

MONNALISA GROUP APPROVES 2022-2024 SUSTAINABILITY PLAN

Monnalisa has undertaken several actions in favour of corporate sustainability, including:

- Further expansion of its scope to cover the entire Group
- Strategic sustainability objectives defined, with a focus on human resources and reducing the Group's environmental impact as per the materiality analysis to identify the most relevant topics for the Group and the stakeholders
- Strengthening of governance in support of the ESG strategy

Arezzo, July 21, 2022

The Board of Directors of **Monnalisa S.p.A.**, the high-end childrenswear leader listed on the Euronext Growth Milan market, today approved the 2022-2024 Sustainability Plan.

Christian Simoni, Chief Executive Officer of Monnalisa S.p.A., stated: *"The plan approved today, drawn up from an integrated perspective of the interests of all stakeholders, is a further key step on the path toward the sustainability of our business activities. It underscores a growing maturity in terms of ESG topic governance, with the direct involvement of the Board of Directors, in addition to the company's ability to dynamically renew its commitment to adapt to new sustainability challenges, focusing more on those which are becoming of ever-greater relevance. We have set many goals for ourselves and I am aware that such a range of actions will require a concerted effort. They however reflect our sense of corporate responsibility."*

Confirming its concrete commitment to ESG topics and the Group's sustainable identity, the Board of Directors approved the **2023 Sustainability Plan**, which represents Monnalisa Group's strategic vision and updates the 2021-2023 Plan approved in 2021. The Sustainability Plan is a response to some of the **United Nations SDGs**, which have been aligned with the **material topics** deemed most relevant to Monnalisa and its stakeholders, as set out in its 2021 Integrated Report.

The Plan's objectives relate, in particular, to improving people's well-being (**SDG 3**), promoting equal opportunities (**SDG 5**), developing talent and providing job security (**SDG 8**), sustainable supply chain management, in addition to sustainable material consumption, promoting a culture of sustainability in production patterns, raising awareness of sustainable consumption (**SDG 12**), reducing the Monnalisa Group's environmental impact (**SDG 13**), attracting ESG-aware investors, promoting a culture of sustainability among all stakeholders, collaborating with others, and strengthening corporate governance (**SDG 17**).

The management team has defined specific actions for these objectives, such as: gradually reintroducing a corporate welfare system following its suspension due to the pandemic, halting the use of unnecessary plastic in product packaging, using recycled materials, mapping the raw materials used, the launch of research projects to reduce the environmental impacts of products, extending the "231 compliance" principles to other Group companies and the continual improvement of sustainability governance.

To ensure its Sustainability Plan objectives are achieved, the Group has set up a centralised **team** (consisting of the HR manager, SA8000 manager, special projects manager, environmental certification manager and the CFO) with the task of defining the Sustainability Plan's **objectives, targets and timelines**, monitoring project progress, and keeping the CEO informed. The CEO's role is to oversee the overall management of Group sustainability and to provide strategic direction to the Plan, in line with the Group's business strategies.



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The goals will be reported to stakeholders through **Sustainability reporting** within the Consolidated Non-Financial Statement drawn up on a voluntary basis as per Legislative Decree 254 of 2016 and shall be updated annually, beginning with the results as they emerge and in line with the new developing strategies.

Below are the selected SDGs against which the Monnalisa Group has identified its most relevant material topics, defining the corresponding sustainability objectives to be achieved by 2024. For each goal, the plan defines specific actions and targets.

SDG	Material topic	Objective
	Work-life balance policies	Improve people's well-being
	Development and training of human resources	<p>Develop talent</p> <p>Promote a culture of sustainability among external and internal stakeholders</p>
	Manage diversity and equal opportunities	Promote equal opportunities
	Energy efficiency	Promote energy efficiency and the use of renewable energy sources



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	<p>Working conditions</p>	<p>Promote a healthy and secure workplace environment</p> <p>Sustainable supply chain management</p>
	<p>Sustainability of materials</p> <p>Eco-design and product innovation</p>	<p>Integrating environmental sustainability into the product</p> <p>Transition to a circular economy</p> <p>Use of environmentally-friendly packaging</p> <p>Extending the life cycle of garments</p>
	<p>Sustainability Report</p> <p>Sustainability strategies</p> <p>Standards/Codes of Ethics</p>	<p>Attract ESG-aware investors</p> <p>Strengthen corporate governance</p>
	<p>Carbon footprint</p>	<p>Reducing Monnalisa's carbon footprint</p>



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The Integrated Report is available on the company website www.monnalisa.com/it/, in the "Investor Relations/Financial Report" section.

This Press Release is available on the company website www.monnalisa.com/it/, in the "Investor Relations/Press Releases" section and at www.emarketstorage.com.

Monnalisa SpA (Euronext Growth Milan -Ticker MNL), listed on the AIM Italia market since July 12, 2018 and engaged in the high-end childrenswear segment, was founded in Arezzo in 1968. It distributes **in over 60 countries**, both through direct flagship stores and at the world's best-known Department Stores and more than 500 multibrand sales points. Focusing on high-quality and made in Italy style, its research and development investment is matched by a commitment to sustainability. The company complies with the SA8000 regulation and environmental certification ISO 14001.

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