BOGGI

MILANO



B939 SUB HOLDING SPA CONSOLIDATED SUSTAINABILITY STATEMENT

31.12.2025

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CONSOLIDATED SUSTAINABILITY STATEMENT

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- **1. INTRODUCTION**
  - Letter to the Stakeholders 06
  - About Boggi Milano 12
- **2. GENERAL DISCLOSURES (ESRS 2)** 20
  - 2.1. General information 22
    - 2.1.1. General Basis for Preparation (ESRS 2 BP-1) 22
    - 2.1.2. Information on Specific Circumstances (ESRS 2 BP-2) 24
  - 2.2. Governance 25
    - 2.2.1. The role of the governance bodies (ESRS GOV-1) 25
    - 2.2.2. Governance of Impacts, Risks and Opportunities (ESRS GOV- 1)2.3. Statement on due diligence (ESRS GOV-4) 25 32
    - 2.4. Risk management and internal controls over Sustainability Reporting (ESRS GOV-5) 32
    - 2.5. Strategy and materiality assessment 36
    - 2.5.1. Strategy and business model (ESRS SBM-1) 36
    - ESG PLAN (2023-2027) 41
    - 2.6. Stakeholder engagement (ESRS SBM-2) 43
    - 2.6.2. Material impacts, risks and opportunities (ESRS SBM-3) 48
- **3. ENVIRONMENTAL INFORMATION** 50
  - 3.1. Climate change 53
    - 3.1.1 Transition plan for climate change mitigation (ESRS E1-1) 53
    - 3.1.2 Climate-related impacts, risks and opportunities and identification process (ESRS 2 SBM-3 and IRO-1) 54
    - 3.1.3. Policies related to climate change mitigation and adaptation (ESRS E1-2) 59
    - 3.1.4. Actions and resources related to climate policies (ESRS E1-3) 60
    - 3.1.5 Targets related to climate change mitigation and adaptation (ESRS E1-4) 63
    - 3 .1.6. Energy consumption and energy mix (ESRS E1-5) 64
    - 3.1.7. Gross Scope 1, 2, 3 and Total GHG emissions (ESRS E1-6) 66
  - 3.2. Circular economy (ESRS E5) 76
    - 3.2.1. Policies related to resource use and circular economy (ESRS E5-1) 77
    - 3.2.2. Resource inflows (ESRS E5-4) 82
    - 3.2.3. Share of Preferred materials (ESRS E5-4) 83
    - 3.2.4. Packaging materials (ESRS E5-4) 84
    - 3.2.5. Resource outflows (ESRS E5-5) 84
    - 3.2.6. Targets and future developments (ESRS E5-3) 85
  - 3.3. Water and marine resources 86
    - 3.3.1. Process for identifying impacts, risks and opportunities related to water and marine resources (ESRS 2 IRO-1) 86
    - 3.3.2. Policies related to water and marine resources (ESRS E3-1) 87
    - 3.3.3. Actions and resources related to water and marine resources (ESRS E3-2) 87
    - 3.3.4. Targets related to water and marine resources (ESRS E3-3) 88
    - 3.3.5. Water consumption and quantitative information (ESRS E3-4) 89
  - 3.4. Biodiversity and Ecosystem 90

    - 3.4.1. Process for identifying impacts, risks and opportunities relalted to biodiversity and ecosystems (ESRS 2 IRO-1) 90
    - 3.4.2. Consideration of biodiversity and ecosystems in the strategy and business model (ESRS E4-1) 91
    - 3.4.3. Policies related to biodiversity and ecosystems(ESRS E4-2) 92
    - 3.4.4. Actions and resources related to biodiversity and ecosystem (ESRS E4-3) 92
    - 3.4.5. Targets related to biodiversity and ecosystem (ESRS E4-4) 92
    - 3.4.6. Metrics related to impacts on biodiversity and ecosystem (ESRS E4-5) 93
- **4. SOCIAL INFORMATION** 96
  - 4.1. Own workforce (ESRS S1) 98
    - 4.1.1. Workforce Characteristics Turnover, Hiring and Departures (ESRS S1-6, S1-7) 98
    - 4.1.2. Actions and Resources Related to Workeforce Management (ESRS S1– 4) 101
    - 4.1.3. Training and Skills Development (ESRS S1-10) 102
    - 4.1.4. Engagement with Workers and Workers' Representatives (ESRS S1-2) 105
    - Gender Pay Gap and data availability 106
    - 4.1.5. Occupational Health and Safety (ESRS S1-13) 107
  - 4.2. Workers in the value chain (ESRS S2) 108
    - 4.2.1. Policies related to workers in the value chain (ESRS S2-1) 108
    - 4.2.3. Actions taken to manage material impacts and risks (ESRS S2-4) 116
    - 4.2.4. Processes for engaging with value chain workers, remediate negative impacts and channels to raise concerns (ESRS S2-2, S2-3) 120
    - 4.2.5. Targets related to manageing impacts on workers in the value chain (ESRS S2-5) 121
  - 4.3. Consumers and end-users (ESRS S4) 125
    - 4.3.1. Policies related to customers and end-users (ESRS S4-1) 125
    - 4.3.2. Customer and end-user engagement process, metrics and results (ESRS S4-2, S4-5) 126
    - 4.3.3. Actions to manage impacts and risks related to customers, metrics and results (ESRS S4-4, S4-5) 130
    - 4.3.4. Targets and future initiatives 135
- **5. GOVERNANCE AND BUSINESS ETHICS** 136
  - 5.1. Governance and Business Ethics (ESRS G1) 138
    - 5.1.1. Role of the administrative, management and supervisory bodies in business conduct (ESRS G1 GOV-1) 138
    - 5.1.2. Corporate culture and business conduct policies (ESRS G1-1) 138
    - 5.1.3. Management of relationships with suppliers (ESRS G1-2) 140
    - 5.1.4. Prevention and detection of corruption and bribery (ESRS G1-3) 141
    - 5.1.5. Incidents of corruption or bribery, whistleblowing (ESRS G1-4) 141
    - 5.1.6. Political influence and lobbying activities (ESRS G1-5) 143
    - 5.1.7. Suppliers Payment practices (ESRS G1-6) 143
- **6. APPENDIX** 144
  - 6.1. ESRS E5 – Total raw materials 147
  - 6.2. ESRS S1 – Employees Map 148
  - 6.3. ESRS S1 – Work-related injuries, internal workforce 150
  - 6.4. ESRS E1 - Emissions 151

Dear Stakeholders,

2025 was a year of profound change.

Geopolitical instability, pressure on global value chains, regulatory developments, evolving social expectations, the acceleration of artificial intelligence and changing consumer behaviours continued to reshape the environment in which companies operate. For the fashion industry, these dynamics come at a time when brands are asked not only to grow, but also to demonstrate why they continue to deserve trust, relevance and desire.

In this context, Boggi Milano continued to grow. During the year, the Group expanded its store network, strengthened its international presence, developed new partnerships, and reached an important milestone with its first entry into the United States market. Boggi Milano also opened a new chapter with the launch of the Boggi Woman capsule, reinterpreting menswear tailoring for the contemporary woman.

Sustainability is part of this journey. It is not separate from the business, nor a communication exercise. It is one of the ways in which a healthy company measures the quality of its growth: understanding risks, protecting brand value, strengthening relationships, anticipating change and building long-term trust.

This Sustainability Statement, prepared on a voluntary basis with reference to the European Sustainability Reporting Standards, provides an overview of the work carried out during the reporting year, particularly in relation to materials, traceability, environmental impact measurement, and the management of social and environmental risks across the value chain.

During the year, Boggi Milano further strengthened the infrastructure supporting its ESG journey, developing processes, procedures, responsibilities and information traceability. The progressive use of dedicated digital tools marked an important step towards improving data quality, risk oversight and the Company's ability to monitor results and future progress.

The supply chain remains central to our approach. The expansion of our supplier network requires an increasingly detailed understanding of production contexts. For this reason, we continued to work on assessment tools, audits, policies and collaborative processes, being confident that the quality

of a product is also shaped by the quality of the relationships it builds across its value chain. The Group also increased its use of certified raw materials, over-performing stakeholders' expectations.

Our journey is still evolving, and recognizing our level of maturity is part of our responsibility. Looking ahead, Boggi Milano will continue to strengthen the quality of its growth, bringing together product quality, durability, traceabiltiy, supply chain transparency and consistency, while preserving emotions, identity, aesthetics and value.

We would like to thank all the people of Boggi Milano, our customers, partners, suppliers and stakeholders for their trust and contribution to this journey.

Thank You,
Sandro De Bruno
Chief Executive Officer
B939 Sub Holding S.p.A.
Boggi Milano

(in alphabetical order)

Activity-based Model
Emission calculation method based on physical data relating to activities performed, such as consumption, quantities purchased, material weight, or kilometres travelled.

Amfori BSCI
International system for assessing social and labour conditions in the supply chain, based on audits conducted at production facilities.

AQL – Acceptable Quality Limit
Statistical method used to define the number of units to be inspected during a quality inspection and the maximum acceptable level of defects. Boggi Milano applies control criteria consistent with ISO 2859-1.

CFO – Chief Financial Officer
Executive responsible for the finance function. At Boggi Milano, the Sustainability Function operates under the supervision of the CFO.

Climate Physical Risk
Risk arising from acute climate events, such as floods and heatwaves, or chronic changes such as rising temperatures and water scarcity.

Climate Resilience Analysis
Analysis used to assess the exposure and vulnerability of the organisation and its value chain to physical and transition risks related to climate change.

Climate Transition Risk
Risk arising from regulatory, technological, commercial or reputational developments linked to the transition towards a lower-emission economy.

CO_2 Equivalent – CO_2e
Unit of measurement used to express the climate impact of different greenhouse gases by converting them into the equivalent amount of carbon dioxide.

CSRD – Corporate Sustainability Reporting Directive
European Directive concerning corporate sustainability reporting, transposed into Italian law through Legislative Decree No. 125 of 6 September 2024.

C-Suite
Group of senior executives with top-level responsibilities within an organisation, generally identified by titles beginning with the letter "C", meaning "Chief".

Digital Product Passport – DPP
Digital passport associated with a product, intended to contain information relating, among other aspects, to composition, traceability, origin, care, repairability, and end-of-life.

Direct Emissions
Emissions originating from sources owned or directly controlled by the organisation. They correspond to Scope 1 emissions.

Distance-based Model
Emission calculation method based on distances travelled and transport modes used.

Double Materiality Assessment – DMA
Process used to identify and assess relevant sustainability topics from two perspectives: the impacts of the company on people and the environment, and the financial effects that sustainability topics may generate for the company. Boggi Milano carried out its first double materiality assessment in 2025.

Emission Factor
Coefficient used to convert an activity data point, such as kilometres travelled, energy consumption, or expenditure, into the corresponding amount of greenhouse gas emissions.

Employee Commuting
Travel undertaken by employees between their home and workplace. Related emissions are included in Scope 3 Category 7.

ESG – Environmental, Social and Governance
Set of environmental, social, and governance factors considered in the management, risk assessment, and reporting processes of an organisation.

Financial Materiality
Perspective of double materiality that assesses sustainability-related risks and opportunities capable of influencing the company's financial position, performance, cash flows, access to finance, or cost of capital.

GHG Protocol
International methodological framework used to measure and report greenhouse gas emissions generated by an organisation and its value chain.

GRC – Governance, Risk and Compliance
Digital system used to support the collection, management, traceability, and control of governance, risk, and compliance data.

Greenhouse Gases – GHG
Gases contributing to the greenhouse effect and climate change, including carbon dioxide, methane, nitrous oxide, and fluorinated gases.

Impact Materiality
Perspective of double materiality that assesses the significance of the organisation's positive and negative impacts, actual or potential, on people and the environment.

Impact
Positive or negative, actual or potential effect generated by the organisation on people, the environment, or society.

Indirect Emissions
Emissions generated by sources not owned or directly controlled by the organisation but linked to its activities and value chain.

Limited Assurance
Independent verification activity aimed at obtaining a moderate level of assurance regarding the absence of material misstatements in the sustainability information subject to the engagement.

Location-based
Scope 2 calculation method based on average emission factors of the electricity grid in the country or geographical area where energy is consumed.

Major Non-conformity
Significant violation of a social, environmental, quality, or procedural requirement requiring corrective actions within defined timelines.

Market-based
Scope 2 calculation method that considers contractual instruments and characteristics of purchased energy, including guarantees of origin.

OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector
OECD guidelines for identifying and managing adverse impacts within the textile, apparel, and footwear supply chain.

Organisational Carbon Footprint
Quantification of greenhouse gas emissions generated directly and indirectly by an organisation's activities, divided into Scope 1, Scope 2, and Scope 3 emissions.

Organizational Design Book
Company document describing the organisational structure, roles and main responsibilities of Group functions.

PLM – Product Lifecycle Management
System used to manage information relating to product development and lifecycle, including compositions, suppliers, materials and technical data.

PPWR – Packaging and Packaging Waste Regulation
European regulation on packaging and packaging waste introducing requirements regarding design, composition, recyclability, labelling and responsibilities of economic operators.

Preferred Materials
Materials identified by the Group based on criteria defined in the Preferred Materials and Products Framework, such as certification, traceability, recycled content, responsible sourcing, or characteristics considered improvements compared with conventional alternatives. The definition does not automatically imply reduced environmental impact across all life-cycle stages.

Primary Packaging
Packaging directly associated with the product and intended for presentation or sale to the consumer.

Product Carbon Footprint
Quantification of greenhouse gas emissions associated with the life cycle of a product, from raw material production through the subsequent stages included within the assessment boundary.
SA8000 International standard relating to social responsibility management and the protection of workers' rights.

Scope 1
Direct greenhouse gas emissions generated from sources owned or controlled by the Group, such as fuels used in buildings and company vehicles.

Scope 2
Indirect emissions associated with the generation of purchased and consumed electricity, heating or cooling.

Scope 3 Category 1 – Purchased Goods and Services
Category including emissions associated with the production of goods and services purchased by the Group, including commercial products and non-commercial purchases.

Scope 3 Category 6 – Business Travel
Category including emissions generated by employees' business travel using means of transport not owned or controlled by the Group.

Scope 3 Category 7 – Employee Commuting
Category including emissions associated with employees' travel between their homes and workplaces.

Scope 3 Category 8 – Upstream Leased Assets
Category including emissions associated with assets used by the Group through lease agreements and not already included in Scope 1 and Scope 2.

Scope 3 *Other indirect emissions generated throughout the value chain, including those associated with purchased goods and services, commercial products, business travel, employee commuting and leased assets.*

SLCP – Social & Labor Convergence Program
Programme that uses a common framework for the collection and verification of information on social and labour conditions at production facilities.

SMETA – Sedex Members Ethical Trade Audit
Audit methodology used to assess labour conditions, health and safety, environmental practices and business ethics.

Spend-based Model
Emission calculation method based on the economic value of purchases, converted into emissions through factors related to expenditure categories.

Supply Chain
Set of suppliers, subcontractors, production sites, and operators involved in the supply of raw materials, semi-finished products, finished products, and services.

Sustainability Risk
Environmental, social or governance event or condition that may negatively affect the organisation, financial performance or ability to achieve objectives.

Tier 1
Suppliers and facilities that have a direct relationship with the Group or perform the final stage of product manufacturing.

Tier 2
Suppliers and facilities that provide main materials, processing activities or components.

Tier 3
Entities involved in the upstream stages of the supply chain, such as yarn, fibre or raw material producers.

Transport Packaging
Packaging used to facilitate the handling and transportation of multiple sales units, such as pallets, shipping cartons, and strapping materials.

UFLPA – Uyghur Forced Labor Prevention Act
US legislation introducing a rebuttable presumption of forced labour for certain goods originating from the Xinjiang Uyghur Autonomous Region or from entities included in specific lists.

Value Chain
Set of activities, resources, and entities involved upstream and downstream of the Group's direct operations, from raw material sourcing to distribution, use, and end-of-life of products.

ZDHC – Zero Discharge of Hazardous Chemicals
International programme aimed at promoting responsible chemical management and reducing the discharge of hazardous substances within the textile, apparel and footwear supply chain.

ABOUT BOGGI MILANO

Boggi Milano is an Italian menswear brand, founded in Monza in the 1960s and acquired by the Zaccardi brothers in 2003. Since then, the brand has progressively expanded its international presence.



1964

Galleria Passarella Milano, our first store opening.

Galleria Passarella Piazza San babila.



1996

Ginervra, first international store opening.

Geneve.



2007

First opening in the middle-east.



2020

London store opening.

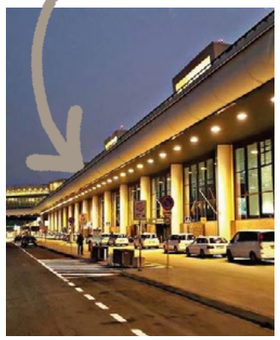
Regent Street.

Our first campaign.

1975

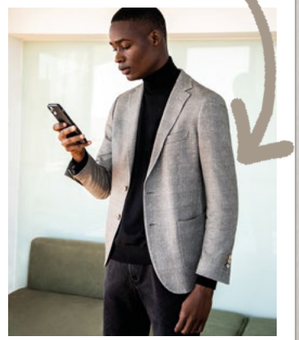
Milano Malpensa, first travel shop within an international airport

Milano Malpensa



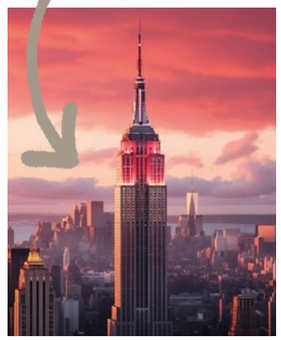
1998

Omnichannel and Ecommerce kick off



2015

Boggi Milano enters the USA Market for Retail and Ecommerce.



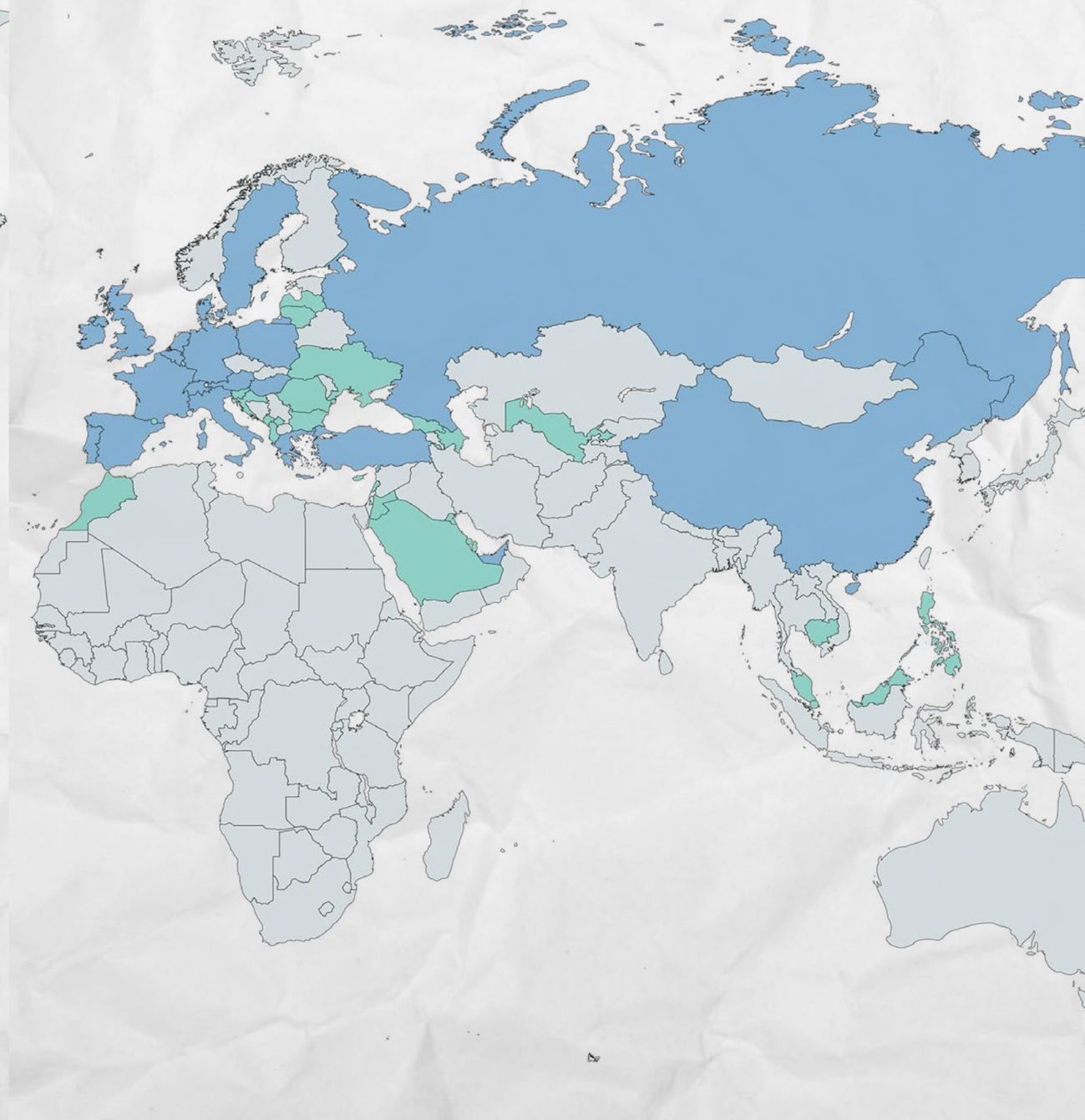
2024

Boggi Milano operates through a network of stores located in major cities and key shopping destinations, including Milan, Paris, London and New York. Its distribution network also includes e-commerce, outlet stores, and a presence on the leading international digital marketplaces.

MARKETS WE OPERATE IN

As of 31 December 2025, Boggi Milano operated a total of 254 stores, of which 178 were directly operated by the Group and 76 were operated by third parties under franchise agreements.





PRODUCT AND VISION

Boggi Milano dresses the modern man through a blend of styles — formal, easy formal, casual, and techwear— combining elements of the Italian tailoring tradition with the research and development of innovative, high-performance fabrics.
The brand's mission is to offer high-quality, functional and versatile garments designed to accompany the different occasions of contemporary life while enhancing individual style and identity.
In 2025, Boggi Milano expanded its offering to womenswear for the first time. The collection reinterprets the stylistic codes of the brand's menswear wardrobe through clean, essential lines, while maintaining the same commitment to the quality of raw materials.



ACTIVE WEAR



CASUAL WEAR



EASY FORMAL



FORMAL WEAR

GROUP VALUES

Boggi Milano's corporate values form the foundation of the company's approach to managing material sustainability topics. These values guide both strategic and operational decisions and serve as key principles in identifying, assessing, and managing impacts, risks, and opportunities—both current and potential—across environmental, social, and governance dimensions.

TIMELESS STYLE *We communicate a versatile and contemporary elegance that goes beyond fashion, creating garments that last.*

By prioritizing enduring style over short-lived trends, we aim to extend product lifespan and aesthetic value, thereby aiming to reduce replacement frequency and the associated environmental footprint.

ITALIAN DNA: *In Milan, we design collections that embody authentic Italian style: refinement, passion, and taste.*

We integrate Italian design into our collections and, where possible, select Italian fabrics from long-standing suppliers, preserving artisanal know-how and contributing to local economic development. Transparency and ethical practices throughout the supply chain reinforce the integrity of our Italian DNA.

QUALITY AND INNOVATION: *We carefully select the finest materials to ensure the highest quality standards. We believe in innovation, a principle that we apply in each phase of our activities, in order to offer added value to our Customers.*

We are actively engaged in researching innovative materials that combine reduced environmental impact with high functional performance, while ensuring compliance with product safety requirements. Our supplier qualification and monitoring processes are designed to verify compliance with applicable environmental and social regulations, strengthening due diligence and accountability across the entire value chain. At the same time, rigorous quality control procedures on raw materials and production processes ensure that finished products meet defined standards and customer expectations.

INCLUSIVITY AND SENSE OF BELONGING: *We identify as a global community, without limits of age or gender, united by the pleasure of being together.*

We promote diversity and inclusion both within the company and in our relationships with customers, ensuring equal opportunities and a welcoming environment. We support inclusive policies and stakeholder engagement to build a transparent and ethical corporate culture.

BOGGI MILANO





02
GENERAL DISCLOSURES

2.1. GENERAL INFORMATION

2.1.1. GENERAL BASIS FOR PREPARATION (ESRS 2 BP-1)

This sustainability statement has been prepared with reference to the European Sustainability Reporting Standards (ESRS).

Although Boggi Milano is not currently subject to the reporting obligations set out by the CSRD, this voluntary disclosure reflects the Group's commitment to transparency and alignment with increasing regulatory and market expectations in the field of sustainability.

In this document, the terms "Boggi Milano" or "the Group" refer to the companies included within the reporting perimeter.

The following information describes the general basis of preparation:

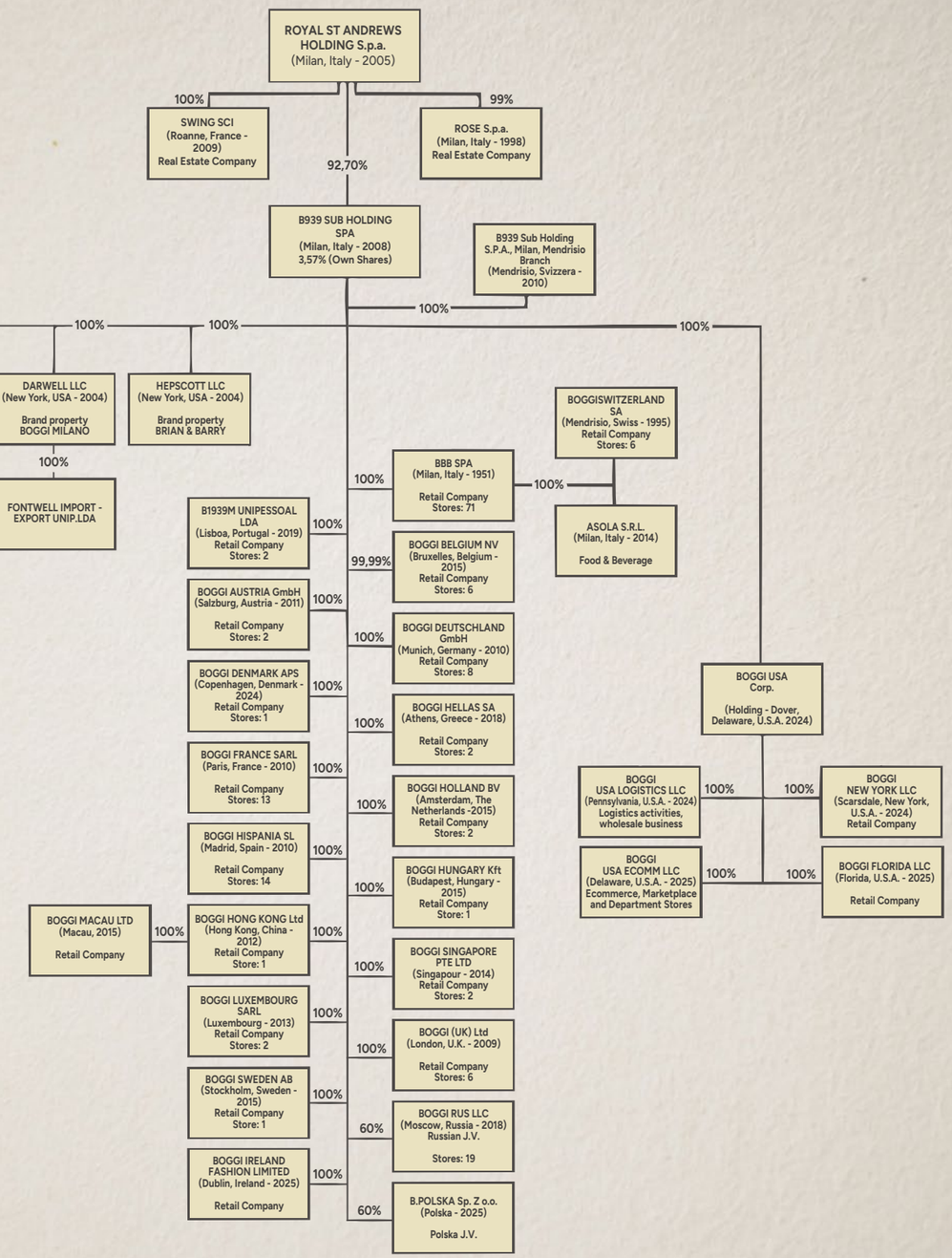
REPORTING PERIMETER

The sustainability statement covers the period from January 1, 2025 to December 31, 2025 and has been prepared on a consolidated basis. The consolidation scope is aligned with the financial reporting perimeter of B939 Sub Holding S.p.A. Relevant or material events occurring up to January 31, 2026 have been included in this disclosure.

B. Polska Sp. z o.o. has been excluded from the reporting boundary. Although the company and its related operating entities were legally established in 2025, its stores will start operations , including retail activities, in 2026. Accordingly, during the reporting period, the company did not generate any material impacts.

The reporting perimeter has not been extended to SWING SCI and ROSE S.p.A., which have been excluded from the consolidated sustainability reporting scope pursuant to Articles 19a(9) or 29a(8) of Directive 2013/34/EU. These companies primarily hold real estate assets used by other Group entities. The impacts, risks, and opportunities associated with these assets are therefore reflected and reported by the operating entities that utilize them.

As a result, the perimeter of this sustainability statement is consistent and aligned with that of B939 Sub Holding S.p.A. and its consolidated financial reporting.



VALUE CHAIN COVERAGE

The statement includes, to the extent currently available, impacts along the value chain, in line with ESRS requirements:

- **Upstream**: suppliers and manufacturing partners, with reference to working conditions, inbound logistics, and resource use;
- **Downstream**: distribution activities, as well as aspects related to consumer safety and satisfaction.

METHODOLOGICAL BASIS AND DATA LIMITATIONS

The information reported is based on data collected through internal systems and ESG management tools progressively implemented by the Group. At this early stage of alignment with ESRS, some information—particularly relating to Scope 3 emissions—is based on estimates, assumptions, or partial data. The Group is committed to progressively improving data quality, completeness, and traceability in future reporting cycles.

USE OF OMISSION OPTIONS

a. **Intellectual Property:** No information related to intellectual property, know-how, or innovation results relevant to applicable disclosure requirements has been omitted.
b. **Impending Developments:** Boggi Milano has not made use of the option to omit information regarding impending developments or negotiations pursuant to Articles 19a(3) or 29a(3) of Directive 2013/34/EU.

2.1.2. INFORMATION ON SPECIFIC CIRCUMSTANCES (ESRS 2 BP-2)

1. **Time Horizons:** Boggi Milano has adopted the standard definitions for short-term (the financial reporting period), medium-term (up to 5 years), and long-term (beyond 5 years), as set out in section 6.4 of ESRS 1. No deviations from these definitions have been applied in this report.
2. **Estimates in the Value Chain:** Boggi Milano has reduced the use of estimated data and assumptions compared to the previous reporting cycle, thanks to the development and implementation of digital tools aimed at simplifying data collection and improving traceability. However, there are still areas where the availability of primary data remains limited for the calculation of indicators related to the upstream and downstream value chain.

2.2. GOVERNANCE

2.2.1. THE ROLE OF THE GOVERNANCE BODIES (ESRS GOV-1)

COMPOSITION OF THE BOARD OF DIRECTORS OF B939 SUB-HOLDING S.P.A.

The Board of Directors of B939 Sub-Holding S.p.A., the company heading the Boggi Milano brand, is currently composed of 4 members.

Gender Distribution

- Gender: 100% male – 0% female

The Board currently shows no gender diversity, being composed entirely of male members. In the context of the Group's ESG journey, these indicators provide an opportunity for reflection to promote greater diversity and inclusion in future Board of Directors appointment and renewal processes.

2.2.2. GOVERNANCE OF IMPACTS, RISKS AND OPPORTUNITIES (ESRS GOV- 1)

ESG GOVERNANCE

Sustainability governance within Boggi Milano is integrated into the corporate governance structure and aims to ensure the consideration of ESG factors within the Company's strategy, decision-making processes and internal control systems. Sustainability activities are coordinated by the Sustainability function, under the supervision of the CFO, and carried out in collaboration with the main corporate functions. This positioning promotes alignment between sustainability, financial planning, risk management and reporting processes.

The Sustainability function supports the identification, assessment and monitoring of sustainability-related impacts, risks and opportunities.

The Board of Directors (BoD) holds ultimate responsibility for overseeing ESG matters, including sustainability-related impacts, risks, and opportunities. In this context, the BoD is periodically informed about the evolution of the ESG strategy, key performance indicators, and relevant regulatory developments, including those arising from the application of the ESRS.

The C-Suite is responsible for implementing the strategy, pursuing ESG objectives and progressively integrating sustainability factors into decision-making processes and internal controls. As of 31 December 2025, the Group had not yet introduced incentive schemes for Chief-level executives or management linked to the achievement of sustainability targets. The ESG strategy is still under development, and no timeline has yet been defined for the assessment of such mechanisms.

Operational responsibilities are distributed across the various corporate functions, including Purchasing, Product, Logistics, Retail, Human Resources and Finance, in line with their respective areas of expertise and roles within the value chain.

During the reporting period, the Group has initiated a process to strengthen its ESG governance through:

- the implementation of digital tools for ESG data management and monitoring;
- the progressive formalization of policies and procedures;
- the integration of ESG risks into enterprise risk management systems.

The governance structure will be progressively updated in line with the evolution of the strategy, internal processes and applicable regulatory requirements.

THE GROUP'S GOVERNANCE MODEL AND CONNECTION WITH SUSTAINABILITY GOALS, RISKS AND OPPORTUNITIES.

While maintaining a central role in governance, the Board of Directors delegates the Group's operational and managerial leadership to a structured management team, the C-Suite, organized according to a functional Hub model. Each Hub represents a center of expertise, concentrating resources, know-how and responsibilities in specific strategic areas. This structure promotes specialisation, cross-functional coordination and the progressive integration of sustainability-related impacts, risks and opportunities into decision-making and operational processes.

The Hub model also supports the management of the main material IROs identified by the Group, including climate change, resource use and circular economy, biodiversity, water use, own workforce, workers in the value chain, consumers and end-users, and business conduct.

• MARKETS HUB

The Markets Hub oversees the Group's commercial network, consisting of directly operated stores and franchise partners, and coordinates activities related to customer experience, retail execution and commercial objectives. With regard to IROs, it primarily oversees topics related to ESRS S4 – Consumers and end-users, including information clarity, commercial communication and the prevention of risks associated with incomplete, unclear or potentially misleading product information.

• BRAND & COLLECTION HUB

The Brand & Collection Hub is responsible for brand identity, style, collection development, and marketing and communication activities. It progressively integrates ESG criteria into product design, material selection, prototyping and market-facing content. It contributes to the management of IROs related to

ESRS E1, E4 and E5, with regard to materials, production processes, biodiversity, durability, design and waste prevention, as well as to ESRS S4 in relation to product safety, quality, labelling and communication.

• SOURCING HUB

The Sourcing Hub manages procurement, supplier selection, business relationships, production, quality and inbound and outbound logistics. In collaboration with the Sustainability function, it contributes to supply chain monitoring and to the implementation of the environmental, social and traceability requirements defined by the Group. It plays a central role in managing IROs related to ESRS S2 – Workers in the value chain and also contributes to topics related to ESRS E1, E3, E4, E5 and G1, with reference to working conditions, audits, responsible sourcing, water use, raw materials, logistics, waste, purchasing practices, anti-corruption and payment terms.

• PEOPLE HUB

The People Hub manages the main people-related processes, including talent attraction and selection, professional development, training, engagement, well-being and skills development. Its activities are directly linked to ESRS S1 – Own workforce, with particular reference to working conditions, fairness, equal opportunities, professional development, well-being, diversity, inclusion and the gender pay gap.

• INNOVATION & ORGANIZATION HUB

The Innovation & Organization Hub coordinates digital transformation, the evolution of information systems, process improvement and organisational design. It contributes to the management of cross-cutting risks and opportunities through digitalisation, improved data quality and the strengthening of control systems. Its activities particularly support ESRS E5, with regard to process efficiency and inventory management, ESRS S4, in relation to the reliability of digital interfaces for customers, and ESRS 2, with regard to ESG data monitoring, internal controls and governance. The Group recognises the need to govern the innovation enabled by new tools and developments related to artificial intelligence and is assessing appropriate organisational responses to manage these new and highly strategic complexities.

• FINANCE HUB

The Finance Hub oversees financial planning, cost control, economic and financial governance, and reporting processes. The Sustainability function reports directly to the CFO, fostering coordination between sustainability, financial planning, risk management and reporting. The Hub supports the integration of ESG topics into decision-making processes and internal controls and contributes to the ma-

nagement of risks and opportunities related to regulatory developments, energy costs, operating costs, access to financing and reporting requirements.

The allocation of specific responsibilities to the various Hubs supports coordination in the management of sustainability-related impacts, risks and opportunities, both across the Group's direct operations and throughout the value chain.



DEEP DIVE: POSITIONING OF THE SUSTAINABILITY FUNCTION

Between 2023 and 2024, increasing stakeholder attention to ESG topics led the Group to strengthen its commitment to responsible business practices. In this context, the Sustainability function was formally established and became operational in January 2024, under the leadership of a dedicated Sustainability Coordinator reporting directly to the Chief Financial Officer (CFO).

The positioning within the Finance Hub promotes coordination between sustainability, financial planning, risk management, control systems and reporting. The CFO also supports the progressive integration of ESG factors into decision-making and operational processes, including in relation to the evolution of regulatory requirements and the expectations of financial stakeholders.

The Sustainability function coordinates reporting activities, supports the development of initiatives related to preferred materials, product traceability and responsible supply chain management, and contributes to the definition of ESG policies, procedures, objectives and indicators. It also works in collaboration with the various corporate functions to foster the development of sustainability-related capabilities and the integration of sustainability topics within their respective areas of responsibility.

Key Phases of the ESG integration Journey

- ***INITIAL ASSESSMENT***

The Group carried out an analysis aimed at identifying relevant impacts, risks and opportunities, the main areas for improvement compared with applicable practices and requirements, and the priorities related to European sustainability reporting standards.

- ***DEFINITION OF PRIORITIES AND ROADMAP***

Based on the assessments performed, priority areas for action, the organisational, technological and financial resources required, and a progressive integration roadmap aligned with the Group's objectives were identified.

- ***INTEGRATION INTO CORPORATE FUNCTIONS***

A cross-functional process has been initiated involving, among others, the Product, Purchasing and Production, Finance, IT, Human Resources, Marketing and Communication functions. The objective is to progressively integrate the management of ESG topics into business processes and across the value chain.

• DEVELOPMENT OF OPERATING MODELS AND TOOLS

The Group has progressively defined policies, procedures and supporting tools, including the reporting and double materiality assessment process, the procedure for the verification of preferred materials, the Preferred Materials and Products Framework, the Human Rights Policy, and supplier onboarding and assessment processes. Digital tools have also been introduced for the collection, management and traceability of ESG data.

• MONITORING AND CONTINUOUS IMPROVEMENT

Key performance indicators have been defined to monitor the progress of activities, support decision-making processes and identify potential areas for improvement. The monitoring system is still undergoing progressive development and consolidation.



2.3. STATEMENT ON DUE DILIGENCE (ESRS GOV-4)

Boggi Milano has implemented a sustainability due diligence system aimed at identifying, preventing, mitigating, and reporting actual and potential adverse impacts on the environment and people across its value chain, in line with regulatory expectations and international best practices. The due diligence process is integrated into the Group's governance mechanisms, strategy, and business model, supporting decision-making processes and corporate risk management.

Due Diligence Element	Description
Integration into Governance and Strategy	The Group integrates due diligence into its governance processes through the involvement of relevant business functions and the coordination of the Sustainability function. Impacts, risks, and opportunities (IROs) are considered in decision-making processes and in defining strategic priorities. Governance bodies embed sustainability-related due diligence within strategic oversight, decision-making, and enterprise risk management.
Stakeholder Engagement	The Group promotes continuous dialogue with its stakeholders, including suppliers, employees, and business partners, through structured activities such as surveys, meetings, interviews, and engagement sessions. These initiatives contribute to the identification of material topics and the continuous improvement of business practices.
Identification and Assessment of Impacts	The Group has adopted a structured approach to identifying and assessing actual and potential adverse impacts, risks, and opportunities related to ESG topics, including through the double materiality assessment process, in line with the European Sustainability Reporting Standards.
Prevention, Mitigation, and Remediation	Based on the identified impacts, the Group implements actions aimed at preventing, mitigating, and, where relevant, remediating adverse impacts. These include initiatives to reduce emissions and improve energy efficiency, supply chain control and monitoring programs, the promotion of responsible practices throughout the value chain, and the development and updating of internal policies and procedures.
Monitoring and Evaluation of Due Diligence Effectiveness	The Group monitors the effectiveness of the actions undertaken through key performance indicators (KPIs), internal control systems, and continuous improvement plans. These mechanisms enable the Group to assess progress, identify potential areas for improvement, update strategies, and strengthen the due diligence system over time.

CONTINUOUS IMPROVEMENT

The due diligence system is subject to an ongoing development process aimed at strengthening integration across the value chain, improving data quality, and ensuring progressive alignment with emerging regulatory requirements and stakeholder expectations.

2.4. RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING (ESRS GOV-5)

In line with ESRS GOV-5, Boggi Milano has established a system of internal controls over sustainability reporting (ICSR), designed to ensure the accuracy, reliability and transparency of the information disclosed. This system focuses specifically on risks affecting the sustainability reporting process and is being progressively strengthened in line with the evolving reporting framework and with the gradual maturity of the Group's sustainability function and ESG policies.

RISK MANAGEMENT OVER SUSTAINABILITY REPORTING

The main risks associated with ESG reporting are identified and assessed through a systematic approach. In particular:

- issues related to data quality, consistency and comparability across different entities and systems, partly due to the recent implementation of new information systems, which are expected to improve data quality and collection processes over time but require an initial phase of testing, review and refinement;
- incomplete or unavailable data along the value chain (both upstream and downstream);
- risks of non-compliance with an evolving regulatory framework.

Risks are assessed based on their likelihood of occurrence and their potential impact on the reliability of reported information and regulatory compliance.

The main mitigation measures include:

- the progressive strengthening of data collection methodologies and tools;
- the formalization of cross-functional collaboration across departments;
- the involvement of external advisors to support technical alignment with ESRS requirements;
- the implementation of consistency checks and periodic reviews.

GRC SYSTEM SUPPORTING ESG REPORTING

The Group has implemented a digital Governance, Risk & Compliance (GRC) system to support the collection, management and validation of sustainability data.

The GRC system:

- *enables the structured collection of ESG data from different departments (e.g. Operations, HR, Product, Purchasing);*
- *ensures full traceability of information, including the identification of data sources and responsible owners;*
- *allows for version control, ensuring the historical tracking of all updates;*
- *supports both automated and manual controls, including year-over-year (YoY) consistency checks;*
- *contributes to the standardization and continuous improvement of data quality.*

EMISSION CALCULATION SYSTEM

In order to strengthen the quality and accuracy of environmental data, the Group has introduced a digital platform dedicated to the calculation and management of greenhouse gas emissions.

In particular, the new tool:

- *supports the calculation of Scope 1, Scope 2 and Scope 3 emissions in accordance with the GHG Protocol;*
- *enables the integration of data from multiple internal sources and across the value chain;*
- *allows the use of updated emission factors and standardized methodologies;*
- *ensures traceability of calculations and methodological assumptions;*
- *facilitates the monitoring of emissions over time and comparison across reporting periods (YoY analysis).*

The use of this tool represents a key element in strengthening the Group's ability to measure and manage its climate impacts, as well as ensuring the consistency and reliability of disclosures under European Sustainability Reporting Standards E1.

INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

The internal control system is structured across multiple levels:

- **First level – Technical review (Sustainability Team):**
  verification of methodological consistency, data traceability and alignment with ESRS standards.
- **Second level – Functional validation:**
  review by responsible functions (e.g. Operations, HR, Product, Purchasing), which confirm the accuracy and representativeness of the data within their respective areas.
- **Third level – External review - ESG Advisors:**
  independent ESG advisors assess the completeness and compliance of disclosures, supporting the continuous improvement of the process.

The GRC system and the emissions calculation and management platform serve as enabling tools across all levels of control.

GOVERNANCE OF THE REPORTING PROCESS

The sustainability reporting process is coordinated by the Sustainability Team under the supervision of the Chief Financial Officer (CFO), who:

- ensures progressive integration and consistency with financial reporting;

- guarantees alignment with corporate governance practices;
- oversees the effectiveness of internal control mechanisms.

Phase	Activity Description	Contributors	Key Controls	Output
1. Scope & ESRS requirements	Definition of reporting scope, KPIs and applicable disclosures	CFO, Finance, Organization, External advisors	Scope validation and regulatory compliance check	Report structure and KPI framework
2. ESG data collection	Collection of data from business departments	Operations, HR, Sourcing, IT	Data completeness and standard format checks	Raw ESG dataset
3. Data traceability & management	Management of data lineage, versioning and data ownership	All functions	Audit trail, versioning, ownership	Structured and traceable data
4. Emissions calculation (E1)	Calculation of Scope 1, 2 and 3 emissions	Supply Chain, Purchasing, Product Development, IT	Methodological validation, YoY checks	Validated emissions data
5. Multi-level validation	Technical review and functional validation of data	External advisors	Accuracy, consistency, completeness	Validated ESG dataset
6. Risk & control management	Identification of risks and monitoring of controls	CFO	Preventive and detective controls	Documented control system
7. ESRS reporting	Review and integration of quantitative and qualitative data	All functions	Narrative and data consistency checks	Draft sustainability report
8. Review	Drafting, internal and external review of the report and graphic design	CFO, external advisors, In-House Agency	Completeness and compliance checks	Validated and graphically structured report
9. Board approval	Presentation to the Board of Directors and approval			Approved report
10. Publication	Publication and communication to stakeholders	CFO, In-House Agency	Final content validation	Published report
11. Continuous improvement	Improvement of data quality and systems	All functions, external advisors	KPI monitoring and gap analysis	Improvement roadmap
(*) Departments involved, other than Sustainability Dept.				

CONTINUOUS IMPROVEMENT

The Group continues to strengthen its internal control system over ESG reporting through:

- the expansion of the scope of data and the improvement of its quality;
- the continuous development of digital tools;
- greater engagement across the entire value chain;
- the introduction of external verification processes, implemented for the first time in this report.

2.5. STRATEGY AND MATERIALITY ASSESSMENT

2.5.1. STRATEGY AND BUSINESS MODEL (ESRS SBM-1)

BUSINESS MODEL

Boggi Milano positions itself in the premium menswear segment through an omnichannel business model that integrates physical and digital channels, with the aim of delivering a consistent and high-value customer experience. .

This model aims to provide a consistent and integrated customer journey by offering high value-added digital services such as Click & Collect, in-store returns, Order-in-Store, dedicated online assistance and digital tools to enhance interaction with end users.

All these elements contribute to customer loyalty and long-term value creation, as demonstrated by the brand's economic growth and international expansion in recent years.

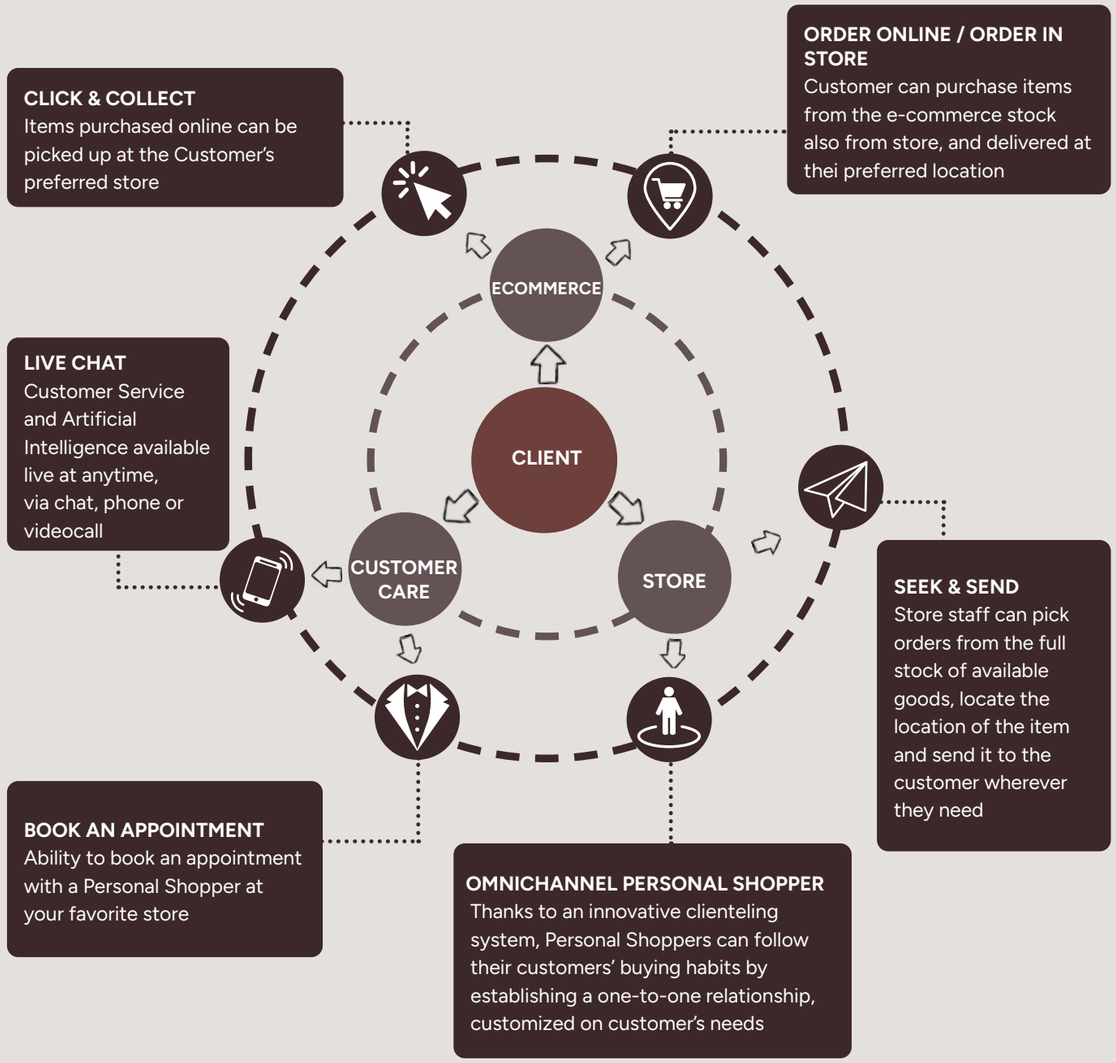
Despite the growth of online channels, physical retail remains the Company's primary sales channel. Stores have progressively evolved into omnichannel service hubs, integrating all digital functionalities of the omnichannel ecosystem into the sales ceremony. This model supports both sales performance and customer loyalty, strengthening brand positioning and enhancing the overall customer experience.

VALUE CHAIN

The product is the central pillar of the Group's business. Collections are developed in-house by the Creative Director and Product Development teams, in collaboration with a selected network of suppliers. Production is 100% outsourced to long-term partners, with an average collaboration of 8 years.

The Merchandising department, in synergy with the Buying team, supports sales planning and product allocation across different markets and channels. Logistics operations are managed through an integrated supply chain supported by digital infrastructures that enable real-time performance monitoring and process optimization.

Boggi Milano adopts a strongly customer-centric approach, offering personalized assistance and customizable services across both traditional and digital touchpoints. This model has significantly contributed to the brand's growth in recent years, strengthening customer engagement and perceived service quality.



To support this model, the Company has undertaken a digital transformation journey aimed at becoming a digital-first organization. Technologies have been introduced to automate operations, integrate warehouse and inventory management, and improve demand planning, including through the use of artificial intelligence and advanced Business Intelligence systems.

The Company's strategic approach—focused on quality, timeless style, responsible sourcing and innovation—supports environmental and social objectives of the Group. Therefore, no substantial changes to the business model are considered necessary to achieve Boggi Milano's sustainability targets. Over the next five years, the Company aims to further strengthen its sustainability strategy and management, while committing to the evaluation of new circular business models.

STRATEGY, BUSINESS MODEL AND INTEGRATION OF SUSTAINABILITY

Boggi Milano integrates sustainability into its business model through a structured ESG plan (2023–2027), articulated across the pillars Compliance & Accountability, Assessment & Performance and Communication, supported by an operational roadmap defining activities, timelines and implementation status. The plan was drafted in 2023, by the Board and C-Level committee under the CFO guidance, but it was completed and formalized thanks to the creation of the Sustainability department.

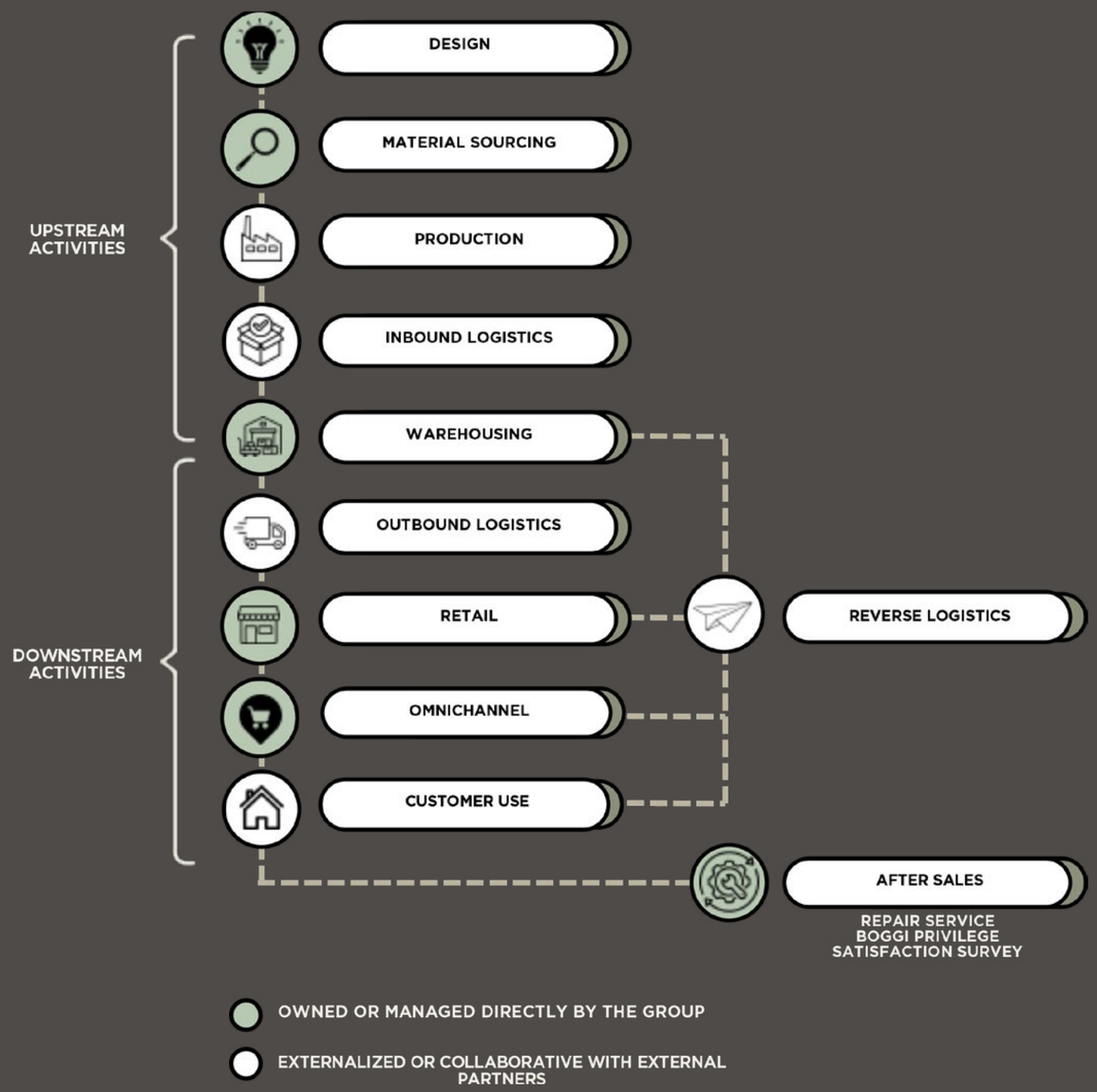
The plan is implemented through concrete initiatives across the entire value chain, as reflected in the planning and completion status of activities, including:

- development of ESG reporting and progressive alignment with the CSRD
- implementation of ESG policies and procedures
- development of supply chain traceability systems up to Tier 2 and Tier 3 and introduction of digital tools for audits and data collection
- rollout of environmental performance measurement tools, including carbon footprint (Scope 1, 2, 3 and product) and energy management systems

The plan also incorporates quantitative targets monitored through strategic KPIs, such as:

- increase in the share of renewable energy up to 50% by 2028
- progressive year-over-year increase of preferred materials
- full supplier mapping coverage (Tier 1–3) by 2028

VALUE CHAIN



The link between the material IROs, the ESG Plan, and the related targets and KPIs is described in the "Double Materiality Assessment" section, which presents the material topics identified through the DMA, and in the dedicated Environmental, Social and Governance chapters of this Statement, where the corresponding actions, targets and metrics are disclosed.

KPI	ESRS Reference	KPI Definition	Baseline	Target	Calculation Methodology	Status	2025	2024
Renewable Energy Share	E1-4	**Share of electricity and energy consumption sourced from certified renewable sources across directly operated sites**	FY2025 to be established	40% FY2026; 45% FY2027; 50% FY2028	Renewable energy consumed (kWh) / Total energy consumed (kWh)	In progress	15%	not comparable
Supply Chain Transparency (Tier 1–3)	S2-1 / SBM-3	**Coverage of supplier mapping across upper value chain tiers (Tier 2, Tier 3)**	-	Tier 2 and Tier 3 full mapping by FY2027	Number of mapped suppliers / Total suppliers by tier	In progress	60% (estimate)	40 % (estimate)
Supplier ESG Rating Coverage	S2-5	**Strategic suppliers assessed through formal ESG scorecard methodology**	FY2024	100% by FY2026	Rated strategic suppliers / Total strategic suppliers	Completed	100% Tier 1	0%
Preferred Materials Penetration	E5-4	**Share of preferred raw materials used in total material consumption**	FY2024 - 9%	2% yearly increase	Preferred materials volume / Total materials volume	Ongoing	16%	9%
Sustainable Packaging Ratio	E5-5	**Share of recyclable, recycled-content or reusable packaging in total packaging portfolio**	FY2025 to be established	100% by FY2030	Sustainable packaging weight / Total packaging weight	In progress	71%	60%
Digital Product Passport Coverage	E1 / E5 / ESPR	**Share of products enabled with Digital Product Passport functionality**	-	Pilot FY2026; phased rollout FY2027	Products with DPP / Total products	Not started		
Primary Data Coverage – Scope 3	E1-6	**Share of Scope 3 categories measured through supplier primary data rather than estimates**	FY2025 - 0%	50% by FY2028	Categories with primary data / Total Scope 3 categories; Suppliers providing primary data / Total suppliers	In progress		
Leadership ESG Training Hours	S1-13	**Annual ESG capability-building hours delivered to management population**	FY2025	Minimum 8 hours annually	Total training hours delivered	Ongoing	14 h	16 h
Preferred Materials SKU Coverage	E5-4	**Share of product SKUs incorporating approved preferred materials**	FY2024	50% by FY2030	Compliant SKUs / Total active SKUs	In progress	52%	52%
Verified Sustainability Claims	G1 / S4	**Share of environmental/product claims subject to internal substantiation review prior to release**	FY2024 - 50%	100% ongoing	Verified claims / Total claims issued	Ongoing	100%	50% (estimate)
Digitalised ESG KPI Coverage	GOV-5	**Share of ESG KPIs automatically collected through approved digital systems and workflows**	FY2025	100% by FY2027	Automated KPIs / Total ESG KPIs	In progress	-	

ESG PLAN (2023-2027)

Strategic Pillar	Objective	Activity	Deadline	Status (31.12.2025)
Performance	**Validate the climate resilience assessment tool**	Validation of the climate resilience tool and application to the Tier 1 supply chain	Q42025	Completed
Performance	**Geolocate relevant sites: Tier 1 suppliers and direct stores**	Geolocation of Tier 1 suppliers and stores, prioritizing directly operated sites	Q3 2024	Completed
Performance	**Monitor energy consumption**	Adoption of a centralized energy consumption monitoring system	Q2 2026	Completed
Compliance, Communication	**Strengthen the progressive alignment with CSRD/ESRS requirements and improve the quality of ESG disclosure**	First GRI report, ESRS gap analysis, voluntary ESRS report, CSRD training for involved departments, second ESRS report based on 2025 data and limited assurance	2024–2026	Completed
Communication, Compliance	**Formalize and communicate the company's commitment to human rights**	Human Rights Policy, Human Rights Manifesto, internal communication and connection with the Supplier Code of Conduct	Q2 2025	Completed
Compliance	**Strengthen ESG compliance across the supply chain**	Supplier Code of Conduct, update of the Code and supplier onboarding procedure including ethical/environmental audits	2024–2025	Completed
Governance, Performance	**Strengthen internal governance, document traceability and process control**	Organizational Regulations, company documentation structure, process mapping and introduction of software for process governance and process mining	2024–2025	Completed
Compliance, Performance	**Improve visibility over the supply chain and logistics partners**	Mapping of Tier 1, Tier 2 and Tier 3 suppliers; mapping of warehouses, logistics partners, non-commercial goods suppliers and construction material suppliers	2024–2028	In progress
Performance	**Increase the use of preferred materials and strengthen responsible raw material management**	Products & Materials Framework, certification collection process, e-learning training through Boggi Academy and progressive increase of preferred materials	2024–2028	Completed/ in progress/ongoing
Performance, Communication	**Assess certifications and voluntary standards supporting the ESG journey**	Oeko-Tex Responsible Business feasibility study, self-assessment, potential certification; B Corp feasibility study and self-assessment	2024–2026	Completed/ postponed/not started
Compliance, Communication	**Improve transparency towards consumers on materials and sustainability**	Labelling aligned with ECGC regulation; e-commerce communication aligned with ECGC regulation; dedicated sustainability section on the e-commerce platform	2025–2026	Completed/ not started
Compliance, Performance	**Strengthen oversight of chemical safety and product compliance**	Support in drafting company protocols and procedures; training for Purchasing and Product Development teams on chemical safety	Ongoing/ 2024	Completed/ ongoing
Compliance, Performance	**Monitor and assess suppliers based on social, environmental and governance criteria**	Digital tool for ESG audits and collection of results, Tier 1 audits, Tier 2 audits, audits of warehouses and logistics partners, ESG Vendor Rating system	Annual/ bi-annual; 2024–2026	Completed/ ongoing/ in progress
Performance	**Extend the climate resilience analysis to the Tier 2 supply chain**	Validation/application of the climate resilience tool to the Tier 2 supply chain	01/01/27	In progress
Performance	**Increase the use of renewable energy**	Progressive increase in the share of renewable energy used by the organization	Q4 2026: 40%; Q4 2027: 45%; Q4 2028: 50%	In progress
Performance	**Improve the environmental characteristics of packaging**	Progressive transition toward 100% recyclable or recycled packaging	Q4 2030	In progress
Performance	**Quantify direct and indirect emissions and progressively improve Scope 3 coverage across the value chain**	Carbon footprint calculation according to the GHG Protocol through a certified SaaS tool; progressive extension of Scope 3 categories; integration of the relative weight of each category on total emissions after the first calculation	**2026**: Cat. 1 Purchased goods & services; Cat. 4 Upstream Transportation and Distribution; Cat. 6 Business Travel; Cat. 7 Employee Commuting; Cat. 8 Upstream Leased Assets. **2027**: Cat. 9 Downstream Transportation and Distribution. **2028**: Cat. 14 Franchises; Cat. 11 Use of Sold Products. *(GHG Protocol)*	In progress/ according to annual progress
Compliance, Performance	**Strengthen control over chemical risks**	Extension of chemical testing on critical products and materials	Q3 2026	Ongoing
Compliance, Performance, Communication	**Integrate product compliance data into the DPP**	Integration of chemical safety data into the DPP	Q4 2026	Not started
Performance	**Assess the exposure of priority stores to physical climate risks**	Screening of direct high-priority stores for heat, water scarcity, flood and cooling requirements	01/01/28	Not started
Performance	**Assess physical climate risks in vulnerable supplier countries**	Water, heat and flood screening for China, Vietnam, Turkey, India, Pakistan, Tunisia and other vulnerable supplier countries – Tier 1	01/01/27	Not started
Performance	**Extend physical climate risk screening to the Tier 2 supply chain**	Water, heat and flood screening for China, Vietnam, Turkey, India, Pakistan, Tunisia and other vulnerable supplier countries – Tier 2	01/01/28	Not started
Performance	**Define a decarbonization and supplier engagement roadmap**	Definition of a decarbonization plan and supplier engagement roadmap aligned with ESRS E1 transition plan expectations for 2030 and 2040	01/01/28	Not started
Compliance, Performance, Communication	**Integrate ESG data at product level**	Integration of sustainability data, including materials, emissions and certifications, into the DPP at product level	Q4 2026	Not started
Compliance, Performance, Communication	**Test the DPP solution**	First DPP test	Q2 2027	Not started
Compliance, Performance, Communication	**Integrate the DPP into company systems**	Integration of the DPP with ERP systems and e-commerce platforms	Q3 2027	Not started
Compliance, Performance, Communication	**Gradually extend the DPP to the relevant product perimeter**	Extension of the DPP to all core products, excluding shoes and leather accessories, according to applicable regulation	Q4 2027/ according to regulation	Not started
Performance	**Analyse and optimize energy consumption**	Implementation of energy dashboards for consumption analysis and optimization	Q3 2026	Not started
Performance	**Define site-level energy objectives**	Definition of energy consumption reduction targets by site	Q4 2026	Not started
Performance	**Define a medium- to long-term ESG strategy**	Definition of the 2026–2035 ESG strategy and approval by the Executive Committee/ C-Level Committee	Q4 2026	Not started
Performance	**Strengthen product durability and quality**	Definition of design guidelines for garment durability and quality	Q1 2027	Not started
Performance	**Test product durability**	Introduction of durability tests on selected products	Q2 2027	Not started
Performance	**Measure product useful life**	Development of KPIs on average product lifetime	Q2 2027	Not started
Performance	**Improve the quality of climate data across the supply chain**	Collection of supplier-specific energy, process and logistics data, progressively replacing average or proxy data where possible	31/12/27	Not started
	activities updated or introduced during 2025			

[1] Completed: activity completed before the deadline or already completed at the date of preparation of the ESRS report. In progress: activity started and not yet completed. - Ongoing: recurring or continuous activity, not linked to a single final deadline. Postponed: activity started, with a revised deadline compared to the original plan. Not started: planned activity not yet started.



2.6. STAKEHOLDER ENGAGEMENT (ESRS SBM-2)

Stakeholder engagement is a cornerstone of Boggi Milano's materiality assessment, enabling the Company to align with stakeholder expectations, support informed decision-making, and build long-term relationships based on trust.

Feedback collected through stakeholder engagement activities is systematically shared with Executive Management in order to support strategic and operational decision-making processes.

The table below provides an overview of the engagement process implemented for each key stakeholder group identified by Boggi Milano.

Stakeholder	Engagement	Organisation	Purpose	Incorporation of outcome
Employees	Regularly (annually via engagement survey, and ad hoc via interviews with selected key roles)	All corporate functions	Understand employee satisfaction, inclusion, health & safety, and development needs. Gather strategic vision of each department, and future developments,	Development of internal policies Definition and monitoring of KPIs
Customers (B2B)	Annually (feedback tools, surveys)	Commercial Hub	Align product and service offerings with expectations on quality, innovation, and sustainability	Improved communication on preferred materials Improved traceability
Suppliers	Regularly (code of conduct, audits, onboarding)	Procurement & Production	Ensure social, environmental, and ethical standards are respected across the supply chain	Implementation of Supplier Code of Conduct Audit followup actions Risk mapping and capacity building
Investors & Ownership	Quarterly & annually	Executive Management & CFO, Investors	Communicate ESG risks, performance and strategic priorities	Integration of ESG topics in strategic business decisions Reprioritization of key impact areas Implementation of ESG disclosures Readiness for CSRD reporting and ESRS standards
Certifying bodies / Auditing companies	As needed (e.g. audits, certifications, updates on new regulation)	Executive Management, Procurement & Production	Ensure compliance with applicable EU and national regulations; Improve product quality; Improve brand reputation	Ethical, chemical and regulatory compliance investments

2.6.1. Double Materiality Assessment Process (ESRS IRO-1)

Boggi Milano conducted a comprehensive Double Materiality Assessment (DMA) between the first and second quarters of 2025, involving the Group's main stakeholder categories.

The DMA was not repeated at the beginning of 2026, as the main organizational, governance and stakeholder-related changes occurred during the first quarter of 2025 and were therefore already reflected within the assessment process.

In agreement with the consultants supporting the preparation of the Sustainability Report, and following discussions with the company responsible for the limited assurance engagement, the Company conside-

red it appropriate to carry out a confirmation survey on material topics addressed to the main stakeholder categories.

The results of this activity confirmed the validity and relevance of the identified topics, with stakeholders once again validating the outcomes of the 2025 Double Materiality Assessment.

The process included the distribution of standardized questionnaires to stakeholders, designed to:

1. collect quantitative data, asking stakeholders to prioritize and rank predefined material impacts, risks and opportunities;
2. conduct interviews with selected key internal stakeholders, who were also given the opportunity to suggest additional topics beyond those already identified;
3. ensure anonymity, as responses were collected anonymously in order to encourage transparency and openness.

Following stakeholder engagement activities, no need emerged to modify Boggi Milano's strategy or business model. The process also confirmed the relevance of ongoing initiatives, including the development of a Human Rights Policy, the adoption of preferred materials and the strengthening of supply chain due diligence activities.

These inputs will continue to guide the Company's ESG priorities and reporting efforts going forward.

IDENTIFICATION AND ASSESSMENT OF IMPACTS, RISKS AND OPPORTUNITIES

The comprehensive Double Materiality Assessment considered two dimensions of materiality:

- **Impact materiality**: considers how Boggi Milano's activities affect society and the environment, both positively and negatively.
- **Financial materiality:** evaluates how sustainability topics generate risks and opportunities that may influence the Company's business, financial performance and long-term resilience.

The process was guided by the implementation guidance provided by EFRAG and included both quantitative and qualitative thresholds to ensure a structured and objective evaluation of material topics. The analysis was based on previous assessments, internal expertise and engagement with key stakeholders.

IMPACT MATERIALITY RESULTS

The DMA identified the most significant impacts across Boggi Milano's value chain. Key topics include:

- Environmental impact of production, particularly in upstream processes
- Worker welfare and labor practices within the supply chain
- High energy consumption in specific production phases

As a result, Boggi Milano has committed to:

- Calculating its environmental footprint for the first time in 2026, on 2025 reporting year (included in this report) and defining decarbonization and efficiency measures by 2028
- Defining prevention and management measures for social risks, particularly in supply chain oversight
- Maintaining high standards of product quality and safety

FINANCIAL MATERIALITY RESULTS

From a financial perspective, the analysis highlighted relevant risks and opportunities for long-term value creation:

- Regulatory risks related to emerging EU requirements and ESG reporting
- Opportunities in areas such as supply chain traceability, improved energy efficiency at production sites, and the adoption of lower-impact materials in new product development
- Human capital-related topics, including:
  Employee engagement
  Diversity, equity and inclusion
  Professional development and talent retention

These topics were identified as materially relevant due to their influence on operational continuity and business competitiveness.

METHODOLOGIES AND ASSUMPTIONS

The DMA was structured as a phased process:

a) Stakeholder engagement: key stakeholders, including employees, customers, management and suppliers, were involved through surveys and meetings to gather insights on impacts and dependencies.

b) Internal data analysis: company data, policies and strategic documents were analyzed to assess internal perceptions of risks, opportunities and impacts.

c) Sector benchmarking: analysis of industry trends and peer practices supported validation of results and provided context.

d) Aggregation and validation: results were aggregated through a scoring system and validated through interviews with company leadership.

PROCESS FOR IDENTIFYING, ASSESSING, PRIORITIZING AND MONITORING IMPACTS

The DMA considered both impact and financial materiality:

- **Scope and focus areas:** impacts were assessed across Boggi Milano's own operations, key Tier 1 and Tier 2 suppliers (including finished products and raw materials such as fabrics and yarns), and consumers. Topics were prioritised based on the level of risk associated with activities, business relationships and geographical areas.
- **Assessment criteria:** impacts were classified based on severity (scale, scope, irremediability) and likelihood. Negative impacts were prioritized for mitigation measures, while positive impacts were assessed based on scale and relevance.
- **Stakeholder consultation:** dedicated questionnaires were used to collect input on 37 sub-topics aligned with ESRS. Boggi Milano introduced a digital solution to create, manage and distribute questionnaires, simplifying the process and ensuring anonymity.
- **Materiality thresholds:** each sustainability topic was assigned two distinct scores, one for each dimension of materiality.
    - Impact materiality was measured on a 0–12 scale, combining the severity of the impact with its likelihood of occurrence. Severity was determined by three parameters: scale (how serious the impact is), scope (how widespread it is) and, for negative impacts, irremediability (how difficult it is to reverse). Likelihood expresses the probability that the impact actually occurs. A topic was considered material from an impact perspective when its score reached at least 10 out of12.
    - Financial materiality was measured on a 0–5 scale, combining the magnitude of the potential financial effect on the Company with its likelihood of occurrence. A topic was considered material from a financial perspective when its score reached at least 3 out of 5.

PROCESS FOR IDENTIFYING AND MANAGING RISKS AND OPPORTUNITIES

The DMA identified key sustainability-related risks and opportunities:

- Connections between impacts and dependencies: the analysis mapped how Boggi Milano's activities affect the environment and society, and how these factors influence the Company's financial and reputational risk profile. Examples include risks related to supply chain dependencies and opportunities arising from the expansion of circular models.
- Assessment of risks and opportunities: risks were analyzed based on likelihood and magnitude of financial or reputational impact, while opportunities were assessed based on alignment with strategic priorities and maturity of implementation plans.

DECISION-MAKING PROCESS, INTERNAL CONTROLS AND INPUT PARAMETERS

The DMA process included structured decision-making mechanisms and internal controls:

- Workshops: conducted with company leadership representatives at key stages to align assumptions, review results and validate conclusions.
- Control procedures: internal governance ensured the accuracy and reliability of the overall assessment process, supported by multidisciplinary teams.

The assessment was based on:

1. internal data (reports, policies, ESG analyses),
2. inputs from stakeholder engagement and external benchmarks,
3. assumptions calibrated to Boggi Milano's business model and sustainability context.

PROCESS EVOLUTION AND FUTURE REVIEWS

The DMA represents the baseline for future reporting cycles. Results will be reviewed annually to reflect changes in sustainability contexts, regulatory developments and evolving stakeholder expectations.

2.6.2. Material impacts, risks and opportunities (ESRS SBM-3)

The table below summarizes the results of the DMA, including the complete list of material impacts, risks and opportunities:

ENVIRONMENT							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium -term***	***Long -term***
E1 Climate Change							
GHG emissions from textile production, transportation, and retail operations	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Electricity and fuel consumption in factories, warehouses, and retail stores	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Energy efficiency improvements (e.g., LED lighting, renewable energy sourcing)	Actual positive impact	Yes	Yes	Yes	Yes	Yes	Yes
Stricter carbon regulations (e.g. carbon taxes, emissions reduction requirements)	Risk	Yes	Yes	Yes	Yes	Yes	Yes
Rising energy costs, particularly for factories and retail spaces relying on fossil fuels	Risk	Yes	Yes	Yes	Yes	Yes	Yes
E3 Water and Marine Resources							
Water consumption in textile production, particularly in cotton farming and dyeing processes	Actual negative impact	Yes	No	No	Yes	Yes	Yes
Wastewater discharge from manufacturing causing contamination of freshwater sources	Actual negative impact	Yes	No	No	Yes	Yes	Yes
E4 Biodiversity and Ecosystems							
Deforestation linked to material sourcing (e.g., viscose from unsustainable forestry)	Potential negative impact	Yes	No	No	Yes	Yes	Yes
Using certified preferred materials (e.g., FSC-certified viscose) could open access to eco-conscious consumers and premium pricing	Opportunity	Yes	Yes	Yes	Yes	Yes	Yes
E5 Circular Economy							
High demand for virgin materials (cotton, wool, polyester, etc) causing environmental depletion	Actual negative impact	Yes	No	No	Yes	Yes	Yes
Increased use of recycled or bio-based materials, leading to lower resource depletion and a smaller environmental footprint	Potential positive impact	Yes	Yes	No	Yes	Yes	Yes
Large amounts of textile waste generated through production inefficiencies, unsold inventory and product end-of-life	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Increased recycling and reuse initiatives, resulting in reduced waste generation, lower raw material consumption, and decreased environmental impact	Potential positive impact	Yes	Yes	Yes	No	Yes	Yes
Dependency on virgin raw materials makes costs susceptible to market fluctuations	Risk	Yes	Yes	Yes	Yes	Yes	Yes
High textile waste generation could lead to negative brand perception	Risk	Yes	Yes	Yes	Yes	Yes	Yes

SOCIAL & GOVERNANCE							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium -term***	***Long -term***
S1 Own Workforce							
Implementation of fair labor policies and safe working environments	Actual positive impact	No	Yes	No	Yes	Yes	Yes
Potential gender wage gap and lack of diversity in leadership	Potential negative impact	No	Yes	No	Yes	Yes	Yes
Adoption of inclusive hiring practices and equal pay policies	Potential positive impact	No	Yes	No	Yes	Yes	Yes
S2 Workers in the Value Chain							
Unsafe conditions in some supplier factories	Potential negative impact	Yes	Yes	No	Yes	Yes	Yes
Supplier audits and ethical sourcing	Actual positive impact	Yes	Yes	No	Yes	Yes	Yes
Enforcing strict ethical labor standards across suppliers	Potential positive impact	Yes	Yes	No	Yes	Yes	Yes
Negative media exposure related to poor working conditions in supplier factories could lead to consumer boycotts and financial losses	Risk	Yes	Yes	Yes	Yes	Yes	Yes
Ensuring diversity and fair treatment in the supply chain could improve business resilience and attract ethical investor	Opportunity	Yes	Yes	No	Yes	Yes	Yes
Forced labor or child labor allegations in the supply chain could result in import bans, legal penalties, and consumer trust erosion	Risk	Yes	Yes	Yes	Yes	Yes	Yes
S4 Consumers and End-users							
Transparent labeling and consumer education	Actual positive impact	No	No	Yes	Yes	Yes	Yes
Adoption of safer materials and rigorous quality control	Actual positive impact	Yes	Yes	Yes	Yes	Yes	Yes
Misleading sustainability claims (greenwashing) could result in legal action, fines, and reputational damage	Risk	No	Yes	Yes	Yes	Yes	Yes
Harmful substances in fabrics (e.g., toxic dyes, formaldehyde) could lead to product recalls, lawsuits, and loss of consumer confidence	Risk	Yes	Yes	Yes	Yes	Yes	Yes
G1 Business Conduct							
Ethical procurement and fair payment practices	Potential positive impact	Yes	Yes	Yes	Yes	Yes	Yes
Strong anti-corruption and business ethics policies	Actual positive impact	No	Yes	No	Yes	Yes	Yes
Fair supplier payment terms could improve long-term partnerships and supply chain resilience	Opportunity	Yes	Yes	No	Yes	Yes	Yes
Supply chain disruptions due to geopolitical considerations	Risk	Yes	Yes	Yes	Yes	Yes	Yes

03
ENVIRONMENTAL INFORMATION



3.1. CLIMATE CHANGE

ENVIRONMENT							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	*Up stream*	*Own Operations*	*Down stream*	*Short -term*	*Medium -term*	*Long -term*
E1 Climate Change							
GHG emissions from textile production, transportation, and retail operations	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Electricity and fuel consumption in factories, warehouses, and retail stores	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Energy efficiency improvements (e.g., LED lighting, renewable energy sourcing)	Actual positive impact	Yes	Yes	Yes	Yes	Yes	Yes
Stricter carbon regulations (e.g. carbon taxes, emissions reduction requirements)	Risk	Yes	Yes	Yes	Yes	Yes	Yes
Rising energy costs, particularly for factories and retail spaces relying on fossil fuels	Risk	Yes	Yes	Yes	Yes	Yes	Yes

3.1.1 Transition plan for climate change mitigation (ESRS E1-1)

In 2025, climate change and energy were confirmed as material topics within the Group's double materiality assessment, both in terms of impacts generated along the value chain and in terms of physical and transition risks that may affect business continuity, material availability, supply chain resilience, retail network management, and the evolution of regulatory and market requirements.

In line with these findings, Boggi Milano has initiated a progressive strengthening of its climate management approach, structured around four main areas of action: improving the quality and completeness of energy and climate data; conducting a preliminary assessment of physical and transition risks; initiating the first calculation of the organisation's and products' carbon footprints; and enhancing the monitoring of energy consumption, including the progressive extension of monitoring activities to foreign subsidiaries.

As of the reporting date, Boggi Milano has not yet adopted a fully formalised climate transition plan aligned with an emissions reduction pathway consistent with the objectives of the Paris Agreement.

However, the Group has started the preparatory activities necessary for the future definition of a transition plan, including:

- the implementation of digital tools for ESG data collection and management;
- the introduction of a dedicated tool for the calculation of the organizational and product carbon footprint;
- the launch of a first preliminary climate resilience analysis covering suppliers and stores;
- the progressive mapping of suppliers along the value chain;
- the strengthening of the roadmap on preferred, certified and recycled materials;

- the improvement of energy and operational efficiency in direct operations, including headquarters, stores and distribution centers;
- the assessment of lower-impact logistics solutions, including biofuels for air logistics.

The first carbon footprint calculation represents the starting point for defining emissions reduction targets, identifying the main decarbonisation levers and assessing the compatibility of the Group's climate strategy with European and international objectives for the transition towards a low-carbon economy.

3.1.2 Climate-related impacts, risks and opportunities and identification process (ESRS 2 SBM-3 and IRO-1)

The double materiality assessment considered impacts, risks and opportunities connected to direct operations, the upstream supply chain and downstream activities, in line with the structure of the Group's business model.

The climate analysis considers three-time horizons:

- *Short term: 0–3 years* – Data collection and quality, ESG tools and carbon footprint, regulatory alignment, energy price volatility, supplier compliance and improvement of the climate data foundation.
- *Medium term: 4–10 years* – Availability of preferred materials, resource scarcity, supply chain resilience, evolution of consumer preferences, energy efficiency and asset adaptation.
- *Long term: 11–30 years* – Chronic physical risks, water stress, extreme heat, sea-level rise, structural regulatory developments, eco-design requirements, carbon pricing and systemic transition towards low-emission production models.

PRELIMINARY CLIMATE RESILIENCE ANALYSIS

During 2025, Boggi Milano developed a first preliminary climate resilience analysis with the aim of progressively integrating the assessment of physical and transition risks into supply chain management, retail network management and ESG planning processes. The analysis was conducted as an internal screening activity and covered:

- 133 production sites, including Tier 1 suppliers and subcontractors, corresponding to the entire Tier 1 production base reported for the year (100% of the manufacturing facilities used in 2025, as described in the ESRS S2 chapter);
- 254 stores included in the retail dataset used for the screening, corresponding to the entire retail network (100% of the Group's stores, including both directly operated and franchised locations).

The Climate Resilience Analysis is based on a combination of internal data and recognized external sources. Internal data feed the model with specific information on suppliers, stores, materials, energy consumption and logistics; external sources support the progressive validation of scores relating to physical risk, environmental pressure, transition risk, materials, processes and country risks. The model is still based on country-level or macro-area proxies. The analysis should therefore be interpreted as a prioritization tool and not as a point-specific geospatial assessment of climate risk for individual assets or production sites.

The model assigns each supplier a Climate Resilience Score on a scale from 0 to 10, where higher values indicate greater relative resilience and lower values indicate greater vulnerability or need for further assessment.

The Climate Resilience Score calculation formula combines five weighted components on a 0–10 scale, where a higher score indicates greater relative climate resilience.

Climate Resilience Score = Physical Climate × 25% + Environmental Pressure × 20% + Transition Risk × 15% + Process Average × 20% + Material Average × 20%

The Physical Climate component has the highest weight, equal to 25%, because it measures exposure to physical risks such as extreme heat, water stress, drought and floods. Environmental Pressure, weighted at 20%, assesses the environmental pressure of the operating context, while Transition Risk, weighted at 15%, considers risks linked to the climate transition, such as regulation, energy, carbon pricing and decarbonization costs.

The Process Average and Material Average components, both weighted at 20%, integrate supplier-specific elements: the former measures the maturity of environmental and operational processes; the latter assesses the resilience of the materials used, including the presence of preferred, certified or recycled materials.

The Climate Resilience Score is a preliminary screening tool and not an absolute measure of climate risk.

The weights are based on potential physical and financial risk assessed by the Sustainability function and will need to be validated and reviewed periodically.

The analysis considers a mix of primary data and proxy data from the following sources:

Data	Source	Use in the Climate Resilience Analysis
Number of production sites, country, product category, material, number of workers, presence of environmental or product certifications, production processes	GRC Portal – data collected directly from the supplier	Constitutes the database of the production sites analysed and allows the connection between supplier, country, product category, main materials, number of workers and production processes performed.
Number of stores, country, macro-region, climate risks linked to the country	Company ERP	Supports the preliminary classification of stores by country, macro-area and climate priority.
Purchased electricity, certified renewable energy, any self-produced energy by suppliers and subcontractors	GRC Portal – data collected directly from the supplier	Supports the supply chain assessment, as suppliers using renewable energy receive a better score, and forms the basis for future collection of primary consumption data.
Physical climate exposure, heat, precipitation, climate projections	World Bank Climate Change Knowledge Portal	Supports the preliminary identification of physical exposure to heat, precipitation, extreme events and climate scenarios by country or geographical area.
Water stress, flood risk, drought risk, water availability	WRI Aqueduct	Supports the screening of water stress, drought, flood and water pressure for countries and basins by country and region.
Scientific context on physical risks, scenarios and time horizons	IPCC AR6	Provides the scientific reference basis for identifying physical risks, climate scenarios and long-term trends, and assigning them to individual suppliers and stores based on geographical location.
Heat, drought, flood, coastal exposure, climate adaptation risks in Europe	EEA European Climate Risk Assessment / Climate-ADAPT	Supports the interpretation of European climate risks, relevant for European stores and suppliers.
Vulnerability, readiness, adaptive capacity	ND-GAIN Country Index	Supports the assessment of climate vulnerability and readiness/adaptation at country level.
Environmental pressure, water stress, drought exposure, vulnerability	WRI Aqueduct + World Bank CCKP	Integrates the assessment of environmental pressure, particularly regarding water, natural resources and climate vulnerability.
Transition risk, policy risk, energy transition, carbon price exposure	NGFS Climate Scenarios	Supports the assessment of transition risks linked to climate policies, carbon pricing, decarbonization, energy and economic scenarios.
Energy mix, grid intensity, emission factors, transition exposure	IEA energy data and emission factors	Supports the assessment of the country energy context and the future analysis of emissions and carbon intensity.
Due diligence, supplier engagement, prioritisation of risks	OECD Due Diligence Guidance for Responsible Supply Chains in the Garment and Footwear Sector	Supports the link between risk assessment, prioritization, supplier engagement, prevention and mitigation of impacts in the fashion supply chain.

3. ENVIRONMENTAL INFORMATION

ANALYSIS OF THE SUPPLY CHAIN (TIER 1)

The results highlight potential climate vulnerabilities within the supply chain that would not necessarily emerge from social audit metrics or general supplier performance indicators alone. Climate and environmental risks require a dedicated lens that considers geographical exposure, environmental pressure, transition-related factors, production processes and material characteristics.

The average climate resilience result for the analyzed supplier perimeter (133 factories belonging to direct suppliers and subcontractors, as described in chapter ESRS S2) is 5.97 over 10. This indicates an overall medium level of resilience and confirms the need to further investigate the most exposed geographies and supplier classes through additional data collection, supplier engagement and site-level assessment.

The classification of the analyzed supplier perimeter is as follows:

Class	Number of suppliers	Interpretation
Resilient	7	Suppliers with greater relative resilience compared with the components analyzed.
Moderate	43	Suppliers with an intermediate profile and requiring monitoring.
Vulnerable	81	Suppliers requiring further analysis, data collection or engagement.
High vulnerability	2	Suppliers with high priority for analysis and a potential dedicated action plan.

Overall, 83 suppliers, equal to approximately 62% of the analyzed perimeter, fall within classes requiring further assessment.

At country level, the analysis highlights differentiated climate resilience profiles among the suppliers included in the Boggi Milano production perimeter. China accounts for the largest share of the assessed supplier base, with 44 suppliers, an average climate resilience score of 5.63/10, and 40 suppliers classified as Vulnerable or Highly Vulnerable.

Suppliers located in Turkey, Vietnam, India, Pakistan and Tunisia also emerge as priority areas for further assessment, due to the combination of geographical exposure, environmental pressures, production process characteristics and materials used.

Conversely, suppliers located in Italy and Portugal achieve higher average scores, reflecting a relatively more favourable regulatory, infrastructure and climate adaptation context. Nevertheless, these results require site-specific verification, as climate risk may vary significantly depending on the location of the production site, the processes carried out, the energy sources used, and the management maturity of each individual supplier.

The results of the analysis reflect the characteristics of the suppliers, processes and materials included in the dataset and should not be interpreted as a ranking of the overall climate vulnerability of the countries concerned.

The score reflects exclusively the characteristics of the suppliers, production processes, materials and available data included within the scope of the assessment.

PRELIMINARY STORE ANALYSIS

Unlike suppliers, stores were not yet assigned a Climate Resilience Score. At this stage, the retail network was assessed through a geographical screening approach based on country and macro-regional climate risk indicators, with the objective of identifying locations requiring priority analysis.

Of the 254 stores/locations included in the dataset:

Store priority class	Number of stores	Interpretation
High screening priority	139	Geographies requiring priority assessment on heat, water stress, flood and cooling needs.
Medium screening priority	53	Geographies with potential intermediate exposure.

The share of stores classified as High screening priority is approximately 55% of the analyzed dataset. The most significant concentration concerns the Southern Europe/Mediterranean area, followed by Western/Central Europe, Middle East/Gulf and Eastern Europe/Eurasia.

The high-priority classification does not necessarily imply that each store is highly exposed to physical climate risks. Rather, it indicates that the geographical areas concerned require a more granular assessment based on store-specific coordinates, building characteristics, local exposure to potential climate-related hazards, energy consumption, HVAC systems, emergency preparedness measures and insurance coverage.

This detailed assessment will enable the Group to distinguish between a preliminary geographical screening priority and the actual level of exposure and vulnerability of each individual store.

In order to make store prioritization more robust and progressively aligned with an asset-level approach, Boggi Milano plans to strengthen the methodology through the following steps:

Step	Methodological improvement
1	Associate each store with its exact location, using its address or geographical coordinates.
2	Cross-check store locations with maps of the main climate risks, such as extreme heat, floods, drought, water stress and coastal exposure.
3	Also consider the commercial importance of the store, such as turnover, number of visitors, size and strategic role.
4	Assess the physical characteristics of the store, such as building floor, building quality, cooling systems, any damage suffered in the past and insurance coverage.
5	Combine three elements into a reliable score: climate risk of the area, store vulnerability and importance for the business.

MAIN CLIMATE RISKS IDENTIFIED ACROSS THE SUPPLIER BASE AND RETAIL NETWORK

Based on the preliminary analysis, Boggi Milano has identified the following priority climate risks, which need to be managed and mitigated in order to develop a complete climate resilience analysis:

Risk	Type	Likelihood	Impact	Priority	Action
Supplier exposure to water stress, extreme heat and flooding	Physical risk	High	High	Very high	Progressively geolocate Tier 1–3 production sites, prioritising critical suppliers, key sourcing countries and the most relevant product categories. Complement the screening with external tools covering water stress, flooding, drought and extreme heat events.
Material availability and price volatility	Physical / market risk	High	High	Very high	Strengthen the preferred materials roadmap. Diversify fibres, materials, suppliers and sourcing geographies to reduce dependence on areas or raw materials that are particularly exposed to risk.
Store exposure to heat, water stress and flooding	Physical risk	Medium-high	Medium-high	High	Prioritise the assessment of stores located in geographical areas classified as highly exposed to climate-related risks and update emergency and business continuity plans accordingly.

3.1.3. Policies related to climate change mitigation and adaptation (ESRS E1-2)

As of the reporting date, Boggi Milano has not yet formalized a standalone and comprehensive climate policy covering mitigation, adaptation, energy efficiency, renewable energy and emissions management across the entire value chain.

However, the Group has already initiated a set of safeguards, procedures and tools that progressively support the identification, monitoring and management of climate change-related impacts, risks and opportunities.

These safeguards include:

- the ESG Plan 2023–2027, structured around Compliance & Accountability, Assessment & Performance and Communication;
- the GRC system for the collection and control of sustainability and supply chain data;
- the introduction of a tool for calculating the organizational and product carbon footprint;
- the strategy on preferred materials and the objectives to progressively increase certified, recycled and lower-impact materials;
- energy efficiency and renewable energy initiatives in direct operations;
- logistics initiatives aimed at improving the efficiency of distribution centers and inbound and outbound flows;
- the progressive strengthening of documentary evidence supporting environmental product claims, also with a view to preventing greenwashing risks.

The formalisation of a dedicated climate policy will be assessed following the completion of the Group's first carbon footprint calculation and the subsequent validation, by management, of the main decarbonisation, climate adaptation and resilience levers. This process is expected to be completed by 2028.

3.1.4. Actions and resources related to climate policies (ESRS E1-3)

In 2025, Boggi Milano launched several actions relevant to strengthening climate management. These actions relate both to mitigation, through reduced consumption, renewable energy, logistics and materials, and to adaptation, through the screening of physical risks across the supply chain and stores.
The preliminary climate resilience assessment supported the definition of an initial action plan aimed at progressively strengthening data quality, monitoring capabilities and the integration of climate risks into the Group's decision-making processes. In particular, the identified actions aim to improve the understanding of the climate exposure of suppliers and stores, prioritise the most vulnerable areas, develop prevention and adaptation tools, and establish the necessary information basis for the future definition of more structured climate targets and decarbonisation levers.

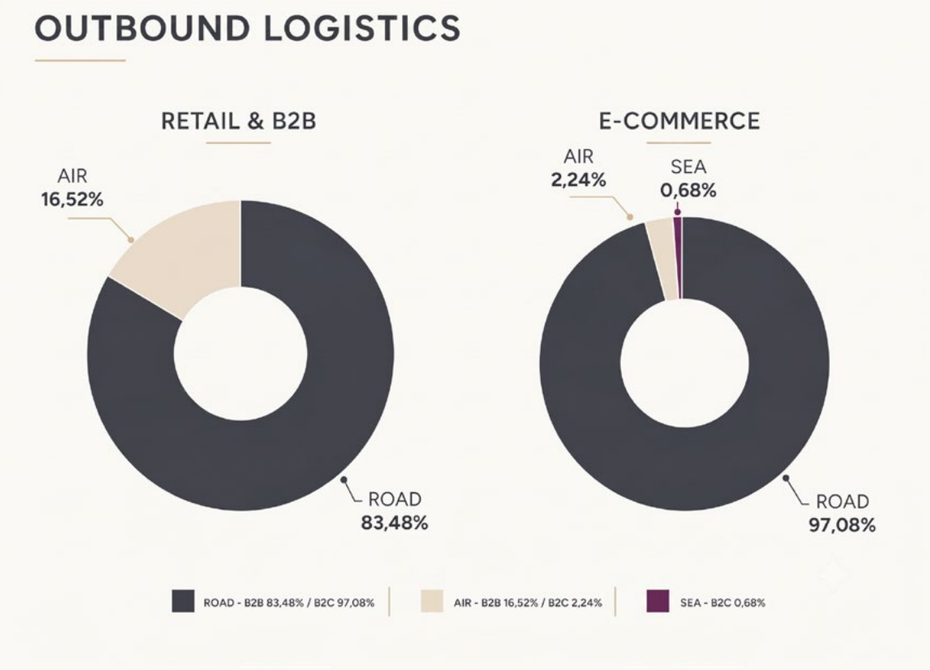
Action	Owner	KPI	Priority	Status
Geolocate all Tier 1 suppliers and all stores, prioritising directly operated sites.	Sustainability + Procurement + Retail Operations	Geolocated database of Tier 1 suppliers and stores	High	Completed
Validate the climate resilience formula and integrate it into ESG dashboards as a climate lens distinct from the human rights/audit score.	Sustainability	Active dashboard	High	Completed
Conduct screening on water stress, extreme heat and floods for China, Vietnam, Turkey, India, Pakistan, Tunisia and other vulnerable supplier countries.	Sustainability	% of suppliers screened by hazard; list of critical sites	Very high	To be completed
Calculate the Scope 1, Scope 2 and Scope 3 carbon footprint, focusing on the most relevant Scope 3 categories, including Cat. 1, Cat. 4, Cat. 6, Cat. 8 and Cat. 9 where applicable.	Sustainability	Updated GHG inventory; coverage of priority Scope 3 categories	Very high	To be completed – Cat. 1 and Cat. 8 included in this report
Prioritise uncertified leather, cotton and polyester for replacement with preferred materials and strengthen certification evidence.	Product, Merchandising, Procurement, Sustainability, Finance	Annual growth of preferred materials; annual reassessment	Very high	Ongoing
Use the 2025 carbon footprint baseline to integrate primary data collected from suppliers on energy, production processes and logistics, progressively replacing average data where possible.	Sustainability, Procurement	Scope 3 data-quality score; supplier primary data coverage	Very high	To be completed
Screen high-priority directly operated stores for extreme heat, water scarcity, floods and cooling needs.	Sustainability, Retail Operations, Construction	% of high-priority stores screened	High	To be completed
Define a decarbonisation plan and supplier engagement roadmap, in line with ESRS E1 expectations on transition plans and with medium- to long-term horizons to 2030 and 2040.	Sustainability, Finance, Procurement, Logistics	GHG targets and short- and medium-term milestones	High	Not started

OUTBOUND LOGISTICS

In 2025, Boggi Milano continued to monitor the modal composition of outbound logistics, distinguishing between B2B flows – logistics from distribution centres to retail channels – and B2C flows – serving e-commerce channels and marketplaces. The 2025 logistics dataset shows that B2B flows are primarily managed through road transport, accounting for 83.48%, while air transport represents 16.52%. For B2C flows, road transport accounts for 97.08%, air transport for 2.24%, and maritime transport for 0.68%.

These data confirm the importance of road transport within distribution flows and the need to carefully monitor the use of air transport, which, although representing a smaller share of volumes, generally has a higher emissions intensity compared with other transport modes.

In 2025, the Group conducted a feasibility study on the use of biofuels for outbound air logistics and began assessing potential partners for the transition of domestic transport to electric fleets. These initiatives will be further explored in 2026 through the calculation of the Scope 3 category Downstream Transportation and Distribution emissions.





3.1.5 Targets related to climate change mitigation and adaptation (ESRS E1-4)

As of the reporting date, Boggi Milano has finalized the first organizational carbon footprint calculation for FY2025, included in this report.

The FY2025 carbon footprint perimeter will include Scope 1, Scope 2 and a first selection of Scope 3 categories. The calculation of Scope 3 emissions will be developed progressively, prioritising the categories that are most relevant in terms of materiality, data availability and methodological quality.

The first priority Scope 3 categories will be included in this report. Additional categories will be progressively integrated in subsequent reporting cycles.

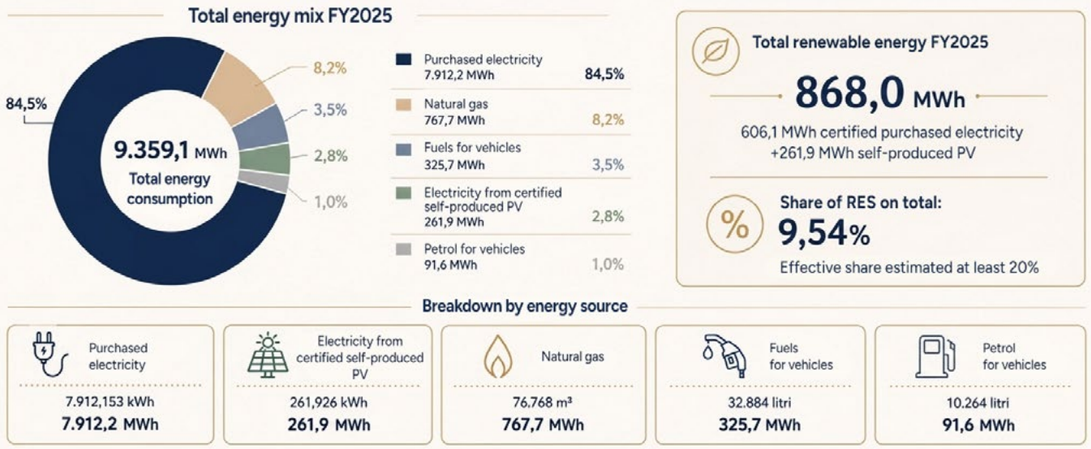
Reporting cycle	Scope 3 categories considered	Status
FY2025 Report	Cat. 1 – Purchased goods and services; Cat. 4 – Upstream Transportation and Distribution; Cat. 6 – Business Travel; Cat. 7 – Employee Commuting; Cat. 8 – Upstream Leased Assets	Included in this report
Next reporting cycle	Cat. 9 – Downstream Transportation and Distribution	To be integrated following the improvement of downstream logistics data
Subsequent cycles	Cat. 14 – Franchises; Cat. 11 – Use of Sold Products	To be assessed based on materiality, data availability and robustness of methodological assumptions

The Group has already identified some preliminary ambitions, which will be reassessed following the completion of the full carbon footprint, including the relevant Scope 3 categories:

Area	Target	Status
Renewable energy	Progressively increase the share of renewable electricity to 50% by 2028.	In progress
Preferred materials	Increase year on year the share of preferred, certified or recycled materials.	In progress
Store resilience	Progressively strengthen climate screening of high-priority stores.	In progress
Supplier engagement	Integrate supplier-specific primary data on energy, production processes, logistics and emissions.	Planned

The definition of quantitative emissions reduction targets will be assessed after completion of the carbon footprint, expected by 2028, taking into account the consolidated emissions perimeter, the quality of available data, the Scope 3 categories included and the main decarbonization levers available to the Group.

3.1.6. Energy consumption and energy mix (ESRS E1-5)



Boggi Milano monitors the energy consumption of its direct operations, including offices, stores, warehouses and distribution centers.

In 2025, the Group collected data on purchased electricity, electricity from certified renewable sources, natural gas, vehicle fuels, heating oil, district heating and self-produced electricity from photovoltaic solar panels. Data sources include invoices, adjustments, actual meter readings, estimates and information provided by local energy providers. Natural gas and vehicle fuel consumption were converted into MWh using specific conversion factors for each energy source.

Based on the FY2025 energy dataset, the Group's purchased electricity amounted to 7,912,153 kWh, equal to 7,912.2 MWh. Of this amount, 606,107 kWh, equal to 606.1 MWh, was covered by certified renewable sources or equivalent contractual evidence. The share of certified renewable electricity over total purchased electricity was therefore 7.66%.

The FY2025 energy dataset also includes 72,768 m^3 of natural gas, corresponding to 767.7 MWh, 32,884 litres of diesel for vehicles, corresponding to 325.7 MWh, and 10,264 liters of petrol for vehicles, corresponding to 91.6 MWh. No consumption of heating oil or district heating was recorded in 2025.

Overall, total energy consumption excluding self-produced electricity amounted to 9,097.2 MWh. In addition, the Group generated 261,926 kWh of electricity from photovoltaic solar panels, equal to 261.9 MWh. Assuming that this electricity was self-consumed, total energy consumption including self-produced electricity amounted to 9,359.1 MWh.

3. ENVIRONMENTAL INFORMATION

Total renewable electricity, including purchased electricity from certified renewable sources and self-produced photovoltaic electricity where self-consumed, amounted to 868,033 kWh, equal to 868.0 MWh. This corresponds to 9.54% of total electricity consumption, calculated as renewable electricity over purchased electricity plus self-produced photovoltaic electricity.

The increase in total energy consumption in FY2025 compared with FY2024 is mainly attributable to changes in the Group's operational perimeter and business development activities. In particular, the increase reflects the opening and start-up of the new Casa Boggi headquarters, the activation of the new Concorezzo warehouse and Distribution Centre, and the expansion of the retail network in the United States. These developments resulted in higher electricity and natural gas consumption, as well as a broader energy consumption perimeter compared with the previous reporting year. The trend should therefore be interpreted in light of the Group's enlarged operational footprint and not solely as a deterioration in energy efficiency.

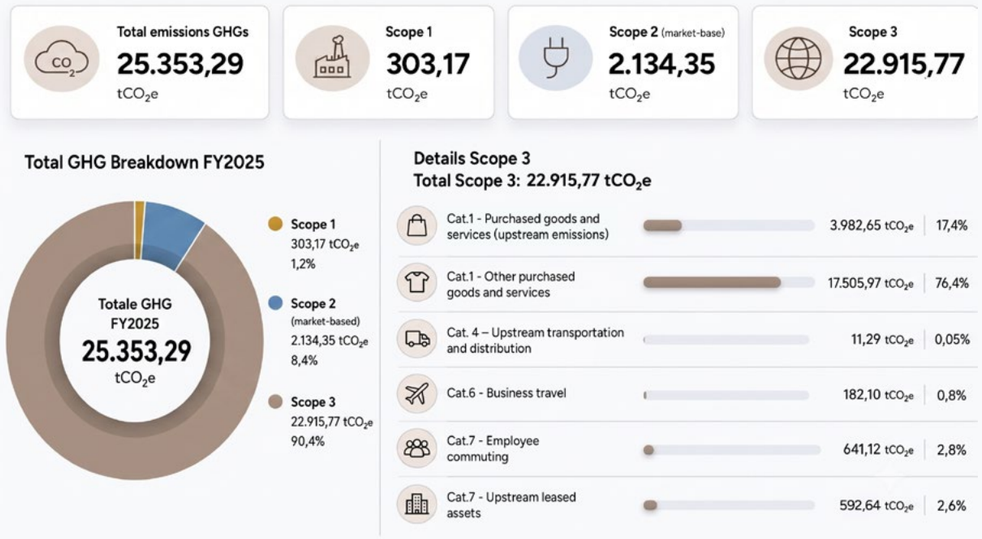
The decrease in electricity reported as renewable in FY2025 is primarily attributable to changes in energy suppliers and the unavailability, as of the reporting date, of sufficient supporting documentation for certain energy supply contracts. In line with a prudent approach, Boggi Milano recognises electricity as renewable only where supported by adequate contractual evidence or certification, such as Guarantees of Origin (GoOs) or equivalent documentation.

The FY2025 data highlights the need to further strengthen the coverage of certified renewable electricity, in line with the Group's ambition to progressively increase this share.

Some markets are already fully covered by certified renewable electricity, while others show partial coverage. In Q3 2025, the Group decided to convert the energy purchased for all Italian sites to renewable energy starting from 1 January 2026.

In 2025, Boggi Milano also started implementing a platform dedicated to the centralized management of the Group's energy contracts. The tool will provide greater visibility over active contracts, support the monitoring of consumption trends, enable the comparison of market offers and facilitate more efficient procurement decisions aligned with ESG objectives. The platform will also allow the Group to define and monitor the desired energy mix, including the share of electricity from certified renewable sources, contributing to the progressive strengthening of control over energy costs, data quality and the transition strategy towards a greater use of renewable energy.

3.1.7. Gross Scopes 1, 2, 3 and Total GHG emissions (ESRS E1-6)



SCOPE 1 AND 2 EMISSIONS

In 2025, the Group's gross Scope 1 emissions amounted to 303.17 tCO_2e, compared with 194.3 tCO_2e in 2024, corresponding to an increase of 56.0%. Scope 1 emissions mainly relate to direct emissions from the combustion of natural gas and fuels used in the Group's own operations.

Gross Scope 2 emissions relate to purchased electricity consumed across the Group's offices, stores, warehouses, distribution centres and other operating sites. In line with the GHG Protocol, Scope 2 emissions were calculated using both the location-based and market-based methods.

Under the location-based approach, Scope 2 emissions amounted to 2,780 tCO_2e in 2025, compared with 2,214.6 tCO_2e in 2024, representing an increase of 25.6%. Under the market-based approach, Scope 2 emissions amounted to 2,134 tCO_2e in 2025, compared with 1,930 tCO_2e in 2024, corresponding to an increase of 10.6%.

Overall, total Scope 1 and Scope 2 emissions amounted to 3,084 tCO_2e under the location-based method, compared with 2,408.9 tCO_2e in 2024, with a year-on-year increase of 28.0%. Under the market-based method, total Scope 1 and Scope 2 emissions amounted to 2,437 tCO_2e in 2025, compared with 2,124.3 tCO_2e in 2024, corresponding to an increase of 14.7%.

The lower increase recorded under the market-based method reflects the contribution of electricity covered by certified renewable sources or equivalent contractual instruments, which partially mitigated the emissions associated with purchased electricity consumption.

Indicatore	2024 tCO_2e	2025 tCO_2e	Variazione %
Scope 1	194,3	303,17	56,00%
Scope 2 location-based	2214,6	2.780	25,60%
Scope 2 market-based	1930	2.134	10,60%
Totale Scope 1 + Scope 2 location-based	2408,9	3.084	28,00%
Totale Scope 1 + Scope 2 market-based	2124,3	2.437	14,70%

SCOPE 3 CATEGORY 1 – PURCHASED GOODS AND SERVICES

In 2025, emissions from Scope 3 Category 1 - Purchased goods and services amounted to 21,488.62 tCO_2e, representing the largest component of the Group's reported Scope 3 emissions. This category includes emissions associated with purchased goods and services, distinguishing between commercial goods, mainly related to products purchased for resale, and non-commercial goods and services supporting the Group's operations.

Emissions related to non-commercial goods and services were estimated using a spend-based method and amounted to 3,982.65 tCO_2e.

Emissions related to purchased commercial goods amounted to 17,505.97 tCO_2e. The data refer to finished products ordered during 2025, excluding packaging.

The calculation was performed using an innovative digital climate accounting solution, specifically developed for the fashion industry and designed to support granular Scope 3 calculations and product carbon footprint assessments. The solution enables the estimation of emissions associated with commercial products by combining product and purchasing data with information on materials, production processes, supply chain stages, sourcing, transport, packaging and relevant emission factors.

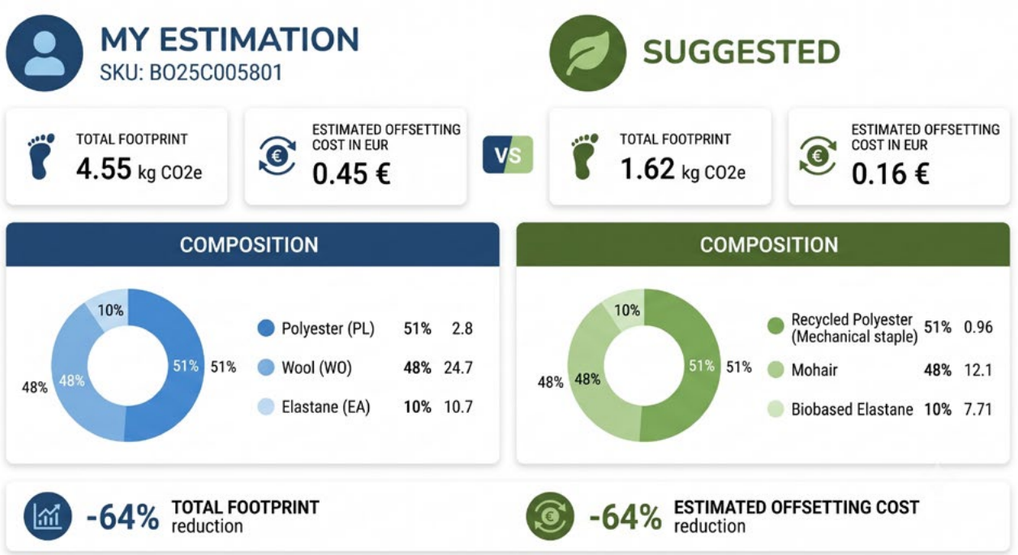
Compared with a purely spend-based approach, the solution allows the Group to move towards a

more product-based and supply-chain-specific methodology for purchased merchandise. Its calculation logic follows real production processes and sub-processes across the fashion value chain and supports the assessment of emissions at product, SKU, size, product type and supplier-activity level, where data are available. This provides greater visibility on the evolution of the carbon footprint across the product supply chain and enables the identification of emission hotspots by material, product category, sourcing area, supplier, production phase and logistics flow.

The solution also supports data integration from internal systems and external sources through structured data models and dedicated connectors. After data collection and processing, the information is used by an automated life-cycle assessment engine to calculate the environmental impact of products and support cross-category analysis across the product catalogue. Where primary data are not yet available,

the calculation relies on secondary datasets and methodological assumptions aligned with recognised greenhouse gas accounting standards.

The use of this solution represents an important step in strengthening the Group's Scope 3 accounting methodology, improving the level of detail, consistency and scalability of emissions calculations for commercial products. It also provides a basis for future reduction strategies, enabling the Group to assess potential decarbonisation levers across materials, sourcing decisions, production processes, transport and supplier engagement.



Overall, Scope 3 Category 1 accounted for approximately 93.8% of the Group's reported Scope 3 emissions in 2025.

The Group intends to progressively improve the accuracy of the Category 1 calculation by increasing the availability of primary data from suppliers, including product-level information, material composition, country of origin, production processes, transportation data and supplier-specific emission factors, where available.

SCOPE 3, CATEGORY 4 - UPSTREAM TRANSPORT AND DISTRIBUTION

Upstream transportation and distribution emissions were calculated by considering the movement of purchased products from the country of production to the destination country via road, sea, or air transport. In the absence of detailed information on the specific cities, ports, and airports used, transport distances were estimated at the country level based on representative logistics hubs. For air transport, great-circle distances were used and increased by 5% to account for operational deviations; for road transport, geographic distances were increased by 22% to approximate the actual distance travelled on the road network; for sea transport, an 18% uplift was applied to reflect typical shipping routes. Transport legs were classified as short-, medium-, or long-haul, and emissions were calculated by applying the relevant modal emission factors to the transported weight and the estimated distances. Based on this methodology, Scope 3, Category 4 emissions amounted to 11.29 tCO_2e.

SCOPE 3 CATEGORY 6 – BUSINESS TRAVEL

In 2025, emissions from business travel amounted to 182.10 tCO_2e. This category includes emissions associated with business trips undertaken by employees for work-related purposes, including travel by air, train and car.

The calculation was performed using a distance-based method, based on the available data on business trips carried out during the reporting period. The data were normalised, including the correction of location names, the classification of the transport mode and the estimation of distances between the place of departure and the destination. Where information on the return journey was incomplete, the return leg was reconstructed based on the outbound journey.

Emissions were then calculated by applying public and recognised emission factors to the estimated activity data, expressed in passenger-km. The estimate is based on certain methodological assumptions and will be progressively refined through the collection of more detailed data on actual travel routes, mode of transport, travel class, and the vehicles used.

SCOPE 3 CATEGORY 7 – EMPLOYEE COMMUTING

In 2025, emissions related to employee commuting amounted to 641.12 tCO_2e.

The calculation was performed using a distance-based approach, based on the results of an internal employee mobility survey.

The survey collected information on the mode of transport, round-trip commuting distance, commuting frequency, and the number of months worked. Following data cleansing, 575 valid responses were retained, excluding internship positions. As no responses were received from employees in Russia, the Russian workforce was excluded from the extrapolation boundary.

The survey results were extrapolated to the employee population within the reporting boundary, comprising 1,310 employees, using expansion factors weighted by geographic/organisational cluster and employment type. Based on this methodology, employee commuting generated approximately 4,646,436 passenger-kilometres.

Total emissions include 507.91 tCO_2e from direct transport emissions and 133.20 tCO_2e from Well-to-Tank (WtT) emissions, which are reported separately to enhance methodological transparency. The estimate is subject to uncertainty, particularly with respect to the commuting patterns of non-responding employees, and will be refined in future reporting cycles by increasing survey coverage and improving the underlying country-specific assumptions.

SCOPE 3 CATEGORY 8 – UPSTREAM LEASED ASSETS

In 2025, emissions related to upstream leased assets amounted to 592.64 tCO_2e. This category includes emissions associated with leased retail assets and shop-in-shop spaces used by the Group, where these emissions are not already accounted for under Scope 1 or Scope 2.

The calculation was performed using a spend-based approach, applying emission factors to lease payments and related charges associated with leased assets. The expenditure base includes lease payments for shop-in-shop spaces located within overseas department stores that are not already included in Scope 1 and Scope 2 emissions.

The use of the spend-based method reflects the current availability of data, as primary asset-specific information—such as energy consumption, building characteristics, and landlord-managed services—is not yet consistently available. To avoid double counting, electricity, natural gas, and fuel consumption that is directly metered or recharged to the Group is accounted for under Scope 1 or Scope 2 and is therefore excluded from Category 8.

The Group intends to progressively improve the accuracy of the calculation by strengthening the collection of primary data from landlords and department store partners, including information on energy consumption, building technical services, and the allocation methodologies used for common area energy consumption.

SUSTAINABILITY-LINKED CASH POOLING

In 2025, Boggi Milano strengthened the integration of ESG topics into treasury processes through the development of a sustainability-linked cash pooling project, carried out in collaboration with Intesa Sanpaolo.

Cash pooling is a centralized liquidity management tool that allows a corporate group to optimize the cash balances of the different companies within its perimeter, concentrating financial management within a treasury company. Through this mechanism, the liquidity surpluses of some companies can be offset against the financing needs of others, improving visibility over cash flows, liquidity management efficiency, financial control and the use of available resources within the Group.

In the case of Boggi Milano, the project has an innovative dimension because it links centralized liquidity management to the achievement of specific ESG objectives. The adopted model provides for a sustainability-linked mechanism, whereby the economic conditions of the service may vary depending on the Group's performance against measurable, reportable and verifiable sustainability KPIs.

The ESG indicators linked to the project concern three priority areas of Boggi Milano's sustainability strategy:

- the increase in the share of energy from renewable sources;
- the progressive quantification of Scope 3 emissions along the value chain, according to the GHG Protocol methodology;
- the increase in the share of purchased preferred raw materials, in line with the Group's strategy on certified, recycled and lower-impact materials.

3. ENVIRONMENTAL INFORMATION



The project therefore makes it possible to transform a traditionally financial instrument into a lever for ESG governance, connecting treasury efficiency with the achievement of environmental and decarbonization objectives. In this way, the Finance function contributes not only to liquidity optimization and the control of financial costs, but also to strengthening the Group's accountability with respect to its sustainability commitments.

The mechanism also includes specific reporting, verification and transparency safeguards. The achievement of ESG objectives must be documented through a sustainability compliance certificate and, where applicable, through evidence included in the consolidated sustainability reporting or validated by an external auditor. This approach helps strengthen the quality of ESG data, the traceability of performance and the prevention of greenwashing risks or communications not supported by adequate evidence.

The project was recognized internationally as part of the Treasury4Good Awards, where Boggi Milano received the Corporate Award for Liquidity Solution. This recognition highlights the innovation and strategic significance of a solution that integrates financial efficiency, liquidity governance and ESG objectives within treasury processes.

Overall, sustainability-linked cash pooling represents a concrete example for Boggi Milano of the integration of sustainability into the Group's financial and decision-making processes. The initiative supports the progressive alignment between ESG strategy, liquidity management, reporting and internal control, strengthening the role of the Finance function as an enabler of the Group's sustainable transition.

AUTOMATION, ENERGY EFFICIENCY AND AI IN THE CONCOREZZO DISTRIBUTION CENTER (ITALY)

During the reporting period, the Group continued the progressive integration of ESG considerations into investment and operational decision-making processes, including initiatives aimed at improving energy efficiency and reducing the environmental impact of logistics operations.

In this context, the Concorezzo Distribution Centre, operational since the first quarter of 2025 and developed over an area of more than 6,000 m², represents a key initiative. The project involved the conversion of an existing facility into an automated warehouse for the management of e-commerce and retail flows.

The main solutions implemented include the AutoStore® automated storage and retrieval system, artificial intelligence-based slotting algorithms, an RFID system for the management of hanging garments, a dedicated returns reconditioning station, an automated packaging system, and a photovoltaic installation, which is expected to be fully operational from the third quarter of 2026.

The adopted configuration enables higher storage density and reduced internal handling distances. The actual impact on energy intensity per unit handled will be based on operational data collected once the facility reaches full operating capacity.

CONTRIBUTION TO ESRS E1 – CLIMATE CHANGE

The project was approved in 2023, prior to the full formalisation of ESG governance and the establishment of the Sustainability Function, but it is consistent with the Group's current areas of focus in terms of energy efficiency and the progressive use of energy from renewable sources.

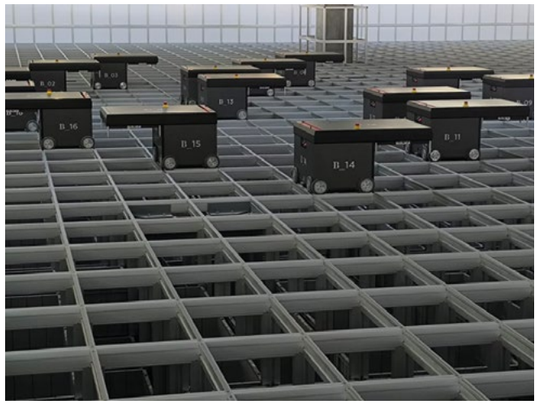
An independent ex ante technical assessment carried out under the "Transition 5.0" programme estimated that the AutoStore® system would achieve an average energy saving of 17.58% compared with the baseline scenario.

The project is expected to contribute to the reduction of Scope 2 emissions through lower electricity consumption per unit handled and, from 2026 onwards, through the electricity generated by the photovoltaic system. As of the reporting date, however, the project is not linked to a formal target for reducing either energy intensity or greenhouse gas emissions. The quantification of its impacts will be incorporated into the Group's monitoring systems based on actual operational data.













3. ENVIRONMENTAL INFORMATION

PRELIMINARY ASSESSMENT UNDER THE EU TAXONOMY

The Group has conducted a preliminary internal assessment of the project in accordance with Regulation (EU) 2020/852 (the EU Taxonomy Regulation). Certain components of the investment, particularly those related to the energy efficiency of the facility and the photovoltaic installation, may be potentially Taxonomy-eligible, provided that they can be associated with the relevant economic activities defined under the Regulation and are supported by adequate technical evidence.

As of the reporting date, however, the project has not been classified as Taxonomy-aligned, as insufficient documentation is currently available to demonstrate full compliance with:

- the applicable Technical Screening Criteria;
- the Do No Significant Harm (DNSH) criteria for the other environmental objectives;
- the Minimum Safeguards requirements;
- the full traceability of the relevant capital expenditure (CapEx).

This limitation is also attributable to the timing of the project's approval, which preceded the full implementation of the Group's processes for collecting ESG evidence and carrying out ex ante investment assessments in accordance with the requirements of the EU Taxonomy.

The investment may be subject to further assessment in future reporting cycles if sufficient technical evidence becomes available to enable a more comprehensive evaluation of the eligibility and, where applicable, the alignment of its individual components.

STRENGTHENING ESG INVESTMENT GOVERNANCE

The project highlights a transition phase in the Group's ESG governance framework and confirms the need to more systematically integrate environmental and climate-related criteria into capital allocation processes.

In particular, the experience of the Concorezzo Distribution Centre highlights the opportunity to:

- integrate ex ante ESG and climate assessments into investment approval processes;
- include preliminary analyses of expected energy performance and environmental impacts;
- define clear criteria for the collection of technical evidence required for ESRS reporting and EU Taxonomy assessments;
- strengthen the traceability of capital expenditures potentially relevant for Taxonomy CapEx reporting;
- progressively link key energy efficiency and decarbonisation initiatives to climate objectives and the Group's future transition roadmap.

Starting from FY2024, Boggi Milano has initiated the implementation of ESG and GRC tools that will support the formalisation, monitoring, and traceability of these processes in future reporting cycles.

3. ENVIRONMENTAL INFORMATION

CASA BOGGI MILANO: PHOTOCATALYTIC TREATMENT OF EXTERNAL SURFACES

In December 2024, Boggi Milano carried out a cleaning and treatment intervention on the façades and glazed surfaces of its headquarters located at Via Durini 28, Milan, known as Casa Boggi Milano.

The intervention, carried out by Edilizia Acrobatica in collaboration with REair, involved the application of photocatalytic surface treatments, REair Photo Coat and REair Photo Active Plus, developed to contribute to the reduction of specific atmospheric pollutants, particularly nitrogen oxides (NOx), through the photocatalysis process.

The treatment covered approximately 2,200 m² of external surfaces, including 1,850 m² of opaque façade surfaces and 350 m² of glazed surfaces.

According to the technical report provided by REair, prepared based on the UNI EN 16980-1:2021 standard, the intervention has an estimated potential reduction capacity of approximately 654 kg of NOx per year. The same report also expresses this result through indicative equivalences, such as an air purification effect comparable to that provided by approximately 1,570 deciduous trees or to the annual NOx emissions generated by more than 900 Euro 6 petrol vehicles. These equivalences are intended solely as descriptive parameters provided by the manufacturer and do not represent direct measurements of environmental impact.

The expected benefits of the treatment are supported by laboratory tests conducted according to applicable technical standards. In addition to its potential contribution to reducing specific atmospheric pollutants, the treatment may enhance the protection of treated surfaces, helping to reduce maintenance requirements and improve the long-term management of the building.

The initiative is part of Boggi Milano's broader commitment to strengthening the responsible management of its corporate spaces, progressively improving the environmental performance of its buildings and the quality of the environments experienced by employees, visitors, and stakeholders.

3.2. CIRCULAR ECONOMY (ESRS E5)

ENVIRONMENT							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	*Up stream*	*Own Operations*	*Down stream*	*Short -term*	*Medium -term*	*Long -term*
E5 Circular Economy							
High demand for virgin materials (cotton, wool, polyester, etc) causing environmental depletion	Actual negative impact	Yes	Yes	No	Yes	Yes	Yes
Increased use of recycled or bio-based materials, leading to lower resource depletion and a smaller environmental footprint	Potential positive impact	Yes	Yes	No	Yes	Yes	Yes
Large amounts of textile waste generated through production inefficiencies, unsold inventory and product end-of-life	Actual negative impact	Yes	Yes	Yes	Yes	Yes	Yes
Increased recycling and reuse initiatives, resulting in reduced waste generation, lower raw material consumption, and decreased environmental impact	Potential positive impact	Yes	Yes	Yes	No	Yes	Yes
Dependency on virgin raw materials makes costs susceptible to market fluctuations	Risk	Yes	Yes	Yes	Yes	Yes	Yes
High textile waste generation could lead to negative brand perception	Risk	Yes	Yes	Yes	Yes	Yes	Yes

RESOURCE INFLOWS AND USE OF RAW MATERIALS

In 2024, Boggi Milano initiated a structured data collection process on materials and product compositions, with the objective of developing a strategy for traceability management, increasing the use of Preferred materials and, in the medium term (2026–2028), enabling impact assessment during product design and development phases.

During 2025, Boggi Milano further strengthened its monitoring system for raw material flows by adopting a structured approach based on the quantification of resource inflows in terms of mass (kg), in line with EFRAG ESRS requirements. The analysis covers the entire assortment of products developed and ordered in 2025, including seasonal collections, carry-over programs (NOOS) and product lines dedicated to factory stores. The data were developed by integrating information from internal management systems and the PLM system, supported by average weight coefficients per product category validated through physical sampling. To ensure full coverage of components not always directly traceable, standardized methodological assumptions were applied, including fillings estimated at one-third of the garment weight, linings estimated at one-quarter of the garment weight and footwear soles estimated at 50% of the total pair weight.

In 2025, total raw materials used amounted to 1.470.479 kg.

The material mix shows a predominance of natural-origin fibers, accounting for 74% of total raw materials used. In particular, cotton represents the largest share (29.5%), followed by wool (18.5%, including certified and recycled fibers), polyester (13.5%) and linen (7.6%). This composition reflects the nature of the Company's products and entails potential exposure to environmental impacts related to land use, water consumption and pressure on ecosystems.

3.2.1. Policies related to resource use and circular economy (ESRS E5-1)

During 2025, the Company further developed its Product Framework, which defines clear criteria for the identification and selection of Preferred materials. These include:

- certified recycled materials (e.g. GRS, RCS)
- certified organic materials (e.g. GOTS, OCS)
- responsibly sourced cellulosic fibers (e.g. lyocell)
- certified animal-based materials (e.g. RWS wool, RDS down, LWG leather)

The Company has set the objective of progressively increasing the share of Preferred materials. Material conversion follows a prioritization logic based on weight and the strategic relevance of components. Priority is given to the conversion of main materials such as fabrics and yarns, followed by secondary materials such as linings and paddings, and finally trims such as buttons, zips and other accessories. Each product should ideally be broken down into its main components, assessing Preferred alternatives starting from those with the highest weight and potential impact.



BOGGI MILANO PREFERRED MATERIALS AND PRODUCTS FRAMEWORK

The Boggi Milano Preferred Materials and Products Framework is the internal tool developed to guide the integration of sustainability criteria into design, product development, material sourcing, production and customer communication processes. The framework aims to support the progressive transition from conventional materials to Preferred alternatives, while ensuring quality, technical performance, traceability and transparency of the information communicated.

To define the selection criteria for Preferred materials, Boggi Milano follows the approach developed by Textile Exchange, which identifies as preferred those raw materials associated with environmental or social benefits compared with conventional alternatives. This classification does not automatically imply a lower impact across all stages of the product life cycle but requires compliance with the criteria and evidence set out in the Framework.

The brand has translated these criteria into six pillars:

- **Responsible Suppliers,** respect for human rights and verification of social and working conditions through independent audits of companies involved in the production process;
- **Supply Chain Traceability,** mapping the relevant stages of the supply chain through to the origin of the raw material or the cultivation stage;
- **Innovative Processes and Materials,** use of materials or production processes with characteristics that may offer improvements over conventional alternatives. This pillar includes organic, recycled and renewable-based materials, forest-derived raw materials from responsibly managed sources, innovative production processes, and animal welfare standards, supported, where applicable, by independent certifications.
- **Product Safety,** compliance with the GPSR, international restrictions on chemical substances, and the requirements set out in the Company's Quality Manual and PRSL;
- **Top Quality & Performance,** selection of materials, construction techniques and production processes designed to ensure comfort, functionality, durability and reliability;
- **Timeless Design,** design aimed at reducing dependence on seasonality and extending product lifetime.

3. ENVIRONMENTAL INFORMATION

WHAT *Preferred* MEANS FOR US



The Framework identifies the main categories of preferred materials used for apparel, footwear, and accessories and defines common criteria for their selection, verification, and communication.

The categories include:

- bio-based materials;
- recycled materials from pre- or post-consumer waste;
- renewable or bio-based materials;
- forest-based materials sourced from certified or traceable supply chains;
- materials derived from innovative processes;
- wool and down certified according to animal welfare standards;
- leather, leather alternatives, and lower-impact tanning processes;
- materials associated with regenerative agricultural practices.

THRESHOLDS AND COMMUNICATION CRITERIA

For external claims, Boggi Milano applies minimum composition thresholds. A preferred material is generally communicated when it represents at least 30% of the product composition, unless more stringent requirements are established by applicable standards, including OCS, RCS, GRS, RDS, RAF, and GOTS.

Claims must be:

- supported by adequate documentation;
- consistent with the actual product composition;
- verifiable throughout the supply chain;
- formulated as content claims when Boggi Milano is not directly certified as a brand under the relevant standard.

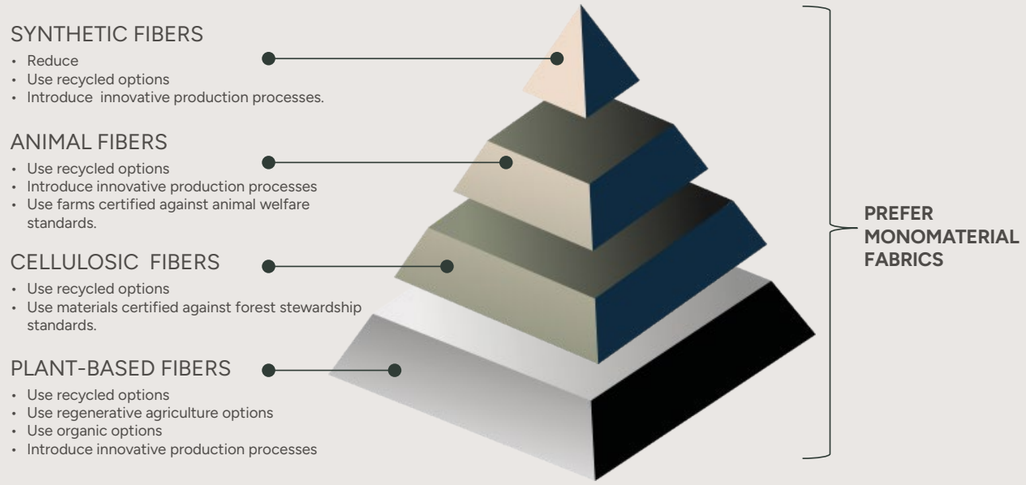
Supporting evidence may include scope certificates, transaction certificates, licences relating to innovative or patented materials, and product-, fabric-, or component-specific references.

PREFERRED MATERIALS PYRAMID

The Framework includes a Preferred Materials Pyramid, which is used to guide priorities by material family:

- **Plant-based fibres:** recycled, organic, regenerative materials and innovative processes;
- **Cellulosic fibres:** recycled materials or materials sourced from responsibly managed forests;
- **Animal fibres:** recycled materials, innovative processes, and animal welfare standards;
- **Synthetic fibres:** reduction of virgin material use, increased recycled content, and the introduction of innovative processes.

Across all categories, where technically feasible, mono-material design is prioritised to facilitate recyclability and end-of-life management..



ECO-DESIGN AND PRODUCT DEVELOPMENT

The Framework supports design and product development teams in the progressive integration of eco-design criteria, including:

- replacement of conventional materials with preferred alternatives;
- process innovation;
- mono-material design;
- design for disassembly;
- development of solutions supporting repair, resale, and waste reduction;
- communication of recyclability characteristics only when supported by adequate evidence.

During the 2026–2027 period, Boggi Milano also plans to define technical criteria and KPIs related to durability, repairability, and the retention of product performance over time, taking into account the regulatory developments concerning the Digital Product Passport and the guidance provided by the Joint Research Centre.

3.2.3. Resource inflows (ESRS E5-4)

ORIGIN OF RAW MATERIALS

In 2025, the analysis of material flows shows that:

- 74% of raw materials (1,083,851 kg) are of natural origin
- 7% (98,957 kg) are recycled materials

Compared to 2024:

- the share of natural-origin materials decreased (from 77% to 74%), driven not only by the increased use of high-performance technical materials in collections, but also by the inclusion of secondary materials such as linings and paddings, which were only partially tracked in 2024;
- recycled materials increased (from 4% to 7%)

This evolution reflects a gradual shift towards lower-impact materials, despite technical and quality constraints related to product performance.

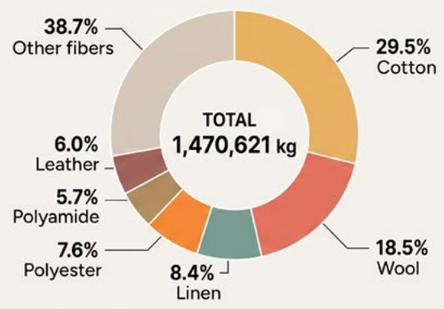
Breakdown by main material categories

- Cotton: 29.5%
- Wool (including certified and recycled): 18.5%
- Polyester (including recycled): 13.5%
- Linen: 7.6%
- Polyamide (including recycled): 5.7%

74%
of raw materials are of **natural origin**

1,470,621 kg
Total raw materials analyzed FY2025

Composition by fiber



Percentages may not add up to 100% due to rounding.

Fiber	Total (kg)	% of Total
Cottton	433,292.08	29%
Wool	233,848.67	18%
Polyester	123,670.01	8%
Linen	111,423.67	8%
Leather	81,592.56	6%
Polyamide	76,969.49	5%
LWG - certified Leather	64,673.81	4%
Recycled Polyester	61,029.23	4%
Lyocell	37,177.30	3%
Viscose	30,231.47	2%
Other fibers	216,712.69	15%
TOTAL	**1,470,620.99**	**100%**

3.2.3. Share of Preferred materials (ESRS E5-4)

In 2025, Boggi Milano continued to integrate Preferred materials, as defined by the Product Framework. The total amount of Preferred materials is 249,517 kg, corresponding to 16.97% of total raw materials used. The indicator is calculated on a weight basis, as it is considered more representative of physical flows and aligned with ESRS requirements.

The main categories of Preferred materials include:

- LWG-certified leather
- recycled polyester
- cellulosic fibres (lyocell)
- RWS-certified wool
- recycled polyamide
- RDS-certified down

The category-level analysis shows a significant improvement compared to 2024:

1. Recycled polyester: +60%, share from 22% to 31% of total polyester

2. Recycled polyamide: +252%, share from 4% to 19% of total polyamide

3. Total recycled materials: increase from 4% to 7%

4. Tencel: growth in absolute terms, but share down from 66% to 52%

5. Organic cotton: sharp decrease from 7% to 1%

6. Wool: growth is responsible wool and ZQ wool compared to total wool (from 9% to 14%)

7. Down: 64% of the down used is certified, slightly down vs 2024 (68%, but total down also decreased -9% vs 2024)

8. Leather: over 70% of leather is certified and fully traceable

DATA COMPARABILITY AND DATA QUALITY IMPROVEMENT

In 2024, Boggi Milano conducted its first structured analysis of raw materials. During 2025, this analysis underwent a methodological review, which led to the correction of an overestimation of wool weight and certain secondary materials (full data are reported in the Appendix).

This process enabled:

- improvement of data quality and traceability
- strengthening of internal validation processes
- alignment of methodologies across reporting periods

The comparison between 2024 and 2025 shows progress both in data quality and in the integration of Preferred materials, although the extensive use of estimates in 2024 partially limits comparability between the two reporting periods.

In the 2024 report a significant calculation error resulted in an overstatement of the reported wool quantities. The values included within this statement reflect the correct data, both for reporting year and previous year (2024).

3. 2 .4. Packaging materials (ESRS E5-4)

In 2025, total packaging materials amounted to 316,561.55 kg, of which 71% consisted of recycled or certified materials. Packaging is predominantly composed of recycled paper, used for shopping bags, boxes and in-store materials, in line with the Company's strategy to reduce reliance on virgin plastic. Compared to 2024, the increase in reported volumes is mainly attributable to the expansion of the reporting scope and improved data granularity.

During 2025, a review of calculation methodologies was also initiated, aimed at ensuring greater consistency between applied quantities and actual material weight.

3. 2 .5. Resource outflows (ESRS E5-5)

Boggi Milano does not yet have a fully structured system for monitoring resource outflows across the value chain. However, several initiatives have been launched to support the transition towards circular economy models.

In particular:

- approximately 57% of SKUs are designed with mono-material fabrics (excluding trims), potentially facilitating recyclability;
- criteria for durability and repairability are under development;
- systems for collecting waste data across the value chain are planned for 2027.

Limitations remain regarding the availability of structured data on waste and product end-of-life, which represent key development priorities for the coming years.

3. 2 .6. Targets and future developments (ESRS E5-3)

In line with its continuous improvement pathway and ESRS requirements, Boggi Milano plans by 2026 to strengthen material traceability systems, integrate primary environmental data into internal systems, develop quantitative KPIs on waste and end-of-life, improve coverage of secondary materials and progressively increase the use of Preferred materials.

The Company aims to increase the share of Preferred materials by +10% per seasonal collection and by at least +2% annually overall, including NOOS and Factory collections as well as packaging, supporting a more efficient and responsible use of resources.

In line with evolving European regulation, in particular the Packaging and Packaging Waste Regulation (PPWR), Boggi Milano plans to further strengthen packaging material selection criteria through the adoption of an internal matrix based on recyclability, technical suitability and regulatory compliance. This approach will guide the progressive transition towards mono-material recycled solutions (e.g. rPE, rPET) and the gradual phase-out of non-recyclable or difficult-to-manage end-of-life solutions, such as non-separable multilayer films and metal pins.

These initiatives will enable the Company to transition towards a more circular model, improving resource efficiency and reducing environmental impacts across the entire product lifecycle.

PRODUCT TRACE: EXTENSION OF THE GRC SYSTEM TOWARDS FULL PRODUCT TRACEABILITY

As part of its roadmap to strengthen traceability systems and data management across the value chain, Boggi Milano approved, in December 2025, a project dedicated to the development of a digital module for the structured collection and management of product traceability information and production monitoring ("Boggi Milano GRC – Product Trace"), with implementation scheduled for the second quarter of 2026. The project involves expanding the existing GRC platform through the introduction of a structured process for collecting product traceability data directly from suppliers. In particular, the module will enable:

- the direct collection of information from suppliers through the GRC portal, while ensuring traceability and authentication of the data;
- the full mapping of the production supply chain for each item, including all facilities and processing stages;
- the structured collection of data at product and bill of materials level, including information on composition, product certifications and origin of raw materials;

- version-controlled data management, allowing changes to be tracked over time;
- integration with existing company systems (PLM and ERP), reducing data fragmentation and improving data consistency;
- the creation of a structured database to support in-production controls and supply chain monitoring activities.

The system is also designed to collect the mandatory information required for the development of the Digital Product Passport (DPP), acting as an enabling tool for alignment with upcoming European regulatory developments.

The project will significantly contribute to improving the quality, granularity and reliability of ESG data, strengthening the company's ability to monitor inbound resource flows (E5-4) and supporting the integration of sustainability criteria into product development processes, in line with ESRS E5 requirements and the company's transition towards a more circular economy model.

3.3. WATER AND MARINE RESOURCES

ENVIRONMENT							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium -term***	***Long -term***
E3 Water and Marine Resources							
Water consumption in textile production, particularly in cotton farming and dyeing processes	Actual negative impact	Yes	No	No	Yes	Yes	Yes
Wastewater discharge from manufacturing causing contamination of freshwater sources	Actual negative impact	Yes	No	No	Yes	Yes	Yes

3.3.1. Process for identifying impacts, risks and opportunities related to water and marine resources (ESRS 2 IRO-1)

Boggi Milano does not directly carry out water-intensive industrial activities, but relies on water resources throughout its value chain, particularly in upstream stages related to raw material production and processes such as dyeing, washing, finishing, special treatments, and tanning.

In 2025, the Group used 1,470,479 kg of raw materials, 74% of which were of natural origin. Cotton, wool, linen, leather, and wet processes may involve exposure to water stress, water consumption, chemical use, and wastewater management issues.

The IRO assessment combines:

- material mix and production processes;
- supplier location and mapping;
- country risk and environmental context;
- ESG performance and chemical management;
- level of available traceability.

This approach enables the identification of materials, suppliers, and processes requiring enhanced monitoring, audits, or corrective actions.

3.3.2. Policies related to water and marine resources (ESRS E3-1)

The management of water-related and environmental risks is integrated into the Boggi Milano Preferred Materials and Products Framework, which constitutes the internal reference tool for guiding decisions on design, product development, material purchasing, production and customer communication. The framework defines the criteria for identifying Preferred materials and promotes solutions that, compared with conventional alternatives, present improved environmental and/or social characteristics, while maintaining high standards of quality, technical performance and traceability.

In parallel, Boggi Milano has formalized a dedicated procedure for verifying the traceability of Preferred materials, aimed at regulating the process of identification, validation, monitoring and verification of materials used in products. The procedure applies to all product categories, to main, secondary and packaging materials, as well as to seasonal, NOOS and Factory collections, and aims to ensure compliance with the internal framework, accuracy of environmental claims, protection of corporate reputation and traceability of information along the supply chain.

The procedure also defines the role of the Sustainability function in checking the consistency between product information, documentation provided by suppliers, certifications, claims and data present in company systems. This control is also relevant for the management of water-related risks, as it helps prevent materials or processes from being classified or communicated as Preferred in the absence of verifiable evidence or in the presence of inconsistent information along the supply chain.

3.3.3. Actions and resources related to water and marine resources (ESRS E3-2)

In 2025, Boggi Milano began integrating information related to wet processes, chemical management, and wastewater treatment into its supply chain monitoring activities.

Of the 133 mapped production sites, 16 reported the presence of wastewater treatment systems, including 5 with on-site treatment facilities. This information does not yet allow for the quantification of water consumption or wastewater discharge volumes, but represents an initial basis for identifying the processes most exposed to water-related risks.

Supply chain indicator 2025	Number of sites
Sites adhering/connected to chemical management systems ZDHC, IPE programmes	17
Sites with wastewater treatment	16
of which with onsite treatment	5

Participation in chemical management programmes represents an initial indicator of the level of control over chemical processes throughout the supply chain, while the presence of wastewater treatment systems constitutes a relevant control element for sites involved in processes potentially associated with industrial discharges.

These data do not yet represent a quantitative measurement of water volumes consumed or wastewater discharges associated with the supply chain, but provide a useful information base to progressively strengthen the Group's environmental due diligence on processes with higher water and chemical intensity.

The mapping of raw material suppliers, particularly textile and leather suppliers, was completed in the first quarter of 2026. These suppliers will be progressively integrated into the risk assessment system to identify:

- geographical areas subject to water stress;
- water- or chemical-intensive processes;
- audit and monitoring priorities.

The management of water-related risks is also supported by the control system developed for preferred materials. The company procedure provides for controls throughout the entire product life cycle, under the coordination of the Sustainability function.

3.3.4. Targets related to water and marine resources (ESRS E3-3)

Boggi Milano has not yet defined a specific quantitative target for water consumption, mainly due to the limited availability of primary data relating to suppliers and sub-suppliers.

The main operational levers include:

- increasing the use of preferred materials;
- progressively collecting primary data;
- enhancing the geographical traceability of raw materials;
- extending assessments to upstream suppliers;
- strengthening controls over processes with higher water intensity.

In 2025, preferred materials accounted for 249,517 kg, representing 16.97% of the raw materials used, while recycled materials accounted for 7%. The Group plans to increase the use of preferred materials by 10% for each seasonal collection and by at least 2% annually overall.

The GRC Product Trace project will support the structured collection of information on materials, origin, certifications, and supply chains, also in preparation for the Digital Product Passport.

3.3.6. Water consumption and quantitative information (ESRS E3-4)

Direct water consumption from offices and stores does not represent the Group's most relevant area of exposure. In the absence of primary data from the supply chain, exposure is assessed through indirect indicators based on:

- type and quantity of materials;
- production processes;
- country of production;
- level of traceability.

Potential impacts on marine resources mainly relate to industrial discharges, the release of synthetic microfibres, the dispersion of plastic packaging, and the challenges associated with managing multi-material products at end of life.

The Framework addresses these aspects through the progressive reduction of virgin synthetic materials, increased use of recycled materials, simplification of material compositions, and the preference, where technically feasible, for mono-material solutions.

DOWNSTREAM RISKS AND INTERNATIONAL RETAIL NETWORK

In addition to upstream impacts, Boggi Milano recognizes a growing downstream exposure connected to its international retail network. As at 31 December 2025, the Group operates through stores distributed across various European and non-European markets, including countries in Europe, North America, the Middle East, North Africa and Asia.

In this case, water risk does not directly concern product production, but the operational continuity of points of sale and the urban infrastructures in which they are located. In some markets characterized by water stress, high temperatures or climate vulnerability, the retail network may be exposed to water restrictions or rationing, increased utility costs, increased energy needs, urban stress, operational disruptions linked to extreme climate events and reputational pressure in contexts particularly sensitive to natural resources.

These elements will be progressively integrated into the broader assessment of climate risks and international operational resilience, also in relation to store location and the evolution of physical risks in the main sales markets.

METHODOLOGICAL LIMITATIONS

Boggi Milano recognizes that the management of risks related to water resources requires a progressive improvement in the quality, granularity and coverage of data along the value chain.

In 2025, the company significantly strengthened the collection of data on materials and raw material flows, but some limitations remain linked to the availability of primary data on the actual water consumption of suppliers, the full coverage of secondary materials and the complete integration of upstream actors into assessment and risk assessment systems.

In particular, raw material suppliers were mapped in the first quarter of 2026 but have not yet been evaluated through the Supplier Risk Assessment Tool. The extension of the model to this perimeter is planned by 2026.

This disclosure reflects the progressive nature of the pathway undertaken: the company has already strengthened visibility over the supply chain, but recognizes that the full integration of upstream suppliers into environmental risk assessment systems requires further methodological and operational development.

3.4. BIODIVERSITY AND ECOSYSTEMS

ENVIRONMENT							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium -term***	***Long -term***
E4 Biodiversity and Ecosystems							
Deforestation linked to material sourcing (e.g., viscose from unsustainable forestry)	Potential negative impact	Yes	Yes	No	Yes	Yes	Yes
Using certified preferred materials (e.g., FSC-certified viscose) could open access to eco-conscious consumers and premium pricing	Opportunity	Yes	Yes	Yes	Yes	Yes	Yes

3.4.1. Process for identifying impacts, risks and opportunities related to biodiversity and ecosystems (ESRS 2 IRO-1)

Boggi Milano does not directly carry out agricultural, livestock, or forestry activities, but depends on natural ecosystems through the sourcing of plant-, animal-, and forest-based raw materials. The main dependencies relate to soil fertility, water availability, pasture health, forest management, and the climate resilience of sourcing areas.

In 2025, the Group used 1,470,479 kg of raw materials, 74% of which were of natural origin. The main categories include cotton, wool, linen, cellulosic fibres, and leather. Their sourcing may be associated with pressures on land use, water resources, agricultural, pastoral, and forest ecosystems, as well as risks related to habitat degradation and biodiversity loss.

The identification of impacts, risks, and dependencies combines:

- type, quantity, and origin of materials;
- supplier and production process mapping;
- geographical risk and environmental vulnerability of sourcing areas;
- applicable certifications and standards;
- suppliers' environmental performance;
- level of raw material traceability.

The mapping of raw material suppliers, with particular reference to textile and leather suppliers, was completed in the first quarter of 2026. As of the reporting date, these suppliers had not yet been included in the risk assessment system; their integration is planned by 2026, with the aim of improving the identification of areas, materials, and processes with higher levels of exposure.

3.4.2. Considerazione della biodiversità e degli ecosistemi nella strategia e nel modello di business (ESRS E4-1)

The main exposures of Boggi Milano related to biodiversity and ecosystems are concentrated in the upstream supply chain, particularly in the production of natural and animal-derived raw materials, wet-intensive processes, tanning and the management of forest-based materials.

At downstream level, Boggi Milano's international retail network may be exposed to physical and resilience risks linked to the location of points of sale in markets subject to climate stress, urban flooding, heat stress, pressure on water resources or fragility of local ecosystems. These risks are not attributable to direct biodiversity impacts generated by stores, but may affect operational continuity and the resilience of sales markets. Their assessment will be progressively integrated into climate resilience analyses and international operational risk management processes.

The company's biodiversity strategy is currently based on three main levers:

- progressive reduction of dependence on high-impact virgin materials, through the increase of Preferred and recycled materials;
- strengthening of traceability, to increase visibility over the origin of raw materials and the most relevant production processes;
- integration of biodiversity risk into sourcing and product development decision-making processes, through internal frameworks, risk matrices and documentary controls.

3.4.3. Policies related to biodiversity and ecosystems (ESRS E4-2)

Boggi Milano addresses the management of risks linked to biodiversity mainly through the Preferred Materials and Products Framework and the procedure for verifying the traceability of Preferred materials.

The Framework defines Preferred materials as materials selected for their improved characteristics compared with conventional alternatives, in terms of environmental and/or social impact, while maintaining high standards of quality, innovation, technical performance and traceability (further details are provided in the ESRS E5 chapter).

3.4.4. Actions and resources related to biodiversity and ecosystems (ESRS E4-3)

In 2025, Boggi Milano continued strengthening actions aimed at reducing indirect pressure on ecosystems and improving the quality of information available along the supply chain.

A first area of intervention concerns the progressive conversion of materials. In 2025, Preferred materials represent 249,517 kg, equal to 16.97% of the total raw materials used, while recycled materials represent 7% of the total. The increase in Preferred materials is considered a relevant lever to reduce dependence on virgin materials and to mitigate indirect impacts on soil, water, pastures, forests and natural ecosystems.

There remain margins for improvement on certain natural raw materials, particularly cotton and wool, where the share of certified, organic or recycled materials is still limited.

A second area of intervention concerns traceability. The company procedure provides for ex-ante, in-production and ex-post controls. A third area of intervention concerns supply chain mapping.

The GRC – Product Trace project, planned from the FW27 season, represents an additional enabling element of this pathway. The system will allow structured collection of information relating to product, composition, certifications, origin of raw materials and production supply chain, strengthening the integration between PLM, ERP and GRC and supporting the future evolution towards the Digital Product Passport.

(Further information is reported in the ESRS E5 chapter)

3.4.5. Targets related to biodiversity and ecosystems (ESRS E4-4)

Boggi Milano has not yet adopted site-specific biodiversity targets, such as commitments to achieve no net loss or net positive biodiversity outcomes. The operational targets defined for the 2025–2027 period focus on the most relevant indirect drivers for the Company's business model, in particular:

- the progressive increase in preferred and certified materials;
- the strengthening of supplier mapping and traceability across the entire value chain, including the collection and verification of material certifications;
- the integration of biodiversity considerations into the Materials Framework;
- the preliminary assessment of physical risks related to climate change, water stress, and ecosystem vulnerability in the main sourcing regions.

3.4.6. Metrics related to impacts on biodiversity and ecosystems (ESRS E4-5)

In 2025, Boggi Milano does not yet have site-specific quantitative metrics capable of directly measuring impact on protected areas, Key Biodiversity Areas, sensitive habitats or degraded surfaces. The company does not directly manage its own production sites and does not carry out direct agricultural, forestry or extractive activities; therefore, the assessment of biodiversity impacts is mainly conducted through proxy metrics based on material mix, origin of raw materials, material category, production process and country risk.

The main metrics currently available and relevant to E4 include:

	Value 2025	Relevance for biodiversity
Total raw materials used	1470479 kg	physical basis for assessing pressure on natural resources
Materials of natural origin	74%	exposure to agricultural, pastoral and forest systems
Cotton	29,50%	agricultural biodiversity, land use, water, pesticides
Wool	18,50%	pastures, soil, animal welfare
Linen	7,60%	plant fibres and land use
Preferred materials	249517 kg / 16.97%	material risk mitigation lever
Recycled materials	7%	reduction of pressure on virgin resources
Monomaterial SKUs	approximately 57%	potential improvement in recyclability

The qualitative risk assessment by main material family shows the following:

Material family	Main biodiversity risks
Conventional cotton	pressure on soil and agricultural biodiversity, use of water, fertilisers and pesticides
Wool and cashmere	pressure on pastures, soil degradation, animal welfare
Leather	land use, livestock farming, indirect deforestation, tanning
Man-made cellulosics	forest management, raw material traceability, deforestation risk
Virgin synthetics	dependence on fossil resources, waste, microfibres and end of life
Packaging	use of virgin fibre, recyclability, dispersion and end of life

The analyses on the origin of materials, including the mapping of the origins of cotton, certified materials and leather, represent a further step towards a more granular assessment of biodiversity risks. The sourcing regions of these raw materials include countries potentially vulnerable from an environmental point of view, such as China, Mongolia, New Zealand, Brazil, India, the United States, Australia, Egypt, Turkey and Peru. Some of these countries — in particular Brazil, India, Peru, China and Turkey — include regions classified as "biodiversity hotspots" according to Conservation International, which defines such areas as:

- hosting at least 1.500 endemic species of vascular plants, and
- having lost at least 70% of their original natural vegetation

However, some information is still partial or not fully standardized, as it is mainly available at country level, and not at specific geographical area level, and limited to preferred materials holding a Transaction Certificate.

DOWNSTREAM RISKS AND RELATIONSHIP WITH THE RETAIL NETWORK

In addition to upstream impacts, Boggi Milano recognizes that biodiversity and ecosystem resilience may also become relevant downstream in the value chain, in relation to the international retail network.
Presence in European and non-European markets, including the Middle East, North Africa, North America and Asia, potentially exposes the Group to physical and operational risks connected to extreme climate events, urban flooding, heat stress, water scarcity, degradation of local ecosystems and vulnerability of urban infrastructure.

These risks are not considered direct biodiversity impacts generated by stores, but elements of business resilience and operational continuity. Boggi Milano plans to progressively integrate them into climate resilience analyses and risk assessments on sales markets, linking store location to the physical and environmental risk profiles of the countries in which it operates.

METHODOLOGICAL LIMITATIONS AND FUTURE DEVELOPMENTS

Boggi Milano recognizes that the assessment of risks and impacts on biodiversity requires a progressive improvement in the quality, granularity and coverage of data along the value chain.

In 2025, some methodological limitations remain:

- site-specific quantitative metrics on biodiversity impacts are not yet available;
- a systematic geospatial assessment against protected areas, Key Biodiversity Areas or sensitive ecosystems has not yet been completed;
- primary data relating to the origin of raw materials are being progressively consolidated;

- some material origins are expressed in aggregated or multi-country form;
- the coverage of secondary materials, trims and accessory components will be further strengthened in future financial years.

Between 2026 and 2027, Boggi Milano plans to strengthen its approach through:

- integration of raw material suppliers into the Supplier Risk Assessment Tool;
- improvement of the geographical traceability of material origins;
- integration of information collected through GRC Product Trace;
- development of more granular KPIs on materials, countries and processes with high biodiversity risk;
- progressive connection between material mapping, supplier mapping and climate/nature-related analyses;
- strengthening of assessments on leather, cotton, wool, cashmere, cellulosic fibres and forest-based materials;
- extension of the analysis to secondary materials, packaging and components.

This pathway will allow Boggi Milano to evolve from an assessment based mainly on risk categories and material proxies towards a more granular model, based on primary data, geographical origin, supplier performance and traceability along the supply chain.

04
SOCIAL INFORMATION

4.1. OWN WORKFORCE (ESRS S1)

SOCIAL & GOVERNANCE							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium - term***	***Long -term***
S1 Own Workforce							
Implementation of fair labor policies and safe working environments	Actual positive impact	No	Yes	No	Yes	Yes	Yes
Potential gender wage gap and lack of diversity in leadership	Potential negative impact	No	Yes	No	Yes	Yes	Yes
Adoption of inclusive hiring practices and equal pay policies	Potential positive impact	No	Yes	No	Yes	Yes	Yes

This ESRS S1 disclosure covers Boggi Milano's workforce as of 31 December 2025 and includes all employees hired under permanent or fixed-term employment contracts, both full-time and part-time.

Where relevant for the representation of the Group's social and employment-related impacts, information concerning worker categories not included within the current reporting perimeter will be disclosed in dedicated sections.

Unless otherwise specified, the data is processed based on the Company's HR systems and represents the Group's consolidated situation as of 31.12.2025.

4.1.1. Workforce Characteristics Turnover, Hiring and Departures (ESRS S1-6, S1-7)

During 2025, Boggi Milano continued strengthening its organizational structure and human resources management processes, supporting business growth through recruitment, onboarding and professional development activities, consistently with the Group's international expansion path.

In 2025, the Group recorded:

- an average headcount of 1,364 employees
- 643 new hires;
- 387 departures;
- a net workforce growth of 256 employees, closing the year with a total workforce of 1,482 employees.

[2] *The average workforce is calculated as the arithmetic mean between the opening and closing workforce figures for the reporting period.*

HR indicators show:

- a hiring rate of 47.1%;
- a turnover rate of 28.4%
- a net growth rate of 18.8%.

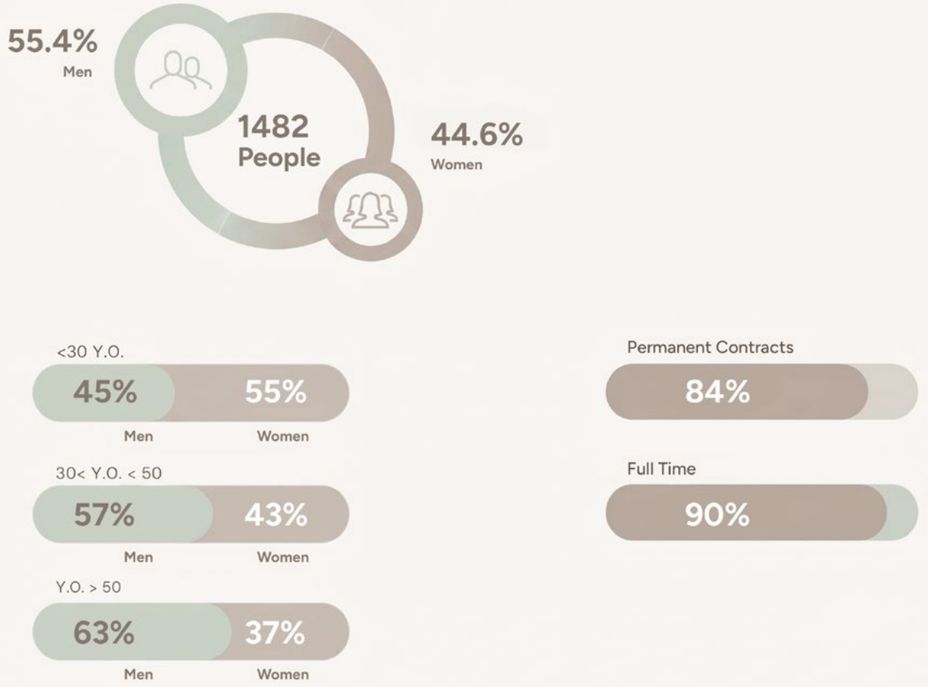
The evolution of the workforce reflects both the consolidation of retail and corporate activities in key reference markets and the typical dynamism of the retail-fashion sector, characterized by high workforce mobility and a constant need for talent acquisition and skills development.

As of 31 December 2025, the Group employed:

- 1246 employees (84.1%) under permanent contracts;
- 236 employees (15.9%) under fixed-term contracts.

The workforce was composed of:

- 821 men (55.4%);
- 661 women (44.6%).



Female representation continued to increase over recent years, rising from 38.9% in 2023 to 42.5% in 2024 and reaching 44.6% in 2025. This trend reflects the progressive strengthening of female presence within the organization and accompanies the Group's growth and international development path.

During 2025, the Group also recorded an increase in female representation within managerial and senior positions, consistently with its ongoing organizational development and with the objective of fostering greater gender representation across leadership roles and career development pathways.

The workforce mainly consists of full-time employees, while part-time contracts are primarily concentrated within the retail network, in line with the operational structure and organizational needs typical of the fashion retail sector.

At the same time, Boggi Milano continued investing in professional skills development and in the dissemination of corporate culture through training activities addressed to the workforce, consistently with the Human Rights Policy and internal procedures.

Starting from 2024, the Group also introduced dedicated tools for ESG management and compliance governance, with the objective of progressively strengthening the monitoring of social KPIs, improving HR data quality and enhancing the structured collection of workforce-related information.

1. Role cluster

Role cluster	2024	2024 %	Women %	2025	2025 %	Women %
Chief, Head Of	18	1%	18%	23	2%	26%
Manager, Coordinator, Field Coach	94	8%	28%	121	8%	39%
Employees, Sales Advisor	1121	90%	44%	1299	88%	47%
Workers, Wharehouse Staff, Maintenance Staff	21	2%	19%	39	3%	23%

2. Age cluster

	2024		2025	
Age cluster	N.	%	N.	%
<30	302	23.84%	366	25%
30-50	668	53.61%	811	55%
>50	281	22.55%	305	21%

Female representation in leadership roles improves from 18% to 26%.

The share of women among managers, coordinators and field coaches rises from 28% to 39%.

The company populaion remains concentrated in the 30-50 age group, equal to 55% in 2025.

4.1.2. Actions and Resources Related to Workforce Management (ESRS S1– 4)

During 2025, Boggi Milano launched a major transformation process within the Human Resources function aimed at strengthening HR data governance, standardizing processes and improving monitoring and reporting capabilities relating to workforce information.

In this context, the Group initiated the migration to a new integrated HR management system designed to centralize and harmonize the management of data relating to employment contracts, remuneration, attendance and working hours, organizational structure, job titles and organizational positions.

This initiative represents a strategic milestone in the Group's organizational evolution process and forms part of a broader strengthening of governance and internal control systems supporting the Company's international growth.

Alongside the implementation of the new HR system, Boggi Milano also initiated a review and rationalization process of the organizational structure, aimed at:

- harmonizing roles and job titles across different geographies;
- improving HR data comparability;
- strengthening organizational transparency;
- supporting a more structured management of career and remuneration paths.

The project, developed with the support of specialized consultants, also constitutes a key foundation for progressively strengthening social KPI monitoring and aligning with future European requirements relating to Pay Transparency and ESG reporting.

Once the data migration and the new organizational architecture are completed, the Group expects to progressively increase the level of detail and accuracy of HR disclosures, particularly with reference to:

- gender pay gap;
- workforce analytics;
- training and development;
- remuneration and career progression monitoring.

4.1.3. Training and Skills Development (ESRS S1-10)

Boggi Milano recognizes professional skills development as a strategic element supporting business growth, organizational evolution and the dissemination of corporate culture and ESG principles.

The Group invested significantly in ESG training through three cross-functional initiatives involving multiple corporate functions. Overall, up to December 2025, 3 ESG training courses were delivered, involving 60 participants and an average of 8 training hours per employee.

SUSTAINABILITY REPORTING AND ESRS TRAINING

- Training addressed to all departments involved in ESG data collection and reporting (HR, Legal, Finance, Product, Sourcing, Sustainability, Retail, Operations);
- Topics covered: CSRD regulatory framework, double materiality, reporting requirements, data management processes, internal governance and responsibilities;
- Objective: strengthening technical and operational skills for ESRS compliance.

ECO-DESIGN APPLICATION AND ESG COMMUNICATION

- Topics: product analysis, recyclability, traceability and compliant communication (greenwashing vs. greenhushing);
- Participants: Product Development, Procurement, Marketing and Sustainability teams;
- Practical sessions: product category analyses, design improvement simulations and ESG communication exercises.

CHEMICAL SAFETY AND THE ROLE OF PREFERRED MATERIALS

- Topics: chemical compliance and chemical safety in the textile industry, leather tanning processes and innovation in leather production, chemical safety requirements in preferred materials main certification schemes
- Participants: Product Development, Procurement, Sustainability.

This approach enables Boggi Milano to provide continuous and accessible training aligned with the sustainability strategy, improving internal awareness and the competencies necessary to drive an effective and credible sustainable transition.

BOGGI MILANO ACADEMY RETAIL EXCELLENCE

BOGGI MILANO ACADEMY RETAIL EXCELLENCE

The Boggi Milano Academy Retail Excellence lies at the heart of the skills development strategy for the Retail population. Supported by an in-house team of professional trainers, the Academy promotes continuous, structured and role-specific learning across the Group's entire Retail network: Italy, EMEA, the USA, Russia, the Far East, the Middle East and South America.

The blended learning model combines in-person training, synchronous and asynchronous digital content, and on-the-job learning programmes. The offering is tailored to different markets and store formats—including full-price stores, factory stores, outlets and franchises—ensuring an accessible, scalable and globally consistent learning experience.

MAIN TRAINING AREAS

01	02	03	04
Boggi Brand and Products	**Boggi Selling Ceremony**	**Boggi Methods**	**Boggi Managerial Skills**
Knowledge of the brand, the collection and the characteristics of the products.	Focus on the Boggi Milano sales ceremony and on the different phases of the customer relationship.	Tools and operating methods designed for the key roles within the Retail network.	Development of skils in leadership, communication, organization and time management.

ACADEMY IN NUMBERS

450*	OLTRE 5000*	95%
TOTAL TRAINING SESSION	TOTAL TRAINING CONTACTS	BOGGI E-LEARNING ADOPTION RATE

* annual average data

In 2025, the In-Store Academy Partner model was further strengthened, providing Store Managers with tools and guidelines to play an active role in training their teams. The Academy Hub Trainer role was also introduced, with one trainer dedicated to the Italian market and six trainers operating across the main international regions, ensuring greater quality and broader coverage of training programmes.

Also in 2025, the Boggi Excellence Diploma was introduced as an internal certification recognising the completion of Academy programmes. From 2026, completion of training pathways will be progressively integrated into Performance Evaluation and Salary Review processes, strengthening the link between skills, professional growth and merit-based recognition.

FUTURE PROJECTS

In 2026, Boggi Milano will enhance its corporate e-learning platform, already available from the first quarter, by introducing new features and more advanced systems to monitor courses, participation and results. The objective will be to increase adoption across all sales markets and further strengthen the effectiveness of digital learning internationally.

The Academy will also develop the Academy Store Manager Meeting programme, with travelling sessions held across the main markets to strengthen managerial skills, personalise the learning experience and encourage the sharing of best practices.

The programme will include four sessions in Italy, with approximately 30 Store Managers per session, and six international sessions in London, Paris, Madrid, Frankfurt, Budapest and Brussels.

4.1.3. Engagement with Workers and Workers' Representatives (ESRS S1-2)

As of the reporting date, the Group has not implemented formalized structures for collective worker engagement at international level, nor centralized structured trade union engagement processes. Any relations with trade unions and the management of labor law matters are overseen by the Legal function, in coordination with local HR functions, in compliance with the applicable regulations in the different countries where the Group operates.

The Company promotes internal communication, awareness-raising and training activities aimed at disseminating corporate principles on human rights, health and safety, compliance and a culture of respect. In particular, the Human Rights Policy provides for specific communication and dissemination programs addressed to employees, collaborators, suppliers and business partners, with the objective of increasing awareness of social topics and of the behavioral principles adopted by the Group.

The Group's formalized HR procedures also support the main processes relating to recruitment, onboarding, personnel administration and work organization, contributing to greater consistency and transparency in workforce management at international level.

During 2025, Boggi Milano continued to develop training activities and internal communication initiatives addressed to the workforce, progressively strengthening its oversight of topics related to sustainability, compliance, health and safety and corporate culture.

Although formalized structured engagement tools or periodic Group-level surveys are not yet in place, Boggi Milano intends to continue consolidating its employee listening and engagement processes, including through the progressive development of qualitative and quantitative monitoring tools relating to training, organizational wellbeing and retention.

The Manifesto "The Boggi Way", which summarizes the principles of the Human Rights Policy, was distributed both digitally and physically across all Company sites, both corporate and retail. The Manifesto also includes a direct link to the Speak Up! channel, which all employees can access by scanning the QR Code displayed on the poster.

Starting from January 2026, Boggi Milano will also participate in the main industry initiatives and discussion forums through its membership of Confindustria Moda, the reference association for the Italian fashion and textile sector. Participation in the association will allow the Group to monitor the evolution of the regulatory context and the main ESG topics relevant to the sector, fostering dialogue on best practi-



ces, regulatory developments and topics connected to the responsible management of the workforce, supply chain and sustainability in the fashion industry.

MOBILITY AND PROFESSIONAL DEVELOPMENT

Boggi Milano is strongly committed to supporting the professional growth of its employees by offering structured and engaging career development opportunities. The Human Resources department regularly monitors individual performance and employee satisfaction through one-to-one meetings, which make it possible to collect targeted feedback and provide personalized development support.

The results of performance assessments are used to define individualized career paths, which may include:

- Vertical progression: promotions to roles with greater responsibility;
- Horizontal mobility: internal transfers enabling employees to broaden their skills and experience new functional areas within the organization.
- Corporate programs and dedicated agreements have been activated to facilitate access to different services, particularly in the areas of health and wellbeing.

GENDER PAY GAP AND DATA AVAILABILITY

As of the date of preparation of this Sustainability Report, consolidated data relating to the gender pay gap for financial year 2025 is not available. This is due to the organizational transformation and HR systems evolution process launched by the Group during the reporting period.

In particular, the Human Resources department has initiated a full migration to a new integrated personnel management system, aimed at improving the efficiency, quality and traceability of data relating to:

- HR master data;
- attendance and working hours management;
- remuneration;
- contractual classifications;
- organization and classification of corporate positions.

This process also includes the second step of the Group's organizational transformation, described in paragraph (ESRS G1), aimed at rationalizing the organizational structure, harmonizing job titles and corporate positions, and progressively strengthening oversight of pay equity and gender equality topics, also in continuity with the gender gap already reported in the previous financial year.

The project is supported by specialized consultants and represents a strategic step also for the purposes of alignment with future European Pay Transparency requirements, which will require data collection methodologies, role classification and reporting that are more specific and structured than current ESG reporting systems.

Considering the significant organizational and technological effort currently underway, as well as the different timing required for the production of Pay Transparency reporting compared with the Sustainability Report cycle, the Group refers to the future dedicated disclosures that will be prepared and published in accordance with the applicable regulations.

4.1.4. Occupational Health and Safety (ESRS S1-13)

In the period 2023–2025, the Group recorded a limited number of work-related injuries, maintaining an overall stable trend with no severe or fatal incidents. The data reported below is consistent with the disclosure requirements set out by the ESRS.

During 2025, the Group progressively expanded the scope of health and safety data collection, also including the main international branches. However, the fragmentation of regulatory frameworks and management systems across the different countries in which the Group operates still makes homogeneous data collection at global level complex. Health and safety matters in international branches are currently managed with the support of specialized local consultants and professionals.

WORK-RELATED INJURIES – EMPLOYEES

Number and rate of minor work-related injuries

No fatal or severe cases were recorded.

- 2025 Italy: 7 injuries, minor injury rate 1.30;
- 2025 foreign locations: 5 injuries, minor injury rate 0.72.

The main events recorded in foreign locations in 2025 concerned commuting accidents and falls from ladders.

The minor injury rate for foreign locations was not available for 2024, as the international H&S data collection system was structured and consolidated during 2025.

WORK-RELATED INJURIES – NON-EMPLOYEES

For non-employees whose work or workplace is under the organization's control, no fatal or severe injuries were reported during the period considered.

These results reflect the Group's ongoing commitment to protecting occupational health and safety, supported by training activities, operational monitoring and the strengthening of internal procedures. During 2025, Boggi Milano also intensified prevention activities through enhanced safety training, the appointment of an internal ASPP to support the external RSPP, and the progressive consolidation of H&S data collection and monitoring systems.

The Group will continue working to strengthen its health and safety reporting system, with the objective of progressively improving the consistency and completeness of data collected at international level.

4.2. WORKERS IN THE VALUE CHAIN (ESRS S2)

SOCIAL & GOVERNANCE							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	*Up stream*	*Own Operations*	*Down stream*	*Short -term*	*Medium -term*	*Long -term*
S2 Workers in the Value Chain							
Unsafe conditions in some supplier factories	Potential negative impact	Yes	Yes	No	Yes	Yes	Yes
Supplier audits and ethical sourcing	Actual positive impact	Yes	Yes	No	Yes	Yes	Yes
Enforcing strict ethical labor standards across suppliers	Potential positive impact	Yes	Yes	No	Yes	Yes	Yes
Negative media exposure related to poor working conditions in supplier factories could lead to consumer boycotts and financial losses	Risk	Yes	Yes	Yes	Yes	Yes	Yes
Ensuring diversity and fair treatment in the supply chain could improve business resilience and attract ethical investor	Opportunity	Yes	Yes	No	Yes	Yes	Yes
Forced labor or child labor allegations in the supply chain could result in import bans, legal penalties, and consumer trust erosion	Risk	Yes	Yes	Yes	Yes	Yes	Yes

4.2.1. Policies related to workers in the value chain (ESRS S2-1)

The Group recognizes that protecting workers' rights across the supply chain goes beyond ethical responsibility and regulatory compliance. It is a fundamental element of responsible business conduct and a key factor in strengthening the resilience, transparency, and credibility of its value chain. Through requirements addressed to suppliers, sub-suppliers, and production sites, Boggi Milano aims to promote fair and safe working conditions, strengthen supply chain transparency, and foster more stable business relationships.

In line with ESRS S2, the Group has developed a supplier assessment and monitoring process, which will be progressively extended to value chain workers potentially affected by the impacts of the Group's activities. Due diligence therefore represents both a compliance tool and a safeguard for the identification, prevention, and management of human rights-related risks.

The protection of workers is primarily governed by the Supplier Code of Conduct and the Supply Chain Certification and Monitoring Procedure, which define the minimum requirements applicable to the parties involved in the production of Boggi Milano products.

SUPPLIER CODE OF CONDUCT

Boggi Milano has developed its own Supplier Code of Conduct, which defines the principles and requirements applicable to business partners and entities involved in the production, processing, and commercialisation of the brand's products.

The Code represents a supply chain governance tool and applies to direct suppliers, sub-suppliers, production sites, and other parties involved in manufacturing processes. The document refers, among others, to the following frameworks and regulations:

- Universal Declaration of Human Rights;
- International Labour Organization (ILO) Fundamental Principles and Conventions;
- United Nations Guiding Principles on Business and Human Rights;
- OECD Guidelines for Multinational Enterprises;
- Corporate Sustainability Reporting Directive (CSRD);
- Italian Legislative Decree 231/2001, Legislative Decree 199/2016, and Legislative Decree 81/2008;
- Uyghur Forced Labor Prevention Act (UFLPA) and related implementation guidelines.

In 2025, the Code was updated to include specific cotton traceability requirements, also in relation to the UFLPA. Suppliers are required to provide information on fibre origin and the main stages of the supply chain, including cotton farming, ginning, spinning, weaving, and garment manufacturing.

Suppliers must also cooperate with audit, due diligence, and documentary verification activities, and promptly report any suspected or confirmed non-compliance.

The Code also regulates access to reporting channels, requiring suppliers to inform workers and other relevant stakeholders about the mechanisms made available by the Group, including the Speak Up/Whistleblowing platform and the dedicated reporting channe.

Principle	Description	Convention / Standard Reference
Ethical business practices and integrity	Suppliers must operate according to principles of legality, fairness, transparency, corruption prevention, protection of confidentiality and compliance with applicable regulations.	OECD Guidelines, UN Global Compact, Italian Legislative Decree 231/2001
Forced labour	Any form of forced, compulsory, slave, bonded labour, human trafficking or unlawful retention of personal documents is prohibited.	ILO 29, ILO 105
Child labour	The employment of workers below the minimum age required by law or international standards is prohibited; young workers must be protected from hazardous activities.	ILO 138, ILO 182
Freedom of association and grievance mechanisms	Workers must be able to freely join trade unions or representative bodies, bargain collectively and access effective, confidential and non-retaliatory grievance mechanisms.	ILO 87, ILO 98, ILO 135
Wages, benefits and working hours	Suppliers must guarantee legally compliant wages, due benefits, overtime payment, legal working hours and voluntary overtime.	ILO 1, ILO 30
Non-discrimination and protection of vulnerable workers	Any form of discrimination is prohibited. Equal opportunities and specific protections must be guaranteed for migrant, seasonal, temporary and vulnerable workers.	ILO 100, ILO 111
Health and safety	Suppliers must ensure safe and healthy working environments, accident prevention, training, PPE, emergency procedures and adequate H&S management systems.	ILO 155
Environment, chemicals and waste management	Suppliers must properly manage chemicals, emissions, waste, wastewater discharges and industrial effluents, in compliance with applicable regulations, also monitoring the use of energy from renewable and non-renewable sources.	Local environmental regulations, ZDHC principles / environmental best practices
Subcontracting and traceability	Unauthorised subcontracting is prohibited. All sites involved in production must be declared, approved and traceable. Boggi Milano may also carry out unannounced audits.	UNGP, OECD Due Diligence Guidance
Cotton traceability and at-risk raw materials	For cotton and at-risk materials, suppliers must ensure complete documentation of origin, traceability along the supply chain and cooperation in due diligence checks.	UFLPA (2021), UNGP
Animal Welfare	Animal-derived materials must be sourced in compliance with international animal welfare principles, with documentary evidence available upon request.	Five Freedoms / Animal Welfare Principles
Protection of natural resources and biodiversity	Suppliers must manage natural resources responsibly, prevent significant environmental impacts and operate in compliance with local and international environmental regulations.	CBD principles, environmental due diligence frameworks

SUPPLY CHAIN MAPPING

Boggi Milano has adopted clear operational definitions to classify the different levels of the supply chain, according to the type of production.

The Group maintains direct business relationships with Tier 1 suppliers, namely finished product suppliers, internally defined as “Vendors”. At 31.12.2025, the number of active vendors accounts to 88 companies.

“Vendors” are further classified as follows:

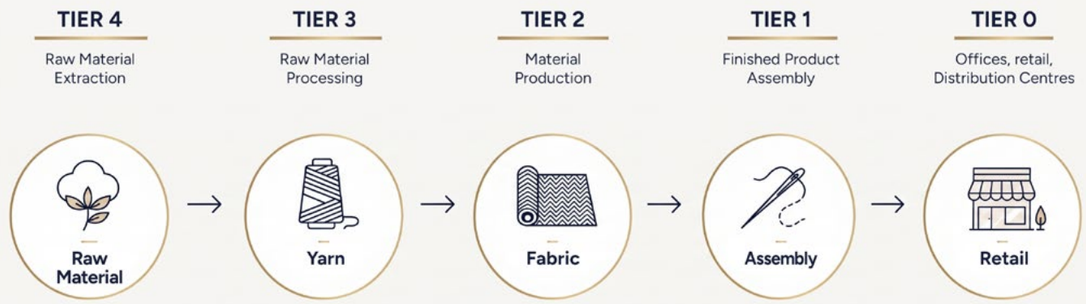
- Trading: a company that deals with the purchase, sale and delivery of products without having internal production capacity, and that relies entirely on sub-suppliers, i.e. separate legal entities used as manufacturers of fabrics or finished products, with adequate production capacity.

- Full In House: a manufacturing company with sufficient internal production capacity to carry out the entire production cycle of a product or semi-finished product, without using sub-suppliers
- Hybrid: a manufacturing company that uses sub-suppliers only for certain production phases.

Full In.house	41	47%
Hybrid	19	22%
Trading	28	32%
Tot	88	

The Group’s supply chain is composed of Vendors and Subcontractors operating through a network of production facilities, defined as Plants. For the purposes of supply chain mapping and due diligence, Plants include all facilities where the physical manufacturing of Boggi Milano products takes place, whether directly operated by a Vendor or by a Subcontractor appointed by the Vendor to perform specific production activities or manufacturing phases. Boggi Milano is committed to maintaining full visibility and traceability at Plant level, enabling the Procurement and Sustainability teams to monitor the facilities involved in production and to strengthen oversight across the supply chain.

Boggi Milano aims to map its value chain in a structured manner, distinguishing between activities directly controlled by the Group and the upstream tiers of the supply chain. This mapping supports ESG due diligence, traceability, environmental and social risk assessment, value chain data collection, and the progressive strengthening of controls over suppliers, materials, and production processes.



4. SOCIAL INFORMATION

Tier	Ambito	Definizione	Attività incluse
Tier 0	Operazioni prorpie	Attività direttamente controllate da Boggi Milano e incluse nel perimetro operativo del Gruppo. Non rappresentano fornitori esterni, ma costituiscono il punto di partenza della catena del valore aziendale.	Headquarters, uffici, negozi a gestione diretta, magazzini, centri di distribuzione, operazioni e-commerce e funzioni aziendali.
Tier 1	Produzione di prodotti finiti	Fornitori diretti o indiretti che producono, assemblano o realizzano prodotti finiti destinati alla vendita.	Taglio, cucito, confezione dei capi, assemblaggio, maglieria, finitura finale, tintura in capo, stampa in capo, controllo qualità, stiratura e imballaggio di capi o accessori finiti.
Tier 2	Materiali, componenti e processi intermedi	Fornitori che producono materiali, tessuti, pelle, componenti o accessori utilizzati dai produttori di prodotti finiti. Questo livello include anche processi intermedi con potenziali impatti ambientali significativi.	Tessitura, tintura, stampa, lavaggio industriale, finissaggio tessile, concia, produzione di fodere, bottoni, cerniere, etichette, suole, accessori metallici e altri componenti.
Tier 3	Lavorazione delle materie prime	Attività di trasformazione primaria che rendono le materie prime idonee alla produzione di fibre, filati, pelle o altri materiali intermedi.	Filatura, cardatura, pettinatura, sgranatura del cotone, lavaggio della lana, preparazione di fibre naturali, produzione di fibre sintetiche o artificiali, polimerizzazione e preparazione preliminare di pelli grezze.
Tier 4	Origine delle materie prime	Origine fisica della materia prima, inclusi coltivazione, allevamento, silvicoltura, pastorizia, estrazione o produzione primaria. Rappresenta il livello più a monte della catena del valore.	Coltivazione agricola, allevamento, gestione forestale, attività minerarie o estrazione petrolchimica e produzione primaria di fibre naturali, artificiali o sintetiche.

In 2025, Boggi Milano's production was supported by a global network of manufacturing facilities across 17 countries. During the reporting year, the production of Boggi Milano products involved 133 Tier 1 manufacturing facilities, primarily located in China, Italy, Türkiye, and Vietnam, confirming a diversified sourcing model built on specialised manufacturing expertise. This diversified production model reflects a balanced sourcing strategy that combines regional specialisation, manufacturing efficiency, and long-term supplier partnerships.

Boggi Milano's global production network enables the Company to combine high manufacturing quality, flexibility, and responsiveness to market demand while fostering stable, long-lasting supplier relationships, with an average partnership duration of 8 years.

The monitored facilities employ a total of 74,377 workers, with an average of 559 employees per site and a median of 172 employees. The presence of migrant workers was declared in 33 production sites, an element considered relevant within the Group's social due diligence framework, as it may be associated with greater vulnerabilities in terms of working conditions, access to grievance mechanisms, contracts, wages and protection from discrimination.



4. SOCIAL INFORMATION

SUPPLY CHAIN - TIER 1



Country	Number of facilities
China	44
Italy	34
Turkey	19
Vietnam	10
Portugal	6
Tunisia	3
Egypt	3
India	3
Pakistan	2
Sri Lanka	2
Other Countries	7
Total	**133**

In 2025, the monitoring perimeter also included certain ESG characteristics of production sites, useful for better understanding the overall profile of the supply chain. In particular, 29 sites declared the use of energy from renewable sources, 17 sites were found to be adhering or connected to chemical management programs, including ZDHC schemes where applicable, and 16 sites declared the presence of wastewater treatment systems, of which 5 with onsite treatment.

Indicator	Value 2025
Monitored production sites	133
Total declared employees	74377
Average employees per site	559
Median employees per site	172
Sites with declared presence of migrant workers	33 (26%)
Sites with declared use of renewable energy	29 (22%)

This information does not yet constitute an integrated environmental and social scoring system, but represents a useful information base to progressively strengthen risk analysis along the value chain.

4.2.3. Actions taken to manage material impacts and risks (ESRS S2-4)

To ensure full supply chain traceability and promote the alignment of direct suppliers, or Vendors, with the ethical, environmental and social criteria also applicable to their sub-suppliers, Boggi Milano has introduced a structured onboarding procedure, extended to all potential new suppliers and subject to periodic verification for those already active.

In the onboarding process, suppliers are required to complete a Self-Assessment through which the Group verifies prospective suppliers' alignment with the principles set out in the Code of Conduct. The same assessment mechanism is also used to periodically monitor compliance with these standards across all active suppliers.

The process involves completing a questionnaire generated by the company's GRC system, that collects general information on the supplier, its financial soundness, any sustainability and quality audits and certifications held, as well as information on its sub-suppliers. In particular, declared audits are considered only if conducted by APSCA-qualified auditors and in accordance with recognized international standards. Boggi Milano requires all production facilities — including subcontractors — to be audited by an independent and specialized third-party body. Only onsite audits are accepted. Considering the variety of standards available for ethical audits, Boggi Milano has selected a limited number of standards deemed acceptable, as they cover at least 75% of the principles contained in the Supplier Code of Conduct: SA8000, Amfori BSCI, Sedex SMETA, QIMA Ethical, Elevate ERSA, Intertek WCA, WRAP, SLCP and ICS Report.

ETHICAL ASSESSMENT PROCESS OF THE SUPPLY CHAIN

Based on the benchmarking of the ethical standards described above, Boggi Milano has developed an assessment methodology that translates the findings of each audit into an "Ethical Score". Audit results, together with the supporting documentation provided by the supplier and the facilities within its supply chain, are converted into a score ranging from 0 to 10. Only suppliers achieving a minimum score of 7 out of 10 are included in Boggi Milano's Approved Supplier Register and become eligible to receive an initial trial order. This threshold score serves both as a risk indicator and as a measure of compliance with the Group's Supplier Code of Conduct.

Boggi Milano's Ethical Score is a proprietary assessment model, designed to measure the ethical, social and environmental performance of suppliers involved in garment production. This score measures the adherence of suppliers' production facilities to the principles of the Code of Ethics, based on audit results and the non-conformities identified.

The model is based on five weighted components, each of which represents a critical area of ethical and operational responsibility. This structure enables consistent assessments across all production partners, supports compliance with required standards and promotes continuous improvement.

The total score is given by the weighted average of the five areas:

Boggi Milano Ethical Score – Components Breakdown		
Component	**Weight**	**Key Assessment Areas**
1. Health and Safety	**35%**	Safe and hygienic working environments (lighting, ventilation, emergency exits)
		Chemical management and workers protection
		Risk assessments, accident prevention, and health monitoring
2. Environment	**15%**	Waste disposal and reduction
		Chemical management and envitonmental protection
		Environmental performance tracking (emissions, water discharge, etc.)
3. Forced & Child Labour	**15%**	No child or forced labour
		Freedom of movement and voluntary employment
		Transparent contracts and proper documentation
4. Wages & Working Hours	**20%**	Timely and fair wage payments
		Regulated hours, overtime, rest days
		Social contributions and formal contracts
5. Labour Practices	**15%**	Non discrimination and equal treatment
		Freedom of association and collective bargaining
		Internal communication and grievance mechanisms

The non-conformities identified during audits affect the score according to their severity.

The Ethical Score also determines the frequency of supplier monitoring and the recurrence of audits over time:

- Score >8: review every 18–24 months
- Score between 7 and 8: review every 12 months
- Score <7: not acceptable, the potential supplier is rejected

The classification of non-conformities as critical, major and minor is a fundamental step in assessing the seriousness of the violations identified against the principles of the Code. This classification may vary slightly depending on the audit scheme, such as SMETA, SA8000, BSCI or WRAP, but Boggi Milano has aligned the different systems to common criteria for each severity level.

CLASSIFICATION AND DESCRIPTION OF NON-CONFORMITIES:

- **Critical non-conformities:**

  Serious violations representing an immediate threat to the health, safety or fundamental rights of workers. Examples include forced labor, child labor, violence, serious safety deficiencies or the complete absence of wastewater treatment/chemical management systems.

- **Major non-conformities::**

  Systemic or repeated violations of rules relating to working hours, wages, freedom of association or sanitary conditions. Although they do not represent an immediate danger, they require a detailed corrective plan and constant monitoring.

- **Minor non-conformities:**

  Formal or administrative irregularities that do not directly impact health and safety, but indicate deficiencies in management processes, for example incomplete documentation or lack of updated records.

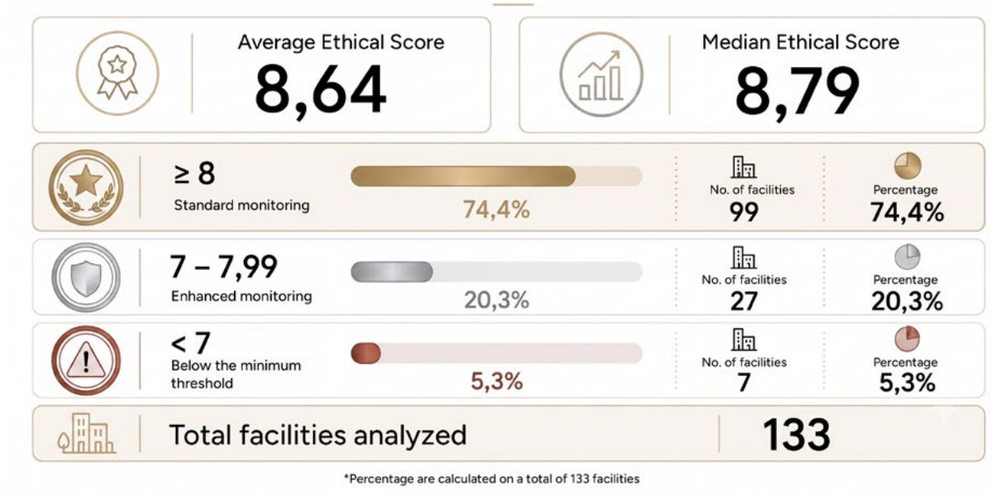
All non-conformities (NCs) are considered breaches of the principles set out in the Supplier Code of Conduct and must be remediated. In the event of repeated non-conformities, the Group reserves the right to review its business relationship with the supplier.

OVERVIEW OF 2025 RESULTS

The assessed perimeter showed an average Ethical Score of 8.64 and a median of 8.79.

Most production sites fall within the range above 8, while 27 sites fall within the 7–7.99 range, subject to enhanced monitoring.

In 2025, the Group reviewed 44 third-party ethical and social audits and certifications conducted by independent organisations in accordance with methodologies recognised by the brand. The assessments carried out during the reporting period covered both new suppliers and production sites entering Boggi Milano's supply chain, as well as production sites whose previous audit had expired or required renewal based on the assessment of their Ethical Score.



The checks led to the identification of 91 major non-conformities and 18 critical non-conformities, mainly concentrated in the areas of:

- Working hours, overtime, and employee benefits, with findings mainly related to excessive overtime, unstructured working time management, or deficiencies in supporting documentation, primarily identified at suppliers located in the APAC region;
- Occupational health and safety and fire prevention, with findings concerning workplace safety management, emergency exits, fire protection systems, and related documentation, primarily identified within the EMEA region;
- Management of young workers, with one non-conformity classified under the child labour/young workers category. The finding did not relate to the employment of children below the legal minimum working age or to any evidence of child labour, but rather to deficiencies in the formal and documentary management of employment contracts for young workers above the minimum working age established by the applicable legislation.

In response to the identified non-conformities, Boggi Milano required the relevant suppliers to develop and implement Corrective Action Plans (CAPs), including defined responsibilities, actions, supporting documentary evidence, and implementation timelines. The Sustainability function, in collaboration with the relevant departments, monitored the progress of the corrective actions through documentary follow-up activities and subsequent verification, with the aim of ensuring that the findings were closed within the agreed deadlines.

As of the reporting date, the Corrective Action Plans relating to the findings described above had either been completed within the agreed timeframes or remained subject to ongoing monitoring where verification of the effectiveness of the implemented actions over time was required.

Non-conformity area	Major NC	Critical NC	Interpretation of the data
Health, Safety & Hygiene	63	3	Main area for improvement, especially on organisational and H&S oversight aspects
Hours, Wages & Benefits	11	14	Most relevant area for critical non-conformities
Labour Practices	8	1	Limited issues, mainly non-critical
Waste Management	8	0	Major non-conformities only
Child Labor	1	0	No critical non-conformities identified
Total	91	18	109 total NCs

The Group's standard rule is that facilities with a Score below 7/10 are not approved. In 2025, 7 facilities below this threshold were retained on an exceptional basis: these were small artisan workshops or family businesses involved in minor processes or limited production stages. In these cases, the lower scores primarily reflected the limited applicability of certain audit requirements to micro-scale production entities, rather than evidence of material ethical or social deficiencies or severe adverse impacts on workers.

Consistent with the Group's risk-based due diligence approach, these facilities were included in an enhanced remediation process, requiring the resolution of the identified non-conformities, monitoring of corrective actions, and a new assessment within six months. Their continued inclusion in the approved supplier base is therefore conditional upon the completion of the Corrective Action Plan (CAP) and verification that the identified issues have been effectively addressed.

Audit, escalation, and remediation activities form an integral part of Boggi Milano's due diligence approach under ESRS S2 – Workers in the Value Chain. These activities are designed to prevent, mitigate, and manage potential adverse impacts on workers throughout the supply chain, promote the continuous improvement of working conditions, and strengthen transparency, traceability, and oversight across the Group's production network.

4.2.4. Processes for engaging with value chain workers, remediate negative impacts and channels to raise concerns (ESRS S2-2, S2-3)

Engagement with workers in the value chain takes place primarily through the due diligence processes applied to suppliers and production sites. These activities include third-party ethical and social audits, documentary reviews, worker interviews, monitoring of non-conformities, and the development of Corrective Action Plans (CAPs).

Where non-conformities are identified, the supplier is required to prepare a CAP specifying the corrective actions, responsibilities, implementation timelines, and evidence of completion. The Sustainability function, with the support of the relevant departments, monitors the implementation of the CAP until the identified issues have been resolved or further measures have been adopted.

Failure to submit a CAP, insufficient progress in implementing corrective actions, or a lack of cooperation may result in the suspension or withdrawal of the supplier's or production site's approval. Serious, repeated, or unresolved breaches may also lead to the review or termination of the business relationship.

The Supplier Code of Conduct requires suppliers to provide access to effective, confidential, and non-retaliatory grievance mechanisms. In addition to suppliers' internal reporting channels, Boggi Milano provides the Speak Up/Whistleblowing platform and the dedicated email address sustainability@boggi.com for reporting concerns related to human rights, working conditions, occupational health and safety, business ethics, or breaches of the Supplier Code of Conduct.

The same requirements apply to sub-suppliers, which are expected to be aware of, accept, and comply with the principles established for direct suppliers, including those relating to workers' rights, grievance mechanisms, and remediation processes.

4.2.5. Targets related to managing impacts on workers in the value chain (ESRS S2-5)

Boggi Milano's main objective is to ensure that suppliers and production sites involved in the creation of the Group's products comply with the minimum requirements defined by the Supplier Code of Conduct and by the ethical-social qualification process.

In 2025, the Group's primary operational control metric was the minimum Ethical Score threshold of 7 out of 10, which is used to support decisions regarding supplier onboarding, retention, remediation, or the termination of business relationships. This metric serves as a social risk management tool throughout the supply chain, linking the outcomes of audits and documentary reviews to supplier qualification and retention decisions.

As of the reporting date, the Group has not yet established formal quantitative targets in accordance with ESRS S2-5, supported by defined baselines, time horizons, and fully structured performance metrics. Nevertheless, Boggi Milano has defined a roadmap to progressively strengthen its due diligence and value chain monitoring system, with the aim of expanding the scope of assessments, enhancing its ability to prevent risks, improving the traceability of production flows, and strengthening oversight of workers potentially exposed to material impacts.

In particular, the Group has identified the following development areas.

ASSESSMENT OF OEKO-TEX ® RESPONSIBLE BUSINESS CERTIFICATION:

In 2026, Boggi Milano plans to assess the potential adoption of the OEKO-TEX® Responsible Business certification and to integrate criteria inspired by the OECD Guidelines and OEKO-TEX® frameworks into its supplier risk assessment model. These criteria may also be applied independently of the potential achievement of the certification.

STRENGTHENING TRACEABILITY THROUGH BOGGI MILANO GRC SYSTEM

Boggi Milano plans to further strengthen its traceability system through the evolution of the Product Trace project, integrated with the GRC (Governance, Risk & Compliance) system adopted by the Group. The objective is to enable increasingly precise visibility of production flows, the companies involved in the individual production phases and updates relating to production sites, supporting dynamic risk management and greater reliability of supply chain data.

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INTRODUCTION OF ENHANCED PRODUCTION MONITORING

During 2026, Boggi Milano plans to strengthen its control programme through the introduction of unannounced on-site audits and enhanced monitoring of actual production activities. These activities will aim to verify consistency between declared production capacity and actual production volumes, and to prevent the use of undeclared or unauthorised sub-suppliers.

EXTENSION OF THE RISK ASSESSMENT TO TIER 2 SUPPLIERS

After completing the monitoring of the Tier 1 perimeter, Boggi Milano plans to progressively extend its risk assessment framework to raw material and semi-finished product suppliers, including Tier 2 suppliers. The objective is to improve the identification and prioritisation of social, environmental, and human rights-related risks in the upstream stages of the value chain. The extension of the perimeter will enable the inclusion of additional categories of workers potentially exposed to material risks, thereby expanding the coverage of the Group's due diligence process.

EXTENSION OF DUE DILIGENCE TO LOGISTICS PARTNERS

In 2025, Boggi Milano strengthened its due diligence framework for workers in the value chain by extending specific contractual and behavioural requirements to logistics partners. The Group has developed a dedicated Code of Conduct for logistics partners, aimed at addressing the specific risks associated with logistics operations, subcontracting arrangements, cooperatives, workers employed by third parties, and other forms of labour organisation involved in logistics services.

The new contractual framework, applicable from 1 January 2026, includes obligations relating to compliance with labour, occupational health and safety, human rights, and business ethics requirements, as well as explicit provisions regarding audit rights, transparency, and traceability of subcontractors involved in logistics services.

During the reporting period, no on-site audits were conducted on logistics partners; however, the Group considers the implementation of this control measure feasible between 2026 and 2027.

COMPLETION OF THE MAPPING OF NON-COMMERCIAL GOODS SUPPLIERS

During 2025, Boggi Milano initiated the extension of its mapping process to suppliers of non-commercial goods and services, including furniture suppliers, technical material providers, contractors, and other indirect supplier categories. By the end of the first quarter of 2026, the project was at an advanced implementation stage, with the aim of progressively extending the principles of traceability, data collection, and risk assessment to these supplier categories as well.

Overall, these activities represent a natural evolution of the monitoring framework already in place in 2025 and strengthen the risk-based approach adopted by Boggi Milano for the management of impacts, risks, and opportunities related to workers in the value chain.



4.3. CONSUMERS AND END-USERS (ESRS S4)

SOCIAL & GOVERNANCE							
Material topic	**IRO**	*Value Chain phases impacted by the Material Topic*			*Timeframe of relevance for each Material Topic*		
Topics selected as Material thanks to the Double Materiality Analysis	***Impacts, Risks and Opportunities connected with each Material Topic***	***Up stream***	***Own Operations***	***Down stream***	***Short -term***	***Medium -term***	***Long -term***
S4 Consumers and End-users							
Transparent labeling and consumer education	Actual positive impact	No	Yes	Yes	Yes	Yes	Yes
Adoption of safer materials and rigorous quality control	Actual positive impact	Yes	Yes	Yes	Yes	Yes	Yes
Misleading sustainability claims (greenwashing) could result in legal action, fines, and reputational damage	Risk	No	Yes	Yes	Yes	Yes	Yes
Harmful substances in fabrics (e.g., toxic dyes, formaldehyde) could lead to product recalls, lawsuits, and loss of consumer confidence	Risk	Yes	Yes	Yes	Yes	Yes	Yes

4.3.1. Policies related to customers and end-users (ESRS S4-1)

Boggi Milano adopts a customer-centric approach based on continuous listening and the analysis of customer needs. The brand's commercial strategy integrates digital tools, personalized services and an omnichannel system to ensure accessibility, safety, personalization and active engagement across all stages of the customer journey.

Through a structured engagement system, Boggi Milano ensures:

- Customer satisfaction and safety
- Fair and barrier-free access to services
- Transparency, engagement and continuous listening
- Alignment between the actual experience and customer expectations

POLICIES RELATED TO PRODUCT QUALITY AND SAFETY

Boggi Milano safeguards product quality and safety through an integrated system that distinguishes between Quality Assurance (QA) and Quality Control (QC) activities, considered complementary components of the quality management process and consumer protection framework.

Quality Assurance has a preventive nature and aims to define standards, processes, technical requirements, and compliance criteria applicable throughout the entire product development cycle. QA activities begin from the prototyping and sampling phases and include product risk analysis, definition of technical specifications, chemical and physical testing of raw materials, functional testing of prototypes, and verification of compliance with regulatory requirements and the Group's internal standards.

Quality Control, on the other hand, has an inspection-based approach and focuses on verifying product

conformity during and at the end of the manufacturing process, through controls, inspections, and sampling tests before products are placed on the market. QC activities enable the identification of potential defects, non-conformities, or deviations from defined technical standards, contributing to the prevention of consumer risks and the maintenance of the quality standards expected by the brand.

The results of QC activities represent a key input for the continuous improvement of the QA system. These results are analysed together with feedback received from customers, the retail network, customer care, and suppliers, within an integrated approach to quality management, product safety, and consumer protection.

Product safety and compliance are supported by a set of internal tools and procedures, including:

- the Quality Manual, structured by product category and raw material type, which defines the applicable technical, performance, and quality requirements;
- the Product Restricted Substances List (PRSL), developed in line with major regulatory references and international standards, including REACH and A-FIRM;
- the Preferred Materials and Products Framework, which governs the proper management of product environmental characteristics and contributes to preventing the risk of unsupported environmental claims;
- the Defective garments Management Manual, which supports store personnel in the identification, classification, and correct reporting of defects detected internally or reported by customers.

Overall, these tools contribute to the management of impacts, risks, and opportunities related to ESRS S4 – Consumers and End-users, with particular reference to product safety, quality, transparency of information, complaint management, and the prevention of reputational or compliance risks associated with non-compliant, defective, or inadequately communicated products.

4.3.2. Customer and end-user engagement processes, Metrics and results (ESRS S4-2, S4-5)

POST-SALE SURVEY

Boggi Milano uses a structured post-sale survey system aimed at systematically collecting customer feedback and monitoring the quality of the experience provided. The questionnaire, automatically sent via email after each purchase – both in-store and online – is anonymous, available in multiple languages, and designed to gather evaluations on the main touchpoints of the customer experience, differentiated by sales channel.

In 2025, survey results show a high level of overall satisfaction, in line with the positive trend already observed in 2024. In the retail channel, the number of responses decreased compared to the previous year (24,291 in 2024), but still confirming a high level of customer engagement. Overall satisfaction stands at 4.78 out of 5, improving from 4.75 in 2024. Ratings remain particularly positive for in-store welcome, quality of information provided by staff, cleanliness and order of the store, and ease of the payment process, confirming the strength of the in-store experience.

For the e-commerce channel, the number of responses decreased compared to 2024 (10,975), with overall satisfaction reaching 4.46 out of 5, improving from 4.41 in the previous year. Key positive drivers remain checkout speed and simplicity, website responsiveness, and completeness of product information, confirming the continuous strengthening of the digital experience.

Overall, the comparison between 2024 and 2025 shows a progressive improvement in customer experience across both channels, both in terms of satisfaction and engagement, with consolidation of the main customer value drivers.

The data collected are analyzed monthly by the CRM team and shared with relevant business functions, supporting training activities, corrective actions, and continuous improvement initiatives. This approach enables Boggi Milano to structurally integrate the voice of the customer into decision-making processes, contributing to the responsible management of consumer relationships.





I 4 FATTORI POSITIVI PRINCIPALI (2025) ordinati in base al punteggio (0-5)

1. Pulizia e ordine del negozio (4,77)
2. Utilità delle informazioni fornite dal personale (4,74)
3. Velocità e facilità nel pagamento (4,66)
4. Accoglienza in Store (4,43)

I 3 FATTORI POSITIVI PRINCIPALI (2025) ordinati in base al punteggio (0-5)

1. Velocità e facilità del checkout(4,37)
2. Velocità e reattività del sito(4,35)
3. Completezza delle informazioni prodotto (4,22)

In this context, monitoring customer satisfaction allows Boggi Milano to identify and manage potential impacts and risks related to the consumer experience, such as perceived product and service quality, accessibility of sales channels, and transparency of information. Continuous oversight of these aspects helps prevent negative impacts on consumers and strengthen trust in the brand, while also representing an opportunity to improve the overall quality of the offering and alignment with customer expectations.

ACTIVE CUSTOMER LISTENING

In 2025, Boggi Milano's Customer Service team handled over 117,000 customer requests through various channels: email (which remains the primary channel, accounting for over 60% of cases), website, phone, live chat, and WhatsApp. This omnichannel approach allows the company to effectively cover all stages of the customer journey, ensuring timely, accessible, and traceable support.

Data analysis shows that:

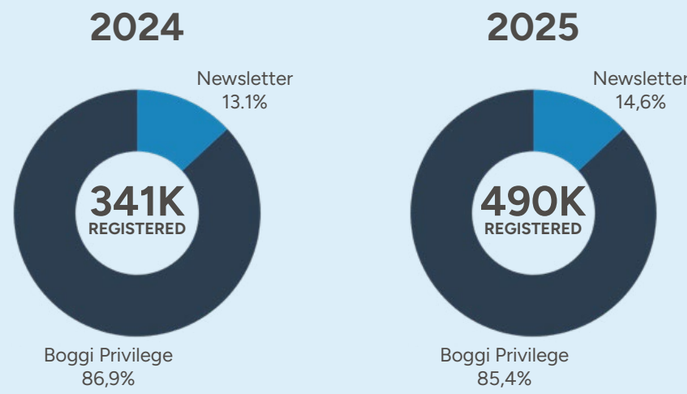
- approximately 35–38% of requests concerned operational issues, including order status, returns and refunds management, order changes or cancellations, and account access difficulties. This feedback represents a key indicator for continuous improvement of internal processes and logistics efficiency.
- approximately 22–25% of cases relate to reputational and communication topics, including management of promotional communications, spam, coupon usage, and perception of marketing activities. These insights support the optimization of communication tone, frequency, and level of personalization toward customers.
- approximately 2,477 cases (around 2.1%) were related to product defects or non-conformities, including incorrect items, quality issues, or damaged garments. These reports are closely monitored by Product and Sourcing teams and represent a key input to strengthen due diligence processes and drive continuous improvement along the supply chain (see further details in subsequent sections).

Overall, the comparison with 2024 shows an increase in the volume of interactions, confirming growing customer engagement, while maintaining a substantially stable distribution across main request categories. This reinforces the strategic role of Customer Service as a tool for active listening and integration of the customer voice into business processes.

BOGGI PRIVILEGE

The Boggi Privilege program – free and accessible both online and in-store – represents one of the main tools for customer loyalty and personalization. The benefits include:

- *1 point for every euro spent (points valid for 2 years*
- *Progressive discounts: 5% at 500 points, 10% at 1,000 points, 15% at 1,500 points*
- *Free tailoring service on selected items*
- *10% discount on all purchases during the birthday month*
- *Invitations to exclusive events and receipt of the seasonal catalog*
- *Access to the OPS service starting from 500 points*



OMNICHANNEL PERSONAL SHOPPER

The Omnichannel Personal Shopper (OPS) program offers a premium, personalized, one-to-one shopping experience, reserved exclusively for Boggi Privilege customers with at least 500 loyalty points.

It represents a strategic evolution from the traditional "one-to-many" retail interaction model, aimed at increasing customer engagement and loyalty through an individualized relationship model.

The OPS role is assigned to Boggi Milano's top Sales Advisors, who receive additional training and are equipped with advanced digital tools to manage and serve their customer portfolio. OPS interactions can be either proactive ("push"), based on customer insights, or on-demand ("pull"), when the customer initiates contact or is directed to an OPS by Customer Service. The program also enhances accessibility to omnichannel services in areas without physical stores.

4.3.3. Actions to manage impacts and risks related to customers, Metrics and results (ESRS S4-4, S4-5)

Boggi Milano manages impacts, risks, and opportunities related to consumers and end-users through an integrated system covering quality management, product safety, chemical compliance, defect control, and the monitoring of feedback received from customers and the retail network.

The Group distinguishes between Quality Assurance (QA) and Quality Control (QC), considered two complementary components of the product quality and safety management system.

Quality Assurance has a preventive nature and includes the set of processes, standards, and procedures aimed at ensuring that products are developed, prototyped, and manufactured in compliance with internal requirements, applicable regulations, and customer expectations from the earliest stages of development. This includes raw material qualification, definition of technical specifications, product risk assessment, chemical and physical testing requirements, and monitoring of production processes.

Quality Control, on the other hand, has an inspection-based nature and relates to operational checks performed on products, mainly during and at the end of the production process, to verify compliance before delivery to customers or placing products on the market. While QA aims to prevent defects and non-conformities, QC enables their identification, classification, and management when they arise during production, contributing to the continuous improvement of preventive activities and risk assessment processes.



QUALITY ASSURANCE AND PRODUCT SAFETY

Boggi Milano is committed to offering products that combine style, technical performance, and to implement the highest applicable standard of product safety, according to the sales market it operated in, with the aim of protecting consumer health and ensuring full chemical compliance across all product categories.

As outlined in the Quality Manual and the Product Restricted Substances List (PRSL), all fabrics, finished garments, accessories, and leather goods are expected to meet specific quality and chemical compliance standards. The PRSL defines maximum allowable limits for hazardous substances, aligned with international safety standards, including REACH and A-FIRM, as well as consumer protection regulations in Europe, the United States, and Latin America.

For each product category, minimum physical and mechanical performance requirements are also defined, including resistance to pilling, seam slippage, tensile strength, and colour fastness to washing, perspiration, rubbing, and light exposure. These requirements support the management of product quality and durability and provide a technical basis also in view of the evolving requirements related to the Digital Product Passport (DPP).

The Group collaborates with a network of internationally accredited laboratories, selected also based on their proximity to key production hubs, in order to ensure adequate coverage of testing activities. These controls contribute to reducing the risk that unsafe, non-compliant, or non-aligned products with the brand's standards reach the end consumer.

In 2025, Boggi Milano further strengthened its product safety and compliance system through the update of the PRSL, the consolidation of internal quality procedures, and the development of a more structured and risk-based approach to product compliance. In particular, the product risk assessment methodology was further developed in line with the General Product Safety Regulation (GPSR), with increased focus on hazard identification, risk classification, and the definition of mitigation measures throughout the product life cycle.

Overall, the combination of preventive controls, risk assessments, testing activities, digital data collection tools, and feedback monitoring contributes to a more integrated system for consumer protection and continuous quality improvement.

MANAGEMENT OF DEFECTIVE PRODUCTS

Boggi Milano adopts a structured process for the management of defective products and customer returns, with the aim of safeguarding consumer satisfaction, preserving product value, and reducing, where possible, the environmental impact associated with waste and disposal.

In line with its approach to product quality and safety, returned or reported defective items are managed according to a dedicated manual. The process is applied by retail personnel for defective items identified after products have reached stores or reported by customers, with subsequent management and analysis carried out by the relevant teams, including Production, Quality, and Merchandising.

Each item is classified according to the type, severity, and visibility of the defect, as well as the technical and economic feasibility of any potential repair or refurbishment. Based on this assessment, products may be allocated to different channels: sale through outlet channels without refurbishment, sale through

outlet channels following minor restoration activities, or disposal in cases where the product cannot be recovered. Disposal is considered a residual option, in line with an approach aimed at reducing waste and maximising the recovery of suitable products.

In 2025, 10,864 items were classified as defective, compared with 9,796 items in 2024. This figure represents 0.36% of total purchased quantities, compared with 0.27% in 2024. The increase is mainly attributable to minor defects, which were managed through outlet channels or refurbishment processes, while more severe cases requiring disposal remained limited, accounting for approximately 0.08% of total purchased quantities.

During the reporting period, 1,872 defective items were directly reported by customers through Customer Service channels, while the remaining cases were identified by store personnel. Monitoring these data enables the Group to identify recurring defects, analyse root causes, and strengthen corrective actions towards suppliers, production processes, materials, or technical specifications.

To contribute to reducing returns and improving the accuracy of product information, Boggi Milano has also introduced digital tools, including 3D rendering on the e-commerce platform, aimed at providing a clearer and more accurate representation of product characteristics, fit, and details. During the year, a new digital platform for reporting defective products by stores was also introduced. The tool enables retail teams to provide more detailed information on defect types, attach photographic evidence, and improve the traceability and timeliness of case management. These developments strengthen the Group's ability to promptly identify recurring issues, improve supplier accountability, and ensure more effective alignment with regulatory requirements and internal standards.

Continuous monitoring of data relating to defects, returns, and customer feedback supports the progressive improvement of design, product development, material selection, quality control, and supply chain management processes, contributing to the maintenance of an overall defect rate aligned with the brand's quality standards.

QUALITY CONTROL

Product quality is directly linked to customer satisfaction, the purchasing experience, perceived brand value, and customer loyalty. For Boggi Milano, quality therefore represents a strategic element of its relationship with consumers and end-users.

The Group has developed a structured quality control system based on sampling inspections conducted in accordance with ISO 2859-1:2007 and the AQL – Acceptable Quality Level methodology. The system includes:

- internal quality control policies and procedures, with specific requirements for fabrics, raw materials, components, and finished garments;
- monitoring of key production sites through a team of internal quality inspectors located close to the main production hubs, including Italy, Egypt, Türkiye, and China;

- collaboration with independent third parties for additional on-site inspections, particularly in China and Far Eastern countries, through customised checklists developed for the brand;
- statistical controls on representative samples of production lots, according to defined AQL thresholds, to determine lot conformity or the need for corrective actions.

Boggi Milano uses standardised inspection checklists differentiated by product category, including formalwear, casualwear, footwear, and accessories. Each inspection generates a conformity assessment against the applicable AQL thresholds, the identification and classification of defects by type and severity, as well as operational feedback to suppliers for the implementation of any required corrective actions.

Inspections are generally carried out before shipment, at the supplier's premises or at the production site, in order to identify potential defects before products reach the distribution network and end consumers. This preventive control contributes to safeguarding product integrity, reducing non-conformity risks, and strengthening customer trust.

The quality control network includes internal personnel, category-specific specialised inspectors, regional quality partners, and third-party inspectors. This configuration enables adequate coverage of the main production areas and strengthens the accuracy and timeliness of inspection activities, particularly in high-volume production regions such as China and Vietnam.

QUALITY CONTROL: INSPECTION RESULTS

During 2025, Boggi Milano further strengthened its Quality Control system across the supply chain through a data-driven approach based on harmonised data, standardised KPIs, and broader inspection coverage. This evolution contributes to the management of impacts, risks, and opportunities related to ESRS S4 – Consumers and End-users, with particular reference to product quality, consumer safety, prevention of non-conformities, and the improvement of the customer experience.

The analysis is based on raw inspection data relating to the 2024 and 2025 financial years. The structured data collection and monitoring system was launched in mid-2024; therefore, 2025 represents the first full year in which the results of an entire inspection cycle can be assessed, covering two seasonal collections, Autumn/Winter and Spring/Summer, as well as NOOS – Never Out Of Stock items.

In 2025, a stricter AQL – Acceptable Quality Level was also applied to the main suppliers, confirming the Group's objective of progressively strengthening quality standards, increasing control effectiveness, and improving customer satisfaction.

The increase in the number of inspections in 2025 enabled broader coverage of controls throughout the supply chain and improved the ability to identify defects and non-conformities before products were placed on the market. The non-conformity rate remained substantially stable, while the rejection rate, which measures production lots not accepted or blocked by the brand, showed a significant improvement. This trend suggests that the increased presence of inspectors, higher inspection frequency, and application of

KPI	2024	2025	Absolute change	Change %
Total number of inspections	**993,00**	**1.353,00**	360,00	**36%**
Failure rate	**0,25**	**0,26**	0,003	**1%**
Rejection rate	**0,09**	**0,07**	-0,02	**-25%**
Workmanship defects	**7.226,00**	**9.612,00**	2.386,00	**33%**
Average workmanship defects per inspection	**7,28**	**7,10**	-0,17	**-2%**
Workmanship defect per 1,000 units produced	**2,00**	**3,18**	1,18	**59%**
Workmaship defects per 1,000 garments inspected	**57,88**	**59,94**	2,07	**4%**
Critical defects per 1,000 units produced	**0,02**	**0,01**	-0,01	**-63%**
Critical defects per 1,000 units inspected	**0,67**	**0,16**	-0,51	**-76%**
Measurement defects per 1,000 garments checked for measurements	**356,31**	**208,50**	-147,81	**-41%**

KPI	Definition
Total inspections	Number of QC inspection records.
Failure rate	Overall Results = Fail / total inspections.
Rejection rate	Reject Items/total inspected items
Workmanship defects	Minor + major + critical workmanship defects.
Average workmanship defects per inspection	Workmanship defects/ total inspections. This is not a percentage and can be greater than 1.
Workmanship defects per 1,000 inspected items	Workmanship defects/workmanship inspected items × 1,000. Core sample-based product quality KPI.
Critical defects per 1,000 inspected items	Critical workmanship defects/ workmanship inspected items × 1,000. Core sample-based consumer safety proxy.
Measurement defects per 1,000 measurement inspected items	Measurement defects/ measurement inspected items × 1,000. Technical compliance KPI.
Workmanship defects per 1,000 produced units	Workmanship defects/ production volume × 1,000. Consumer-impact normalization.
Critical defects per 1,000 produced units	Critical workmanship defects/ production volume × 1,000

stricter AQL thresholds are contributing to more effective management of critical issues and a reduction in cases requiring product blocking.

The average number of defects per inspection decreased, while defects normalised by produced units increased. This trend should be interpreted considering the combined effect of the higher number of inspections, improved defect detection capabilities, and the application of stricter control criteria. The analysis based on actually inspected garments shows substantial stability in production quality, indicating that some variations observed in volume-normalised KPIs may be influenced by scale factors and inspection intensity, in addition to actual quality performance.

An improvement in technical compliance was also observed, with a reduction in measurement-related defects. This result confirms greater accuracy in meeting product specifications and more effective oversight of technical and production processes.

Overall, the results of the 2025 inspections indicate an enhanced ability to promptly identify non-conformities and provide a positive contribution to the continuous improvement of product quality, product safety, and consumer protection.

4.3.4. Targets and future initiatives

In 2026, Boggi Milano plans to further strengthen its Quality Assurance system through a structured, risk-based approach aimed at preventing non-conformities and continuously improving product quality. In particular, the company intends to strengthen the risk assessment process, in order to identify areas of highest criticality and target testing activities more effectively. In this context, a testing policy will be defined to optimize controls, focusing efforts on higher-risk materials and products.

Boggi Milano also plans to expand the analysis of returns and defective products from a Quality Assurance perspective, using this evidence not only as downstream control indicators but as input for improving upstream processes and standards. At the same time, internal and supplier training activities will be strengthened, with the aim of increasing awareness and proper application of quality requirements across the supply chain. In this context, a new digital portal for defective product reporting will be introduced, in line with GPSR requirements, to enable structured data collection from retail channels, enhance traceability, and strengthen the identification and management of product-related risks.

Additional initiatives include the continuous update of technical specifications and the PRSL, in line with expansion into new markets and evolving regulatory frameworks, as well as adaptation to specific clients' requirements.

Finally, the company intends to define criteria and methodologies for assessing product durability, including the implementation of testing activities supporting the calculation of a durability score in line with emerging Digital Product Passport (DPP) requirements.

These initiatives will be developed in coordination with relevant business functions, including Legal, Sustainability, and Product Development, to ensure regulatory alignment, consumer protection, and management of reputational risk.

05
GOVERNANCE AND BUSINESS ETHICS

5.1. GOVERNANCE AND BUSINESS ETHICS (ESRS G1)

5.1.1. Role of the administrative, management and supervisory bodies in business conduct (ESRS G1 GOV-1)

Boggi Milano considers responsible business conduct to be a central element of its governance system and business model. The Group oversees the main ethical, legal and reputational risks through a structured system of policies, procedures and internal controls, aimed at ensuring that all activities are carried out according to principles of fairness, transparency, integrity and regulatory compliance.

The Board of Directors plays a steering and supervisory role over the Group's main governance tools, including the Code of Ethics, the Human Rights Policy, the Human Rights Manifesto and the general compliance framework. In particular, the Human Rights Policy, approved by the Board of Directors, formalizes the Group's commitments in relation to human rights, dignity at work, health and safety, non-discrimination, privacy, protection of the value chain and the principle of non-retaliation, extending these principles to all Group subsidiaries and to the parties acting on its behalf.

BBB S.p.A., the Group's Italian administrative company, has adopted an Organization, Management and Control Model pursuant to Italian Legislative Decree 231/2001, as a central element of the internal control and crime prevention system. The 231 Model includes prevention protocols, mapping of risk areas, dedicated information flows and an independent Supervisory Body, responsible for monitoring the correct implementation of the model and managing any reports.

5.1.2. Corporate culture and business conduct policies (ESRS G1-1)

Over time, Boggi Milano has developed a structured governance and business conduct framework, based on a formalized set of corporate policies and procedures applicable to the different Group companies and main corporate functions.

The main governance tools include:

- Code of Ethics and Disciplinary Code;
- Human Rights Policy and Human Rights Manifesto;
- Supplier Code of Conduct;
- Employee Handbook and policies dedicated to certain foreign entities;
- Policies on privacy, product quality, restricted substances and preferred materials;
- Procedures on tax and corporate compliance, corruption prevention, whistleblowing, reporting integrity, HR management, training, supplier qualification, supply chain management, customer complaints and sustainability reporting.

The business conduct system is based on the principles of:

- legality and regulatory compliance;
- integrity and transparency in business relationships;
- prevention of corruption and fraudulent conduct;
- protection of human rights and decent work;
- non-discrimination and equal opportunities;
- health and safety;
- protection of privacy and personal data;
- environmental responsibility;
- responsible supply chain management.

The Human Rights Policy further strengthens this framework, providing for specific commitments regarding the rejection of forced and child labour, non-discrimination, worker protection, prevention of harassment and abuse, the right to privacy, health and safety, dignity at work and protection of human rights along the value chain. The policy applies to employees, management, collaborators, suppliers and business partners and represents a cross-cutting tool for overseeing fundamental rights within the Group and in relationships with external parties.

ORGANIZATIONAL REGULATIONS, PROCESS GOVERNANCE AND INTERNAL DOCUMENTATION FRAMEWORK

In 2025, Boggi Milano, and specifically the Organizational Design function, formalized its internal governance framework through the development of organizational regulations defining the structure, classification, creation, identification and management of company documentation across departments.

The initiative aims to introduce common criteria for the preparation, approval, update, storage and traceability of internal documents, including policies, procedures, operating instructions and other control-related documentation. This supports a more consistent approach to document management and contributes to clarifying responsibilities, information flows and internal operating rules.

As part of this process, the Company also introduced a software solution supporting process governance, process mapping and process mining. The tool is intended to provide greater visibility over business processes, roles, workflows and controls, helping the organization document and monitor processes in a more structured way

[3]*As at the date of this report, B939 Sub Holding S.p.A. is in the process of adopting its own 231 Organisational Model, with completion expected during 2026.*

5.1.3. Management of relationships with suppliers (ESRS G1-2)

Boggi Milano extends its business conduct principles to the supply chain through the Supplier Code of Conduct and a formalized procedure for the approval, certification and monitoring of the production supply chain.

The Supplier Code of Conduct, introduced in 2024, represents a key supply chain governance tool and applies to direct suppliers, sub-suppliers, subcontractors, and production sites involved in the manufacturing of the Group's products. The document defines the minimum expected requirements regarding business ethics, human rights, working conditions, occupational health and safety, environmental protection, transparency, traceability, and the prevention of non-compliant practices, including corruption, undeclared subcontracting, and violations of the Group's principles.

In 2025, Boggi Milano further strengthened supply chain oversight through:

- structured supplier due diligence and supplier qualification processes;
- ethical and social audits and documentary verifications conducted according to methodologies recognised by the Group;
- monitoring of Corrective Action Plans (CAPs) related to identified non-conformities;
- cross-checking of declared production sites and sub-suppliers involved in the various production stages;
- progressive strengthening of the traceability of raw materials, production processes, and supply flows.

These activities contribute to the management of impacts, risks, and opportunities related both to ESRS G1 – Business Conduct, with reference to integrity, responsible purchasing practices, supplier relationships, and the prevention of unethical behaviour, and to ESRS S2 – Workers in the Value Chain, in relation to the protection of workers involved throughout the production chain.

In 2026, the Group plans to further strengthen its control system through the introduction of unannounced on-site audits, more rigorous monitoring of production flows to prevent the use of undeclared or unauthorised sub-suppliers, and the evolution of its supplier risk assessment model. This evolution will progressively integrate criteria inspired by the OECD Due Diligence Guidance and the OEKO-TEX® Responsible Business framework, regardless of any potential formal achievement of the certification.

5.1.4. Prevention and detection of corruption and bribery (ESRS G1-3)

Boggi Milano adopts a preventive approach to managing risks of corruption, fraud and unlawful conduct through an integrated set of governance and compliance tools.

The main safeguards include:

- 231 Organizational Model;
- Code of Ethics;
- anti-corruption and anti-bribery procedures;
- tax and corporate compliance procedures;
- internal controls over financial reporting;
- whistleblowing and report management systems;
- segregation of roles and responsibilities in sensitive processes.

The whistleblowing system, active since 2023 and compliant with Italian Legislative Decree 24/2023, allows employees and external stakeholders to safely report illegal, unethical or non-compliant conduct, ensuring confidentiality, protection from retaliation and structured management of reports.

The Human Rights Policy further strengthens the principle of non-retaliation and promotes the use of reporting channels also in relation to possible human rights violations or conduct contrary to the Group's principles.

5.1.5. Cases of corruption or bribery, and reports of misconduct (ESRS G1-4)

During 2025, no confirmed cases of corruption or bribery occurred, nor were any significant sanctions or legal proceedings related to such matters involving the Group or its representatives reported.

The internal control system, reporting channels, and compliance safeguards continue to represent key tools for the prevention, detection, and management of any non-compliant conduct.

In 2025, three reports were received from employees through the Whistleblowing and Speak Up channels. All cases were resolved within the reporting year, with one case concluded through judicial settlement. The main issues raised concerned health and safety and employment termination matters. During the reporting year, no reports were received relating to potential cases of corruption or bribery.



5.1.6. Political influence and lobbying activities (ESRS G1-5)

During 2025, Boggi Milano did not make any direct or indirect political contributions, nor were there any structured political lobbying activities or financing of parties, candidates or political organizations.

5.1.7. Suppliers Payment practices (ESRS G1-6)

Boggi Milano recognises that fair and transparent payment terms represent a relevant element of responsible business conduct and the sustainability of commercial relationships throughout its value chain.

The payment terms applied by the Group are contractually defined and vary depending on the type of supply, product category, logistics model, and commercial terms agreed with suppliers. Given the international nature of the supply chain, the Group applies different payment terms and mixed structures based on production or logistics milestones, in line with common international payment practices.

In 2025, the analysis of the payment terms applied shows the following indicative distribution:[4]

Payment terms range	Incidence on total
30 days or equivalent	19,60%
60 days or equivalent	28,40%
90 days or more	29,10%
120 days	8,50%
Mixed structures (*)	14,20%

Boggi Milano is committed to respecting the agreed payment terms and preventing unjustified delays that could compromise the financial stability of its business partners, promoting relationships based on fairness, transparency and economic sustainability along the supply chain.

[4]Mixed terms include formulas involving partial advance payments, instalments before shipment, instalments after quality control or payments linked to specific logistics steps.

06
APPENDIX

6.1. ESRS E5 – TOTAL RAW MATERIALS

Total Raw Materials used	2025		2024				
	Kg		Kg				
Fiber	TOT	%	TOT	YoY	Preferred	Natural Origin	Recycled
Steel	109,53	0,01%	0,00				
Acetate	14892,99	1,01%	0,00				
Acrylic	202,93	0,01%	0,00				
Alpaca	32,42	0,00%	0,00		X	x	
Other Fibres	394,15	0,03%	0,00				
Cashmere	14706,75	1,00%	12948,60	14%		x	
RWS Certified Cashmere	0,00	0,00%	0,00		X	x	
Recycled Cashmere	0,00	0,00%	0,00		x	x	x
Cotton	433292,08	29,46%	471525,07	-8%		x	
Organic Cotton	5587,59	0,38%	33603,46	-83%	X	x	
Recycled Cotton	3762,32	0,26%	0,00		X	x	x
Cupro	3629,36	0,25%	252,67	not comparable	X	x	
Elastane	25660,61	1,74%	29474,89	-13%			
Elastomultiester	741,21	0,05%	403,58	not comparable			
Ethylene Vinyl Acetate	6620,96	0,45%	11080,05	not comparable			
FSC Certified EVA	74,22	0,01%	0,00		x		
Rubber	4518,99	0,31%		not comparable			
Butadiene Rubber	10026,80	0,68%		not comparable			
Natural Rubber	3098,32	0,21%	1590,00	95%		x	
Liquid Silicone Rubber	0,22	0,00%	0,00	not comparable			
Styrene-Butadiene Rubber	10480,22	0,71%	27450,00	not comparable			
Thermoplastic Rubber	2906,38	0,20%	0,00				
Jute	1938,01	0,13%	0,00			x	
Wool	233848,67	15,90%	277695,60	-16%		x	
RWS Certified Wool	28550,69	1,94%	28106,74	2%	X	x	
ZQ Certified Wool	5025,01	0,34%	0,00		X	x	
Recycled Wool	3951,92	0,27%	1851,79	113%	X	x	x
Wood	5,46	0,00%	0,00			x	
LENZING™ ECOVERO™	882,06	0,06%	0,00		X	x	
Linen	111423,67	7,58%	110455,03	1%		x	
Lycra	89,44	0,01%	6,48	not comparable			
Lyocell	37177,30	2,53%	32364,64	15%	X	x	
Microfibre	501,98	0,03%	0,00				
Modal	2522,83	0,17%	5669,31	-56%		x	
Mohair	666,98	0,05%	0,00			x	
RWS Certified Mohair	171,40	0,01%	0,00		X	x	
Brass	208,25	0,01%	0,00				
Leather	81592,56	5,55%	137513,39	12%		x	
LWG Certified Leather	64673,81	4,40%	0,00		X	x	
RDS Certified Down	4950,59	0,34%	5782,19	-14%	X	x	
Goose Down	2815,20	0,19%	8564,42	-67%		x	
Polyamide	76969,49	5,23%	114455,92	-12%			
Recycled Polyamide	16319,09	1,11%	4633,60	not comparable	X		x
Polycarbonate	1322,33	0,09%	2495,73	-47%			
Polyester	123670,01	8,41%	125428,98	-1%			
Recycled Polyester	61029,23	4,15%	39782,79	53%	X		x
S.Café® Polyester	13512,92	0,92%	13118,82	3%	X		x
Polypropylene	135,50	0,01%	830,89	-84%			
Polyurethane	16009,20	1,09%	5522,75	not comparable			
Thermoplastic Polyurethane	61,87	0,00%	0,00				
Rhodium	3,45	0,00%	0,00				
Silk	9042,74	0,61%	8053,53	12%		x	
Triacetate	0,05	0,00%	0,00				
Viscose	30231,47	2,06%	11162,40	not comparable		x	
FSC Certified Viscose	556,62	0,04%	0,00		X	x	
Zinc	23,14	0,00%	0,00				
Total	**1470620,99**		**1529224,93**				
Total Preferred	**249516,61**		**151150,00**				
% Preferred on Total	**16,97%**		**9,88%**				

Material category	Material / certification	Weight 2025 kg	% on material family	% on total packaging	Weight 2024 kg	% on material family	% on total packaging	Δ 2024-2025 (%)
PAPER	Total paper	136481,37		43%	137774,58		37%	
	Paper	92116,97	68%	29%	97939,10	71%	26%	-6%
	Recycled paper	44364,40	33%	14%	39835,48	29%	11%	11%
	└ of which FSC MIX Certified	53533,16	39%	17%	23552,99	17%	6%	127%
PLASTIC	Total plastic	172789,10		55%	222315,01		59%	
	PE	31772,56	18%	10%	41134,90	19%	11%	-23%
	PET	13031,59	8%	4%	19283,01	9%	5%	-32%
	rPET	127984,95	74%	40%	161897,10	73%	43%	-21%
METAL	Steel	7291,08	100%	2%	15166,23		4%	-52%
TOTAL PACKAGING		**316561,55**			**375255,82**			-16%
TOTAL CERTIFIED MATERIALS	**Recycled paper, rPET, FSC paper**	**225882,51**		**71%**	**201732,58**		**54%**	12%

6.2. ESRS S1 - EMPLOYEES MAP

EMPLOYEES AT 31 DECEMBER

Indicator	2024	2025	Change
Total employees	1251	1482	0,185
Men	722	821	0,137
Women	529	661	0,25

EMPLOYEES BY GEOGRAPHICAL AREA AND GENDER

Geographical area	Men	Women	Total	% of total
Italy	348	277	625	0,422
International Corporate	78	48	126	0,085
International Retail	324	235	559	0,377
Russia Corporate	9	15	24	0,016
Russia Retail	62	86	148	0,1
Total	821	661	1482	1

EMPLOYEES BY CONTRACT TYPE

Contract type	Men	Women	Total	% of total
Permanent	700	546	1246	0,841
Fixed-term	121	115	236	0,159
Total	821	661	1482	1

CONTRACT TYPE BY GEOGRAPHICAL AREA

Geographical area	Permanent	Fixed-term	Total
Italy	574	51	625
International Corporate	123	3	126
International Retail	379	180	559
Russia Corporate	22	2	24
Russia Retail	148	0	148
Total	1246	236	1482

EMPLOYEES BY WORKING-TIME ARRANGEMENT

Working-time arrangement	Men	Women	Total	% of total
Full-time	770	568	1338	0,903
Part-time	51	93	144	0,097
Total	821	661	1482	1

WORKING-TIME ARRANGEMENT BY GEOGRAPHICAL AREA

Geographical area	Full-time	Part-time	Total
Italy	579	46	625
International Corporate	122	4	126
International Retail	470	89	559
Russia Corporate	19	5	24
Russia Retail	148	0	148
Total	1338	144	1482

EMPLOYEES BY PROFESSIONAL CATEGORY

Professional category	Men	Women	Total	% of total	% women
Executives and Heads of Function	17	6	23	0,016	0,261
Managers, Coordinators and Field Coaches	79	42	121	0,082	0,347
Office Employees and Store Personnel	695	604	1299	0,877	0,465
Workers, Warehouse Staff and Drivers	30	9	39	0,026	0,231
Total	821	661	1482	1	0,446

EMPLOYEES BY AGE GROUP

Age group	Men	Women	Total	% of total	% women
Under 30	165	201	366	0,247	0,549
Between 30 and 50	463	348	811	0,547	0,429
Over 50	193	112	305	0,206	0,367
Total	821	661	1482	1	0,446

EVOLUTION OF AGE COMPOSITION

Age group	2024	2024 %	2025	2025 %
Under 30	302	0,241	366	0,247
Between 30 and 50	668	0,534	811	0,547
Over 50	281	0,225	305	0,206
Total	1251	1	1482	1

NEW HIRES

Indicator	2024	2025
New hires	482	643
Men hired	236	330
Women hired	246	313
Women as a percentage of new hires	0,51	0,487
Hiring rate	0,406	0,47

The hiring rate is calculated by dividing new hires by the average workforce for the year.

NEW HIRES BY AGE GROUP AND GENDER

Age group	Men	Women	Total	% of total new hires	% women
Under 30	132	151	283	0,44	0,534
Between 30 and 50	171	136	307	0,477	0,443
Over 50	27	26	53	0,082	0,491
Total	330	313	643	1	0,487

NEW HIRES BY GEOGRAPHICAL AREA

Geographical area	Men	Women	Total	% of total
Italy	102	91	193	0,3
International Corporate	12	16	28	0,044
International Retail	193	171	364	0,566
Russia Corporate	1	6	7	0,011
Russia Retail	22	29	51	0,079
Total	330	313	643	1

DEPARTURES AND TURNOVER

Indicator	2024	2025
Departures	389	387
Men who left	212	217
Women who left	177	170
Women as a percentage of departures	0,455	0,439
Turnover rate	0,328	0,283
Net balance between hires and departures	93	256

The turnover rate is calculated by dividing departures by the average workforce for the year. The balance shown is a gross balance between incoming and outgoing employee flows and does not necessarily correspond to the point-in-time change in the workforce as at 31 December.

DEPARTURES BY AGE GROUP AND GENDER

Age group	Men	Women	Total	% of total departures	% women
Under 30	81	87	168	0,434	0,518
Between 30 and 50	105	73	178	0,46	0,41
Over 50	31	10	41	0,106	0,244
Total	217	170	387	1	0,439

DEPARTURES BY GEOGRAPHICAL AREA

Geographical area	Men	Women	Total	% of total
Italy	70	46	116	0,3
International Corporate	17	6	23	0,059
International Retail	115	96	211	0,545
Russia Corporate	1	2	3	0,008
Russia Retail	14	20	34	0,088
Total	217	170	387	1

OTHER NON-EMPLOYEE WORKERS

Category	Men	Women	Total	% of total
Interns	2	3	5	0,172
Temporary agency or intermediated workers	13	1	14	0,483
Collaborators, consultants and other contractual a	6	4	10	0,345
Total	21	8	29	1

6.3. ESRS S1 – WORK-RELATED INJURIES, INTERNAL WORKFORCE

Country/Area	Year	Fatalities	Severe injuries	Minor injuries	Total injuries	Hours worked	Recordable work-related injury rate	Workdays lost	Main types of injury
Italy	2022	0	0	5	5	n.a.	n.a.	129	Commuting accidents; falls from stairs
Italy	2023	0	0	10	10	979387,5	2,04	149	n.a.
Italy	2024	0	0	5	5	1056562,5	0,95	130	Commuting accidents; falls from stairs
International subsidiaries	2024	0	0	0	0	n.a.	n.a.	0	No injuries reported
Italy	2025	0	0	7	7	1074441	1,3	136	Commuting accidents; falls from stairs
International subsidiaries	2025	0	0	5	5	1394484	0,72	n.a.	Commuting accidents; falls from stairs

6.4. ESRS E1 SCOPE 1, 2 AND 3 EMISSIONS

Scope 1

Year	Company	Source	Natural Gas (m3)	Diesel (l)	Petrol (l)	Total emissions (tCO2e)	EEFF
2025	BBB SPA	Stationary combustion			10264,00	24069,34	DEFRA 2024
2025	BBB SPA	Stationary combustion		32884,00		87450,78	DEFRA 2024
2025	BBB SPA	Stationary combustion	47693,00			97216,95	DEFRA 2024
2024	BBB SPA	Stationary combustion	50773,63			10288,77	DEFRA 2024
2024	BBB SPA	Stationary combustion		35695,69		89695,77	DEFRA 2024
2024	BBB SPA	Stationary combustion			6907,44	16258,18	DEFRA 2024
2025	Boggi Belgium N.V.	Stationary combustion	1371,00			2794,63	DEFRA 2024
2024	Boggi Belgium N.V.	Stationary combustion	95856,00			19424,26	DEFRA 2024
2025	Boggi Holland BV	Stationary combustion				45411,26	DEFRA 2024
2025	STANCE SA	Stationary combustion				46226,62	DEFRA 2024
2024	STANCE SA	Stationary combustion	289373,00			58638,54	DEFRA 2024

Scope 2

Year	Company	Source	Tot consumption (KWh)	of which RES (KWh)	Total emissions (tCO2e)	EEFF	Approach methodology
2025	BBB SPA	Purchased Electricity	4616006,00	129000,00	1517276,59	EcoInvent 312	Market based
2025	BBB SPA	Purchased Electricity	4616006,00	129000,00	1913157,11	UNFCC IFI v31 2022	Location based
2025	BOGGI AUSTRIA GmbH	Purchased Electricity	125528,00	125528,00	30369,77	UNFCC IFI v31 2022	Location based
2025	BOGGI B1939M UNIPESSOAL LDA	Purchased Electricity	72599,00	0,00	31276,38	EcoInvent 312	Market based
2025	BOGGI B1939M UNIPESSOAL LDA	Purchased Electricity	72599,00	0,00	28259,40	UNFCC IFI v31 2022	Location based
2025	Boggi Belgium NV	Purchased Electricity	275192,00	0,00	36154,72	EcoInvent 312	Market based
2025	Boggi Belgium NV	Purchased Electricity	275192,00	0,00	69226,81	UNFCC IFI v31 2022	Location based
2025	Boggi Deutschland GmbH	Purchased Electricity	321098,00	117414,00	146560,01	EcoInvent 312	Market based
2025	Boggi Deutschland GmbH	Purchased Electricity	321098,00	117414,00	208614,14	UNFCC IFI v31 2022	Location based
2025	Boggi France Sarl	Purchased Electricity	600228,00	55939,00	94919,72	UNFCC IFI v31 2022	Location based
2025	Boggi France Sarl	Purchased Electricity	600228,00	55939,00	14432,37	EcoInvent 312	Market based
2025	Boggi Hellas SA	Purchased Electricity	59047,00	0,00	25428,47	EcoInvent 312	Market based
2025	Boggi Hellas SA	Purchased Electricity	59047,00	0,00	29944,19	UNFCC IFI v31 2022	Location based
2025	Boggi Hispania SL	Purchased Electricity	234668,00	31110,00	58674,37	EcoInvent 312	Market based
2025	Boggi Hispania SL	Purchased Electricity	234668,00	31110,00	94273,27	UNFCC IFI v31 2022	Location based
2025	Boggi Holland BV	Purchased Electricity	109286,00	109286,00	35786,36	EcoInvent 312	Market based
2025	Boggi Holland BV	Purchased Electricity	109286,00	109286,00	35636,61	UNFCC IFI v31 2022	Location based
2025	Boggi Hong Kong Ltd	Purchased Electricity	26860,00		17699,40	EcoInvent 312	Market based
2025	Boggi Hong Kong Ltd	Purchased Electricity	26860,00		24108,67	UNFCC IFI v31 2022	Location based
2025	Boggi Hungary Kft	Purchased Electricity	33984,00	0,00	9468,55	EcoInvent 312	Market based
2025	Boggi Hungary Kft	Purchased Electricity	33984,00	0,00	10055,14	UNFCC IFI v31 2022	Location based
2025	Boggi Ireland Ltd	Purchased Electricity	12000,00		4562,85	UNFCC IFI v31 2022	Location based
2025	Boggi Ireland Ltd	Purchased Electricity	12000,00		6287,84	EcoInvent 312	Market based
2025	Boggi Luxembourg SarL	Purchased Electricity	61441,00	61441,00	13529,81	UNFCC IFI v31 2022	Location based
2025	Boggi New York LLC	Purchased Electricity	375512,00		156373,85	UNFCC IFI v31 2022	Location based
2025	Boggi New York LLC	Purchased Electricity	375512,00		75125,31	EcoInvent 312	Market based
2025	Boggi Singapore Pte Ltd	Purchased Electricity	49786,00	0,00	20613,15	EcoInvent 312	Market based
2025	Boggi Singapore Pte Ltd	Purchased Electricity	49786,00	0,00	18847,96	UNFCC IFI v31 2022	Location based
2025	Boggi Sweden AB	Purchased Electricity	33226,00	33226,00	22584,00	UNFCC IFI v31 2022	Location based
2025	Boggi Switzerland SA	Purchased Electricity	202239,00		4061,36	EcoInvent 312	Market based
2025	Boggi Switzerland SA	Purchased Electricity	202239,00		9716,71	UNFCC IFI v31 2022	Location based
2025	Boggi UK Ltd	Purchased Electricity	365571,00	67847,00		UNFCC IFI v31 2022	Location based
2025	Boggi UK Ltd	Purchased Electricity	365571,00	67847,00	129923,48	EcoInvent 312	Market based
2025	Stance SA	Purchased Electricity	337882,00	95511,00	4867,29	EcoInvent 312	Market based
2025	Stance SA	Purchased Electricity	337882,00	95511,00	16233,77	UNFCC IFI v31 2022	Location based

Year	Company	Source	Tot consumption (KWh)	of which RES (KWh)	Total emissions (tCO2e)	EEFF	Approach methodology
2024	BBB SPA	Purchased Electricity	376578304,00		1560772,36	UNFCC IFI v31 2022	Location based
2024	BBB SPA	Purchased Electricity	376578304,00	1971200,00	1390293,86	EcoInvent 311	Market based
2024	BOGGI AUSTRIA GmbH	Purchased Electricity	138275,00		33453,73	UNFCC IFI v31 2022	Location based
2024	BOGGI AUSTRIA GmbH	Purchased Electricity	138275,00	138275,00	0,00	EcoInvent 311	Market based
2024	BOGGI B1939M UNIPESSOAL LDA	Purchased Electricity	77259,00		30073,32	UNFCC IFI v31 2022	Location based
2024	BOGGI B1939M UNIPESSOAL LDA	Purchased Electricity	77259,00	32294,00	20280,26	EcoInvent 311	Market based
2024	Boggi Belgium NV	Purchased Electricity	249625,00		62795,22	UNFCC IFI v31 2022	Location based
2024	Boggi Belgium NV	Purchased Electricity	249625,00		44549,06	EcoInvent 311	Market based
2024	Boggi Deutschland GmbH	Purchased Electricity	311443,00		202341,38	UNFCC IFI v31 2022	Location based
2024	Boggi Deutschland GmbH	Purchased Electricity	311443,00	117414,00	13923,29	EcoInvent 311	Market based
2024	Boggi France Sarl	Purchased Electricity	565788,00		89473,39	UNFCC IFI v31 2022	Location based
2024	Boggi France Sarl	Purchased Electricity	565788,00	31684,00	25281,41	EcoInvent 311	Market based
2024	Boggi Hellas SA	Purchased Electricity	20152,00		10219,57	UNFCC IFI v31 2022	Location based
2024	Boggi Hellas SA	Purchased Electricity	20152,00		11716,76	EcoInvent 311	Market based
2024	Boggi Hispania SL	Purchased Electricity	214085,00		86004,46	UNFCC IFI v31 2022	Location based
2024	Boggi Hispania SL	Purchased Electricity	214085,00	4282,00	58631,56	EcoInvent 311	Market based
2024	Boggi Holland BV	Purchased Electricity	99379,00		32406,08	UNFCC IFI v31 2022	Location based
2024	Boggi Holland BV	Purchased Electricity	99379,00	41540,00	18430,15	EcoInvent 311	Market based
2024	Boggi Hong Kong Ltd	Purchased Electricity	37750,00		33933,72	UNFCC IFI v31 2022	Location based
2024	Boggi Hong Kong Ltd	Purchased Electricity	37750,00		24350,14	EcoInvent 311	Market based
2024	Boggi Hungary Kft	Purchased Electricity	36066,00		10671,16	UNFCC IFI v31 2022	Location based
2024	Boggi Hungary Kft	Purchased Electricity	36066,00	7372,00	8131,89	EcoInvent 311	Market based
2024	Boggi Luxembourg SarL	Purchased Electricity	64515,00		14206,73	UNFCC IFI v31 2022	Location based
2024	Boggi Luxembourg SarL	Purchased Electricity	64515,00		15891,49	EcoInvent 311	Market based
2024	Boggi Singapore Pte Ltd	Purchased Electricity	59053,00		22356,25	UNFCC IFI v31 2022	Location based
2024	Boggi Singapore Pte Ltd	Purchased Electricity	59053,00		24409,73	EcoInvent 311	Market based
2024	Boggi Sweden AB	Purchased Electricity	33818,00		2298,64	UNFCC IFI v31 2022	Location based
2024	Boggi Sweden AB	Purchased Electricity	33818,00	33818,00	0,00	EcoInvent 311	Market based
2024	Boggi Switzerland SA	Purchased Electricity	191990,00		9224,29	UNFCC IFI v31 2022	Location based
2024	Boggi Switzerland SA	Purchased Electricity	191990,00		4470,90	EcoInvent 311	Market based
2024	Boggi UK Ltd	Purchased Electricity	354923,00		0,00	UNFCC IFI v31 2022	Location based
2024	Boggi UK Ltd	Purchased Electricity	354923,00		137212,56	EcoInvent 311	Market based
2024	Stance SA	Purchased Electricity	298778,00		14355,00	UNFCC IFI v31 2022	Location based
2024	Stance SA	Purchased Electricity	298778,00		6957,68	EcoInvent 311	Market based

Scope 3

Scope 3 (2025)	Emission (tCO2e)	%
Scope-03, category 1: Purchased goods and services – spend based - non commercial goods and services	3982,65	17%
Scope-03, category 1: Purchased goods - commercial goods	17505,97	76%
Scope-03, category 4: Upstream Transport & distribution	11,26	0,05%
Scope-03, category 6: Business travel	182,10	1%
Scope-03, category 7: Employee commuting	641,12	3%
Scope-03, category 8: Upstream leased assets	592,64	3%
Total	**22915,75**	

INDEPENDENT AUDITOR'S REPORT ON THE CONSOLIDATED SUSTAINABILITY STATEMENT

To the Board of Directors of B939 SUB HOLDING S.p.A.

We were engaged to perform a limited assurance engagement on the voluntarily prepared Consolidated Sustainability Statement (hereinafter the "Sustainability Statement") of B939 SUB HOLDING S.p.A. (hereinafter the "Group") for the year ended 31 December 2025.

RESPONSIBILITIES OF THE DIRECTORS FOR THE SUSTAINABILITY STATEMENT

The Directors of B939 SUB HOLDING S.p.A. are responsible for the preparation of the Sustainability Statement using the European Sustainability Reporting Standards issued by the European Commission ("ESRS") as the reference framework. These standards were identified by the Directors as the reporting criteria in the "General basis for preparation" section of the Sustainability Statement.

The Directors are also responsible for such internal control as they determine is necessary to enable the preparation of a Sustainability Statement that is free from material misstatement, whether due to fraud or error.

The Directors are also responsible for defining the Group's sustainability performance objectives and for identifying the stakeholders and material matters to be reported.

INDEPENDENCE OF THE AUDIT FIRM AND QUALITY MANAGEMENT

We are independent in accordance with the ethical and independence requirements of the International Code of Ethics for Professional Accountants, including International Independence Standards, issued by the International Ethics Standards Board for Accountants ("IESBA Code"), which is founded on the fundamental principles of integrity, objectivity, professional competence and due care, confidentiality and professional behaviour.

Our Audit Firm applies International Standard on Quality Management (ISQM Italia) 1, which requires the Firm to design, implement and operate a system of quality management that includes policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

RESPONSIBILITIES OF THE AUDIT FIRM

Our responsibility is to express a conclusion, based on the procedures performed, on whether the Sustainability Statement has been prepared in accordance with the reporting criteria set out in the ESRS.

We conducted our engagement in accordance with the International Standard on Assurance Engagements ISAE 3000 (Revised), "Assurance Engagements Other than Audits or Reviews of Historical Financial Information" (hereinafter also "ISAE 3000 Revised"), issued by the International Auditing and Assurance Standards Board ("IAASB") for limited assurance engagements.

This standard requires that we plan and perform procedures to obtain limited assurance as to whether the Sustainability Statement is free from material misstatement.

Accordingly, the scope of our engagement was substantially less than the scope of a reasonable assurance engagement conducted in accordance with ISAE 3000 Revised and, consequently, does not enable us to obtain assurance that we would become aware of all material matters and circumstances that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Statement were based on our professional judgement and included inquiries, primarily of personnel responsible for the preparation of the information presented in the Sustainability Statement, as well as analysis of documents, recalculations and other procedures aimed at obtaining evidence considered appropriate.

In particular, we performed the following procedures:

- obtained an understanding of the Group's business model, strategies and operating context in relation to sustainability matters;
- obtained an understanding of the processes underlying the generation, collection and management of the qualitative and quantitative information included in the Sustainability Statement;
- obtained an understanding of the process used to assess the materiality of the information included in the Sustainability Statement, through an analysis of the approach adopted by the Group to identify and assess material impacts, risks and opportunities relating to sustainability matters, and verified the related disclosures reported in the Sustainability Statement;
- identified disclosures where a material misstatement was likely to arise;
- designed and performed procedures, based on our professional judgement, to respond to the identified risks of material misstatement;
- obtained the representation letter.

In particular, we conducted interviews and discussions with the management personnel responsible for preparing the Consolidated Sustainability Statement and performed limited documentary checks in order to obtain information on the processes and procedures supporting the collection, aggregation, processing and transmission of qualitative and quantitative data to the function responsible for preparing the Sustainability Statement.

Furthermore, with respect to material information and taking into account the Group's activities and characteristics:

a) with regard to the qualitative information contained in the Sustainability Statement, we conducted interviews and performed documentary checks, on a sample basis, to assess its consistency with the available evidence;

b) with regard to quantitative information, where considered necessary, we performed limited checks, on a sample basis, on the aggregation of data and on the criteria and calculation methodologies applied.

CONCLUSION

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Statement of the B939 SUB HOLDING Group for the year ended 31 December 2025 has not been prepared, in all material respects, using as its reference framework the reporting criteria set out in the ESRS and identified by the Directors in the "General basis for preparation" section of the Sustainability Statement.

OTHER MATTERS

This report has not been issued pursuant to any statutory requirement, as the Group is not required by law to prepare a Sustainability Statement.

Milan, 29th June 2026
Crowe Bompani S.r.l., sole shareholder company
Alessandro Ruina
(Statutory Auditor)

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