

RELEVANT IMPACTS, RISKS AND OPPORTUNITIES FOR THE MONCLER GROUP

Strategic priorities of the 2020-2025 Sustainability Plan	Relevant IROs for ESRs topics	Sub-topic/Sub-sub-topic	Upstream value chain	Own operations	Downstream value chain	Time horizon
ACT ON CLIMATE & NATURE	E1 - Climate change					
	Negative impact on the environment due to direct and indirect greenhouse gas emissions from its operations (scope 1 and 2).	- Climate change mitigation - Energy		✓		Short term
	Negative impact on the environment due to indirect greenhouse gas emissions from upstream and downstream activities (scope 3).	- Climate change mitigation - Energy	✓		✓	Short term
	Theoretical physical risks deriving from the intensification of extreme and chronic climatic phenomena (heavy rainfall, tornadoes, heat or cold waves, storm surges, fires, drought phenomena, etc.), which could affect physical sites, resulting in the possible interruption or reduction of production levels (business continuity).	Climate change adaptation			✓	Long term
	Theoretical risk associated with changes in client purchasing dynamics, with potential preferences for lower-impact products or lighter-weight garments.	Climate change adaptation			✓	Long term
	Theoretical reputational risk of failure to achieve the climate targets defined in the Sustainability Plan (scope 1, 2 and 3).	- Climate change mitigation - Energy			✓	Medium term
	E2 – Pollution					
	Theoretical reputational risk arising from non-compliance with air, water and soil quality regulations by suppliers.	-Pollution of soil -Pollution of air -Pollution of water		✓		Short term

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	E3 – Waters and marine resources					
	Potential negative impact on aquifers due to excessive water withdrawal and the consequent effect on the ecological balance of bodies of water, in particular in areas with high water stress.	- Water withdrawals - Water consumption	✓			Medium term
	E4 – Biodiversity and ecosystems					
	Potential negative impact on ecosystems and living organisms resulting from soil degradation, caused by unsustainable practices such as intensive use of natural resources and deforestation, with potential loss of biodiversity.	- Land use change - Impacts on the extent and condition of ecosystems	✓			Medium term
THINK CIRCULAR & BOLD	E5 – Resource use and circular economy					
	Opportunity to obtain a competitive advantage through the promotion and researching of solutions with low environmental impact to be integrated into the design and production of products, with a view to circular economy (for example, use of "preferred" materials, eco-design, recovery/recycling/reuse of production waste, repair of garments, etc.).	-Use of "preferred" materials (entity specific) -Resource outflows related to products and services	✓	✓	✓	Short term
	NEW Theoretical reputational risk, related to the possibility that warehouse management practices will not comply with the the circular principles economy and the new provisions on the destruction of unsold items.	Resource outflows related to products and services		✓		Short term
	S4 - Consumers and end-users					
	Theoretical risk of sanctions or prohibition of selling specific products due to non compliance with new applicable products compliance regulations, particularly those concerning the use of potentially harmful substances.	Health and safety			✓	Short term

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NURTURE UNIQUENESS	S1 - Own workforce					
	Positive impact on employee well-being and satisfaction that may result from the promotion of dedicated benefits, such as life insurance, pension plans, prevention, wellness and nutrition programmes, nurseries and fitness centres, in addition to flexible working hours.	- Work-life balance - Secure employment - Working time		✓		Short term
	Positive impact on employee skills and knowledge through training programmes, which keep the workforce engaged and motivated.	Training and skills development		✓		Short term
	Positive impact on employees through the offer of competitive remuneration packages and stimulating job opportunities and career paths.	Adequate wages		✓		Short term
	Potential negative impact on the health and safety of employees due to occupational injuries and diseases in production environments.	Health and safety		✓		Short term
	Potential negative impact on own workforce resulting from incidents of discrimination.	- Diversity - Employment and inclusion of people with disabilities		✓		Short term
	NEW Positive impact on employees related to support for social dialogue and respect for the principles of freedom of association and collective bargaining.	- Collective bargaining - Social dialogue - Freedom of association		✓		Short term
	Theoretical risk of loss and attraction of talent and key figures at different levels of the organisation, due to a competitive and constantly evolving labour market, in terms of wages and career paths, such as that of the fashion/luxury sector.	Adequate wages		✓		Short term

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	Opportunity to strengthen the company's skills and know-how through the process of partial internalisation of production.	Training and skills development		☑		Medium term
BE FAIR	S2 - Workers in the value chain					
	Potential negative impact on value chain workers caused by the potential violation of human and labour rights along the supply chain in certain countries.	- Child labour - Forced labour	☑			Short term
	Potential negative impacts on workers in the value chain due to the high seasonal variability in production planning that is typical in the fashion sector, which can compromise employment stability, for example leading to an increase in the use of temporary workers or layoffs.	Secure employment	☑			Short term
	NEW Potential negative impact on workers in the value chain in the event of any non-compliance with labour standards and the guarantee of adequate working conditions (e.g. working hours and wages).	- Working time - Adequate wages	☑			Short term
	Theoretical reputational risk arising from the failure by suppliers to comply with working standards and adequate working conditions (e.g. adequate working time, work-life balance, secure employment), as well as the absence of social dialogue.	- Collective bargaining - Social dialogue - Freedom of association - Secure employment - Work-life balance - Working time	☑			Short term
	Theoretical reputational risk deriving from the provision, by suppliers, of inadequate wages.	Adequate wages	☑			Short term
	Theoretical reputational risk due to the lack of health and safety management systems or the occurrence of high-consequences incidents and/or diseases along the value chain.	Health and safety	☑			Short term

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	Theoretical reputational risk caused by the potential violation of human and labour rights along the value chain.	- Child labour - Forced labour	✓			Short term
G1 - Business conduct						
	Potential negative impact on animal welfare due to the use of raw materials of animal origin in the collections.	Animal welfare	✓			Short term
	Potential negative impact on the stability of suppliers' cash flows, caused by improper management of payment practices.	Management of relationships with suppliers, including payment practices	✓	✓		Short term
	Theoretical reputational risk deriving from non-compliance with the principles of animal welfare and the Group's standards in this regard along the supply chain of raw materials of animal origin.	Animal welfare	✓			Short term
	Opportunity to strengthen relationships with suppliers through proactive engagement in response to sustainability challenges, such as decarbonisation and strengthening skills on social and environmental topics. By promoting collaboration and dialogue, the Moncler Group is able not only to respond to growing environmental and social expectations, but also to improve operational resilience and overall supply chain performance.	Management of relationships with suppliers, including payment practices	✓	✓		Medium term

Relevant IROs not related to the strategic priorities of the Sustainability Plan

S4 - Consumers and end-users

PRIVACY	Theoretical risk of receiving sanctions for non-compliance with data protection regulations and related reputational risk.	Privacy			✓	Short term
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IROs for entity-specific topics

Support for communities						
GIVE BACK	Positive impact on communities through the promotion and sponsorship of initiatives that support non-profit organisations through cash contributions, donations of clothing and organisational support for national and international programmes.	N.A.		✓		Short term