	28,518
Sri Lanka	-	-	354,690	175,740
Tunisia	-	44,279	-	-
Total	-	9,999,010	604,233	1,105,126

10

Methodological Note

Reporting standards applied

The Oniverse Sustainability Report is the tool through which the organisation discloses information about social-environmental and staff-related topics, as well as respect for human rights and the fight against corruption, serving to ensure a proper understanding of the activities carried out and their impact, as well as the Group performance and results.

This Report is published on an annual basis and has been prepared in “with reference” mode in accordance with the GRI Standards updated in 2021 by the Global Reporting Initiative (GRI).

The GRI is an independent international organisation whose standards represent the reference framework worldwide in terms of reporting on economic, environmental and social impacts. To make it easier for the reader to find the information within this document, the following chapters will include the GRI Content Index, an index that summarises and brings together in one place all the content reported within the Report.

The Report has been prepared according to the principle of materiality, as envisaged by “GRI 3: Material topics 2021”. The topics covered in the Report are those that, following a materiality analysis and assessment described on page 33 of this document, are considered relevant insofar as able to reflect the social and environmental impacts of the Group’s business or influence the decisions of its stakeholders. In order to

facilitate comparability of data over time, trends for previous years have been proposed where possible, and where changes have been made to what has been stated in previous publications, this has been clearly indicated within the text.

Reporting scope

The qualitative and quantitative information and data given in the 2024 Sustainability Report refer to the Group performance for the financial year ended 31 December 2024.

The Report includes data from the parent company (Oniverse Holding SpA), the real estate companies⁶⁶, other service companies⁶⁷ and its fully consolidated subsidiaries. These companies have, however, non-material, non-financial impacts. For more details on the companies that make up the Group, refer to the diagram on page 28.

Any further limits to this scope have been duly indicated in the document.

For the agricultural companies (Società agricola Agribel s.s. and La Giuva S.r.l.) and shipbuilding companies (Cantiere del Pardo S.p.A.), the perimeter is currently being aligned, so information on topics deemed material has been included and, where data is not available (mainly due to a time mismatch of

data collection systems), any omissions have been appropriately indicated within the text. In the following reporting year, a complete alignment of all topics and related data will be carried out.

It should also be noted that for some topics the Group has preferred to represent the data at Group level, as this is considered more explanatory, while for others a sectoral breakdown has been presented. The segments considered within Oniverse are: "Fashion" consisting of the Parent Company and all the other companies that are not part of the following two; "Yachting" represented by a single company, Cantiere del Pardo S.p.A; and "Food&Wine", which includes the Signorvino brand (under the company Calzedonia S.p.A., but which will become a separate company in 2025 thanks to the incorporation of Signorvino S.r.l.) and the company Oniwines S.r.l., which for communication reasons in the non-financial statements includes the figures of Società agricola Agribel s.s. and La Giuva S.r.l.

Reporting process

The preparation of the Sustainability Report was based on a structured reporting process, which saw the involvement of the various corporate departments that contributed to the identification and evaluation of material topics, projects and initiatives that were significant and therefore to be emphasised within the

document. They also collaborated and contributed to the data collection, analysis and consolidation phase, with the task of verifying and validating all the information reported in the Report, each for their own area of expertise.

Finally, in order to make it transparently accessible to all stakeholders, the Sustainability Report is published on the corporate website.

Reporting principles

The identification and reporting of the contents of this Sustainability Report took into account the GRI principles of relevance, inclusivity, sustainability context and completeness. In order to define the information quality criteria and reporting scope, the GRI principles of balance between positive and negative aspects were also applied, with comparability, accuracy, timeliness, clarity and reliability.

⁶⁶ Nalmor Trading Ltd, Cve 710 s.r.l., Immobiliare Santa Croce s.n.c., VPalace srl, Arcadia Srl. | ⁶⁷ Calzedonia Investments s.r.l., Invit S.r.l.

TABLE LINKING THE MATERIAL TOPICS AND THE GRI STANDARDS

REPORTING AREAS	MATERIAL TOPICS	GRI REFERENCE STANDARDS	SCOPE OF IMPACTS	
			IMPACTS WITHIN THE GROUP	IMPACTS EXTERNAL TO THE GROUP
ENVIRONMENT	Use of water resources	Water and effluents (GRI 303)	Whole Group	Environment, Suppliers
	Packaging and waste	Waste (GRI 306)	Whole Group	Environment, Suppliers
	Circular economy	Material topic for which, in the document, only the management method adopted is reported insofar as it is not directly traced to a topic-specific GRI standard	Whole Group	Environment
	Use of the planet's resources and climate change	Energy (GRI 302) Emissions (GRI 305)	Whole Group	Environment, Suppliers
CUSTOMER	Cybersecurity and data protection	Customer privacy (GRI 418)	Whole Group	Customers
	Customer satisfaction, nearness to the customer, an omnichannel approach and digitisation	Material topic for which, in the document, only the management method adopted is reported insofar as it is not directly traced to a topic-specific GRI standard	Whole Group	Customers
COMMUNITIES	Contribution towards the social wellbeing of the reference territory	Economic performance (GRI 201) Indirect economic impacts (GRI 203) Local communities (GRI 413)	Whole Group	Communities
	Human rights, diversity and inclusion	General disclosures (GRI 2) Diversity and equal opportunity (GRI 405) Non-discrimination (GRI 406) Freedom of association and collective bargaining (GRI 407)	Whole Group	Customers, Communities, Suppliers
	Brand Reputation	Material topic for which, in the document, only the management method adopted is reported insofar as it is not directly traced to a topic-specific GRI standard	Whole Group	Customers, Communities
SUPPLIERS	Responsible supply chain management	Procurement practices (GRI 204) Supplier environmental assessment (GRI308)	Whole Group	Suppliers, Communities
	Traceability of the chain and labelling	Marketing and labelling (GRI 417)	Whole Group	Customers, Suppliers

AMBITI DI RENDICONTAZIONE	TEMI MATERIALI	GRI STANDARDS DI RIFERIMENTO	PERIMETRO DEGLI IMPATTI	
			IMPATTI INTERNI AL GRUPPO	IMPATTI ESTERNI AL GRUPPO
GOVERNANCE	Ethics and integrity in business management	General disclosures (GRI 2) Anti-corruption (GRI 205)	Whole Group	Environment, Suppliers, Customers, Communities
	ESG Governance	General disclosures (GRI 2)	Whole Group	Communities, Suppliers
PEOPLE	Talent attraction	Employment (GRI 401)	Whole Group	Communities
	Staff training and development	Training and education (GRI 404)	Whole Group	Customers
	Corporate welfare and incentive system	Material topic for which, in the document, only the management method adopted is reported insofar as it is not directly traced to a topic-specific GRI standard	Whole Group	Customers, Communities
	Worker health and safety	Occupational health and safety (GRI 403)	Whole Group	Communities, Suppliers, Customers
PRODUCT	Product sustainability	Materials (301)	Whole Group	Environment, Suppliers, Customers
	Product quality and safety	Customer health and safety (GRI 416)	Whole Group	Suppliers, Customers

11

GRI Content Index

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 2: GENERAL INFORMATION 2021			
2-1	Organisational Details	28; 29; 113	
2-2	Entities included in the organization's sustainability reporting	99	
2-3	Reporting period, frequency and contact point	99; 113	
2-4	Restatements of information	-	
2-6	Activities, value chain and other business relationships	5; 10-17; 18-23; 24-27; 78-79	
2-7	Employees	45-56	
2-8	Workers who are not employees	47; 56	
2-9	Governance structure and composition	28; 29	
2-11	Chair of the highest governance body	28	
2-22	Statement on sustainable development strategy	3	
2-23	Policy commitments	33-34; 36; 48-49; 80	
2-25	Processes to remediate negative impacts	55	
2-26	Mechanisms for seeking advice and raising concerns	33; 40-42	
2-27	Compliance with laws and regulations	84; 76	
2-28	Membership of associations	36	
2-29	Approach to stakeholder engagement	36-37	
2-30	Collective bargaining agreements		

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 3: MATERIAL TOPICS 2021			
3-1	Process to determine material topics	33	
3-2	List of material topics	33	
MATERIAL TOPICS REPORTED			
USE OF THE PLANET'S RESOURCES AND CLIMATE CHANGE			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	67-68; 70-73; 78; 82; 84; 88-93	
GRI 302: ENERGY 2016			
302-1	Energy consumption within the organization	87	
302-3	Energy intensity	88	
302-4	Reduction of energy consumption	90	
GRI 305: EMISSIONS 2016			
305-1	Direct (Scope 2) GHG emissions	88	
305-2	Indirect (Scope 2) GHG emissions	88	
305-3	Other indirect (Scope 3) GHG emissions	89; 92-93	
305-4	GHG emissions intensity	88	
305-5	Reduction of greenhouse gas (GHG) emissions	90	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
CONTRIBUTION TOWARDS THE SOCIAL WELL-BEING OF THE REFERENCE TERRITORY			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	58-65	
GRI 201: ECONOMIC PERFORMANCE 2016			
201-1	Direct economic value generated and distributed	30	
GRI 203: INDIRECT ECONOMIC IMPACTS 2016			
203-1	Investments in infrastructure and supported services	52	
203-2	Significant indirect economic impacts	39; 44; 52-56; 58; 67	
GRI 413: LOCAL COMMUNITIES 2016			
413-2	Operations with significant actual and potential negative impacts on local communities	78-82	
CYBERSECURITY AND DATA PROTECTION			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	39-40	
GRI 418: CUSTOMER PRIVACY 2016			
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	40	
USE OF WATER RESOURCES			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	85	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 303: WATER AND EFFLUENTS 2018			
303-1	Interactions with water as a shared resource	85	
303-2	Management of water discharge-related impacts	85	
303-3	Water withdrawal	85	
CUSTOMER SATISFACTION, NEARNESS TO THE CUSTOMER, AN OMNICHANNEL APPROACH AND DIGITISATION			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	39	
HUMAN RIGHTS, DIVERSITY AND INCLUSION			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	34; 54; 68; 78; 80	
GRI 405: DIVERSITY AND EQUAL OPPORTUNITIES 2016			
405-1	Diversity of governance bodies and employees	7-8; 46-47	
405-2	Ratio of basic salary and remuneration of women to men	52-53	
GRI 406: NON-DISCRIMINATION 2016			
406-1	Incidents of discrimination and corrective measures taken		Any incident of discrimination was reported during 2024
GRI 407: FREEDOM OF ASSOCIATION AND RIGHT TO COLLECTIVE BARGAINING 2016			
407-1	Operations and suppliers in which workers' rights to exercise freedom of association or collective bargaining may be at risk	54-55	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
PACKAGING AND WASTE			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	90-91	
GRI 306: WASTE 2020			
306-1	Waste generation and significant waste-related impacts	90-91	
306-2	Management of significant waste-related impacts	90-91	
306-3	Waste generated	90	
306-4	Waste not sent to landfill	90	
306-5	Waste sent to landfill	90	
TALENT ATTRACTION			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	49	
GRI 401: EMPLOYMENT 2016			
401-1	New employee hires and employee turnover	48	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	53	
STAFF TRAINING AND DEVELOPMENT			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	50-51	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 404: TRAINING AND EDUCATION 2016			
404-1	Average hours of training per year per employee	51	
404-2	Programs for upgrading employee skills and transition assistance programs	40; 50-51	The Group did not deem necessary to develop programs for assist employees in managing the final phase of their career in the near future as 55% of employees are under 30 years.
404-3	Percentage of employees receiving regular performance and career development reviews	50	
BRAND REPUTATION			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	42	
CORPORATE WELFARE AND INCENTIVE SYSTEMS			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	53	
RESPONSIBLE SUPPLY CHAIN MANAGEMENT			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	78-79	
GRI 204: PROCUREMENT PRACTICES 2016			
204-1	Proportion of spending on local suppliers	79	
GRI 308: ENVIRONMENTAL ASSESSMENT OF SUPPLIERS 2016			
308-1	New suppliers that were selected using environmental criteria		During 2024 there were no new suppliers selected according to environmental criteria.
308-2	Negative environmental impacts in the supply chain and actions undertaken		In 2024, 3 suppliers were evaluated, none of which had potential/actual negative impacts.

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 308: VALUTAZIONE SOCIALE DEI FORNITORI 2016			
414-1	New suppliers that were selected using social criteria		During 2024 there were no new suppliers selected according to social criteria.
414-2	Negative social impacts in the supply chain and actions undertaken		In 2024, 3 suppliers were evaluated, none of which had potential/ actual negative impacts.
PRODUCT SUSTAINABILITY			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	67-76	
GRI 301: MATERIALS 2016			
301-1	Materials used by weight or volume	69-72	
301-2	Recycled input materials used	69-72	
TRACEABILITY OF THE CHAIN AND LABELLING			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	74; 76; 79-81	
GRI 417: MARKETING AND LABELLING 2016			
417-1	Requirements for product and service information and labelling	74; 76	
417-2	Incidents of non-compliance concerning product and service information and labelling	76	
417-3	Incidents of non-compliance concerning marketing communications	43-44	
PRODUCT QUALITY AND SAFETY			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	73-75	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
GRI 416: HEALTH AND SAFETY OF CUSTOMERS 2016			
416-1	Assessment of the health and safety impacts of product and service categories	73-75	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	75	
ETHICS AND INTEGRITY IN BUSINESS MANAGEMENT			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	32	
GRI 205: ANTICORRUPTION 2016			
205-3	Confirmed incidents of corruption and actions taken		In 2024, no episodes of corruption were documented within the Group.
WORKER HEALTH AND SAFETY			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	55-56	
GRI 403: HEALTH AND SAFETY AT WORK 2018			
403-1	Occupational health and safety management system	55-56	
403-2	Hazard identification, risk assessment, and accident investigation	55-56	
403-3	Occupational health services	55-56	

DISCLOSURE	DESCRIPTION OF INDICATOR	PAGE/PARAGRAPH	NOTES
403-4	Worker participation, consultation, and communication on occupational health and safety	73-75	
403-5	Worker training on occupational health and safety	51; 55-56	
403-6	Promotion of worker health	55-56	
403-7	Prevention and mitigation of occupational health and safety impacts within business relationships		To date, in terms of occupational safety, the Group does not carry out any activities involving workers who are not employees and whose work and workplace are not controlled by the organisation.
403-9	Work-related injuries	56	
NON MATERIAL TOPICS REPORTED			
ESG GOVERNANCE			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	34	
CIRCULAR ECONOMY			
GRI 3: MATERIAL TOPICS 2021			
3-3	Management of material topics	69	

ONIVERSE

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Registro Imprese di Verona
e Codice Fiscale n° 03742500238

R.E.A. n° 0362587