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RICCARDO SCIUTTO
Chief Executive Officer

### A MESSAGE FROM OUR CEO

Despite global uncertainty, in 2021 we remained focused on our principles and core values, in honour to our beloved founder Sergio Rossi. With the pandemic persisting in shaping our new normal, unstable widespread macro-economic trends and challenging times in the luxury market, at Sergio Rossi we faced these unexpected circumstances with great efforts and remained true to our DNA with a further step in innovation investments. Moreover, as the CEO, I am pleased to see how unified our Group has been throughout the past two years.

Our focus was placed not only in shaping original and unique high-fashion footwears for our customers, but also on ensuring that our employees' needs were looked after. As a cohesive Group, we successfully overcame the difficulties guided by our long-term commitment towards sustainability, that foresees a great attention to the environment we live in, the people involved in our activities and the local communities around us.

As anticipated last year, as of 2021, we are glad to be a part of the Lanvin Group (formerly Fosun Fashion Group) and this exciting new partnership with an international luxury fashion group is set to increase our brand's global reputation and to present us with interesting new opportunities. Moreover, since the Lanvin Group is headquartered in China, we will be looking to expand further our presence in Asia, one of our most important markets. Grateful for this new journey, we look ahead optimistically with a great enthusiasm to start new challenges.

Despite the difficult context, we never forwent our responsibilities towards the environment. We continued purchasing certified renewable energy and are proud to announce that, as of 2021, 100% of electricity purchased for our factory and all our Italian stores comes from renewable sources. In addition, thanks also to our in-house photovoltaic system, we were able to avoid more than 1,200 tonnes of  $CO_{\alpha}$ .

All our women and men are the core of the success of our company. Our artisans' love and dedication to every shoe we make highlights our passion, which has always distinguished our brand, heritage and know-how. We believe in our people, enhancing their technical skills and knowledge and promoting long lasting relationships. In fact, as of 2021, I am honoured to say that 63% of our technicians and artisans have been with us for more than 10 years. This incredible achievement, together with the introduction of a generation of new artisans, further reduction in work-related injuries, underlines the way we take care of our people and the future of the company.

Lastly, another point on which we focus our attention are local communities. Since our inception, our beloved founder Sergio Rossi has always understood the importance of our roots and the artistic craftsmanship of the Italian style. The passion for our daily work encourages us to celebrate the Artisanal Maestria that distinguishes our creations: as a result, we periodically collect historical models, documents and drawings from all over the world to extend our Living Heritage Archive with the aim to promote, perpetuate and disseminate our roots. Furthermore, we contribute to the prosperity and the development of our surrounding areas preferring Italian suppliers (95%), the 22% of which is located in Emilia Romagna.

At Sergio Rossi, we believe sustainability goes beyond our reporting commitment. In addition to the attention we place in annually reporting our environmental, social and economic performances, we are also dedicated to adhering to two international voluntary frameworks sponsored by the United Nations, the Global Compact (UNGC) and the Sustainable Development Goals (SDGs). On the one hand, we joined the UNGC community of 14,000 companies and 4,000 non-business, becoming participant since 2017 and maintaining our responsibilities towards it to this day. On the other hand, understanding the importance that Sustainable Development Goals play in driving business awareness and actions, we have pledged to tackle a series of them to the best of our abilities.

In looking at Sergio Rossi's future with excitement, we are confident that through boldness and innovation, we will continue capturing our customers' fantasies and imagination. To this point, I would like to thank every person involved in the day-to-day activities necessary to make this dream possible.

### 00 - SERGIO ROSSI IN FIGURES Highlights 2021



OF PURCHASED ELECTRICITY CERTIFIED AS PRODUCED FROM RENEWABLE SOURCES FOR OUR ITALIAN FACTORY, **OFFICES AND STORES** 

TONS OF CO, AVOIDED THANKS TO THE PURCHASE OF CERTIFIED ELECTRICITY AND OUR PHOTOVOLTAIC SYSTEM

**ALMOST** 

OF THE ENTIRE ELECTRICAL REQUIREMENT OF THE SAN MAURO PASCOLI PLANT SUPPLIED BY OUR PHOTOVOLTAIC SYSTEM

KWH OF ELECTRIC ENERGY PRODUCED BY OUR PHOTOVOLTAIC PANELS AND INTERNALLY CONSUMED, WHICH REVEALS AN INCREASE OF **14% COMPARED TO 2020** 



EMPLOYEES IN EMEA REGION AS OF 31 DECEMBER 2021

OF OUR EMPLOYEES ARE WOMEN

OF OUR EMPLOYEES ARE MEN

OF OUR TECHNICIANS AND ARTISANS HAVE BEEN WITH US FOR MORE THAN 10 YEARS

OF OUR EMPLOYEES HOLD PERMANENT CONTRACTS

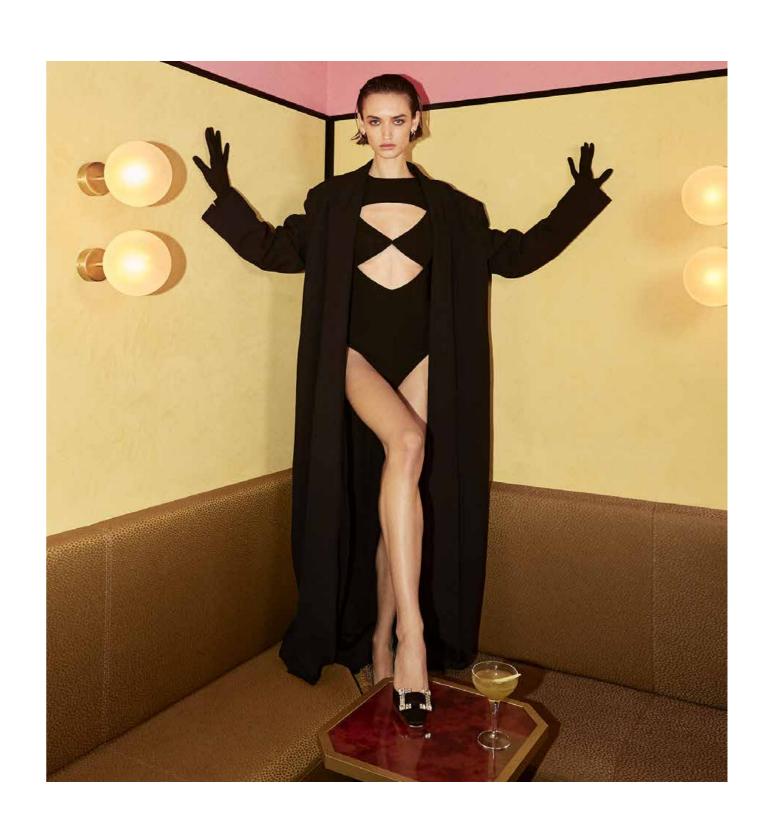


OF OUR PROCUREMENT COMES FROM ITALIAN SUPPLIERS

OF OUR SUPPLIERS ARE LOCATED IN THE EMILIA-ROMAGNA REGION **OVER** PAIRS DAILY PRODUCTION

CAPACITY

YEARS OF HISTORY OF THE BRAND



sr ATTITUDE

### 1.1 SERGIO ROSSI AT A GLANCE

Sergio Rossi S.p.A. is an Italian company active in the design, production, distribution and sale of leather shoes and leather accessories for women through its brand Sergio Rossi [102-1; 102-2]. Since its creation, our brand has become a leading benchmark in the luxury shoemaking sector and is renowned worldwide for its artisanship and for creating iconic models.

distinctiveness by enhancing the quality of its materials, the craftsmanship, the elegance of its products and its luxury allure, which remain the foundations of Sergio Rossi's unique style. As a result, the Sergio Rossi brand has become a synonym of timeless quality and utmost sophistication. Furthermore, over the decades, our shoes have accompanied countless female leaders and celebrities in their daily life, from the sidewalk to the red carpet, enabling them to remain effortlessly chic all day long. Whilst showroom and managerial offices are based in Milan

Over the past 70 years, the Company has fostered its [102-3], the fulcrum and the beating heart of our production activity is the San Mauro Pascoli factory [102-4], where over 160 skilful artisans and technicians have been hand-crafting Sergio Rossi shoes for the past decades. The Sergio Rossi factory is the heart and soul of the brand, a place where magic and reality come together to create handmade shoes for the women of today. The plant, inaugurated in 2003, is equipped to sketch, design, develop, industrialise and produce all types of women's luxury footwear, from flat styles to high heels, to shorten time-to-market requests and guarantee a prompt response to market demand.







### Our never-ending dream: the timeline















2020 - 2021 2000 - 2015



1950s



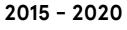




1980s









### 1950s

father's profession and created disruptive creativity, was such "Made in Italy" excellence. a success that, in 1966, Sergio opened his own company, together with his brother, who then became the Company's Production Director and maintained this role his entire life.

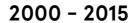
### 1970s

### 1980s

Azzedine Alaïa.

### 1990s

Immediately after the end of Sergio joined the Milanese The Company started its Sergio Rossi's philosophy World War II, the young Sergio fashion community and expansion age by opening its and values became more Rossi, native of the San Mauro quickly became the benchmark first single-brand boutique defined: women are a symbol area, started learning how to for the most prominent in Ancona, soon followed of femininity and forcefulness, make shoes from his father, fashion stylists, including by Turin, Florence, Rome, given their progressive an artisan shoemaker, whom Gianni Versace, with whom Brussels, New York, Los emancipation and change he accompanied in his daily he started a collaboration by Angeles and London. It of status. The shoe, on the working activities. In the early providing shoes for catwalk was also a period of intense other hand, represented a 50s, Sergio Rossi took over the presentations. Sergio Rossi collaboration with some of the continuation of the woman's soon became a well-known most iconic fashion houses at body, a vital element of her his own sandals, selling them in brand in the fashion capital an international level, given character and heels and the Riviera. The Opanca sandal, of Italy, and the public that Sergio Rossi produced shapes became an emblem of which embodied Sergio's recognised it as a symbol of shoes for the collections of taste. After three decades of haute couture brands, such continuous economic growth, as Dolce & Gabbana and in 1999, the Gucci Group acquired the Sergio Rossi brand.



In 2005, the Company was fully acquired by the Kering Group, the new owner of Gucci. Whilst the San Mauro Pascoli factory and the brand philosophy were completely refurbished, a series of well-known and very talented designers joined the company as its creative directors.

2015 - 2020

100% of Sergio Rossi was indirectly acquired by a fund managed by Investindustrial. The acquisition began an innovative relaunch phase for the brand which maintained its traditional codes whilst focusing on modern innovation; In 2016, Sergio Rossi S.p.A. completed its merger with Sergio Rossi Manufacturing S.r.l., involved in all the shoe production activities, while the Company began a comprehensive transformation of its brand and image.

### 2020 - 2021

In 2021, one of the most important Chinese investors in high-end European fashion, Fosun, purchased 100% of Sergio Rossi, thereby increasing worldwide distribution of the Italian shoemaking company. In October 2021 Fosun rebranded to Lanvin Group, positioning itself to exploit the resilient demand for luxury goods globally.

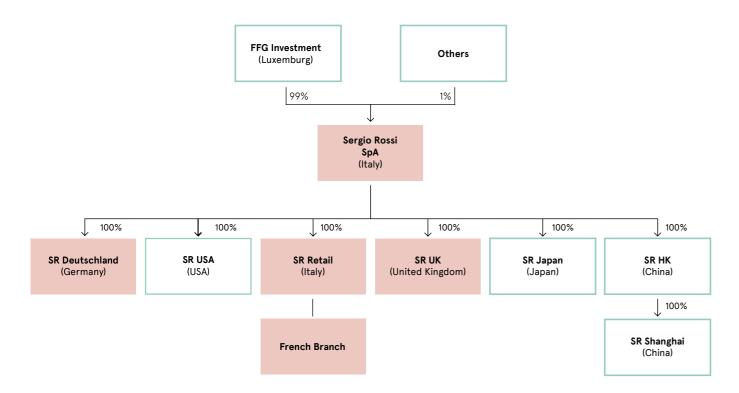
# Ownership structure and economic value generated

In June 2021, Fosun Fashion Group – renamed today as Lanvin Group – announced the acquisition of the 100% of Sergio Rossi; Lanvin Group is a multinational conglomerate that operates in the European high-end fashion sector. The acquisition, completed on the 15th of July 2021, after receiving the necessary regulatory approvals, further enriches a portfolio of heritage brands across the whole range of fashion luxury sectors and enhances the Group's expertise on luxury accessories category. Being part of the Lanvin Group will also enable Sergio Rossi to create strategic synergies with other brands of the Group. In addition, Sergio Rossi S.p.A. entirely controls a series of

affiliates located abroad, namely SR JAPAN, SR HK, SR USA, SR UK and SR DEUTSCHLAND as well as SR RETAIL, which owns and manages the business of the directly operated stores in Italy and France [102-5] [102-45]. The Hong Kong affiliate, in turn, fully controls SR SHANGHAI.

Considering the scope of the Sustainability Report, all data and information reported refer to our operations in the EMEA region, as highlighted in the chart below [102-48] [102-6]. In March 2021, both stores in UK closed and therefore only the economic and human resources data are included in this document [102-10].

SERGIO ROSSI GROUP STRUCTURE



Legal Entities inserted in the Reporting Scope

Fosun Fashion Group, a multinational luxury fashion Group based in China, announced its rebranding as Lanvin Group in October of 2021. The adoption of this historic name demonstrates the Group's commitment towards building a global portfolio of great luxury fashion brands. The luxury brand portfolio currently includes Lanvin, Wolford, Caruso, St. John Knits and Sergio Rossi.

Year 2020 was a very challenging year in terms of business, especially for the fashion industry, which suffered significant impacts on sales due to the Covid-19 pandemic. Following the first year of the pandemic, many industries continued to suffer the consequences throughout 2021. The reopening of our stores brought a semi-normal level of value generated but, in turn, our costs kept rising. The end of worldwide lockdowns and the subsequent reopening of stores led us to reach an overall direct economic value equal to €52.4 million [102-7; 201-1], i.e., a 44% increase compared with 2020 revenues. Nevertheless, the

main operating costs rose 51%. As a result, the economic value distributed is  $\$ 57.4 million (namely 36% vs last year), where 25% of that has been allocated to staff costs through wages, benefits, and social charges, whilst almost all the remaining 74% is attributed to operating expenses. Considering the difficulties encountered in maintaining costs low, the year closed on a negative  $\$ 55 million, recording a 15% increase with respect to the previous year. We reiterate that financial sustainability in the long-term is indeed one of our key priorities to keep creating value for all our stakeholders.

OUR ECONOMIC PERFORMANCE	M. U.	<b>2019</b> (Italy and Global Retail Network - ITA, FR, DE e UK)	2020 (Italy and Global Retail Network - ITA, FR, DE e UK)	<b>2021</b> (Italy and Global Retail Network - ITA, FR, DE e UK)
Direct economic value generated: revenues	€	66,857,111	36,458,383	52,429,281
Economic value distributed	€	65,303,096	42,376,418	57,438,000
- Operating costs	€	48,385,894	28,110,156	42,451,143
Employee wages and benefits	€	16,654,994	13,844,341	14,350,199
Payments to Providers of capital	€	31,101	134,200	308,373
- Payments to government	€	193,090	165,895	324,145
Community investments	€	38,016	121,826	4,139
Economic value retained	€	1,554,015	-5,918,035	-5,008,718

\*FINANCIAL DATA INCLUDE ECONOMIC DATA OF SERGIO ROSSI S.P.A. AND OF THE FOLLOWING LEGAL ENTITIES: SERGIO ROSSI RETAIL S.R.L., SERGIO ROSSI UK LTD, SERGIO ROSSI DEUTSCHLAND GMBH, THAT COVER MORE THAN 50% OF THE GROUP IN TERMS OF NET GLOBAL REVENUES. THE SCOPE OF THE 2021 SUSTAINABILITY REPORT CONSIDERS INSTEAD JUST SELECTED MONOBRAND AND OUTLET STORES FROM THE COMPANY'S EMEA RETAIL NETWORK, SEE THE METHODOLOGICAL NOTE AT PAG. 93 FOR FURTHER DETAILS. FOR HISTORICAL DATA PLEASE REFER TO 2020 SUSTAINABILITY REPORT. IN ORDER TO IMPROVE DATA COMPARABILITY, 2020 REVENUES HAVE BEEN RESTATED BY EXCLUDING 6M€ EXTRAORDINARY REVENUES DERIVING FROM THE SALES OF AN ITALIAN STORE.

### Corporate governance and values

Sergio Rossi S.p.A., with full authority over the ordinary and extraordinary management of the Company, and on the other hand, on the Board of Statutory Auditors, which consists of three standing statutory auditors and two substitute statutory auditors. Moreover, an independent auditing firm has been appointed [102-18].

Currently, the Board of Directors consists of five people, and is presided by our chairwoman Ms Yun Cheng. Following the 2021 acquisition, 4 out of 5 members of the Board represent the shareholder, with scope to best share and discuss the group guidelines and reflecting them in the business strategy. Board members have also delegated a series of critical obligations to maintain ongoing monitoring and the proper conduct of business operations. On the other side, our CEO, Mr. Riccardo Sciutto, is responsible for taking all decisions pertaining to economic, social, and environmental factors, and he establishes the Company's strategic goals in consultation with senior management.

The Company's senior management is responsible for all risk management actions related to business operations, the supply chain, and the periodic evaluation of their efficacy. The Operations Function and the Human Resources Department regularly verify Sergio Rossi's compliance with local, national, and international environmental and social laws and regulations in consultation with the CEO. As evidence of the efficacy of our internal control system, during the reporting period we have committed no legal violations and have not received any sanctions or fines regarding environmental laws and regulations [307-1].

In 2018, Sergio Rossi adopted an organisation, management, and control model (the "Model") in accordance with the principles outlined in Italian Legislative Decree no. 231 dated June 8, 2001 (the "Decree"). Thanks to the adoption of the Model, the Company outlined those predicted offences which might be connected to its business and set out the most suitable procedures addressed to avoid the occurrence of such crimes. with scope to limit or avoid the liability envisaged for said offences. The Model is frequently updated to comply with the constant implementation issued by the government from time to

Our governance structure relies on the Board of Directors of time. The gap analysis conducted in 2021 within the framework of the Organisational Model verified that there are no substantial risks associated with any of the potential violations indicated by the Model itself. In addition, in accordance with Italian law, the Model entails the establishing of a Supervisory Board, which is responsible for monitoring the Model's implementation and compliance, as well as a whistleblowing channel, which provides a secure mechanism for all our stakeholders to report violations of laws and internal policies. The Model's application is continuously evaluated and monitored by the oversight authority designated for this specific file and, thanks to this, no violations have been documented in 2021.

> During 2021, the Company successfully carried out certain brand protection activities also in relation to e-commerce matters. Our efforts are aimed not only at brand protection but also at customer safety. Together with activities intended to safeguard us from unlawful actions and behaviour, we consider of extreme importance the assistance of customers in making the best online experience in a proper, secure, and verified environment. Further to the above, the Company constantly carries out surveillance and controlling activities regarding the protection of intellectual property opposing to those attempts of registering trademarks and signs which might limit our expansion on new markets.

> We continued to carry out actions and initiatives to protect Sergio Rossi's name and brand by performing weekly security checks aimed at limiting both fraudulent actions and theft of our online identity. When sites were found falsely advertising under Sergio Rossi's brand and selling products unrelated to the Company, we promptly informed the respective authorities to block and close them. Given the importance of both consumer protection and our brand image and reputation, the timely closure of these sites was our priority.

> In line with our brand protection strategy, in 2021 we successfully registered new designs for SI ROSSI heels collection. During 2021, no fine, penalty or whatsoever administrative sanction was applied to Sergio Rossi; the Company operates in full compliance with all applicable laws.

### THE VALUES OF THE SERGIO ROSSI GROUP

"We are true to our brand and committed to protect and develop it"

Riccardo Sciutto, Group CEO.

The Group is committed to the highest ethical standards:

### INTEGRITY

At the heart of the Group's Code of Conduct. We act with Integrity when doing business and in our working environment. Ethical conduct, accountability and moral responsibility are necessary tools for maintaining consistency between one's actions and the Company's principles, in order to put the Company's interest first and to contribute to the wellbeing of the working environment.

### RESPECT

Interacting with people by using a fair, professional and polite approach due in any respectful interaction between individuals.

### RESPONSIBILITY

Being accountable when doing business, to perform satisfactorily and fulfil obligations in accordance with the Company's values.

### LOYALTY

Supporting the Company's needs and committing to serve Company' interests first.

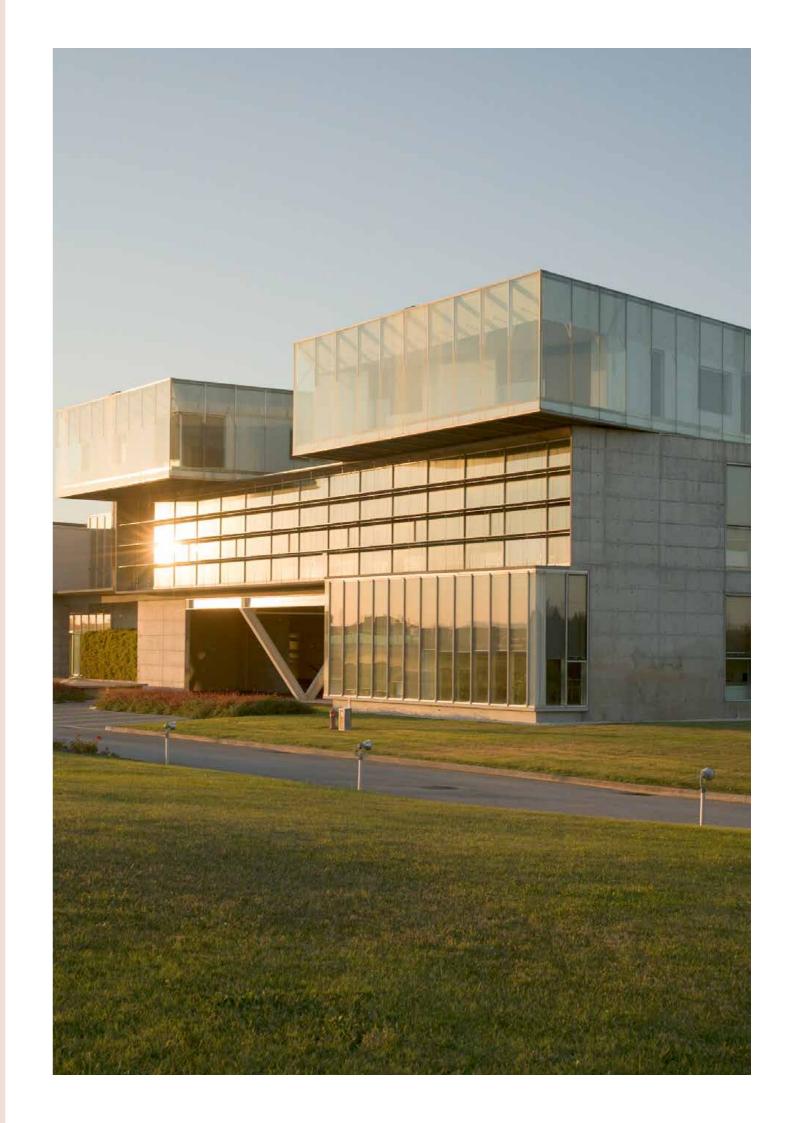
# OUR CODE OF BUSINESS CONDUCT



In terms of internal policies, we rely on a Code of Business Conduct, in place since 2017, specifying a set of basic company values, standards, and principles of conduct to which all Sergio Rossi Group workers must adhere, notwithstanding of local legal regulations. Employees' responsibilities to the Company, their co-workers and their suppliers and customers are all addressed in the Code of Conduct. This Code expresses the Company's commitment to the Group's global business practices and serves as a guidance for Sergio Rossi Group workers on how to conduct themselves as representatives of the company. Furthermore, it ensures that all our employees' actions and decisions, both inside and outside the Company, are consistent with our corporate values, and so safeguard our brand [102-16]. Today, the Human Resources Department is responsible for ensuring that all business employees follow the Code's content and adopt the same principles in selecting new employees. The Board of Statutory Auditors oversees internal auditing and control activities, as well as overseeing and managing the collection of internal data required for the proper drafting of financial reporting documents.



In 2018 the Group drafted its Sustainability Policy which outlines the major goals and commitments to the environment and future generations. Energy, Human Capital and Local Communities are the three main strategic pillars that daily guide Sergio Rossi, as underlined by the Policy. For detailed explanation of above pillars please see §1.3.



# 1.2 RESILIENT COMMUNICATION TO MEET THE ONLIFE CUSTOMER

True to our founding principle of placing the customer at the centre of our policies and thanks to our fast decision-making procedures, our company has delivered consistent strategic changes during this challenging time. Key factors have been flexibility and agility, alongside operational resilience, managing difficulties in physical retail while implementing a truly omnichannel perspective on store operations.

The Covid-19 spread has affected the lives of millions of people, while disrupting international trade, travels and consumer behaviour. To continue to manage unprecedented levels of uncertainty of these years, Sergio Rossi had to rewire its operating models to enable faster decision-making and flexibility, balancing speed and control in the pursuit of innovation. 2021 was once again marked by surging global uncertainties; as a result, this new normality posed serious challenges to capital markets, supply chain management, production, and operations.

Since many stores couldn't operate due to sanitary restrictions, our community could still be reached through our existing multichannel system which has been strongly reinforced across multiple touchpoints (sergiorossi.com, e-commerce, directly operated stores and wholesalers multi-brand stores). We pursued a constant online dialogue talking to an eclectic and modern woman who is confident, audacious, dynamic, yet elegant and sophisticated, attempting to guide her through a world that was rapidly transforming, with optimism and originality. Shopping habits and lifestyles of new consumers

acquire increasing meanings thanks to the deployment of information and communication technologies. By using our available communication channels, customers have the chance to discover Sergio Rossi's DNA comprised of a perfect balance of innovation and tradition.

Among our newly launched projects, most cutting-edge technologies gave us the possibility to be close to our worldwide customers with a constant communication and with a real time delivery of products thanks to our new warehouse and logistics organisation (for details, please see §3.1).

We effectively rose to the challenges thanks to our wealth of experience in industry operations, plan-ahead strategies, and tactic adjustments. To meet the needs of the emerging onlife customers, we were able to take on the challenge by delving deeply into our history and DNA, as well as integrating the most cutting edge technologies. The brand tried to secure high-quality and reliable production capacity and make the long-overdue shift to a demand-focused model to operate in this fluid environment.

### Meeting the new shopping habits

As businesses began to slowly reopen, we carried on our digital transformation of retail stores; the Milanese pop-up store on Via Montenapoleone 1, opened in May 2020, was the first to introduce a new strategy for the market to meet the consumers' new behaviours and provide an exclusive digital experience. With the goal of acting in the respect and safety of customers and staff, the new pop-up was built with a new innovative retail strategy. Customers were given the opportunity to shop online with a video service that provided them with both a private shopping session and allowed to schedule an appointment in the physical store. Riccardo Sciutto, CEO of Sergio Rossi, said at the space's inauguration that it should be viewed as "a digital hub in the heart of Milan in such an unprecedented moment in which we must move in a new way, with flexibility and curiosity." The CEO continued as: "Facing the post Covid-19 era means acting with avant-garde ideas and being smart, with a new strategy and storytelling capable of creating a proper atmosphere and psychological context for shopping. Today, I'm confident, only with audacity and passion, that we will be able to seize new business opportunities that this era will generate".

This process will evolve through the opening (in 2022) of a store in via Matteotti, conceived as an implemented platform through which customers can easily consult its favourite products.

Pop-up stores were consolidated as an integral part of our business strategy: we expanded our reach towards eastern Asia, opening two in Shanghai and one in Tokyo. In the Asian regions, the pop-up rose principally at the centre of malls and shopping centre. Through our pop-ups we implemented our new digital strategy that was just one stage in a larger digitisation process.

Moreover, in 2021 we continued to use another strategical tool for the B2B activities introduced in 2020: the Sergio Rossi Secret Room, a virtual space in which remotely our showroom opens to our business partners during sales campaigns and

broadcast our newest collections, as well as our iconic and timeless selection. Thanks to several cameras and a central control room for videocall direct administration, this "virtual showroom" managed to engage customers through live contents and product display cases, as well as an exclusive video call platform for remote sales and events. Initially used for the Fashion Week 2020, in 2021 the platform was principally used for B2B meeting and some customer's event, where limitations due to covid diffusion did not allow in-person meetings to be arranged.

In order to be compliant with several Government's regulations and recommendations regarding social distance and the limited number of people who could attend the events, in 2021 we streamed the debut of our collection online, allowing us to take a step forward in our relationship and engagement with our retail customers.

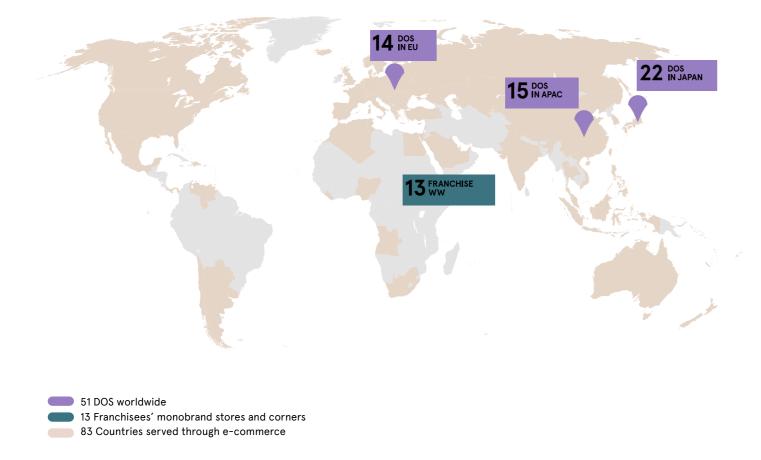
To ensure safety measures both to clients and employees, the integrated digital and virtual approach to projects and sales represents the new post-pandemic customer: an individual whose relational, communicational, working, and economical dimensions are the result of a continuous interaction between analogical, material reality and virtual, interactive reality. This new audience has learned to manage and integrate, seamlessly, real life and virtual life and has spread from the youngest and digitally native individuals to the eldest and digital adoptive generations, from baby boomers onwards. Particularly, in 2021 the new customer wants to return to a "new normal", missing personal interaction and the "power of touch". People's strong intention to continue looking for beauty outside of the pandemic to express their desire for lightness and self-expression, even in difficult times, led us to focus on providing them the best customer experience, while guaranteeing the highest level of safety in store.



SERGIO ROSSI SECRET ROOM

### **Distribution network**

Thanks to physical stores and an efficient online e-commerce channel, our shoes start their journey from San Mauro Pascoli and are shipped to 83 countries worldwide. Particularly, we are present in 14 countries to directly distribute our products, including directly operated stores (DOS) and franchised stores. There are three main geographical markets: Europe and Middle East (EMEA), Asia Pacific (APAC), and Japan. In 2021, the number of DOS increased from 48 to 51 DOS scattered amongst these 3 regions, with the addition of 13 franchising stores in the EMEA and APAC regions [102-6].



## An audacious and sophisticated 2021: our main collections

For the SS 21 Collection and the FW 2021-22 Sergio Rossi strengthens the image of its most iconic styles, reinforcing the uniqueness of its aesthetics and the glam attitude of the new colours and materials. The SS 21 Campaign, shot in the enchanted environment of the Venetian laguna, celebrates the new seduction and empowered femininity of the Sergio Rossi woman: audacious, spontaneous, and sensually playful. The refined home interiors, the bright sunset lights, and the curated details, create a timeless balance within the collection, which stays true to the heritage of the brand, with a contemporary and modern twist. A new mesh fabric embellishes the pumps, giving an unexpected see-through look that plays with coloured points in contrast to the most essential lines. The must have shapes are developed in a colour palette that alternates the neutral shades of the bright skin and chalk with hyper feminine candy tones, such as tone rose, cloud and giunchiglia, that perfectly match with the bright sunny season. The collection features a wide range of srl pumps, sandals, and mules. srTwenty with squared toes and hourglass-shaped heels keeps the spotlight on with a new version in gross moiré fabric.

For the FW 2021/2022 Collection, Sergio Rossi takes notes from the 2000's appeal and turns it into a new collection, unafraid and confident, merging two different aspects of the same femininity: edgy yet sophisticated. The brand keeps narrating the subtle elegance of its woman and her sensual playfulness. Sergio Rossi introduces a multifaceted aesthetic, expanding the wardrobe of the modern woman who wants to wear the perfect shoe with playful sensuality, from day to night. Boots and lacedup booties are the protagonists of the line-up, with unique details and hardware that make every step recognisable. A new round toe shape brings a fresh vibe to stretch lycra boots, taking inspiration from a late '90s original Sergio Rossi archive piece. The must have shapes of srl and srTwenty are developed in a colour range that alternates the all-black hyper feminine tones with the ironic leopard print - giving an eccentric and unique touch to the most classic slingback, pumps and moccasin.

Sergio Rossi woman is effortlessly seductive, passionate, daring, audacious and spontaneous embodyings an empowered femininity.



SS21 CAMPAIGN FW21



FW21 CAMPAIGN

### SI ROSSI

Developed during the first lockdown, the exclusive SI Rossi collection was officially presented in September 2021, during Milano Fashion Week with a special event for press and celebrities in Montenapoleone pop-up.

This exclusive new collection has an ultra-glam attitude for a strong and contemporary woman, not afraid of breaking the rules and who loves to play with style, embracing irony and lightness. In addition to the traditional digital campaign, the line was also sponsored through dedicated spaces in the Milano – Malpensa Airport and a tram in Milan decorated with the pictures of the advertising campaign.

SI Rossi collection pays tribute to our roots, a manifesto of the know-how and craftsmanship of the historic footwear brand: hyper high platforms and vibrant colours are the distinctive

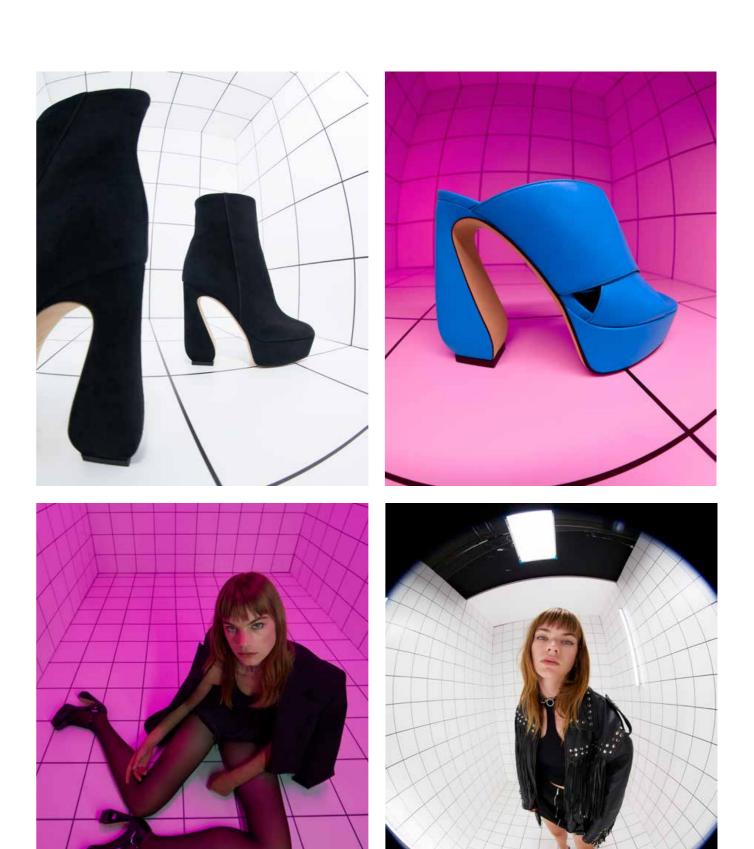
features typical of a 70s eclectic style well known to the brand. Hence a chromatic palette of lacquer red, light denim and acid green recalls 90's clubbing vibes.

The connection with the archive is particularly significant to us. The vast collection of articles from Sergio Rossi's history, safely stored in SMP and brought to the world with a 70s flair, signifies our homage to the mastermind behind our work. SI Rossi is the statement of a confident and modern femininity: the collection presents sandals, pumps and mules made unique thanks to a new sculpture heel, a manifesto of the know-how and craftsmanship of the brand. It represents a new element in the long history of the brand which today takes a new step towards the future, looking at tomorrow with audacity and a light spirit. The logo itself has been inspired by a historical piece coming from the archive, thus revised in a modern and ironic attitude.











### **GRAZIE Sergio:** a never-ending story

GRAZIE Sergio collection was inspired by our founder, Mr. Sergio Rossi, the creator of the dream we experience every day and was thought as a due tribute to carry on and celebrate his vision and creativity. Introduced during the 2020 Milan Fashion Week, the collection goes through the decades up to the new millennium: ten of Sergio Rossi most exquisite works from our Living Heritage archive have been chosen and faithfully replicated in a limited-edition series.

GRAZIE Sergio is more than a collection, as it lives above all traditional seasons and comes from the visceral desire to move and be moved (for more information, please see §.3.2). In 2020 some models of this collection were so successful that a special Grazie Sergio 2.0 collection was launched in 2021, giving to customers the chance to choose a wider range of materials and

A deep dive into our origins and history from which we came back with a renewed awareness of the precious treasure that is kept into our DNA, through drawings, sketches, moulds, samples, prototypes and shoes Mr Rossi created in his life. A true inspiration for all collections to come, to keep the spirit and vision of our founder alive, guiding the future growth of our brand and business.



# Our MTO service: #yourownsergiorossi

Our first customization service on srl slipper, srl pump and srl sneaker, called #yourownsergiorossi, debuted in 2017, gives our customers the opportunity to enjoy an exclusive and effective personalization, thanks also to our San Mauro Pascoli factory, fully equipped to offer our clients the chance to customize their srl and to receive them within just 4-5 weeks.

Moreover, to promote and extend the availability of the service to the fullest target customer, we arranged several pop-up and dedicated displays all over the world from our DOS to our key wholesale partners, to best communicate our artisanal expertise and extraordinary manufacturing opportunities to all our potential clients.

Following positive feedbacks across all channels, we extended this activity to a complete Made to Order (MTO) service available in selected Sergio Rossi DOS worldwide with a dedicated service for the most special day of our brides. A selection of our bestseller models, from pump to flat sandals, from platform to slippers, has been developed with exclusive and dedicated materials and colours specifically studied for matching with brides' looks. Dedicated label, packaging, customized initials and date, plus a personalized message from our store managers that accompany the shoe, together with the most precious detail of the "blue something" expressed through a little blue diamond nestled on the outer sole.









# Sergio Rossi Virtual Collection Project

We are successfully working to meet the most difficult challenge of tomorrow: balancing business development and the desire for novelty in fashion with the need to adopt sustainable policies in production activities. Thanks to our Virtual Collection Project, the consumer and his/her desires remain our constant centre of gravity.

Initially tested on our most timeless and iconic Godiva pump, fully based on 3D sampling, the Virtual Collection Project aims at accessing the dual significance of virtual technology: acquire technological skills and reduce environmental impact due to the reduced production of samples for the collection. We are enthusiastic to declare that in 2021 the number of collection samples has reduced to 42% helping to lower the amount of global waste in protos and samples thanks to the increase of the number of digitalized models. More timeless and iconic styles have been added to the group of models that can be pre-ordered online at sergiorossi.com and viewed through a special 3D rendering before being manufactured by our artisans and technicians. The project aims at promoting faster and considerate choices from clients when ordering models that are not physically available in showroom. The Virtual Collection allows the production of unique, extraordinary, customized shoes, based on the own client's dream.

This it's only a start of a larger project aimed at implementing several possible stages of the production development - from stylistic creation to prototyping - using new technologies and latest innovations, while choosing a sustainable vision, not only as an ethical consideration, but also as a business development opportunity. In 2022 we are aiming to exploit the full potential of this tool and expand it to several exciting new projects.



### Sergio Rossi in China: a digital growth

Online shopping in China is surely the driving force of growth in the retail sector. In the post-pandemic era, virtual shopping has become part of the new normal, and the demand is still growing. Chinese consumers require authentic and trustworthy shopping destinations and marketplaces with verified brand stores that can give them a one-stop-shop experience.

To take advantage of China's fast-growing luxury e-commerce market, Sergio Rossi has invested significantly in e-commerce by relying on the leading player T-mall, which records over 170 million visits per month on its website. The optimisation of the marketing strategy and mechanism on this marketplace allowed us to increase net sales by 56%. During the 2021 "Double 11", the biggest shopping online event, we achieved an increase of 162% on our sales target and a growth of 130% of net sales with respect to 2020.

During the second half of the year of the online campaign, we started to integrate overall marketing communication and leverage celebrities' endorsements, thanks to which we significantly enhanced the brand influence. During this period, the click and interaction rate reached an all-time high: specifically, the click rate increased by 110% year over year and engagement strongly grew. Meanwhile, on the platform "Red", with the most activated users, more than 9000 users posted brand related contents, which highly increased the casual users' interest in the product. By end of 2021, the total followers on Sergio Rossi's social media reached over 75,000 followers, increasing by 30% respect to the previous year.

### All-round attention to **Cyber Security**

To guarantee that data is protected successfully, the company established an Incident Management Plan (including disaster recovery and business continuity) that is regularly tested and updated annually.

In 2021 we increased our efforts to strengthen the overall security by implementing innovative solutions: we now rely on an Intrusion Detection Systems Software, plus a security patch management schedule, which consists of regular and automatic security updates on the server; all computers are patched in realtime, and as soon as a new vulnerability emerges, a security patch installation rapidly fixes it.

Furthermore, Sergio Rossi encrypted all the computers to avoid stolen data. Our trained IT department analyses company data weekly to investigate any anomalies, prevent potential cyberattacks and ensure the correct adoption of the software.

All the initiatives undertaken to guarantee the cyber security of Sergio Rossi have not had any impact on the business operations of the company.

### 1.3 OUR COMMITMENT TO SUSTAINABILITY

In line with our efforts toward our unavoidable values, and given the importance of sustainability, in 2021 we have carried on our commitment to our Group Sustainability Policy for the third consecutive year. The document results from a cross-functional process that engaged the management of Sergio Rossi and analysed internal and external sources regarding sustainability issues. It outlines what Sustainability is to Sergio Rossi by underlining the link with our founding corporate values and defining the three main strategic areas - pillars - that are at the core of our approach to managing a responsible business.

Sergio Rossi defines "sustainability" as the ability to pursue quality and artisanal excellence while also supporting environmental preservation and social responsibility, as stated in the Policy. As a result, we pledge to conduct business responsibly by incorporating economic, environmental, and social factors into all business processes and operations, as well as defining committed short and long-term targets aimed at gradually improving our corporate sustainability performance. These objectives are based on the United Nations Global Compact (UNGC), to which Sergio Rossi is a signatory, as well as the 17 Sustainable Development Goals (SDGs) outlined in the 2030 Agenda for Sustainable Development.

**WE SUPPORT** These goals are established in accordance with the United Nations Global Compact (UNGC) [102-13], of which Sergio Rossi is a signatory and with the 17 Sustainable Development Goals (SDGs) of the 2030 Agenda for Sustainable Development.

We are particularly devoted to conducting business lawfully and ethically, by vigorously combating all forms of corruption, including extortion and bribery, taking steps to improve the health and wellbeing of all employees, and encouraging quality education, decent work, and economic prosperity. Furthermore, we are dedicated to upholding the highest environmental standards, including sourcing from inexpensive, green, and renewable energy sources, responsible consumption and manufacturing, and climate action.

As presented below, we identified our three main strategic pillars which represent our primary areas of commitment for the coming

- Efficient and responsible use of energy **ENERGY** resources - Corporate carbon footprint and GHG emissions minimisation - Training activities for personal development - Attraction and retention of best talents **HUMAN** CAPITAL - Welfare, health and safety - Preserve local artisanal traditions LOCAL Quality of living and socio-economic development of local communities COMMUNITIES

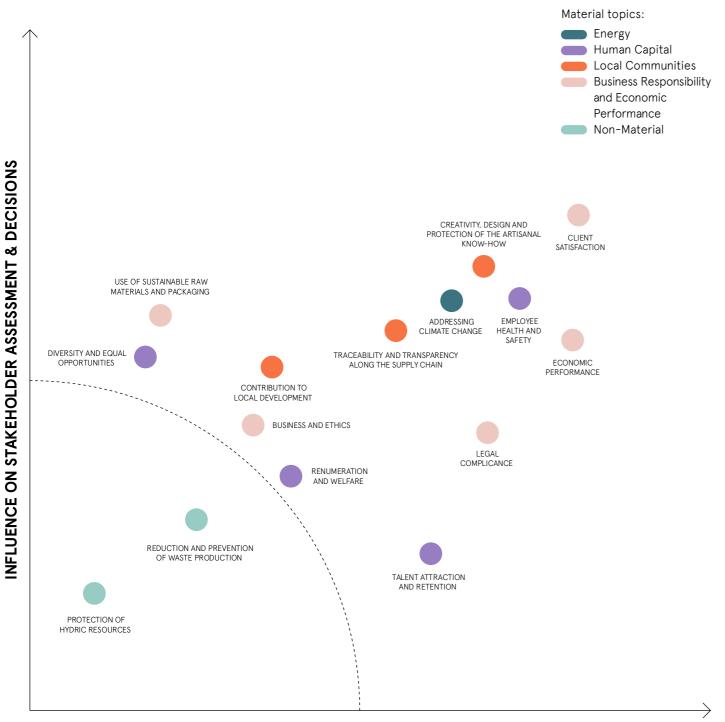
Philantrophic activities

Sergio Rossi's Chief Executive Officer is also responsible for actions related to sustainability and manages the Sustainability Committee, an inter-functional management working group established in 2017 to assure the attainment of the company's primary strategic objectives. Throughout 2021, the Sustainability Committee was involved in many initiatives, including the study of stakeholder requests, the periodic revision of the materiality matrix, and the update of the Sustainability Report. Sergio Rossi's CEO is also in charge of internal health, safety, and environmental (HSE) decision-making and supervision. In this regard, the CEO designates people who are responsible for ensuring that HSE actions are carried out correctly and in accordance with the law. The CEO also oversees the Human Resources & Facility operations as well as the Operations Functions, which are tasked with carrying out HSE actions as well as the continual assessment and monitoring of the associated environmental, economic, and social impacts.

As usual, the CEO reports to the board on the status of such initiatives and prospective expenditure needs linked to HSE elements on a regular basis, as well as formally reviewing and approving the organisation's sustainability report. Any serious HSE risks discovered by the Human Resources & Facility and Operations Functions are reported to the CEO. The CEO selects the corrective activities to be implemented and appoints the appropriate personnel in charge after thoroughly analysing the

Sergio Rossi's dedication extends beyond the three key areas identified in the Policy to additional important themes to provide long-term value to all of our stakeholders. These issues were mapped out throughout the development of our Sustainability Strategy, as well as the update of the materiality analysis. The materiality matrix, as in previous years, displays the most important subjects that indicate Sergio Rossi's economic, environmental, and social impacts and/or may affect the main stakeholders' decisions.

### **Materiality Matrix**



SIGNIFICANCE OF ECONOMIC, ENVIRONMENTAL & SOCIAL IMPACTS

2021 and those positioned at the top-right quadrant corner to reduce GHG emissions and improve our energy efficiency during the previous years, with positive outcomes (for more information, please see §4).

The 13 items above the curve were considered material in In addition, we've linked each topic to the three sustainability pillars outlined in our Sustainability Policy, as well as an correspond to the most important issues for the Company as additional part under "Business responsibility and economic well as our stakeholders [102-47]. We carried on our efforts performance," which we consider a must for proper management of our organisation.

MATERIAL TOPIC **OUR COMMITMENT** REPORT SECTION SUSTAINABILITY PILLAR: ENERGY To be aware of the environmental footprint §4.1 The responsible use of energy Addressing climate change of our operations, we are strengthening resources for emissions reduction our efforts to reduce energy consumption and, thus, emissions by implementing energy efficiency and emission reduction initiatives in all our facilities SUSTAINABILITY PILLAR: HUMAN CAPITAL Remuneration and welfare Maximising the welfare of our employees is §2.1 Promoting a safe workplace one of our key goals. We have structured dedicated plans to ensure that our facilities are constantly motivating working environments. In the same vein, we also consider equal remuneration, regardless of gender and any kind of diversity, as a strategic factor that brings significant benefits, not only for our people but also for the whole company. Employee health and safety Ensuring the health and safety of our §2.1 Promoting a safe workplace employees constitutes the basis of our production process. In order to make our plant a 100% safe working environment, we always exceed the legal requirements, and invest in the training and development of our people. Diversity and equal opportunities Promoting equal opportunities to all our §2.1 Promoting a safe workplace employees worldwide by ensuring gender equality is one of our main priorities. We believe in providing a safe and inclusive environment where everybody is free to express itself, without any form of discrimination. Talent attraction and retention We are convinced that the attraction and §2.2 Investing in the artisans of tomorrow retention of the best talent constitutes the fuel of our economic development. As such, we collaborate with renowned stakeholders located in San Mauro Pascoli to attract and train the next generation of artisans. SUSTAINABILITY PILLAR: LOCAL COMMUNITIES Contribution to local development The bulk of our economic activity takes §2.2 Investing in the artisans of tomorrow place in the San Mauro district, recognised §3.1 Artisanal maestria in San Mauro Pascoli worldwide as an area of luxury shoemaking excellence. Given the close relationships we have built with local stakeholders and communities, we devote our interest to promote their growth and welfare and we often collaborate for the development of mutually useful solutions. §1.2 Resilient communication to meet the Creativity, design and protection of the Creativity, design and artisanal excellence artisanal know-how constitute the distinctive elements that new onlife customers make our products elegant and timeless. Artisanal maestria in San Mauro We consider it our duty both to foster Pascoli and safeguard our know-how and the uniqueness one of the San Mauro district. Traceability and transparency along the We acknowledge the importance of §3.1 Artisanal maestria in San Mauro Pascoli supply chain ensuring the utmost transparency along

our supply chain, in order to guarantee the

quality of our Made in Italy products and to ensure the respect of environmental

and social issues. This is why we carefully

select and assess our suppliers, most of

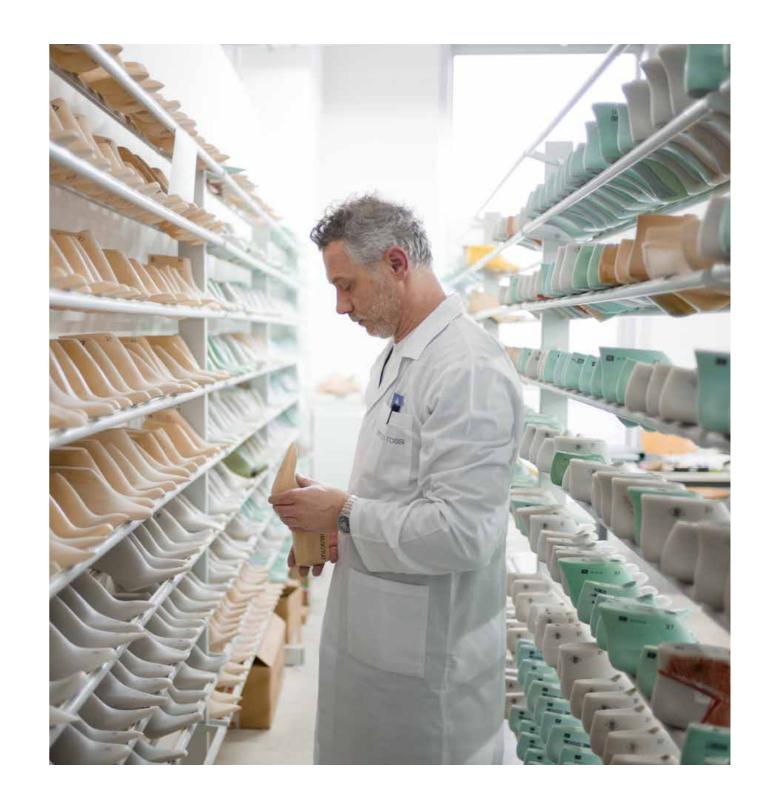
time, in a climate of mutual trust.

which have collaborated with us for a long

Business Ethics	We firmly believe that an ethical business is a successful business. This is why we have redefined our internal Code of Conducts and management of corporate values.	§1.1 Corporate governance and values
Legal compliance	We have a strong commitment with respect to national and international legal dispositions regarding eco-toxicological requirements for the raw materials we use in our production process, in order to guarantee the maximum safety for customers and the environment. This is why, in the reporting period, we have committed no legal breaches and have not received any sanction or fine, having usually exceeded mandatory norms.	1.1 Corporate governance and values §3.1 Artisanal maestria in San Mauro Pascoli
Economic performance	A solid and sustainable economic performance is a necessary element to ensure our growth as well as the appropriate management of sustainability aspects. Therefore, we take care to maximise the economic value we generate, with the aim of benefiting both our shareholders and the local community.	§1.1 Ownership structure and economic value generated
Use of sustainable raw materials and packaging	We devote the utmost attention to making sure that our raw materials and packaging are sustainably sourced, in order to guarantee the quality and safety of our products and to minimise our environmental and social impacts.	§3.1 Artisanal maestria in San Mauro Pascoli
Client satisfaction	We are committed to deliver an outstanding customer experience focused on the creation of solid and long-lasting emotional bonds with our customers, who are the focus of our activities and our main stakeholders.	§1.2 Resilient communication to meet the new onlife customers



FOR FURTHER DETAILS ON THE PROCESS FOR UPDATING THE MATERIALITY ANALYSIS, PLEASE REFER TO THE CHAPTER "METHODOLOGICAL NOTE".



# HUMAN CAPITAL

/02

#### SUSTAINABILITY POLICY

"Convinced that human capital represents an invaluable resource for the company, Sergio Rossi aims to offer a positive and stimulating work environment, to motivate all of its employees by developing their artisanal and managerial skills. Sergio Rossi also aims to ensure employees' welfare, health and safety in excess of legislative requirements, intended to guarantee they benefit from a constructive and safe workplace that meets everyone's needs."

#### **KEY COMMITMENTS OF THE POLICY**

To secure health and safety of our employees by promoting a safe workplace.

To actively promote an inclusive environment

To attract and retain the best talents ensuring a stimulating and innovative working environment.

To implement training activities aimed at developing and improving employees' hard and soft skills.

#### MAIN RESULTS

Adopting all the preventive measures guarantees a safe workplace for artisans and technicians and the possibility of remote working for employees in San Mauro Pascoli and Milano

- 284 employees in EMEA region as of 31 December 2021
- 62% of our employees are women and 38% are men
- 93% of our employees hold permanent contracts
- 63% of our technicians and artisans have been with us for more than 10 years

#### LINK WITH SDGS







EMPLOYEES IN EMEA REGION

62% 38% WOMEN

**OUR TECHNICIANS AND ARTISANS** WITH US FOR MORE THAN 10 YEARS

OF OUR EMPLOYEES HOLD **PERMANENT CONTRACTS** 

### 2.1 PROMOTING A SAFE WORKPLACE

The Company's focus is on creating a positive work environment where employees can carry out their duties and activities safely. To maintain our corporate reputation and reach economic results, we are committed to enhancing the quality of employees' working experience, proactively managing the health, safety and welfare aspects linked to the life of our people.

our employees, our customers and communities across departments and regions. In San Mauro Pascoli, the Facility Function was responsible for monitoring activities and implementing a comprehensive set of health and safety actions with the aim to maximise the protection of our employees, always beyond standard requirements.

As Covid-19 spread persisted throughout 2021, we continued to apply the strategic emergency rules established, updating them in accordance with the regulations set by the Italian government. In line with 2020, to combat the pandemic, the strategic role of our Facility team was further supported by a special crisis committee that included the HR function, a competent medical authority, a prevention and protection department officer, and a worker's representative, and a trade union representative.

Thanks to the digitalization of internal processes sped up by Covid during the previous year, in 2021 we had the opportunity to offer the possibility of remote working for employees of Milan and San Mauro Pascoli offices in case of need. For the whole of 2021, we carried on the implementation of several measures to ensure workplace safety, such as social distancing, temperature screening, distribution of protective masks, daily check of the green pass certificates and daily

During 2021 the highest priority remained the safety of cleaning of buildings to minimise the risk of spreading the virus. IWn 2021 we were able to return to our "new normal" way of life: in fact, employees had the possibility to enjoy again shared informal breaks with colleagues and to have inperson meeting safely.

> Thanks to the combination of several initiatives implemented, we succeeded in minimising Covid-19 infections in the workplace.

> Besides the extraordinary Covid-related measures, we strengthened our ordinary safety programme along production processes by verifying the correct functioning of the aspiration system of powders and solvents within the San Mauro factory. No detection of malfunctioning (the monitoring programme started in 2017) resulted for 2021 and we continued to use the dispenser for personal protective equipment (PPE), to support inspections and increase awareness on the correct use of PPE (initiative started in 2018).

> In line with previous years, three injuries occurred in 2021 and none of them were classified as "high-consequence", since they did not result in an injury from which the worker could not expect to recover fully to pre-injury health status within 6 months. In addition, no fatalities were recorded in the reporting period [403-9].

#### **WORK RELATED INJURIES [GRI 403-9]**

2019	2020	2021
3	2	3
0	0	0
482,856	398,772	417,160
6.2	5.0	7.2
-	-	-
2019	2020	2021
<b>2019</b> 0	0	0
0	0	0
0	0	0
	3 0 482,856	3 2 0 0 482,856 398,772

PLEASE, NOTE THAT 2019 DATA REGARDING EXTERNAL WORKERS IS NOT AVAILABLE, FURTHERMORE, ALL DATA DO NOT INCLUDE COMMUTING INCIDENTS IF NOT ORGANISED BY THE ORGANISATION.

senior and middle managers, by giving them the opportunity to convert the full amount of their bonus directly into welfare services (i.e. leisure activities, courses, sports, elderly care, supplementary pension), thus exempt from taxes. Furthermore, we maintained the programme that allows employees to choose whether to receive their "Production Bonus" in monetary contribution or welfare services, exempt from taxation as well.

During 2021, we continued to provide our welfare solutions to The number of employees benefitting parental leave grew slightly compared with 2020, increasing by 8 units with respect to the previous year (from 23 to 31 in 2021). In addition, to meet the needs of new parents, we continued to offer a flexible distribution of the voluntary maternity and paternity leave and, during 2021, it was enjoyed by 87% of those who benefited from parental leave. Moreover, the majority of employees who ended their mandatory parental leave returned to work in 2021 [401-3].

PARENTAL LEAVE [GRI 401-3]	2019	2020	2021
Employees entitled to benefit from maternity leave	150	133	119
Employees entitled to benefit from paternity leave	117	109	107
Total employees entitled to benefit from parental leave	267	242	226
Number of employees who have benefited from maternity leave	22	20	24
Number of employees who have benefited from paternity leave	7	3	7
Total employees who have benefited from parental leave	29	23	31
Of which: number of employees who have benefited also from a flexible distribution of the voluntary maternity leave	19	14	22
Of which: number of employees who have benefited also from a flexible distribution of the voluntary paternity leave	5	2	5
Of which: Number of employees who have benefited also from a flexible distribution of the voluntary parental leave	24	16	27
Of which: number of employees who returned after their maternity leave	19	16	16
Of which: number of employees who returned after their paternity leave	2	2	4
Of which: Number of employees who returned after their parental leave	21	18	20
Number of employees retained 12 months after returning to work following a period of maternity leave	19	16	16
Number of employees retained 12 months after returning to work following a period of paternity leave	7	3	7
Total employees retained 12 months after returning to work following a period of parental leave	26	19	23

In line with our corporate digitalisation strategy, in 2020 we adopted an HR management software that enables the HR Workflow to be integrated into one platform, significantly reducing payments, presence, and travel procedures. Moreover, all employees in Italy have the possibility to access at their virtual page that displays all personal documents (such as payslip, attendance sheet, etc), corporate communications and memorandums, immediately categorised and archived. The platform is also available via web from desktop and mobile for the HR Department, the managers, and the employees.

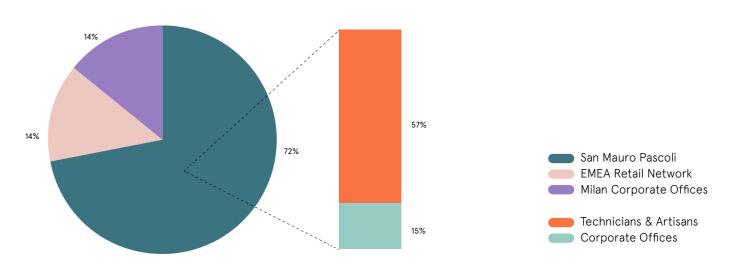
As of 31 December 2021, we employed a total of 284 people, of which: 204 work in our corporate offices and production site in San Mauro Pascoli (72%), divided in: 161 artisans and technicians and 43 employees; moreover, 41 work in our corporate offices in Milan (14%); the remaining 39 employees (14%) work in our stores

across the EMEA Retail Network. The slight decrease of the total number of employees with respect to the previous year (-3%) is principally due to retirement and annual turnover.

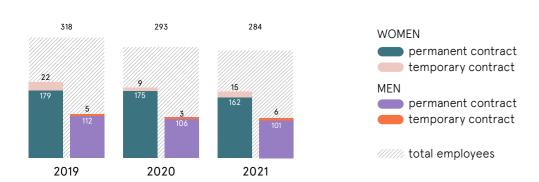
In 2021, 93% of our employees held permanent contracts and 91% were employed on a full-time basis, in line with our commitment to create lasting relationships with our employees. In addition, as required by the respective country laws, almost all our employees (99%) are covered by collective bargaining agreements with the only exception of those employed in Germany, where is applied the national contract [102-41].

A comprehensive breakdown of our employees in terms of employment contract and type, geography, gender and age is provided in the tables below.

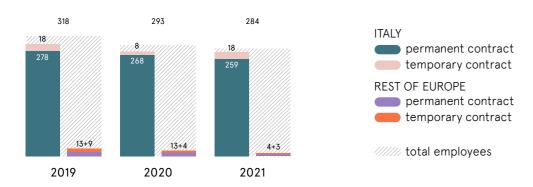
EMPLOYEE DISTRIBUTION AS OF 31 DECEMBER



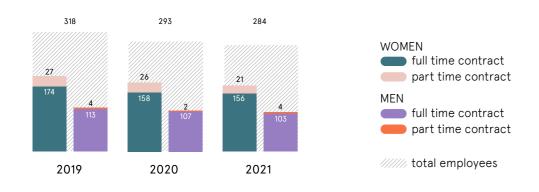
### EMPLOYEES BY CONTRACT TYPE AND GENDER GR1 102-8



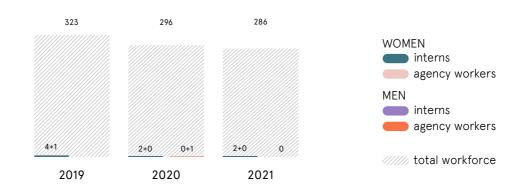
### EMPLOYEES BY CONTRACT TYPE AND REGION GR1 102-8



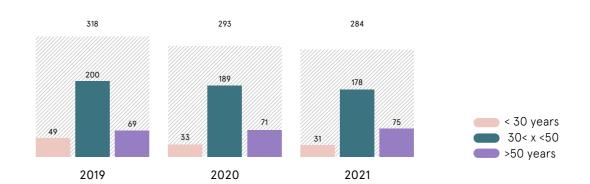
### EMPLOYEES BY CONTRACT TYPE AND GENDER GR1 102-8



### EMPLOYEES BY OTHER CONTRACT TYPE GR1 102-8



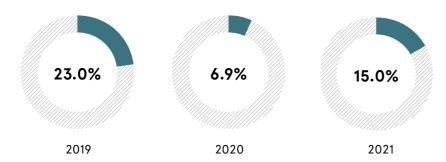
### EMPLOYEES BY AGE GRI 102-8



### NEW EMPLOYEES HIRES BY GENDER AND AGE GRI 401-1



### NEW HIRES RATE GRI 401-1

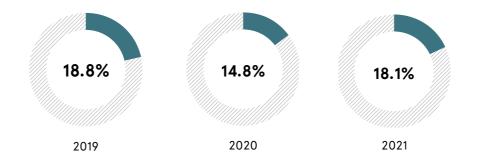


### TERMINATIONS BY GENDER AND AGE GRI 401-1



THE TURNOVER RATE ROSE SLIGHTLY IN 2021, SHIFTING FROM 14.8% IN 2020 TO 18.1% IN 2021 [401-1], MOSTLY RELATING TO THE TYPICAL TURNOVER THAT CHARACTERISES THE RETAIL SECTOR AND THE CIRCUMSTANCES DUE TO THE PANDEMIC WHICH IN 2021 RECORDED MANY WORLDWIDE VOLUNTARY TERMINATIONS. THANKS TO SPECIFIC TRAINING AND FOCUS FOR IMPROVING SKILLSAND KNOWLEDGE OF OUR EMPLOYEES, WE MANAGED THE UNCOVERED POSITIONS BY PROMOTING AND ENCOURAGING INTERNAL MOBILITY AND COLLABORATIONS BETWEEN DIFFERENT DEPARTMENTS.

### TURNOVER RATE GRI 401-1



PLEASE, NOTE THAT THE 2019 TURNOVER RATE HAS BEEN REVISED WITH RESPECT TO THE 2019 SUSTAINABILITY REPORT.

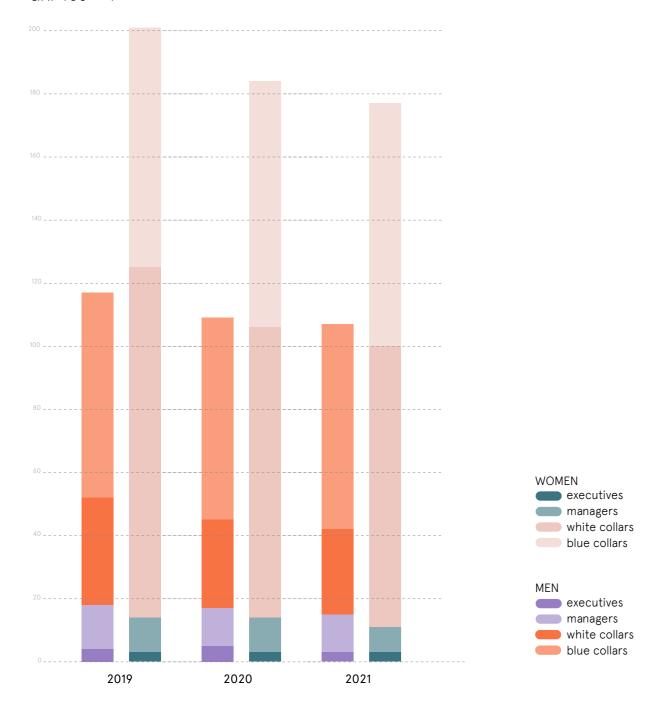
### Promoting diversity and ensuring equal opportunities

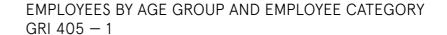
candidates an equal treatment and no differences in the workplaces. As stated in our Code of Conduct, we forbid any personal status: in fact, we can proudly affirm that no cases of discrimination have been recorded in the past three years [GRI 406-1]. As part of our company culture, we also strongly believe of diverse cultures and experiences among our people with the

Sergio Rossi believes in ensuring to all its employees and aim of ensuring a workplace where everyone is appreciated and valuated for its personal and distinctive traits.

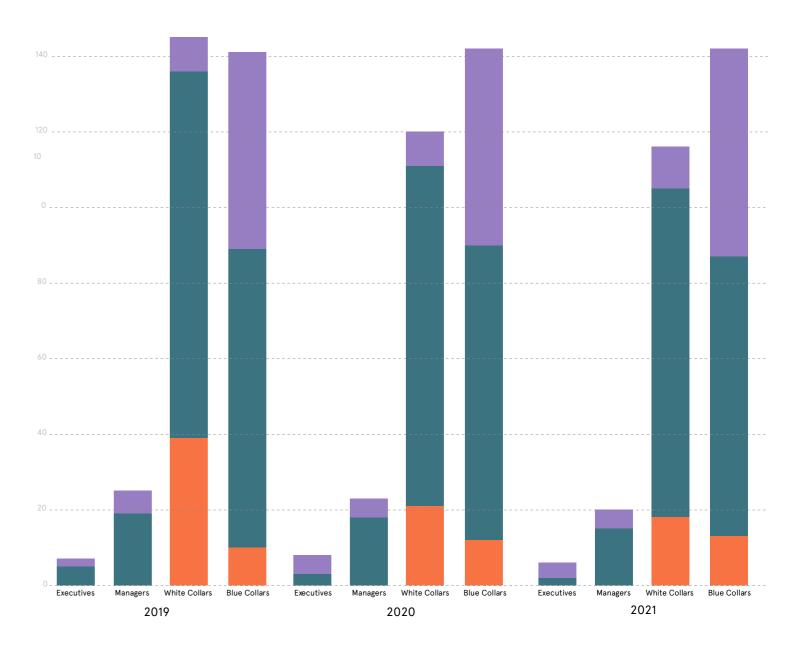
form of discrimination related to gender, age, race, state of In addition, a strong female presence characterises the health, religion, political opinion, origin territory, social or composition of our organisation: women constitute 62% of the overall employees and are equally represented among executives. A fairly distributed gender presence can be observed as well in the Board of Directors, where women represent 40% of the total in the value of diversity and therefore we encourage the presence unumber of members, among which Ms. Yun Cheng covers the highest role.

### EMPLOYEES BY GENDER AND EMPLOYEE CATEGORY GRI 405 - 1

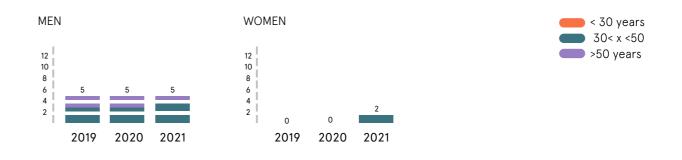








### BOARD OF DIRECTORS BY AGE GRI 405 - 1



### 2.2 INVESTING IN THE ARTISANS OF TOMORROW

Sergio Rossi success is due to the contribution of the women and men who work in the company. Therefore, we are committed to enhancing our employees, supporting them in terms of professional and personal development to ensure an inclusive and stimulating workplace. In fact, we constantly strive to cultivate our corporate culture based on the concept of employee empowerment and growth.

In 2021, since the pandemic was still affecting the whole world extending the period of uncertainty, we worked on improving our corporate structure. In line with the activities undertaken in the previous year, we continued to boost the review of internal functions and channelling employees in strategic areas with the purpose of increasing and refining their artisanal know-how and technical skills.

At Sergio Rossi, we attribute a great importance to personal and technical competences, supporting our employees in increasing and advancing their knowledge. We are extremely proud of the know-how of our artisans, which characterises our exceptional

products and carries on the Italian handcraftsmanship. To retain the highest level of excellence reached by our artisans, we constantly invest in the development of talents by strengthening our partnership with one of the most renowned professional shoemaking school in Italy, the CERCAL, International Footwear School and Research centre. Our bond with this prestigious Italian shoemaking school goes well beyond a simple collaboration. Investing in future generations of shoemakers and in local communities has always been our priority. For this reason, in 2020, our CEO was elected President of the school, following the footsteps of Mr Sergio Rossi held the position for 11 years.



### Collaboration with Cercal

As per 2020, we renovated the collaboration with Cercal, the research centre and international footwear school that trains professionals in the world of footwear, leather goods, and fashion. Considering the positive partnership of the past years, also in 2021 we offered the opportunity to some students of having a work experience in our manufacturing plant. Indeed, we were able to offer a 120 hours internship to two students belonging to protected categories (lgs. 68/99).

Moreover, in San Mauro Pascoli factory we also offered the opportunity to take part in a working experience to two brilliant students of the course "Technician for the design and manufacture of products in the footwear supply chain". Both internships lasted more than 250 hours each: the first student had the opportunity to spend the period in the Customer Service Department, handling orders, complaints and shipments and managing production orders, while the other had the possibility to follow the entire process of creating shoes prototypes. Both of them worked alongside our expert technicians and artisans to understand and learn the "art of doing".

In addition, a student of the "Shoes Design" course had the opportunity to participate in an internship of more than 270 hours, during which had the possibility to gain new skills and put its knowledge into action. During the experience he had the chance to develop and realize its own design of five pair of sample footwears that later walked the runway in Milan at the Fashion Graduate Italia 2021 - Cercal Fashion Show. Furthermore, the talented student took part and won "A talent for the shoe" ("Un talento per la scarpa"), an international competition promoted by Cercal for young designers. We are extremely glad the young talent had the great opportunity to spent time in our Magic Kingdom, next to our expert, gaining and learning the Italian handcraftsmanship, recognised worldwide.

### Sustainability workshop for youth

In the summer of 2021, we held a sustainability workshop that was delivered to 19 students of the "Technician for the design and manufacture of products in the footwear supply chain" course. This is part of the higher technical education and training course (IFTS) organised by Cercal, in collaboration with the "Marie Curie" Higher Education Institute, the Higher Institute for Artistic Industries (ISIA) and the Department of Architecture of the Alma Mater University of Bologna.

During the seminar we addressed a selection of the most relevant environmental issues for the sector, such as climate change, impacts on communities and employment, and the procurement of materials. Moreover, the lecture provided an overview on the Sustainable Development Goals of United Nation, the Sustainability Report and the main regulatory evolutions.

The seminar took place in the company and included a visit of the factory and the archive. In fact, since summer 2021 we have been allowed again to host students and guests in our place.



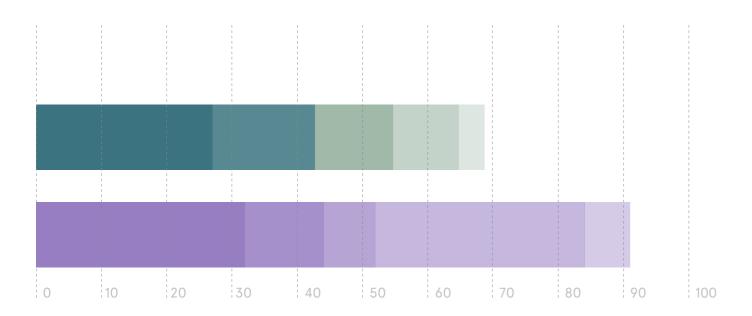


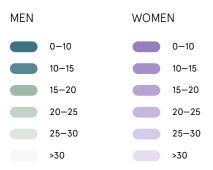


To attract the best talent worldwide, in 2021 we maintained our global referral programme, which enables employees to inform the recruiting team of potential candidates for current and future job openings, since we aim to attract the best talent and engage our employees' network. If a referred person is hired and successfully completes a probation period of 6 months, the

referring employee is entitled to receive an economic bonus, which is proportional to the rank of the newly hired person. Our ability to create a positive environment and to retain highly skilled workers has been confirmed in 2021, with a 63% of people who worked with us for more than 10 years.

### EMPLOYEES POPULATION (TECHNICIANS AND ARTISANS) IN TERMS OF TOTAL RETENTION YEARS (%)





### **Training Programme**

We believe in our women and men and, for this reason, we aim to constantly improve their skills, competences, and knowledge by providing the necessary support to improve and upgrade the talent of each employee.

Thanks to the digitalization process boosted by the pandemic, a major part of the training programmes was available online to ensure all the employee the possibility to participate safely. When the conditions allowed safe in-presence course, we also committed to organising training in our San Mauro Pascoli factory and Milano office.

### Our corporate training

Sergio Rossi aims to develop everyone's professional and personal skills through standard and specific training programmes. For new hires at Sergio Rossi we provide a warm welcome into our world with a presentation of the brand history and a full immersion into the uniqueness of our production site in San Mauro Pascoli. Furthermore, new hires receive standard training related to the business programme's requirements and our corporate values and policies, which enable us to comply with our legal duties. Moreover, our Code of Business Conduct is included among the training package to spread the knowledge of our corporate principles: it consists of the conduct our employees are required to maintain when exposed to potential conflicts of interest, bribery and corruption or gifts. Furthermore, the new hire programme includes our internal policies, representing another key part of the standard training, and a specific training programme tailored to each role within the company.

Furthermore, both the Headquarters and Corporate Offices receive ongoing training programmes through the partnership of various training associations (i.e. Formazione Fondimpresa). In 2021 we concluded some courses started in 2020 and, when possible, we aimed at conducting them in-person. For instance, we completed the training concerning computer's programmes, production time and methods in the stitching department and the one-to-one English course.

In addition, in 2021 the Human Resources Department organised specific courses to improve safety of internal processes, professional competences as well as specific competences for the logistic department. Through our courses, we increased the awareness of employee on manual handling of loads: in particular, 23 employees were trained on specific techniques in order to reduce and avoid injuries. Moreover, with the support of a psychotherapist, we organised a training focused on enhancing professional competencies and personal development; the course was attended by four new-hired employees and was comprised of group activities as well as individual sessions of 4 hours focused on the assessment of personal skills and potential area for improvement. Indeed, we want to support our human capital not only by organising courses aimed at improving hard skills but also to increase their soft skills, providing all the necessary tools to perform at their best. Concerning the changes recorded in the logistic area (see chap. 3 for more details), a dedicated course was organised on the new logistic flow, that included the introduction of a new internal organisation and the implementation of innovative technologies. For the first part of the course, two employees attended around 25 hours of training while the second part involved four people for around 80 hours each.

Even though in 2021 the total number of training hours provided narrowly decreased (2,033 in 2020 to 1,937 in 2021), we maintained our efforts in providing the highest level of digital training to our employees. Alongside our traditional training initiatives, digital adoption soared during the pandemic. Thanks to the improvement of our digital channels carried out in recent years, our retail employees had the opportunity to receive virtual training during the pandemic in order to be able to successfully operate in a remote environment and engage with their new customer's need.

### **Our Retail programme:** srAcademy

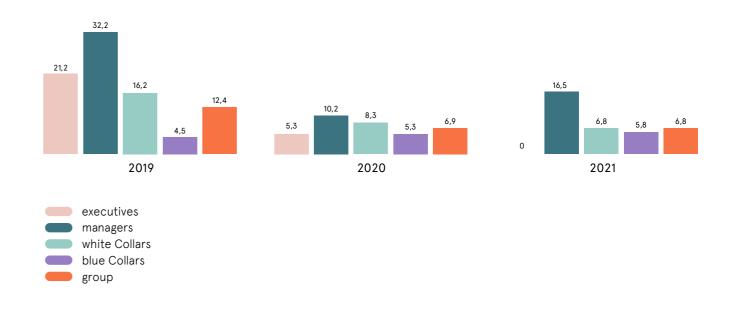
Beside a full set of courses for our employees operating in interaction thanks to a brand-new eLearning platform called SMP and Milan offices, in 2021, we also carried on the training activities for our worldwide retail network. The training has an intense programme focused on retail excellence since it aims to turn the shopping experience into a customer-tailored moment to spread harmonious habits and enhance sales competencies among our teams across all regions. srAcademy had, as its main goal, to assure a customer-centred approach and focus on personalised service, increasing proactivity and raising passion for our brand through the knowledge of products. The ambition of the srAcademy is twofold: following a "glocal" approach aimed at training and coaching the store staff all around the world to create coherence between production, product, and sales.

On the other hand, it aims to proactively communicate and adapt to different requests and situations to build up a commercial mindset for an even more tailored service to customers. Through this programme, sales teams receive specific training courses dedicated to craftsmanship and quality of materials as well as additional sessions highlighting the features of the communication and marketing activities in line with our digital strategy. Together with ordinary training and coaching activities for retail staff across our retail network, srAcademy engages our sales and wholesales teams worldwide through a deeper digital

srWorld. Translated into three languages (English, Chinese, Japanese), the platform includes access to a retail roadmap, which supports inductions as well as exercises, videos and contents of our programme srAcademy. Sr World has been enriched with new contents to maintain enthusiasm amongst retail teams when forced to stay home during health crises. Furthermore, the creation of a community channel enabled people to keep in touch and share novelties about the brand. Despite the pandemic having significantly affected store traffic and the travelling of area managers, SrAcademy maintained its training programme to assist wholesale customers in improving their sales performances. Regarding training hours to employees in the stores, in 2021, 1333 hours of training were provided. Out of these, health and safety, soft skills and technical training were equally represented (respectively 33%, 30% and 35% in 2021). Lastly, the remaining 2% of training hours was focused

Overall, in 2021 we organised 1,937 hours of training and most of the courses were attended online principally due to the difficulties created by the Covid-19 emergency. Thus, the per capita training hours provided remains similar to those provided the previous year (6.9 hours in 2020, 6.8 in 2021) [404-1].

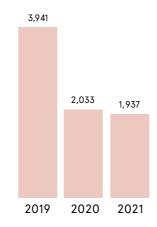
### AVERAGE HOURS OF TRAINING BY EMPLOYEE CATEGORY GRI 404-1

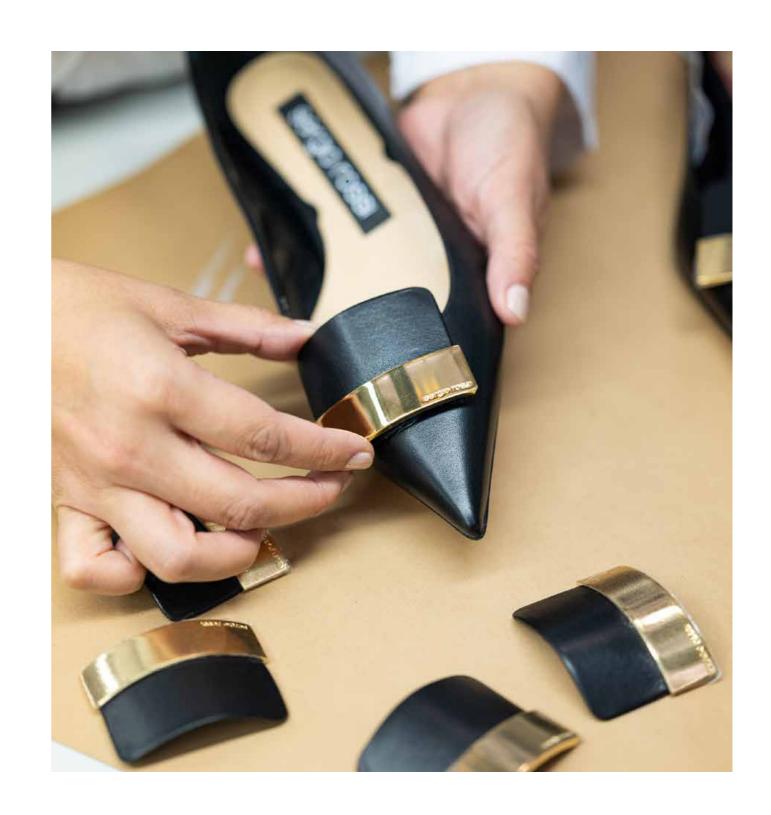


### AVERAGE HOURS OF TRAINING BY GENDER GRI 404-1



### TOTAL NUMBER OF HOURS OF TRAINING GRI 404-1





# LOCAL COMMUNITIES /03

Fostering local districts

#### SUSTAINABILITY POLICY

"Sergio Rossi is highly committed to promoting the growth, cultural development and welfare of the San Mauro Pascoli territory, where it concentrates its business activity, by involving the population and local stakeholders in the creation of new opportunities and initiatives based on local needs and expectations."

### **KEY COMMITMENTS OF THE POLICY**

To preserve the know-how of local shoe craftmanship
To contribute to enhancing the quality of living and the socioeconomic development of local communities where the company
operates

To implement philanthropic activities in line with Company's values and objectives.

### **MAIN RESULTS**

- 22% of our suppliers are located in the Emilia-Romagna region
- 1,000 pairs daily production capacity
- 95% of our suppliers are Italian
- 70 years of history of the brand

### LINK WITH SDGS





95%

OF OUR SUPPLIERS

ARE ITALIAN

OVER

1 0 0 0

PAIRS DAILY PRODUCTION CAPACITY

22%

OF OUR SUPPLIERS ARE LOCATED IN EMILIA-ROMAGNA, MOSTLY IN THE LOCAL DISTRICT

YEARS OF HISTORY OF THE BRAND

### 3.1 ARTISANAL MAESTRIA IN SAN MAURO PASCOLI

## The highest quality products from the best artisans

The craft of shoemaking has been tied with the concept of Made in Italy since the early twentieth century. Italian artisan's ability to combine beauty and functionality in everyday products is a distinguishing quality of their work. Their ability has been displayed through the fact that they have always put their creativity at the service of customers with the true goal of creating works of art that will set their owners apart from the crowd. Sergio Rossi has fully internalized this unrivalled "maestria" since its inception. Famously, our founder used to say that "the comfort of a shoe comes from its shape. I maybe made

no more than ten and they are what I cherish the most. Each shape is a part of me", emphasizing his devotion to the purest form of artistic expression. Today, we still feel a responsibility to not just maintain the craft of shoemaking alive, but also to use it to help the community and the region in which we operate. Mr Sergio Rossi's vision is still alive thanks to the presence of over 160 artisans and technicians in San Mauro Pascoli who make our Company an international example of excellence, using their skills and know-how to create one-of-a-kind masterpieces on a daily basis.



ARTISAN AT WORK

## The Magic Kingdom: the heart of our commitment

At Sergio Rossi, we can carry out projects from the designer's sketch to the realization of the finished product within the factory, our Magic Kingdom, undergoing all phases of development. The plant includes a factory with 2 production lines and 2 warehouses, storing bottoms, leather and accessories, as well as a prototype department and an 11,700-square-metre logistic hub capable of shipping up to 5,000 pairs of shoes every day around the world.

The factory is vertically integrated in all stages of manufacturing, from prototyping to engineering and all specific stages of production: from cutting to finishing (for more information, please refer to the "Production Steps" box). The plant has a daily production capability of roughly 1,000 pairs, with nearly 200 models and over 1,800 SKUs available for each collection.

Decades of accumulated know-how combined with a focus on constant innovation are considered one of the distinctive points of excellence of the "Made in San Mauro Pascoli" tradition.

Hence, the advancement of our manufacturing processes is driven by the introduction of young, skilled artisans as permanent staff. Therefore, we developed specialised training for young workers in industrial and technical fields. This commitment is bolstered by our partnership with CERCAL, which ensures a consistent generational turnover (for more details, see §2.2). In addition, in 2021, we continued our job rotation programme between various production functions and "training on the job" activities devoted to teaching the operation of specific machinery and equipment. In this way our technicians and artisans, besides improving their technical abilities, can gain a comprehensive and interconnected vision of all phases of the engineering process.

In order to maintain the highest levels of performance we periodically control our machines and verify their compliance with health and safety measures as to guarantee a safe workplace to our employees. Moreover, with the aim to renovate our commitment to sustainability by reducing our environmental impacts, we continued to look for cutting-edge equipment and methodologies.



SERGIO ROSSI PLANT

### PRODUCTION STEPS



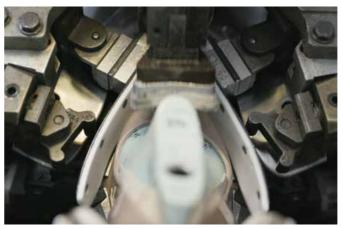
### **CUTTING**

This process is based on automated cutting machines, hollow cutters as well as highly-skilled cutters, able to perform this operation manually, as their experience enables them to extract the best from a leather piece. Therefore, all prototype samples and special pairs are always cut manually.



#### **SEAMING**

All the upper parts coming from the previous cutting phase are sewn together thanks to the expertise of hand-sewing operators. Often, at this point, specific accessories, such as buckles, stones or embroideries, depending on the characteristics of each model, are inserted.



#### LASTING

The lasting phase comprises a series of operations leading to the assembling of the upper and the other components, such as the sole and the heel. Our artisans' precision and ability to adapt their manual work depending on the specificities of each model add further value to the final product.



#### **FINISHING**

Representing the end of the production process, this phase comprises all the polishing, waxing and retouching activities. Our dedicated team is entrusted with implementing these final steps before placing the final product in its package.

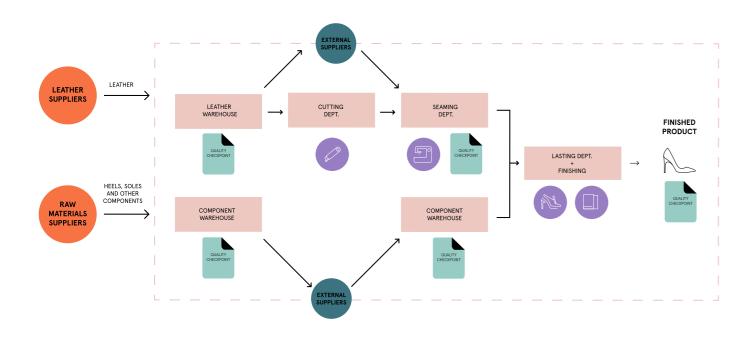
In 2021, we have launched an internal project to replace solvent-based glues with water-based glues, which have less impact on the environment as they do contain less chemicals and hazardous substances. The project started with a feasibility analysis carried out in 2020 and continued in 2021, when we established and conducted several tests to gradually replace the solvent-based glue type where possible.

Given our commitment to the Made in Italy identity and the high-quality standards of our products, we launched a Quality Project in 2016 to formalise, consolidate, and reform the methods and operations that contribute to our everyday shoemaking activities. To match the organisations with our quality and value objectives, we mapped over 120 phases required to produce the final product. In addition, we have clearly specified the objectives, procedures and instruments required to conduct periodic quality checks on the raw materials, components and semi-finished products we receive from our suppliers, as well as on our finished goods. This long-term project has been implemented owing to the active participation of all the people who work with enthusiasm and daily attention to details, reflecting our brand's essential strength.

Continuous monitoring of the environmental impacts of our

products is an integral part of our commitment to sustainability. As a good production practice, inventory leftovers from past collections are largely used for special productions to minimise their footprint. This allows for a partial reduction of the overall production waste and the adoption of a circular approach, giving a second life to leftovers rather than their disposal.

Customer satisfaction is such at the centre of our strategy that the brand potentiated the after sale repairing service, a solution that has acquired an increasing deep appreciation by our customers. The option, in fact, enables customers to ask for a replacement of a shoe component such as heel, strass, tags, and laces if accidentally damaged with a correct use of the product. The fulfilment of said requests is made by our artisans, who can restore the timeless elegance and charm of our creations, thanks to their expertise and traditional craftsmanship. Thereby, the aftersales service provides customers' defective shoes with a new life, and it endlessly guarantees the quality standards and typical comfort of Sergio Rossi, while extending the product lifecycle and performing upcycling activities. In 2021, we handled 193 after-sale inquiries from consumers wishing to have their models restored through a repairing or an at-home-delivery of a shoe spare parts.



NOTE: REFERRING TO THE CUTTING AND SEAMING PHASE WE RELY ON OUR INTERNAL PRODUCTION CAPACITY AND ON EXTERNAL SPECIALIST SUPPLIERS, WHICH ARE CONSTANTLY MONITORED IN TERMS OF QUALITY

# IMPROVING MANUFACTURING EFFICIENCY



To better meet the market demand and successfully manage a greater increase in flexibility encountered in the last two years, in 2021 Sergio Rossi Factory went through a big transformational change in its manufacturing and logistic model: from Make-to-order (MTO) to Make-to-stock (MTS). The new evolved model allows to launch orders by production SKU without any specific link to the client orders; this means that the logistic has the final decision on which channel and/or customer will have business priority for the delivery and it can be taken with a great flexibility in terms of time.

Among many benefits resulting from this switch, we have identified the three most significant ones:

- react promptly and flexibly to both positive and negative local sales factors;
- improve the level of service for top-performing channels and consumers (shorter lead time, greater order fulfilment rates);
- minimise the average inventory level and optimise the working capital.



To ensure a positive outcome of the project, we have increased manufacturing efficiency and quality by raising batch dimensions and, simultaneously, reducing machine setups and changes. Our logistic partners have contributed to the realisation of this project by increasing intelligent and sustainable solutions for their services (e.g. handling deliveries with electric trucks or fuel cell hybrid electric vehicles, guaranteeing low-emission transport).

### The importance of sourcing

We are devoted to improving the quality of life and socioeconomic growth of local communities by minimising the social and environmental repercussions of shoe manufacturing. Therefore, it is essential to improve our governance on supply chain in order to ensure the observance of proper quality standards by strengthening collaboration with our local partners.

During the development of a new collection, Sergio Rossi's Supply Chain function coordinates with the Research & Style function as to establish the range of raw materials and semifinished components required to manufacture, on an industrial scale, the models comprising the new collection. Given the high quality and dependability we expect from all our business partners, the selection of new suppliers may be a lengthy and delicate procedure.

In addition, the Supply Chain function is responsible for the efficiency and accuracy of the supplier selection, monitoring and control phases, as well as inbound and outbound logistics processes. The function interacts closely with the logistics and purchasing offices, which are responsible for each task involved in the selection and shipment of raw materials, accessories, semi-finished products and finished goods. Given the strategic importance of suppliers, we have implemented a system to assure their proper selection and monitoring in order to maintain consistent standards of quality. Partner's visits are constantly scheduled so to maintain an open dialogue and a constant monitoring of the productive progress.

The Buying Office's supplier search is sealed by the signing of our supply agreements, which contain a range of ethical and environmental clauses that must be agreed to form a business partnership. In addition, we require our suppliers to comply with our Restricted Substances List (RSL) (please refer to §"Our efforts to guarantee customer health and safety), which contains all the specific limitations on the use of chemicals that suppliers must adhere to before we can accept their products into our warehouses. We rely on a consolidated network of raw material suppliers that have been carefully evaluated over the past few years: the evaluation takes into consideration three variables,

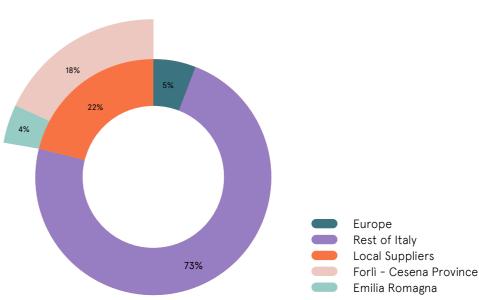
Quality, Cost and Effectiveness. The process is continually reviewed.

We are proud to highlight the fact that the leather and components of Sergio Rossi shoes are sourced from Italian suppliers. Leather is the most significant material of our manufacture, not only in terms of quantity and value, but also because it defines the style of Sergio Rossi's footwear. As a result, we rely exclusively on Italian tanneries for our leather needs. Most of them are working day by day to increase the degree of control over transparency and traceability through the adoption of several ICEC certifications to give concrete support to the brands that want to promote products of excellence.

We are also glad to declare that leather procured to produce outsoles has been certified by the Leather Working Group, a non-profit organisation responsible for one of the world's most prestigious environmental certifications for the leather manufacturing industry. This certification programme aims to reduce the environmental effect of the leather industry by evaluating and certifying leather producers.

The strong collaboration with our suppliers of raw materials and semi-finished goods has been made possible in part by our commitment to maintaining and strengthening our relationships with local and historic suppliers, while simultaneously expanding our network in the pursuit of transparent, efficient and dependable partners who share our values. In addition, we rely heavily on the uniqueness and strength of the Forlì and Cesena district, which is home to over 200 small businesses and 3,000 people that produce footwear for the world's finest brands. These local suppliers account for more than 22% of our total procurement volume, and 95% of our purchase of raw materials, products, and services comes from Italian suppliers, with the remaining 5% from suppliers located around Europe. Moreover, the purchase of raw materials from local suppliers (Emilia-Romagna and San Marino) has increased by 4.5% compared to 2019 [102-9; 204-1].





NOTE: THE DATA ARE ASSESSED IN TERMS OF ECONOMIC VALUE OF THE PURCHASED MATERIALS AND SERVICES AND COVERS THE ENTIRE PROCUREMENT **BUDGET RELATED TO THE** PRODUCTION PROCESS. THE "LOCAL" CATEGORY COMPRISES SUPPLIERS BASED IN THE EMILIA-ROMAGNA REGION (ITALY) AND IN SAN MARINO, THEN FURTHER SUBDIVIDED INTO THE FORLÌ-CESENA PROVINCE ("VFRY LOCAL"), LOCATED IN THE EMILIA-ROMAGNA REGION AND CHARACTERISED BY THE SIGNIFICANT PROXIMITY TO THE SAN MAURO FACTORY AND THE REST OF THE REGION; THE "ITALY" CATEGORY COMPRISES THE MARCHE VENETO, LOMBARDY, ABRUZZO, PIEMONTE, PUGLIA, CAMPANIA AND TUSCANY REGIONS: WHILE THE "EUROPE" CATEGORY COMPRISES ALBANIAN, SPANISH AND SERBIAN SUPPLIERS.

Total procurement volumes in 2021 equalled 290.5 tonnes, recording an increase of about 30% with respect to 2020. The growth of the major part of the purchased materials is a direct consequence of the recovery of the production process, previously slowed down by the pandemic. However, for some items, such as the number of acquired labels, we recorded a downward trend with respect to the previous years: this can be explained by the presence of leftover stock in our warehouse

[301-1]. Specifically, the number of raw materials used for production purposes decreased from 119.3 tonnes in 2020 to 158.5. Overall, the weight of packaging procured, in line with production-related raw materials, increased by 21% compared to 2020 levels. To involve our customers in adopting a more conscious behaviour on consumption choices, we adopt FSC-certified packaging materials, including boxes and shopping bags (see the box below).

### RAW MATERIALS AND PACKAGING BY WEIGHT [TONS] GRI 301-1

CATEGORY	TYPE MATERIAL	2019	2020	2021
Production-related	Leather	76.1	41.8	55.2
	Fabric	3.6	4.3	7.1
	Plateaus	1.0	0.5	0.8
	Insoles	25.2	16.0	19.3
	Outsoles	66.6	41.2	55.4
	Heels and Top Heels	25.6	15.5	20.7
Ancillary materials	Glues	2.8	2.2	2.9
	Solvents	1.4	1.6	2.3
Packaging	Quality Labels	0.01	0.1	0.05
	Box Labels	0.6	0.4	0.3
	Labels	0.2	0.1	0.2
	Boxes	70.8	49.1	63.0
	Shopping Bags	12.1	6.2	7.9
	Tissue Paper For Packaging	17.3	15.6	20.6
	Transport Packaging	39.5	31.0	32.1
	Dust Bags	2.6	2.0	2.7
Total		345.4	227.7	290.5

THE DATA COMPRISED WITHIN THE TABLE REFER TO THE PRODUCTION ACTIVITIES CONDUCTED IN SAN MAURO PASCOLI.

### Our packaging certified by FSC

The Forest Stewardship Council (FSC) is a global, non-profit, independent organisation that protects forests for future generations. The FSC establishes certification criteria for forests and industries.

FSC certification guarantees that products are derived from sustainably managed forests that give environmental, social, and economic advantages. The FSC certification programme is a third-party, independent initiative. Globally, 17 independent certification agencies conduct FSC inspections. These organisations are then accredited by ASI (Accreditation Service International).

# Our efforts to guarantee customer health and safety

Sergio Rossi is devoted to the health and safety of its Sergio Sergio Rossi is devoted to the health and safety of its consumers. Our company has always been committed to monitoring the materials used in its production processes, in compliance with national and international laws mandating the observance of ecotoxicological standards. According to the REACH regulation, these rules are meant to restrict the use of forbidden chemical compounds and provide the highest level of consumer and environmental safety. As a result, Sergio Rossi has compiled an internal Restricted Substances List (RSL), which has been distributed to all of our raw material suppliers as an attachment to the supply agreement.

In addition, we have created an internal control plan with the objective of implementing chemical controls upon receipt of our raw materials. In this regard, our legal compliance is ensured by recognised chemical laboratories conducting tests on the raw materials we acquire. Each category of goods, such as leathers and textiles, has its own quality control plan with between 10 and 15 chemicals to be validated; in this regard, we managed to increase the number of chemical tests performed on materials in 2021 (from 85 in 2018 to 120 chemical tests in 2021). We also conduct mechanical testing, such as tensile and deformation tests, to evaluate the physical qualities of materials and their compliance with international standards before starting production activities. [416-1]

## Tradition and Innovation in San Mauro Pascoli

We strongly believe in tradition and innovation, authenticity and passion. Despite the recent challenging years tested our resilience, we are excited to display our SI Rossi line launched in 2021 that perfectly synthesizes our 360° shoe expertise as, for the first collection production, we kept all manufacturing's step 100% made in San Mauro. Presented in September 2021 at the Milano Fashion Week, SI ROSSI collection embodies our group's values, as it takes its shape from our traditional roots, a manifesto of the know-how and craftsmanship of the historic footwear brand: indeed, it takes inspiration from an existing line of the 90s and the logo was itself recovered from the archive. Pls. see chapter 3.2 for further details.

Since the 1970s, when Sergio Rossi was considered a forerunner and one of the pioneers experimenting with the power of cobranding through major collaborations with Versace, Krizia, Moschino, Dolce & Gabbana, and Alaia, production autonomy and an innate vocation for craftsmanship have been the brand's cornerstones. As in the previous year, also in 2021 we continued our practice of offering our manufacturing abilities and expertise to build footwear collections for numerous top luxury brands and co-branded capsules with multinational companies.

Despite 2021 lockdowns and restrictions, we maintain our motto "think heritage and play digital" with an improvement of the 3D project launched in 2020. The program primary objective was to familiarise with 3D technology to gain benefits such as significantly reducing the final number of samples produced, eliminate material and component waste, and accelerate time-to-market requests. We successfully presented the first virtual collection during the most challenging 2020's lockdown, while in 2021 we digitalized further 20 samples of our timeless and iconic models such as SR1 and Cindy. We are eager to extend this technology and pursue further significant objectives in the future.

<sup>&</sup>lt;sup>1</sup> The REACH Regulation of the European Union (EC 1907/2006) has been adopted to improve the protection of human health and the environment from the risks that can be posed by chemicals, whilst enhancing the competitiveness of the EU chemicals industry. It also promotes alternative methods for the hazard assessment of substances in order to reduce the number of tests on animals.



### 3.2 CULTURAL AND PHILANTHROPIC ACTIVITIES

# Our roots: an authentic story of Italian craftmanship

The history of Sergio Rossi is bound to the history of San Mauro Pascoli, a small village in Emilia Romagna known as the birthplace of Giovanni Pascoli, a poet and lover of nature and everyday life. After World War II, the territory found its vocation in the footwear industry. The success of cobblers travelling around villages and farms paved the way for transformation and gradual abandonment of traditional farming activities.

The village became a large crafts centre specialising in the manufacturing of sandals, at the time sold in small shops on the Riviera. This signalled the start of the flourishing industry specialising in high fashion female footwear. Meanwhile, in the same district, small businesses specialising in semi-finished products - soles, heels and bottoms - and laboratories cutting uppers by hand and by machine opened and thrived. A true artisanal industry, asserting itself on the global market thanks to the quality of materials, manufacturing and original designs. In 1958, Mir-Mar was established in San Mauro Pascoli. It was the first industrial-size shoe factory. In the meantime, seaside towns nearby were in full swing. Amongst them, Rimini, which would subsequently be celebrated by Federico Fellini in his

This is the context surrounding the start of Sergio Rossi's adventure: following his father's footsteps, a skilful shoemaker, he took over the business in 1951 and made the first hand-made sandals. Thanks to Riccardo Sciutto's vision, the brand was relaunched in 2016, marking a new path in keeping with the brand's aesthetic identity. Through the Living Heritage project, its legacy is interpreted according to a contemporary perspective and fully represents the company's pivotal theme.

famous film Amarcord.

# Rediscovering the Essence of Sergio Rossi: The Living Heritage Project

The Living Heritage project, launched in 2017, aims to preserve and enhance the cultural heritage of the brand and the artisanal district in which we operate. The project is carried out through the creation of a physical historical archive and a digital platform, dedicated both to the history of the product and the image of the brand, aimed at providing designers with an extremely wide range of past models and sketches from which to take inspiration. Since the launch of the Heritage Project, almost 6,000 historical models from all over the world have been collected and restored, representing the story of a creative genius: Sergio Rossi. In fact, since the company's establishment, over 18,000 documents - drawings, lookbooks, advertising and editorial images - have been recovered and digitalised. Altogether, more than 4,200 models out of total 6,000 were restored, photographed, stored and catalogued.

We believe our rich heritage is the key to successfully pave the way for future generations, and the Living Heritage project was conceived with the aim of providing a storytelling capable of enhancing the uniqueness and history of our brand, collecting all the main elements of its distinctive DNA.



## Think Heritage, Play digital: **Our Digital Platform**

In line with our corporate strategy, the physical archive has been digitalised to better organise and promote the brand's memory and further increase its accessibility. Today, more than 22,000 records are ready to be consulted through our digital systems, which are constantly updated thanks to a dedicated Heritage Team fully engaged with the project.

The digital archive not only offers advantages for archiving and consulting information but becomes a new way of telling the story of the brand. The platform currently allows for indepth researches capable of guiding users on new reading paths through unexpected relationships between images, documents, photographs, places, people, from the past but also from more recent and contemporary times, which continue to enrich and bring to life the story of Sergio Rossi.

2017 BEGINNING OF THE **PROJECT** 

DAYS FOR THE LAUNCH OF THE LIVING HERITAGE **PROJECT** 

SQM DEDICATED TO OUR **HISTORY** 

> YEARS OF **HISTORY**

18,000

DOCUMENTS AND IMAGES DIGITALIZED

LASTS

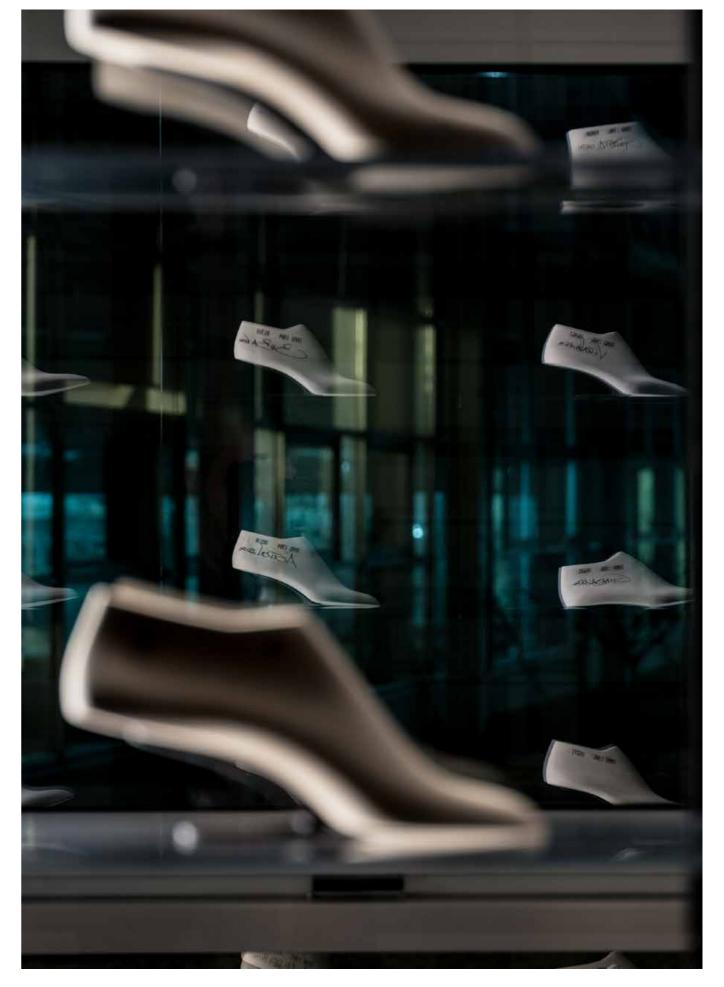
PHOTOGRAPHED, STORED AND CATALOGED

SHOES AND OTHER **ACCESSORIES ARCHIVED IN SAN MAURO PASCOLI AS OF** 

**TODAY** 

FROM THE 40S

INSPIRATION MODELS



# The exhibition space: a Living Heritage

In addition to the physical, historical archive and digital platform, the project also conceived an exhibition space that shows the story of Sergio Rossi for the first time along a functional and emotional journey within the setting of the Magic Kingdom, our factory of wonders.

Situated in the manufacturing heartland of the company in San Mauro Pascoli, the exhibition space retraces the brand's history, capturing its true essence and has been developed to guide the visitor through an immersive experience and to offer an interpretation of the world and the style of Sergio Rossi.

Through an exciting experience, the Living Heritage is taken to a place of limitless inspiration where the most emblematic creations are reborn in new and contemporary designs, while still being faithful to the historical legacy of Sergio Rossi.

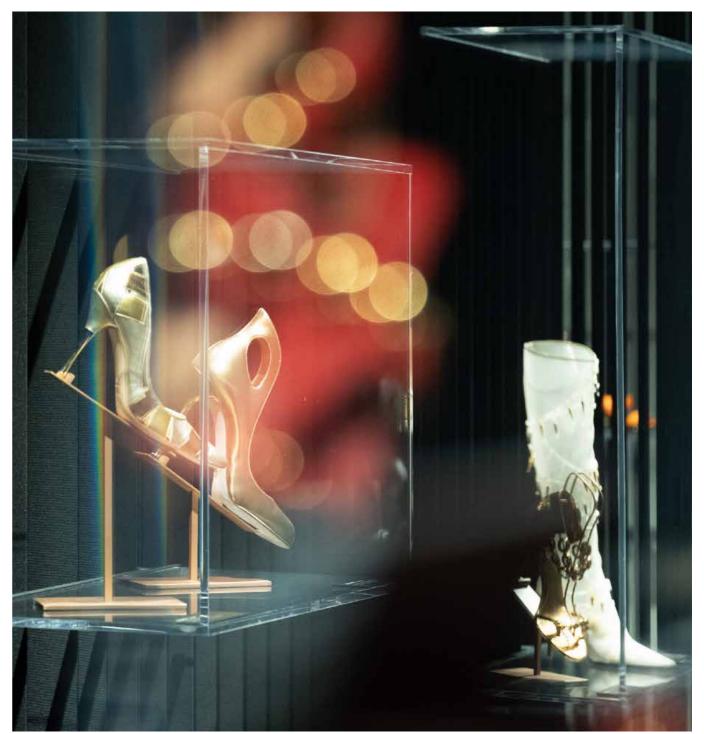
Created by architect Marco Costanzi and strategically located within our Magic Kingdom, the exposition is divided into three different moments, each characterised by a spatial and functional level.

The first step that welcomes the visitor is the "Gallery of Lasts", where the brand's history is reinterpreted through its distinguishing element: the last. Once passed through the gallery, the visitor enjoys the heart of the Archive, the so-called "Living Archive", where part of the vintage collection is conserved, and the" Living Emotions" area, a magic path through which the different souls of the brand come back to life.

The "Living Archive" is mainly conceived as an area for consultation, research and work. Over 500 pairs of selected shoes spanning 70 years of history, as well as heels, embroideries,

monographs and catalogues showing multiple links with the shoe, are stored in that area. In order to enhance the effectiveness of this working area, the space has been organised into several product categories that narrate the Italian Maestria of our eponymous founder Sergio Rossi: from his debut with colourful wedges and sandals to mules, moccasins and pumps, first witnesses of his collaborations with designers as Alaïa, Versace, Dolce & Gabbana, leading to the wall of our most iconic stretch boots, so loved by supermodels in the 90's.

Alongside the Living Archive is located the "Living Emotions" area: a part of the exhibition where the world of Sergio Rossi can be experienced through a strong visual and emotional impact by showing the most iconic models and themes that have always represented the various souls of SR women. A special section is dedicated to the brand' rebirth: inspirations from the past are reinterpreted with a modern twist in our contemporary collections. The DNA of the brand is the starting point for every new collection. This is done through a constant dialogue between past and present, demonstrating how the archive is the genesis for the design and development of each collection. From the new beginning of the Company in 2016, with the 90's model which inspired the first srl collection, to all the several projects inspired by our rich heritage: the srMilano, the SERGIO collection, which label is a geometric re-edition of an archival logo dating back to the Seventies and our Sr Twenty, whose squared toe and low heel, celebrate the beginning of the century. In 2021 two exciting collections tributed our history: Grazie Sergio 2.0 and SI ROSSI.



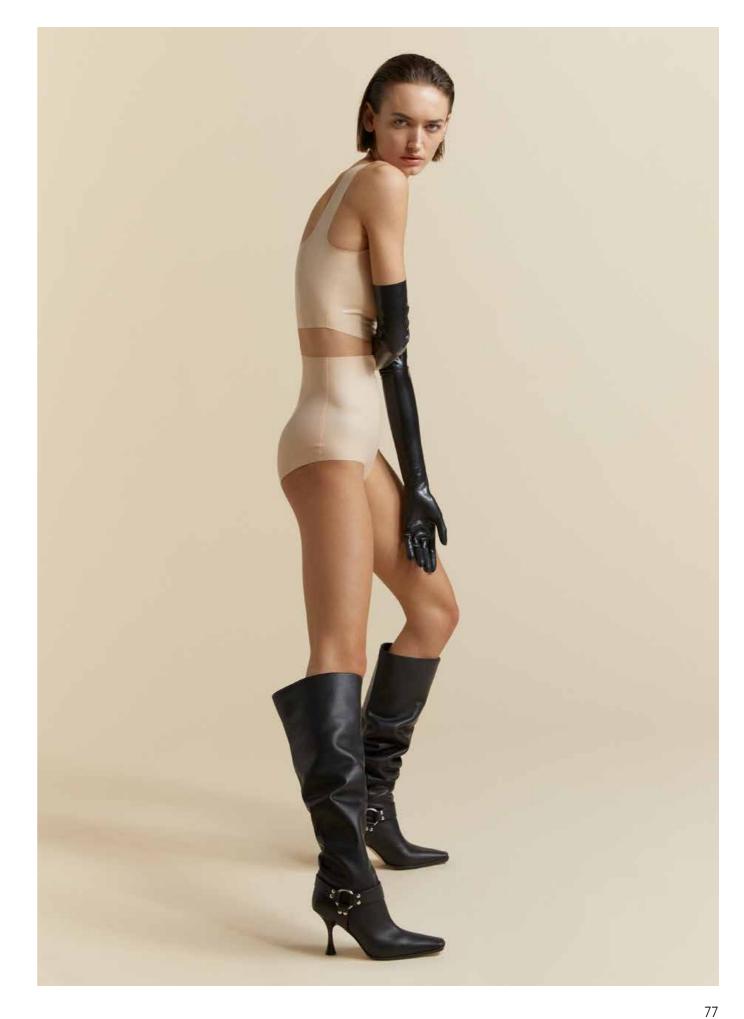
ICONIC MODELS EXHIBITION

## **GRAZIE Sergio 2.0**

On the 3<sup>rd</sup> of April 2020, we were distraught by a dramatic news: our founder, Mr Sergio Rossi, the inspiring man who made our dream possible, sadly passed away. Despite the restrictions in the middle of lockdown, a new special project took place: GRAZIE Sergio, a collection of pieces of art dedicated to the memory of Sergio Rossi. Each model was accurately reproduced from the original one guarded in our Living Heritage Archive, including all small details. Considering the success of the collection, a special Grazie Sergio 2.0 collection was launched in 2021, giving customers the chance to choose on a wider range of materials and colours.

A true inspiration for all collections to come, to keep the spirit and vision of our founder alive, guiding the future growth of our brand and business.





## SI ROSSI

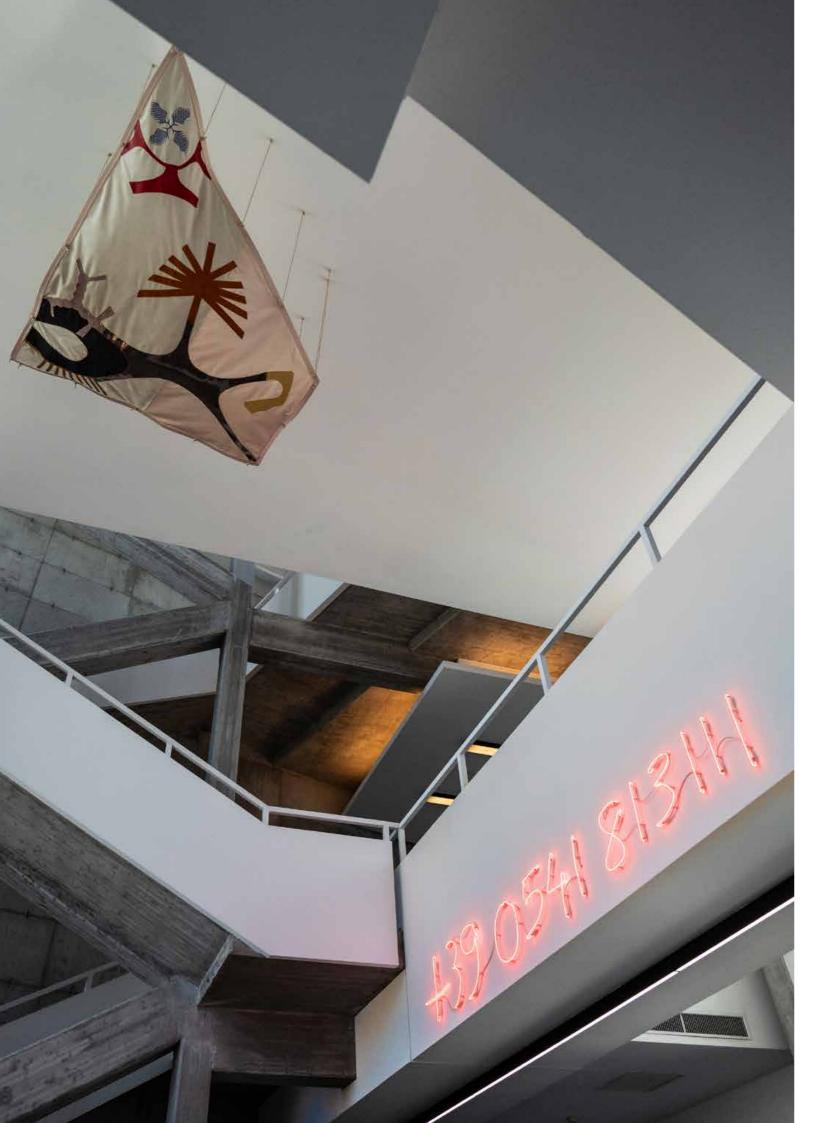
In 2021 we launched an exciting new project called SI ROSSI: a collection that pays tribute to our roots, a manifesto of the know-how and craftsmanship of the historic footwear brand, SI ROSSI is the statement of a confident and modern femininity. The logo itself was inspired by a historical piece coming from the archive thus revised in modern and ironic attitude: hyper high platforms and vibrant colours are the distinctive features typical of a 70s eclectic style, yet mixed to vivid 90's clubbing vibes. SI ROSSI represents a new element in the long history of the brand which today takes a new step towards the future, looking at tomorrow with audacity and a light spirit.





## **Trade associations**

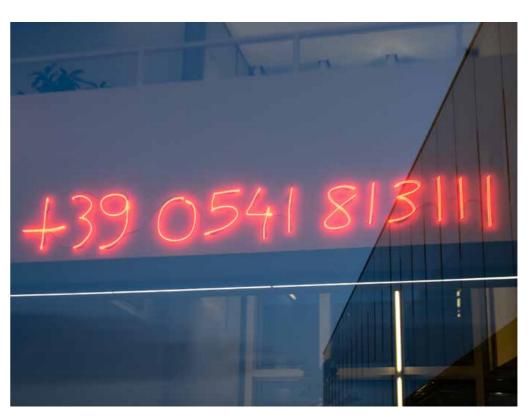
We are strongly committed to creating synergies with Italian trade associations that support the development of the industry and publish sectorial studies that are key to our business. As Sergio Rossi S.p.A., we are currently members of several trade associations, comprising Cercal, Altagamma, The National Chamber for Italian Fashion, Montenapoleone District and Sammauroindustria, and we participate in their associative regular meetings [102-12; 102-13].



## Art in the factory

As it is believed that there are multiple similarities between a Sergio Rossi product and art, it was decided to create a contemporary art museum, where fashion and artistic production coexist in the Sergio Rossi factory in San Mauro Pascoli. The project aims to initiate, together with the artist, an exchange of experiences by developing a work of art born and raised in the factory, to enhance the history of the brand through research and support for contemporary artistic productions.

The first three works of art installed in 2018 in San Mauro Pascoli were selected to mark the beginning of an exhibition path in the factory, thus setting up a dialogue with the history of the brand, the nature of the place and its territory. Therefore, we chose Italian artists who serve to make the factory a more accessible space.



## SIGNATURE Vedovamazzei

## Neon light cm 400x49.8

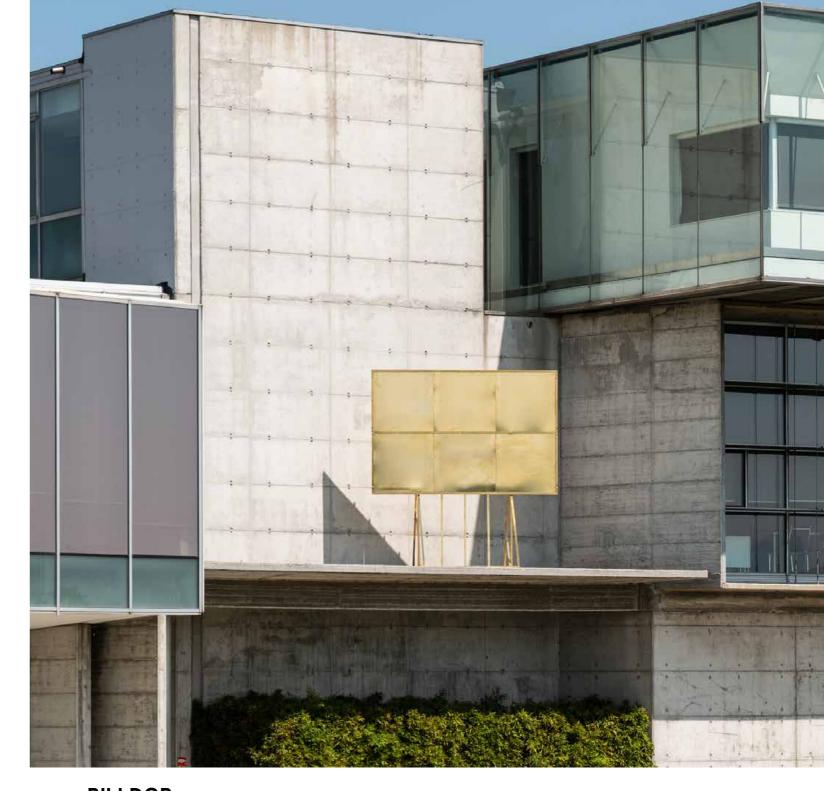
The telephone number of the company written by the CEO Riccardo Sciutto is called "Portraits". Made of blown glass in Milan, the work has an immediate visual impact as it is 4 metres long and it is also visible from the outside, evocating the emotional and human-centred approach of a brand.



## VELA AL TERZO (ARVËDAS) Ettore Favini

## Fabrics, leather Dimensions determined by space

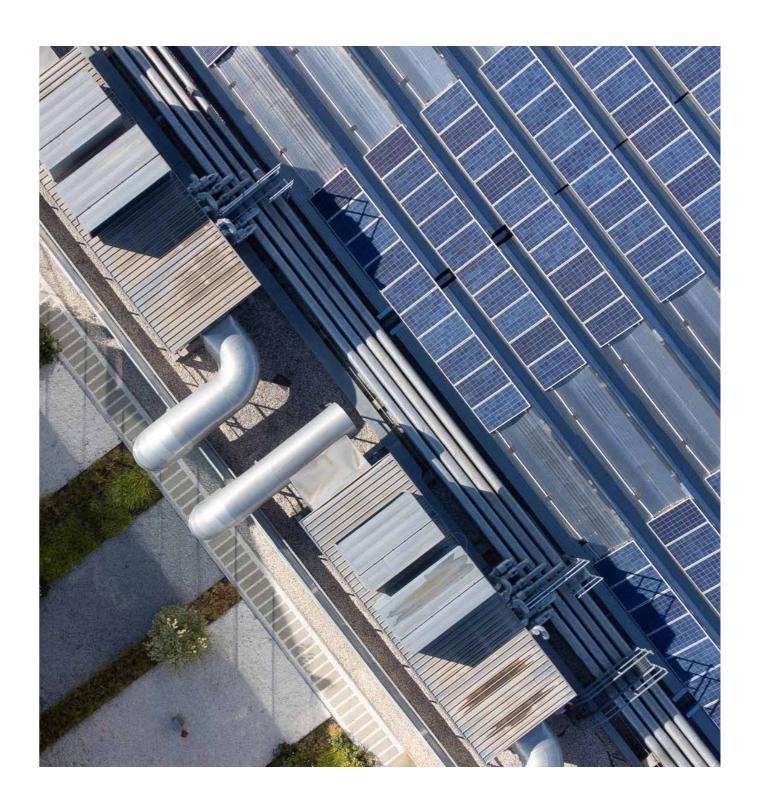
A delicate and elegant sail of 2 metres in diameter, installed in the highest part of the entrance to Sergio Rossi's hall, just like a sail of an ancient boat. This work was created using leather and model patterns coming from our past collections. Favini, in fact, spent a week together with our artisans choosing materials and patterns gathered from both the archive and from the living memories of the workers. In so doing, he created a design sewn on the surface of the sail, which is precisely hanging - with sailing ropes - as a symbol and memory of Sergio Rossi's history.



## BILLDOR Davide Allieri

## Brass cm 370x300x250

Billdor is a 3 metre high structure made with brass plates assembled on site. The choice of the position is not casual, in fact, in contrast to the rigorous architecture of the factory, it was made visible from the highway in such a way that all passers-by can not miss the golden structure. The sign represents an advertising billboard, emptied of its media content, a tribute to the substance of a brand like Sergio Rossi, who does not need images or bright lights, but lives its story.



**ENERGY** 

/04

### SUSTAINABILITY POLICY

"Sergio Rossi is aware of the increasing challenges posed by climate change and it is committed to monitor and progressively reduce its energy consumption as well as to mitigate the GHG emissions related to its activities. In particular, the San Mauro Pascoli plant is the epicenter of Sergio Rossi's sustainability activities as well as the fulcrum of all its production activities."

### **KEY COMMITMENTS OF THE POLICY**

To develop strategies to promote the efficient and responsible use of energy resources such as the improvement of energy efficiency of the production plants and of the proprietary stores within the retail network.

To continuously measure the corporate carbon footprint and its sources, and to identify further initiatives aimed at minimising GHG emissions.

### **MAIN RESULTS**

- 478,981 kWh of electric energy produced by our photovoltaic panels and internally consumed, which reveals an increase of 14% compared to 2020
- -100% of purchased electricity certified as produced from renewable sources for our italian factory, offices and stores
- More than 1,200 tons of  ${\rm CO}_2$  avoided thanks to the purchase of certified electricity and our Photovoltaic system
- Our photovoltaic system supplies almost 19% of the entire electrical requirement of the San Mauro Pascoli plant

### LINK WITH SDGS







19%

OF THE ENTIRE ELECTRICAL
REQUIREMENT OF THE SAN MAURO
PASCOLI PLANT SUPPLIED BY OUR
PHOTOVOLTAIC SYSTEM

100%

OF PURCHASED ELECTRICITY CERTIFIED
AS PRODUCED FROM RENEWABLE
SOURCES FOR OUR ITALIAN FACTORY,
OFFICES AND STORES

1,200

TONS OF CO2 AVOIDED THANKS TO THE PURCHASE OF CERTIFIED ELECTRICITY AND OUR PHOTOVOLTAIC SYSTEM

478,981

KWH OF ELECTRIC ENERGY PRODUCED
BY OUR PHOTOVOLTAIC PANELS AND
INTERNALLY CONSUMED, WHICH REVEALS
AN INCREASE OF 14% COMPARED TO 2020

# 4.1 THE RESPONSIBLE USE OF ENERGY RESOURCES FOR EMISSIONS REDUCTION

Sergio Rossi is aware of the challenges posed by climate change and recognises the fundamental role that companies can play in addressing these issues; as a result, we are committed to reducing the environmental footprint of our activities and, following the principles of the UN Global Compact, Sergio Rossi has launched a series of interventions aimed at achieving a long-term reduction of its main impacts. Specifically, the Facility team is responsible for broadly identifying and implementing programmes designed to increase energy efficiency and decrease greenhouse gas (GHG) emissions.

As we are aware of our responsibility towards the environment, we focused our efforts on daily monitoring of our energy consumption to keep our impacts under control. In 2021, thanks to the slowdown of the pandemic, production activities fully restarted, resulting in an increase in Group-wide energy consumption back to pre-pandemic levels. As a result, the resumption of our usual activities is reflected in 2021 data, which is slightly lower than 2019. Needless to say, throughout 2021, we continued to meet local authority's requirements to ensure that all safety procedures were in place to prevent the spread of Covid. Similarly to previous years, most of our energy consumption is related to the San Mauro Pascoli plant, whose energy demand is mainly driven by three components: electricity, both purchased from the grid and self-produced, natural gas, and diesel fuel, which is used for company vehicles. The 2021 data indicate a general growth of all energy sources, linked both to the increase in the production activities and the resumption of travels with our own fleet. The Facility team also carried out various optimisation activities by leveraging several farsighted investments implemented in the past years; for example, we continued to employ our internal metering system to obtain a comprehensive overview of our energy consumption; this way, the Facility team was able to monitor daily consumption trends, by analysing energy data and determining the optimal combination of our high-efficiency heat pump and the traditional heating system.

In line with previous years, part of the electricity demand of our factory was met by the photovoltaic system built in San Mauro. In 2021, we carried out the scheduled cleaning and maintenance of the photovoltaic panels to ensure high levels of efficiency and energy yields, to assess the state of the system and its correct operation, and to ensure that the panels were in good working conditions. Specifically, thermal cameras were used to avoid overheating of photovoltaic panels and to verify their proper functioning. Having a PV system in our production plant is a source of pride for Sergio Rossi: this makes us partially independent from the electricity supply and, in line with our commitment, it allows us to produce "green" energy. Thanks to the maintenance activities performed on the PV panels, in 2021, the electricity produced from photovoltaics and internally consumed increased by 14% compared to 2020. We are very proud to say that our photovoltaic system supplied around 19% of the

entire electrical requirement of the San Mauro Pascoli plant, with a CO<sub>2</sub> saving of approximately 220 tons\*.

In line with the commitment to reducing our environmental impacts, in 2021, we continued the purchase of Guarantees of Origin (GO) to cover the electricity bought from the grid; the GO certification scheme certifies the renewable origin of the energy sources, thus pushing the energy sector towards the decarbonisation of the national energy mix. We are proud to say that 100% of the purchased electricity for our plant in San Mauro Pascoli, Milan offices and all the Italian stores comes from renewable sources. When considering the EMEA retail stores, the total electricity demand met through renewable energy is equal to 98% (+3% compared to 2020): particularly, 1,724 GJ were produced by our photovoltaic system and 8,269 GJ from purchased electricity produced by hydroelectric, thermal, and wind power plants. The remaining energy demand is linked to diesel consumption and natural gas, for a total of 833 GJ and 3,331 GJ, respectively [302-1]. Moreover, in 2021 we sold 383 GJ to the grid, recording a decrease of 38% compared to 2020 as a result of the increased internal consumption linked to the resumption of full capacity production and operation activities.

Furthermore, in 2021, we managed to carry out the replacement of halogen lamps with LED modules: as of today, most of the lighting systems of the San Mauro plant and two out of three floors of the offices in Milan have been renovated. We aim to finalise the lighting system relamping project in the coming months; meanwhile, we will continue to look for new technologies and solutions to further optimise the use of energy. In addition, a temperature control system was installed on the first and second floors of the showroom in Milan, resulting in a reduction of about 35% in consumption compared to 2019.

Given that GHG emissions are linearly related to energy consumption, the pandemic also affected emission patterns. In 2020, we registered a reduction of total direct and indirect GHG emissions due to the temporary shutdown of production, the introduction of remote working, and the restrictions on business travel. In line with the previous year, the Facility Team continued to manage the heating system of San Mauro to guarantee a constant indoor air circulation and, therefore, the likelihood of the virus spreading. This activity allowed for increased air circulation in the 42,000 square metres of the manufacturing facility, thus

The data regarding emissions avoided thanks to the consumption of self-produced energy is calculated by using the Market-based emission methodology.

ensuring the highest safety measures for our employees and the compliance with Covid regulations. The increase of the overall amount of emission in 2021 reflects both the re-opening of business operations and the high levels of airflow maintained throughout the whole second year of the pandemic.

The overall amount of greenhouse gas emissions (Scope 1 and Scope 2 Location-based) has increased from 925 tons of  $\mathrm{CO}_2$  in 2020 to 977 tons of  $\mathrm{CO}_2$  in 2021, an increase of 5.6% from the previous year. Thanks to the purchase of GOs for all our Italian facilities and retail locations, we reduced our GHG emissions from electricity use by 1,053 tons of  $\mathrm{CO}_2$ , according to the Market-Based calculation [305-1; 305-2].

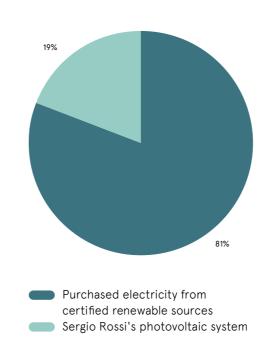
In compliance with the Greenhouse Gas Protocol, in 2021, we continued to monitor our GHG emissions by reporting Scope 3 emissions linked to business travel, logistics of sold products, and those related to water consumption and discharge. The increase in Scope 3 emissions, from 311 to 344 tons of CO<sub>2</sub>, reflects the reduction of mobility restrictions and the recovery of normal business activities. In 2021, compared to the previous year, emissions related to business travel decreased and, conversely, emissions related to product shipping increased. These changes are linked to the end of lockdown measures on a global scale. Specifically, the product shipping category encompasses all the products we send from our production plant in San Mauro Pascoli to our worldwide clients and stores. Moreover, 2021 recorded a significant reduction in emissions tied to business travel by air (about -67% with respect to the previous year): although business travels mainly occurred in the first quarter of 2020, throughout

2021 movements were less in number compared to 2020 because we limited them as much as possible to reduce the risk of Covid infections [305-3].

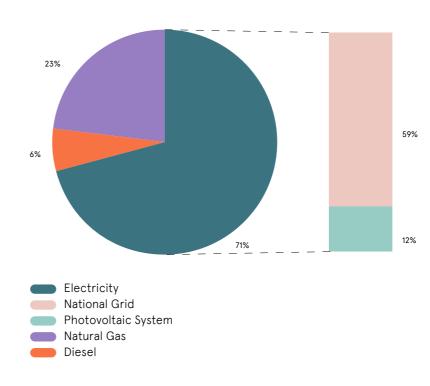
Regarding outbound logistics, in 2020, we completed a significant reorganisation of our San Mauro Pascoli logistics operations. During the three-years project, we implemented several corrective measures, including the introduction of new and larger boxes to optimise shipments and the selection of fewer providers, thereby improving our control over product movements and reducing both shipping times and CO emissions. In the last years, we have launched collaborations with new delivery partners who pledged to gradually move to more sustainable transportation alternatives, thereby lowering the emissions associated with transport and logistical operations. In addition, in 2021, we changed the logistic partner in Asia thus allowing Sergio Rossi Group to make more efficient shipments, preventing boxes destined for China from passing through Hong Kong. Moreover, we have also introduced the Make-to-Stock (MTS) model (for further information please refer to §3.1 "Improving manufacturing efficiency") to increase the overall efficiency of our production and logistics activities. In the coming years, we will continue to analyse our outbound logistics performance and focus on optimising internal operations by implementing innovative client satisfaction and production processes-oriented

Finally, emissions related to water consumption and discharge in 2021 resulted in 1,9 and 3,6 tons of CO<sub>2</sub>, respectively.

## ELECTRICITY SOURCES OF SAN MAURO PASCOLI PLANT



SERGIO ROSSI'S ENERGY MIX



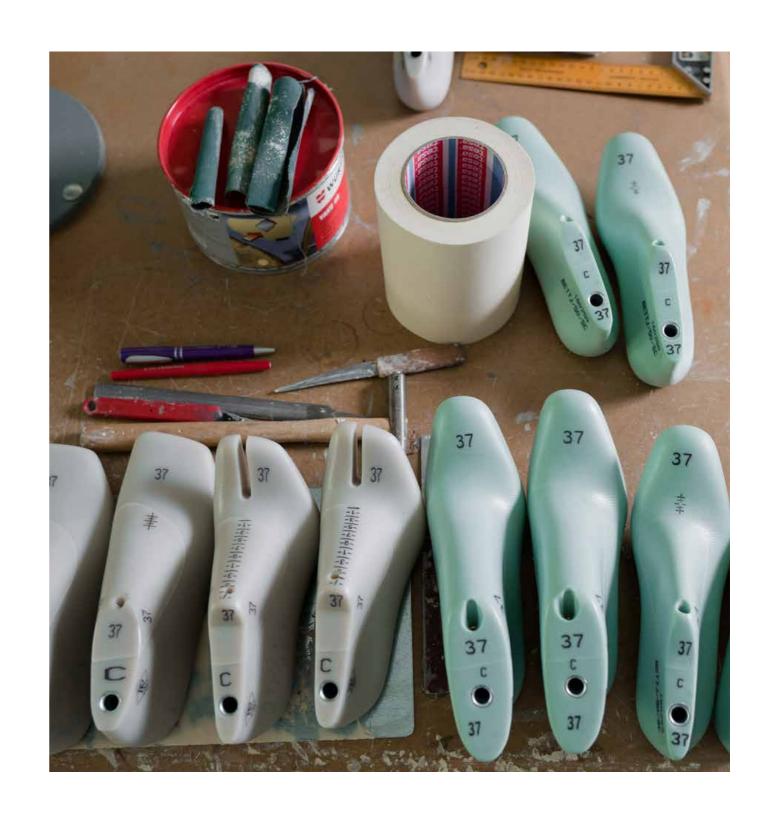
NOTE: DATA FROM THIS GRAPH INCLUDE ALL ENERGY SOURCES CONSUMED IN SAN MAURO PASCOLI, PONTACCIO AND EMEA RETAIL NETWORK.

# ENERGY CONSUMPTION [GJ] GRI 302-1

Тур	pe of consumption	Energy source	2019	2020	2021
-	Emergency generator	Diesel	3.3	2.6	4.2
_	Heating	Natural gas	3,313.4	3,195.9	3,330.7
-	Electricity	National grid	9,097.3	7,620.6	8,462.9
		Photovoltaic system	1,771.4	1,509.1	1,724.3
_	Owned vehicles	Diesel	42.6	4.6	8.9
_	Leased vehicles	Diesel	1,011.5	692.6	820.1
_	Total energy consumption		15,239.5	13,025.4	14,351.1

# DIRECT AND INDIRECT GHG EMISSIONS [TONS OF CO<sub>2</sub> EQUIVALENT] GRI 305-1-2-3

Activity	2019	2020	2021
Scope 1: direct GHG emissions			
- Natural gas consumption for heating purposes	185.4	179.7	187.2
- Diesel consumption for emergency electricity generation	0.2	0.2	0.3
- Diesel consumption for owned and leased vehicles	72.8	48.2	57.6
- Refrigerant gases leakage	0	0	0
- Total scope 1	258.4	228.1	245.1
Scope 2: energy indirect GHG emissions			
- Electricity purchased from the grid (Location-based method)	889.0	696.8	731.8
- Electricity purchased from the grid (Market-based method)	1,194.5	33.5	12.1
- Total scope 1 and 2 (Location-based method)	1,147.4	924.87	976.9
Scope 3: other indirect GHG emissions			
- Business travel by air	83.9	9.2	3.0
- Business travel by train and rented cars	9.4	1.8	2.4
- Logistics of sold products	587	287.8	332.7
- Water consumptions and discharges <sup>5</sup>	-	12.2	5.5
- Total scope 1 and 2 (Location-based method)	680.3	311.0	343.6
Total scope 1, 2 (location-based method) and 3	1,827.7	1,235.9	1,320.5



METHODOLOGICAL /05 NOTE

### Reporting principles and criteria

This document represents the Sustainability Report of Sergio Rossi and it has been drawn up with the purpose of sharing, in a transparent manner, the company's commitment to sustainable development, and its efforts to promote a business model that respects the social, environmental and economic sphere in which the company operates.

The report refers to financial year 2021, reporting data from 1st January to 31st December 2021 [102-51;102-52] and it is published annually. The document has been written in accordance with the GRI Sustainability Reporting Standards 2016: Core option, published by the Global Reporting Initiative (GRI) [102-54].

The description of the process adopted to detect and identify the contents of the Sustainability Report is reported in the paragraphs "Materiality Analysis" and §1.3 "Our commitment to sustainability". Furthermore, this document also meets Sergio Rossi commitment to produce a Communication on Progress – a public disclosure outlining its progress in implementing the 10 principles of the UNGC – as required by the United Nations Global Compact (UNGC) Initiative, signed in 2017.

Sergio Rossi's Sustainability Report does not directly address the issues and principles relating to human rights of the UNGC, since most of the company's direct activities and suppliers are in Italy, where laws ensure the regulation of human rights. Nonetheless, Sergio Rossi includes clauses on labour conditions and respect of human rights in its Code of Business Conduct and the protection of health and safety in the workplace is an issue on which the Company is constantly committed to reporting.

### **Scope of Reporting**

Through the Sustainability Report 2021, Sergio Rossi aims to communicate the initiatives, events, and programmes conceived and implemented during the year to all its stakeholders. The document also illustrates the activities launched in previous years which generated results in 2021 as well as further initiatives planned to be implemented or completed in the following years [102-50].

With the purpose to make a historical comparison of data and to guarantee the comparability of the performances, whenever possible, the data relating to 2019 and 2020 have been displayed. All the information refers to Sergio Rossi S.p.A. and to a series of selected single brand and outlet stores from the Company's EMEA Retail Network, operating under the Sergio Rossi Retail S.r.l., and its French branch, the SR UK Ltd, SR USA Inc. - all fully controlled by Sergio Rossi S.p.A; from 2019, data also include SR Deutschland, the German branch. In particular, 2021 data include the following shops: the Montenapoleone store in Milan, the Via dei Condotti store in Rome, the Leccio, Noventa di Piave, Fidenza Village, Serravalle, Castel Romano and San Mauro Pascoli outlets in Italy, the Faubourg Saint-Honoré store in Paris, and the Sergio Rossi Outlet store in Metzingen. Any exception to such scope is clearly outlined within the document [102-45; 102-49]. Sergio Rossi S.p.A. has its headquarters and plant in San Mauro Pascoli, via Stradone 600/602 (Italy).

### Materiality analysis

As in previous year, in 2021 Sergio Rossi updated the materiality analysis, in accordance with the GRI Standards. To begin with, the main topics and concerns raised by stakeholders were considered in the definition of the materiality matrix, as summarized below [102-40; 102-42; 102-43; 102-44].

STAKEHOLDER CATEGORY	ENGAGEMENT TOOLS AND ACTIVITIES	ENGAGEMENT FREQUENC
Clients	Direct dialogue through the retail force, analysis of social media, monitoring of the satisfaction of products through complaints management (see §1.3)	Daily
Competitors	-	-
Employees	Continuous dialogue with the HR department	Daily
Franchisees and Landlords	Periodic meetings	Monthly/yearly
Local communities	Monitoring of main topics and concerns through the dialogue with other actors of San Mauro District, media monitoring and participation to trade associations	Quarterly/yearly
Shareholder and Investors	Formal and informal meetings, periodic management reports, sustainability reporting	Quarterly/yearly
Social Media users and influencers	Analysis of social media trend topics, interaction though Sergio Rossi social media profiles	Daily
Suppliers	Continuous dialogue, periodic meetings, written communication regarding our quality and chemical compliance requirements (see §3.1)	Daily
Testimonials	Continuous dialogue, periodic meetings, interaction through Sergio Rossi social media profiles	Daily
Trade and production partners	Periodic meetings	Yearly
Universities and other educational institutions	Joint initiatives and other periodic meetings	Quarterly/yearly

Through a preliminary context analysis, we identified the main sustainability issues affecting the leather goods and fashion industries. Particularly, we conducted a sector-specific media analysis and a benchmark analysis of our peers' sustainability reporting with the aim of detecting the most relevant matters for comparable companies and the most pressing priorities for our stakeholders. As a result, the collected information suggested the relevance that each topic had for our stakeholders, by weighting them depending on the different priorities and concerns of each stakeholder category. After having recognised the main sustainability topics for Sergio Rossi's stakeholders, the top management was involved in the updating of their perceptions about stakeholders' priorities by giving a weighted score to each topic. Such scores, reflecting the relevance of each topic for all our relevant stakeholders, are reported on the y-axis within the materiality map presented in §1.3 "Our commitment to sustainability". To complete the analysis, the top management was asked to evaluate the relevance of for each material topic.

each material topic for Sergio Rossi taking into consideration personal perception, impressions and knowledge of the sector and its recent developments, the commitment of Sergio Rossi on those topics and their actual and potential impact for the Company and its entire value chain. Once arranged all data, the position of every topic on the x-axis of the materiality matrix was undated.

In the following table are summarized all the material aspects (whose identification is described in detail in Chapter 1), related to their corresponding GRI Standard. The table also provides the so-called reporting "boundaries", i.e. whether each material topic generates impacts within and/or outside the organisation. The table also reports any potential reporting limitation due to the current unavailability of data and information pertaining to an external perimeter [102-46]. Sergio Rossi carries on its commitment in continuously updating and improving methods to gradually broaden the scope of data collection and reporting for each material topic.

MATERIAL TOPIC	GRI MATERIAL ASPECT	ASPECT BOUNDA	<b>IRY</b>	REPORTING	LIMITATIONS	
		WITHIN THE ORGANISATION	OUTSIDE THE ORGANISATION	WITHIN THE ORGANISATION	OUTSIDE THE ORGANISATION	
Economic performance	GRI 201: Economic performance	Sergio Rossi S.p.A.				
Contribution to local development	GRI 204: Procurement practices	Sergio Rossi S.p.A.				
Use of sustainable raw materials and packaging	GRI 301: Materials	Sergio Rossi S.p.A.	Suppliers		Reporting scope not extended to suppliers	
Addressing climate change	GRI 302: Energy	Sergio Rossi S.p.A.	Suppliers		Reporting scope not extended to suppliers	
	GRI 305: Emissions	Sergio Rossi S.p.A.	Suppliers		Reporting scope extended just to some suppliers	
Legal compliance	GRI 307: Environmental compliance	Sergio Rossi S.p.A.				
Business and Ethics						
Traceability and transparency along the	GRI 308: Supplier environmental assessment	Sergio Rossi S.p.A.				
supply chain	GRI 414: Supplier social assessment	Sergio Rossi S.p.A.				
Talent attraction and retention	GRI 401: Employment	Sergio Rossi S.p.A.				
Teterition	GRI 404: Training and education	Sergio Rossi S.p.A.				
Employee health and safety	GRI 403: Occupational health and safety	Sergio Rossi S.p.A.	External workers		Reporting scope includes cleaning, maintenance and reception services, as well a temporary agency workers of the Sergio Rossi S.p.A.	
Remuneration and welfare	GRI 401: Employment	Sergio Rossi S.p.A.				
Client satisfaction	GRI 416: Customer health and safety	Sergio Rossi S.p.A.	Clients			
Creativity, design and protection of the artisanal know-how	GRI 404: Training and education	Sergio Rossi S.p.A				
Diversity and equal opportunities	GRI 405: Diversity and equal Opportunity	Sergio Rossi S.p.A				
	GRI 406: Non- Discrimination	Sergio Rossi S.p.A.				

### **QUALITY REPORTING PRINCIPLES**

Our Sustainability Report is drafted in accordance with the principles of balance, comparability, accuracy, timeliness, clarity and reliability, as defined by the GRI Standards. The document highlights both strengths and weaknesses, as well as potential areas of improvements for the Group. The data collection and reporting processes are structured in order to ensure the comparability over the years and to guarantee an accurate interpretation of information by the key stakeholders interested in our performance evolution. We have been supported by the Italian EY Climate Change and Sustainability Services team in the drafting of the 2021 Sustainability Report. The current Sustainability Report is not subject to external assurance [102-56].

### Reporting principles and criteria

The calculation methodologies described below outline how energy and environmental figures have been computed for 2019, 2020 and 2021.

### **Energy consumption**

To compute the energy consumption regarding owned and leased vehicles, we based our calculation on the available data of fuel consumption.

The following table shows the conversion factors that have been used:

FUEL DENSITY	LCV (LOWER CALORIFIC VALUE)
DEFRA (Department of	MATTM (Ministero dell'Ambiente
Environment, Food & Rural	e della Tutela del Territorio e del
Affairs), Conversion factors -	Mare), Tabella parametri standaro
Full set, 2019, 2020 and 2021.	nazionali 2019, 2020 and 2021.

### **GHG** emissions

Concerning environmental data, when actual data were not available, conservative estimations have been used.

Greenhouse gases emissions calculations have been carried out based on the principles included in the GHG Protocol corporate Accounting and Reporting Standard.

To calculate the amount to industrial processes quantity, the pollutan estimated annual flows.

Indirect (Scope 2) GHG emissions related to electric energy consumption have been calculated with both the location-based and the market-based method. The first one reflects the average emissions intensity of grids on which energy consumption occurs while the second reflects emissions from electricity that the Company has chosen on purpose.

For what concerns the amount of GHG emissions related to transportation activities (Scope 3), indirect emissions resulting from outbound logistics have also been considered by considering all shipments from our factory in San Mauro Pascoli to our store network and logistic hub worldwide. The Scope 3 emissions calculation also includes: emissions related to business travels by train, plane and rental car, and, from 2020, those related to water consumptions and discharges.

Finally, in order to calculate the amount of  $\mathrm{CO}_2$  saved thanks to the energy generated by our photovoltaic system, we have first converted the kWh consumption of electricity coming from the photovoltaic system into avoided  $\mathrm{CO}_2$  emissions by using the Terna emission factor (i.e. the same used for electricity purchased from the grid). Afterwards, such saving has been compared to the amount of  $\mathrm{CO}_2$  emissions generated by an average passenger vehicle (as defined by the UK DEFRA conversion tables) traveling for 10,000 kilometres, as to obtain the corresponding equivalence.

### Air emissions

To calculate the amount of air emissions, all pollutants relating to industrial processes have been considered; to obtain the quantity, the pollutants concentrations is multiplied by estimated annual flows.

#### SOURCE **ACTIVITY DATA EMISSION FACTOR** Electricity purchased from the Electricity consumption (kWh) Terna, international Only CO<sub>2</sub> emissions were national grid (Location-based comparisons on Enerdata figures - 2018, 2019, and 2020 method) AIB, European Residual Mixes Electricity purchased from the Electricity consumption (kWh) national grid (Market-based - 2018, 2019 and 2020 data method)

**GHG EMISSIONS SCOPE 2** 

**GHG EMISSIONS SCOPE 1** 

**EMISSION FACTOR** 

MATTM (Ministero

MATTM (Ministero

dell'Ambiente e della Tutela

del Territorio e del Mare),

Tabella parametri standard nazionali 2019, 2020 and 2021

dell'Ambiente e della Tutela

Tabella parametri standard nazionali 2019, 2020 and 2021

del Territorio e del Mare),

**GWP** 

considered

considered

Press, p. 732

Only CO<sub>2</sub> emissions were

Only CO<sub>2</sub> emissions were

IPCC, 2013 - Climate Change

2013: The Physical Science

Assessment Report of the

IPCC. Cambridge University

Basis. Contribution of Working Group I to the Fifth

**ACTIVITY DATA** 

natural gas)

Fuel consumption (Diesel and

Fuel consumption (diesel)

#### **GHG EMISSIONS SCOPE 3** SOURCE **ACTIVITY DATA EMISSION FACTOR** GWP Distance covered (km) Business travel by air DEFRA (Department of CO<sub>2</sub> equivalent, considering the following gases: CO, (GWP Environment, Food & Rural = 1). CH4 (GWP = 25) and N<sub>2</sub>O Affairs), Conversion factors -(GWP = 298). Global Warming Full set, 2019, 2020 and 2021. Potentials (GWPs) are taken from IPCC Fourth Assessment Report (AR4). Only CO<sub>2</sub> emissions were Business travel by train Distance covered (km) Ferrovie dello Stato Italiane, "Rapporto di Sostenibilità", considered 2018, 2019 and 2020. DEFRA (Department of Outbound logistics Products shipped (km\*kg) CO<sub>2</sub> equivalent, considering the following gases: CO, (GWP Environment, Food & Rural Affairs), Conversion factors -= 1), CH<sub>4</sub> (GWP = 25) and N<sub>2</sub>O Full set, 2019, 2020 and 2021. (GWP = 298). Global Warming Potentials (GWPs) are taken from IPCC Fourth Assessment Report (AR4). DEFRA (Department of Only CO<sub>2</sub> emissions were Water consumptions and Water used and disposed (cubic metres (m3) Environment, Food & Rural discharges considered Affairs), Conversion factors -Full 2021.

## Contacts

For further information about this Sustainability Report, please contact [102-53]:

Sergio Rossi S.p.A. Via Pontaccio, 13 20121, Milan, Italy Tel: +39 02 7632081

Tel: +39 02 7632081 Email: info@sergiorossi.com

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SOURCE

and Cooling

Emergency generator/ Heating

Leakages from air-conditioning Leakages (kg)

Owned and leased cars

systems of refrigerant gases

### **APPENDIX**

In addition to the topics highlighted as material through our materiality analysis, we closely monitor other environmental aspects connected to our processes, especially from the perspective of regulatory compliance.

### Water

Water consumption for Sergio Rossi is mainly related to civil and drinking uses, in fact, water is not used in the production phase. For this reason, water consumption refers entirely to freshwater which is supplied by municipal sources: the municipality manages not only the withdrawn but also the discharge into the sewer [303-1, 303-2]. In 2021, the use of water is increased with respect to the previous year (+12%), shifting from 11,642 to 13,056 cubic metres. According to Aqueduct's Water Risk Atlas Tool (World Resource Institute) the site of San Mauro Pascoli is highlighted as "water stress area", and it represents the 88% of total water consumption [303-3].

The increase of water demand is mainly related to two aspects: firstly, the recovery of usual business activities during the whole year, and the proceed of the daily cleaning and activities of sanitization to ensure a safe workplace for our employees. In our production site in San Mauro Pascoli, we collect rainwater to irrigate green areas; for the limited contribution, the data consumption is not monitored.

WATER CONSUMPTION SOURCE	DATA (M	ATA (M³)			
JOURGE	2019	2020	2021		
Municipal supply	11.3	11.6	13.1		
Of which from area with water stress issue	9.9	10.2	11.5		

<sup>\*</sup> The data refer only to the San Mauro Pascoli production site and the Pontaccio office since water consumption at the store level is not directly managed by Sergio Rossi. Nonetheless, stores' contribution can be considered negligible.

### Air emissions

As required by the environmental authorities in accordance with Italian Legislative Decree n. 152/06, we yearly conduct analysis on our air emissions. The year-on-year fluctuation in air emission levels is not directly related to the number of functioning hours of machines, but to the specific sampling considered for the analysis. Assuming the same year-round operating conditions of the production plant, we estimate the following values for the three-year period.

AIR EMISSIONS	UNIT	2019	2020	2021
Volatile Organic Compounds (VOC)	T	0.86	1.4	1.3

Moreover, also in 2021, we respected all the limits required by law. The legal limits are related to the purchase of products releasing VOCs during their use; such limits for Sergio Rossi are equal to 9,500 kg of glues and solvents that are mainly used for production and cleaning.

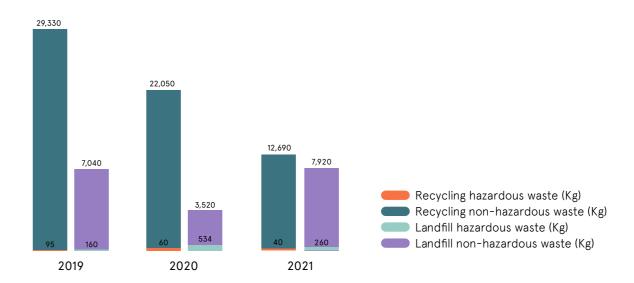
### Waste

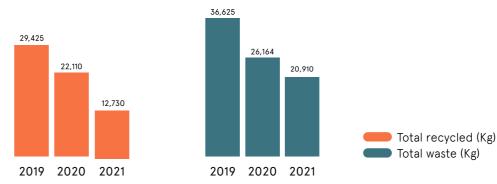
Sergio Rossi in committed to a proper waste management, maximising waste separation and the recycling. The amount of waste produced is principally linked to the production process even if the numbers could fluctuate mainly depending on the disposal of old stocks [306-1, 306-2]. The overall amount of waste produced can be split into two different macro-categories: hazardous and non-hazardous waste. The first category comprises raw material, packaging, and all the garbage that can be assimilated to municipal waste; while the second category includes some of the glues we use in our production process, neon, and some container categories.

During 2021 we collected 20,9 tons of waste, 99% of which was non-hazardous waste. Considering the disposal method, the greatest part of the non-hazardous waste is diverted from disposal, in particular to recycling activities (61%), while the remaining part is sent to disposal through landfill (39%). Overall waste is managed offsite [306-3, 306-4, 306-5].

To minimise the use of single-use plastics, Sergio Rossi provided to all the employees a water bottle that can be refilled in the water dispensers implemented within the sites.

<sup>\*</sup> The data refer only to the San Mauro Pascoli production site, given that both the Pontaccio office and the EMEA Retail Network fall within the local municipal waste collections, thus not requiring quantity monitoring.





## **GRI Content Index**

The following table indicates the correspondence between the information required by the GRI Standards with respect to each indicator linked to our material topics and the contents of this document. In particular, when some information is missing because of the actual impossibility of measuring the related KPIs, we have inserted a detailed reference under the "Omissions" column below [102-55].

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
GRI 101: FOUNDATION 2016			
	ORGANIZATIONAL PROFILE		
General Disclosures	102-1 Name of the organisation	10	
	102-2 Activities, brands, products, and services	10	
	102-3 Location of headquarters	10	
	102-4 Location of operations	10	
	102-5 Ownership and legal form	16	
	102-6 Markets served	24	
	102-7 Scale of the organisation	16, 42, 60	
	102-8 Information on employees and other workers	WE SUPPORT UNGC 6 43, 46-47	
	102-9 Supply chain	66-67	
	102-10 Significant changes to the organisation and its supply chain	16	
	102-11 Precautionary Principle or approach	Sergio Rossi does not formally adhere or adapt its decision-making approach in accordance to the precautionary approach.	
	102-12 External initiatives	79	
	102-13 Membership of associations	35, 79	

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
	STRATEGY		
	102-14 Statement from senior decision-maker	WE SUPPORT UNGC 8, 9 5	
	ETHICS AND INTEGRITY		
	102-16 Values, principles, standards, and norms of behaviour	WE SUPPORT UNGC 1, 2 18-19	
	GOVERNANCE		
	102-18 Governance structure	18	
	STAKEHOLDER ENGAGEMENT		
	102-40 List of stakeholder groups	95	
	102-41 Collective bargaining agreements	we support UNGC 1,2 3, 45	
	102-42 Identifying and selecting stakeholders	95	
	102-43 Approach to stakeholder engagement	95	
	102-44 Key topics and concerns raised	95	
	REPORTING PRACTICE		
	102-45 Entities included in the consolidated financial statements	16, 94	

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	PART OMITTED, REASON AND EXPLANATION
	102-46 Defining report content and topic Boundaries	36-38, 94-95	
	102-47 List of material topics	37-38, 96	
	102-48 Restatements of information	With respect to last year's figures, the 2020 turnover rate has been updated. For further information refer to pag.	
	102-49 Changes in reporting	94	
	102-50 Reporting period	94	
	102-51 Date of most recent report	September 2021	
	102-52 Reporting cycle	94	
	102-53 Contact point for questions regarding the report	98	
	102-54 Claims of reporting in accordance with the GRI Standards	94	
	102-55 GRI content index	103-113	
	102-56 External assurance	The report has not been subjected to external assurance	

OMISSION

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
GRI 200 ECONOMIC STANDARD SERIES			
	ECONOMIC PERFORMANCE		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37-38, 96	
7 <b>- P</b>	103-2 The management approach and its components	17, 37-38	
	103-3 Evaluation of the management approach	17	
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	17	
	PROCUREMENT PRACTICES		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37-38, 96	
	103-2 The management approach and its components	37-38, 42, 66-67	
	103-3 Evaluation of the management approach	66-67	
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	66-67	
	ANTI-CORRUPTION		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37-38, 96	
	103-2 The management approach and its components	18-19, 37-38	
	103-3 Evaluation of the management approach	18-19	

GRI STANDARD	DISCLOSURE	ISCLOSURE PAGE NUMBER/URL		OMISSION PART OMITTED, REASON AND EXPLANATION	
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	١	No incidents of corruption were recorded in the reporting period		
GRI 300 ENVIRONMENTAL STANDARDS SERIES					
	MATERIALS				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 7, 8	37-38, 96	
	103-2 The management approach and its components	WE SUPPORT	UNGC 7, 8	37-38, 66-68	
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 7, 8	66-68	
GRI 301: Materials 2016	301-1 Materials used by weight or volume	WE SUPPORT	UNGC 7, 8	68	
	ENERGY				
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 7, 8	37-38, 96	
	103-2 The management approach and its components	WE SUPPORT	UNGC 7, 8	37-38, 86-90	
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 7, 8	37-38, 86-90	
GRI 302: Energy 2016	302-1 Energy consumption within the organisation	WE SUPPORT	UNGC 7, 8	90	
	WATER AND EFFLUEN	NTS			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 7, 8	100	
	103-2 The management approach and its components	WE SUPPORT	UNGC 7, 8	100	107

GRI STANDARD	DISCLOSURE		PAGE NU	MBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION		GRI STANDARD	DISCLOSURE		PAGE NU	MBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 7, 8	100			GRI 306: Waste 2020	306-1 Waste generation and significant waste- related impacts	WE SUPPORT	UNGC 7, 8	101	
GRI 303: Water and Effluents 2018	GRI 303: Water 2018 303-1 Interactions with water as a shared resource	WE SUPPORT	UNGC 7, 8	100				306-2 Management of significant waste-related impacts	WE SUPPORT	UNGC 7, 8	101	
	303-2 Management of water discharge-related impacts	WE SUPPOR	UNGC 7, 8	100		- - 3	306-3 Waste generated	WE SUPPORT	UNGC 7, 8	101		
	303-3 Water withdrawal	WE SUPPOR	UNGC 7, 8	100			306-4 Waste diverted from disposal	WE SUPPORT	UNGC 7, 8	101		
	EMISSIONS							306-5 Waste directed to disposal	WE SUPPORT	UNGC 7, 8	101	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 7, 8	37-38, 96				ENVIRONMENTAL COMPLIANCE				
	103-2 The management approach and its components	WE SUPPORT	UNGC 7, 8	37-38, 86-90			GRI 103: Management	103-1 Explanation of the material topic and its	WE SUPPORT	UNGC 7	37-38, 96	
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 7, 8	37-38, 86-90			Approach 2016	Boundary  103-2 The management		UNGC 7	37-38, 96	
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	WE SUPPORT	UNGC 7, 8	90				approach and its components  103-3 Evaluation of the	WE SUPPORT	UNGC 7	18, 37-38	
	305-2 Energy indirect	WE SUPPORT	UNGC 7, 8	90		GRI 307: Environmental	management approach	STORAL COMPANY				
	(Scope 2) GHG emissions						307-1 Non-compliance with environmental laws and regulations	WE SUPPORT	UNGC 7	18		
	305-3 Other indirect (Scope 3) GHG emissions	WE SUPPORT	UNGC 7, 8	90				SUPPLIER ENVIRONM ASSESSMENT	ENTAL			
	WASTE						GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary			37-38, 96	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 7, 8	101				103-2 The management approach and its components			37-38, 96	
	103-2 The management approach and its components	WE SUPPORT	UNGC 7, 8	101				103-3 Evaluation of the management approach			37-38, 66-67	
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 7, 8	101								

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION	GRI STANDARD	DISCLOSURE		PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
GRI 308: Supplier environmental assessment 2016	308-1 New suppliers that were screened using environmental criteria	No suppliers were screened using environmental criteria in the reporting period			403-2 Hazard identification, risk assessment, and incident investigation	we support	no significant risks have	
GRI 400 SOCIAL STANDARDS SERIES					403-3 Occupational health services	WE SUPPORT	UNGC 6 43	
	EMPLOYMENT				407 4 Warker	WE SUPPORT	These consists are	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT UNGC 6 37-38, 96			403-4 Worker participation, consultation, and communication on occupational health and safety	UNGC 6	These aspects are managed in compliance with the provisions of the Italian legislative framework which requires the presence of at least one "Employee Representative" as a	
	103-2 The management approach and its components	WE SUPPORT UNGC 6 37-38, 42, 44-49					mandatory role within the Occupational health and safety management system.	
	103-3 Evaluation of the management approach	WE SUPPORT UNGC 6 44-49			403-5 Worker training on occupational health and safety	WE SUPPORT	Pg. 56; based on the Italian Legislation, training on health and safety	
GRI 401: Employment 2016	401-1 New employee hires and employee turnover	WE SUPPORT UNGC 6 48-49				UNGC 6	is mandatory for all employees; length and type of training is based on worker's role and level of risk.	
	401-3 Parental leave	WE SUPPORT UNGC 6 44			403-6 Promotion of worker health	WE SUPPORT	The Group did not provide any additional non-occupational medical and healthcare	
	OCCUPATIONAL HEA	ALTH				UNGC 6	services.	
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT UNGC 6 37-38, 96			403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	UNGC 6	Sergio Rossi does not have in place a process to analyse potentially significant negative occupational health and safety impacts that are directly linked to its operations, products	
	103-2 The management approach and its components	WE SUPPORT UNGC 6 37-38, 42-43					or services by its business relationships.	
	103-3 Evaluation of the management approach	WE SUPPORT UNGC 6 42-43		GRI 403: Occupational health and safety 2018	403-9 Work-related injuries	WE SUPPORT	UNGC 6 43	
GRI 403: Management approach disclosure 2018	403-1 Occupational health and safety management system	Occupational health and safety management for Italian companies			TRAINING AND EDUCATION			
		is based on the Italian legislation which defines periodic activities that have to be carried out in order to ensure workers' safety.		GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT	UNGC 6 37-38, 96	

GRI STANDARD	DISCLOSURE	PAGE N	UMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION	
	103-2 The management approach and its components	WE SUPPORT	UNGC 6	37-38, 42, 52, 55-57	
	103-3 Evaluation of the management approach	WE SUPPORT	UNGC 6	42, 52, 55-57	
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	WE SUPPORT	UNGC 6	55-57	
	DIVERSITY AND EQUAL OPPORTUNIT	ГҮ			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary			37-38, 96	
	103-2 The management approach and its components			37-38, 42, 50-51	
	103-3 Evaluation of the management approach			50-51	
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees			50-51	
	NON DISCRIMINATIO	ON			
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary			37-38, 96	
	103-2 The management approach and its components			37-38, 42, 50-51	
	103-3 Evaluation of the management approach			42, 50-51	
GRI 406: Non- Discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	(	No incidents discrimination recorded dureporting pe	n were ring the	

GRI STANDARD	DISCLOSURE	PAGE NUMBER/URL	OMISSION PART OMITTED, REASON AND EXPLANATION
	SUPPLIER SOCIAL ASSESSMENT		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	37-38, 96	
	103-2 The management approach and its components	37-38, 67-68	
	103-3 Evaluation of the management approach	67-68	
GRI 414: Supplier social assessment 2016	414-1 New suppliers that were screened using social criteria	No suppliers were screened using social criteria in the reporting period	
	CUSTOMER HEALTH AND SAFETY		
GRI 103: Management Approach 2016	103-1 Explanation of the material topic and its Boundary	WE SUPPORT 37–38, 96	
	103-2 The management approach and its components	WE SUPPORT 37–38, 69	
	103-3 Evaluation of the management approach	WE SUPPORT 69	
GRI 416: Customer Health and Safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	WE SUPPORT 69	
	416-2 Incidents of non- compliance concerning the health and safety impacts of products and services	No incidents of compliance concerning the health and safety impacts were recorded in the reporting period.	