# F.LLI CAMPAGNOLO

# SUSTAINABILITY REPORT 2023

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## LETTER TO STAKEHOLDERS

"Trapped inside a concrete cube, my every move is studied; I am granted but one hour of air to stretch my bones"



Michela Campagnolo Chief Executive Officer F.lli Campagnolo S.p.A.

This is how the poem that ook first place in the Italian National Literary Competition "Voci Verdi 2023", penned by an inmate in a maximum-security prison, begins.

These are powerful words that took our breath away at first, but then made us think a lot about the concept of freedom, of the wall, literally in his case and figuratively in ours, and about the the courage to go beyondbeyond one's limits, beyond prejudice, beyond our comfort zone. Isn't this also a responsibility that we too, as entrepreneurs, should embrace? My father always taught us to listen to everyone's ideas and opinions, never to limit ourself in our decisions, and to remain open to others. It is not always easy and we do not always have the strength, but there is so much beauty hidden in the unexpected. There is so much satisfaction in refusing to remain stuck behind the comfortable walls of one's own company.

It is thanks to this open-minded attitude that we have had the fortune to discover new realities, which may have seemed distant at first. These experiences have provided us with fresh insights and opportunities for growth, both in our professional and personal lives: such as the reality of inmates, or the support given to high school students who launched a space probe into space, or that of a simple group of friends who accompanied a disabled person on a seemingly impossible and strenous journey, and all the others that you will find in this third Sustainability Report.

From beauty comes beauty, and beauty is redeeming, as we have learned from those in prison.

The poem ends with these words of courage and hope:

#### "Inside a concrete cube, My body is your hostage, But in the evening comes the wind And I leave for a journey."

Our wish and our hope is not to remain prisoners of prejudice, our circumstances or beliefs, but to always be on a journey—seeking inspiration, novelty, and engaging in mutual exchange, staying open to the unknown.

#### READING GUIDE

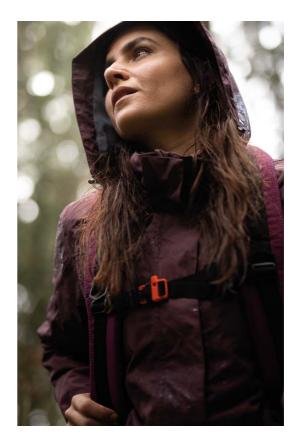
This document marks the **third edition of the F.Ili Campagnolo S.p.A. Sustainability Report**. It details the **ESG performance for 2023** by selecting and defining key qualitative and quantitative indicators, while also establishing goals for future improvements. Whenever possible, **data has been presented as a historical series** to highlight the evolution of the indicators over time.

The qualitative and quantitative information of social, environmental, economic, and financial nature contained in this document was collected through interviews with the heads of the various company functions and the distribution of data collection forms, as part of an annual reporting process.

The scope of the analysis remains almost unchanged compared to previous editions, covering F.IIi Campagnolo sites that generate any impact, along with the retail sector that has been 'clustered'. In particular, the Group's Headquarters, located in Romano d'Ezzelino (VI), the four local units located in Bassano del Grappa (VI), Trebaseleghe (PD) and Mussolente (VI), and the plants in Tunisia and Romania were examined. The operational and management headquarters in Romano d'Ezzelino comprise the sales, marketing, graphics, e-commerce, retail, human resources, sustainability, outsourcing, style, product design and development, safety, purchasing, administration, finance and control, IT and logistics offices.

The report has been prepared in accordance with the **international guidelines "Global Reporting Initiative" (GRI Standards)** under the **"With reference to**" option.

Additionally, it aligns with the "Sustainable Development Goals (SDGs)" set out in the UN 2030 Agenda. This Sustainability Report, published annually, is not subject to external assurance.



## F.LLI CAMPAGNOLO GROUP IN NUMBERS



\*Economic value generated by the Group, including sites outside the scope of the Sustainability Report

Company

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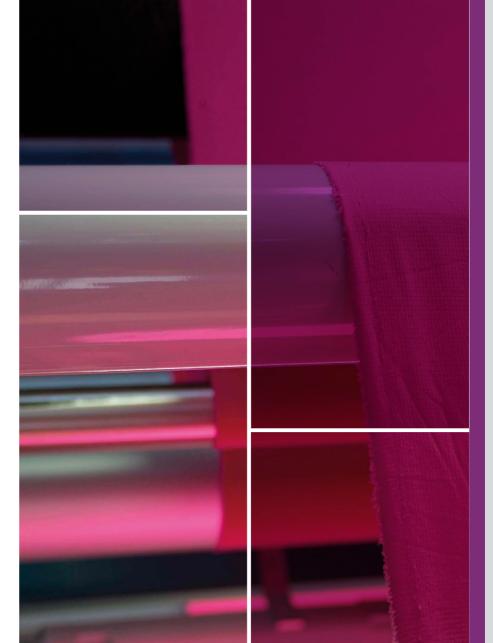
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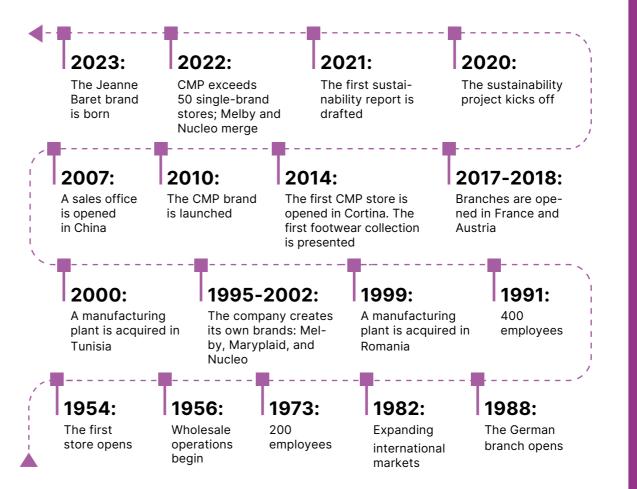
# THE COMPANY

THE ESSENCE OF THE BRAND



#### **GROUP EVOLUTION**

In 1948, Maria Disegna, a young widow raising five children, laid the groundwork for a thriving textile empire. The entrepreneurial adventure of the Campagnolo brothers began from a small stall in the market of Bassano del Grappa, in a postwar Italy still on the mend. Despite hardships and family responsibilities, Maria showed extraordinary tenacity, working tirelessly to feed her children and give her family a better future. Thanks to her unwavering determination, a small shop eventually transformed over the years into one of Italy's leading textile companies.



<sup>\*</sup> For additional insights into the history and development of the F.lli Campagnolo Group, kindly refer to the 2022 Sustainability Report.

COMPANY

#### VALUES AND PRINCIPLES

From the very beginning, the company has been rooted in fundamental values such as **honesty**, **loyalty and solidarity**, with a focus not only on profit but also on to the **well-being of the people and the territory in which it operates**.

These values, deeply embedded in the company's culture, have been nurtured by a strong family bond and an unbreakable connection to the community of Bassano del Grappa.

Today, despite the growth and challenges of the modern world, **the company remains faithful to these ideals**, continuing to maintain a close relationship with the local community, while broadening its horizons to more distant international realities and acting responsibly towards the environment that welcomes it. **In this commitment**, **the company actively engages all stakeholders**, recognising the importance of an open and collaborative dialogue to build a sustainable future. The aim is to leave a **positive legacy for future generations**, contributing to a development that respects and enhances human and natural resources, while **ensuring lasting prosperity and well-being for the broader community.** 

# "THE BLENDING OF DIFFERENT GENERA-TIONS IS OUR GREA-TEST STRENGTH"

Cit. Fabio Campagnolo CEO F.lli Campagnolo S.p.A.



The Campagnolo family

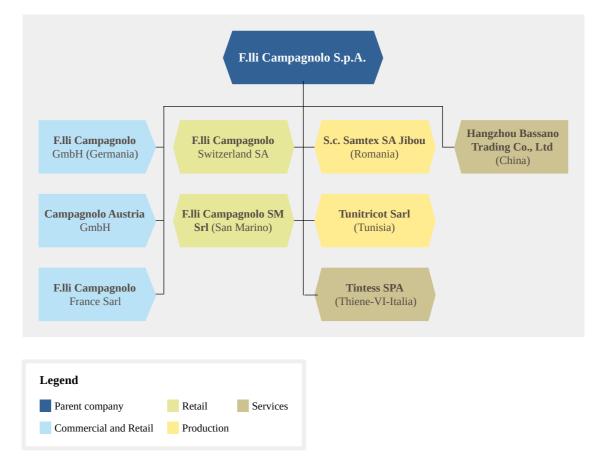
Company

Planet

#### **GROUP ORGANISATION CHART**

The Group's organisational structure is as follows. **The headquarters**, located in Romano d'Ezzelino (VI), **hosts the Board of Directors and the main executives**, who are responsible for strategic decisions and global policy-making.

F.lli Campagnolo S.p.A. is responsible for production, distribution, and retail, and commercial strategy. **Internationally, the Group operates through a network of well-established subsidiaries** that manage local operations and ensure the implementation of global strategies in foreign markets. These subsidiaries report directly to the headquarters, ensuring effective coordination and achievement of business objectives on a global scale.



Company

#### PRODUCTION

F.lli Campagnolo operates with a **vertical business model that allows it to control the value chain within the Group**. From design to weaving, dyeing, washing, ironing, cutting, packing and packaging, every step of the production process is carefully managed by a highly qualified team of designers, product managers, and a specialised external sourcing network.

**Production is entrusted to a hundred suppliers** who deliver the finished product.

At the same time, the company can count on more than **600 employees** working at its factories in Romania and Tunisia, where they produce basic stock items and garments from the new collections.

This combination of internal and external resources guarantees high quality and flexibility in production, while ensuring the ability to respond effectively to market needs. In 2023, F.Ili Campagnolo produced over 9 million garments, divided between internal and external production.

Internal production takes place in the company's own factories in Romania and Tunisia, where the fabrics are cut, dyed and sewn. About 32% of the garments are produced in Romania by the subsidiary Samtex, which mainly produces OEKO-TEX® Standard 100 certified garments, 56% in Tunisia by the subsidiary Tunitricot and the remaining 12% by local Italian workshops.

**External production is carried out in third-party factories**, where the garments are completed and delivered ready for shipment in accordance with the Group's design guidelines.

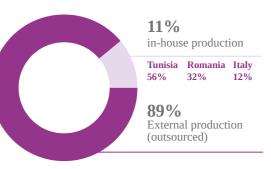
Relationships with suppliers are long term and aim to maintain high standards of quality and safety.

The collaboration fosters an active partnership in research and development, supporting the Style and Product Office. This approach has made it possible to create an effective balance, offering the market high-quality products at competitive prices.

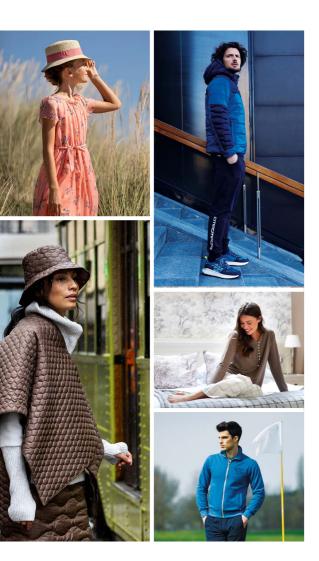
COMPANY

The production process begins with the definition of the style, based on the search for new trends, feedback from the market, analysis of historical data and evaluations of future prospects. Subsequently, in the pattern-making department, activities are carried out to differentiate, develop sizes and study raw materal requirements. This phase ends with the prototype made by the suppliers, the definition of the sample and the start of production.





COMPANY



#### **GROUP BRANDS**

The F.lli Campagnolo Group is made up of different companies, all the result of a long entrepreneurial experience in the textile world. For nearly 70 years, F.Ili Campagnolo. S.p.A. has been producing and marketing successful collections. From toddlers to teens, from young adults to families, the Group's brands know how to interpret the wishes of those looking for clothing with an authentic and unmistakable style. Practicality and quality, technology and colour are among the distinctive values. The Group offers collections for the home, leisurewear and outdoor style solutions. A new line of **women's clothing**, ideal for both work and leisure, rounds out the range. Each garment is designed to combine aesthetics and functionality, creating a versatile and high-quality wardrobe, perfect for any occasion.\*

## 

Officially launched in 2010, CMP draws on a precious heritage and offers collections of clothing, footwear and accessories designed for a wide range of activities: from trekking and hiking to road and mountain running, from skiing to urban wear, from sportswear to fitness. CMP stands out for excellent value for money. Style, comfort and performance define an adventurous and conscious lifestyle. **Aimed at those who love sport and adventure at any level, CMP is a reliable and authentic brand**, ideal for those looking for emotions in nature and in everyday life.

<sup>&</sup>lt;sup>\*</sup>To learn more about the characteristics of the brands and the evolution of outdoor products, please refer to the 2022 Sustainability Report.

# MELBY

Since 1975, Melby has been offering quality clothing full of personality for **children and teenagers from 0 to 16 years of age**, evolving with the trends that children love and maintaining the care that adults appreciate, thus satisfying the needs of the whole family. Melby's ambition is to interpret the changes in its target market through visual codes and both physical and digital languages, allowing children and teenagers to express their identity while standing out in their own group.

Created in 1995 thanks to the creativity of Maria Pia Campagnolo, Maryplaid is the home textiles line that stands out for its careful selection of materials and original stylistic proposals. The collection includes blankets, bath textiles, home furnishings and accessories, as well as a homewear collection that includes pyjamas, dressing gowns and loungewear. In 2004, the line was further extended with Maryhome, designed to offer a complete and coordinated range to better enjoy the home and moments of relaxation. Since 2007, thanks to a licensing agreement, the brand also produces and distributes men's nightwear and bath linen under the Marina Militare brand.

F.LLI CAMPAGNOLO

FC F.Ili Campagnolo is the basic, city and sport-active collection, dedicated to the adult world. It consists of simple and easily coordinated pieces, addressing all the needs of daily activities, in full freedom of movement and comfort. Each season, the collection is enriched with proposals specifically designed for all functions. Within the offer, of particular importance is the sector dedicated to overalls, a historical product and flagship of the company's production. Thanks to the experience gained in the sector, the line offers a wide range of fabrics and models, suitable for both active sports and more relaxed activities.

Company

Planet



The Jeanne Baret brand, born in 2023, embodies the essence of a contemporary, active, dynamic and sporty woman seeking a transversal and versatile style, able to combine a strong and distinctive aesthetic with the practicality and functionality necessary for everyday life. Designed for an independent and curious woman, Jeanne Baret aims to inspire women on their daily journey, both physically and culturally, encouraging them to explore themselves and the world with awareness. The brand offers versatile garments that embrace femininity without sacrificing practicality. Each piece is crafted to adapt to different occasions, both in an urban context and in adventurous situations, guaranteeing the comfort and security to feel at ease in any environment. Jeanne Baret is the symbol of a woman who sees the world as a stage, ready to explore new emotions and express her style at any time of day.

The brand was inspired by the French explorer and botanist Jeanne Baret, the first woman to circumnavigate the globe at the end of the 18th century. With extraordinary courage, Jeanne defied the rigid social conventions of the time by disguising herself as a man and posing as the assistant to naturalist Philibert Commerson to join a scientific expedition. At a time when women were banned from French ships, her decision was an unprecedented act of daring that allowed her to realise her dream of becoming a botanist and leave an indelible mark on the history of science.

During the Bougainville expedition, consisting of the ships Boudeuse and Étoile, which left Nantes in 1766, Jeanne discovered in Brazil a spectacular climbing plant which she named Bougainvillea in honour of the expedition's captain. The painstaking work of collecting and cataloguing thousands of new plants, including seventy of which were later dedicated to Commerson, was largely carried out by Jeanne herself.

Her story embodies the determination to transcend the limits imposed by society, a legacy of courage and curiosity that lives on in every modern woman who bravely faces life's challenges. Jeanne Baret is not only a historical figure, but also a symbol of resilience and innovation who inspires and guides the brand to explore new horizons with the same indomitable spirit. Company

Planet

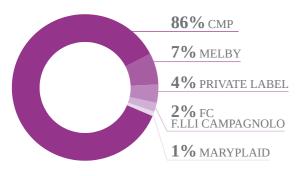
### **BRAND IN FIGURES**

#### **Brakdown of Revenues**

CMP

Melby

Factory Outlet



**Retail Breakdown of Brands - Direct Stores** 

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5

#### **PRIVATE LABEL**

F. Ili Campagnolo has established a strong reputation for the quality and durability of its products, prompting certain groups to trust them with the production of their own branded apparel.

Through a solid and longstanding partnership among companies, F.lli Campagnolo creates and produces clothing that is later customized and distributed via the sales channels of client companies or used as uniforms for their employees.

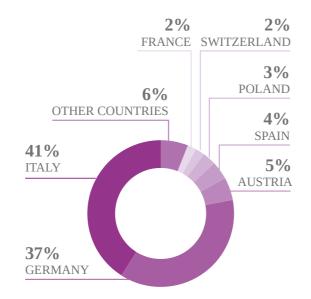




#### MARKET AND DISTRIBUTION NETWORK

The F.Ili Campagnolo Group, evolving from a local family-run business over the years, has become increasingly open to international markets, where the quality and accessibility characteristics of the product are particularly appreciated. Innovative research into materials and collections that anticipate and interpret new trends each season represent key strengths valued by international customers.

In 2023, more than half of production was exported. The European market continues to play a key role, accounting for the majority of foreign sales.





Company

#### THE GROUP'S MARKETS

#### **EUROPE**:

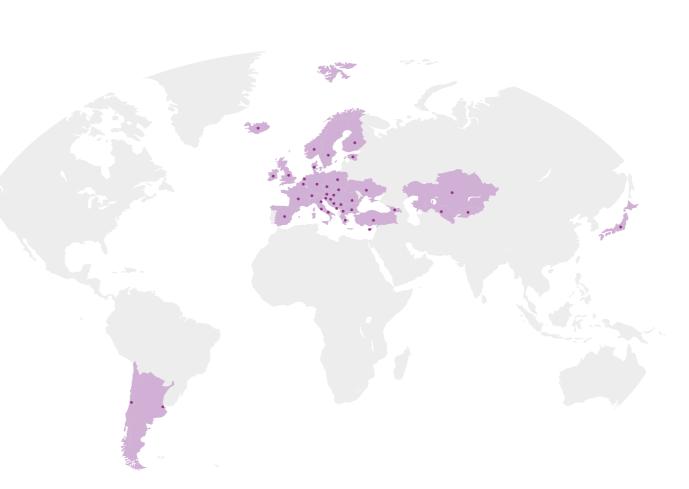
Austria, Belgium, Bosnia and Herzegovina, Bulgaria, Czech Republic, Cyprus, Vatican City, Croatia, Denmark, Estonia, Finland, France, Georgia, Germany, Great Britain, Greece, Hungary, Iceland, Ireland, Italy, Kosovo, Macedonia, Norway, Poland, Netherlands, Romania, San Marino, Serbia, Slovakia, Slovenia, Spain, Sweden, Switzerland, Turkey, Ukraine.

#### SOUTH AMERICA:

Argentina, Chile.

#### ASIA:

Japan, Kirghizistan, Kazakistan, Uzbekistan.



Company

Planet

### **PRIORITIES FOR** ELLICAMPAGNOLO: THE MATERIAL TOPICS

Since 2021, F.Ili Campagnolo has demonstrated its commitment to integrating ESG criteria into corporate management through the sustainability report. Every two years the company carries out a materiality analysis, involving internal and external stakeholders, to identify the most relevant sustainability issues. These include environmental, social and governance aspects that steer the reporting process and guide the setting of future improvement targets.

#### STAKEHOLDER ENGAGEMENT

Stakeholders represent the parties affected by the activities of F.lli Campagnolo, who may be positively or negatively impacted by its operations, products, services and performance. Companies bear a special responsibility toward their stakeholders, and their involvement is crucial to creating

shared value and fostering a just transition in the long term. In particular, the inclusion of stakeholders in the sustainability process and in the materiality analysis essential. For is this reason. F.lli Campagnolo actively engages these parties in different ways and at different times, in order to develop and strengthen lasting relationships.

The highest governance body coordinates and monitors impact management, carefully assessing the results of stakeholder engagement.

stakeholders identified by The F.lli Campagnolo for the materiality analysis include the following:



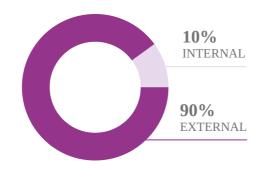
Company

#### MATERIALITY ANALYSIS AND MATRIX

In accordance with GRI standards, materiality is the criterion used to include or exclude information in the sustainability report. The process entails identifying "material" topics—those that reflect the company's economic, environmental, and social impacts and may influence stakeholder assessments and decisions.

Stakeholders were engaged via an **online survey** in which they evaluated the sustainability issues identified by F.lli Campagnolo, expressing a priority level in line with their expectations of the company and their relationship with it.

Below is a breakdown of the stakeholders involved, divided into internal and external:



The materiality analysis produced a ranking of material topics, considering both the company's viewpoint and that of external stakeholders. By synthesizing these perspectives of internal and external stakeholders, **nine key material topics** were identified.

Upon analysing the results, the company opted to add eight additional topics to the list of material topics deemed significant for both the industry and the organization itself.



Company

Planet

Below is the **materiality matrix**: the final result of the materiality analysis presented in graphical form. It covers all the topics that F.lli Campagnolo and its stakeholders consider important to report.

#### **Colour legend:**

•	Company
	Planet
•	People
	Principle of Governance

#### Legend of relevance

- • • the topic is considered material to both external and internal stakeholder.
- • • the topic is considered material for one type of stakeholder.
- The topic is not considered material by either internal or external stakeholders, but it is considered worthy of reporting by the company.

Product Quality and Sustainability	
Monitoring of hazardous substances	
Research and development	
Waste management	
Sustainable packaging	
Promotion of high social standards along the supply chain	
Employee health and safety	
Employee well-being	
Supply chain regulation	
Emissions management	
Energy management	
Water management	
Diversity and inclusivity	
Local community	
Product innovation and digitalisation	
Integrity and business ethics	

Company



# PLANET

REDUCING THE ECOLOGICAL FOOTPRINT STEP BY STEP

#### WASTE MANAGEMENT

GRI 306 | GRI 301

**Responsible waste management is a crucial topic** for F.lli Campagnolo, in line with its values of sustainability and environmental commitment.

To promote and implement the principles of the circular economy, the company is committed to assessing and minimising the environmental impact of its products throughout their lifecycle. This approach involves a **commitment to reducing the use of materials and resources, including packaging**, which inevitably becomes waste once it reaches the end user.

F.lli Campagnolo manages and disposes of waste responsibly and in full compliance with current regulations. Waste is classified according to its recyclability and deposited in special, secure and regularly inspected areas. The quantities of waste generated in Italy and Romania are monitored and reported. Below are the results for 2023.

Waste generated by type (metric ton)

	quantity	of which hazardous	of which non-hazardous	of which directed to recovery	of which directed to disposal
Italy	901,97	12,00	889,98	854,57	47,41
%		1,33%	98,67%	94,74%	5,26%
Romania	226,51	0,22	226,30	186,87	39,65
%		0,10%	99,90%	82,50%	17,50%
Total	1.128,49	<b>12,21</b>	<b>1.116,27</b> 3	<b>1.041,43</b>	<b>87,06</b>
%		1,08%	98,92%	92,29%	7,71%

Below is the overall data for **waste generation in 2022 and 2023**, which allows us to analyse trends over time and identify any significant changes.

Waste	generated
<b>HUGUE</b>	Scheratea

(metric ton)	2022	2023	$\Delta$ 2022/2023
Total waste generated	1.093,00	1.128,49	3,25%
Of which hazardous	0,37%	1,08%	195,68%
Of which directed to recovery	91%	92%	1,27%
Waste generated/Revenue (Ton/euro)	0,0000041	0,0000048	16%

In order to minimise waste and promote sustainable management, F.Ili Campagnolo has implemented a well-structured returns management process. A dedicated team has been set up to carefully evaluate the returned products to restore each garment's value based on its potential for reuse, from reintroducing it to the market to donating it to voluntary associations and charities. In this way, instead of being discarded and generating waste, the products are given a second life for those who need them most.

At the same time, the company is actively committed to reducing textile surpluses and adopting a responsible, sustainable approach. In this context, it has established collaborations with various local associations that specialise in the collection and transformation of unused textile materials into new products, thus promoting a circular economy model. In 2023, the company also donated over 3,500 garments that were unmarketable but in excellent condition, avoiding the disposal of valuable resources and encouraging creative reuse. This commitment not only minimises waste, but also creates value for the community by reducing environmental impact and supporting local initiatives that provide new uses for textile surpluses.

#### **ENERGY MANAGEMENT**

#### GRI 302

The F.lli Campagnolo Group's manufacturing operations rely primarily on **three types of energy**: electricity, natural gas, and fuel.

The energy consumption for 2022 and 2023 is detailed below for the plants in Italy, Romania and Tunisia.

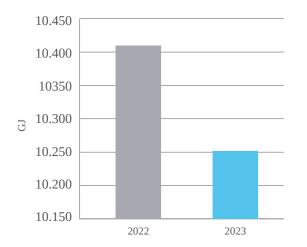
Electricity	consumption	
Lieuricity	consumption	(GJ)

Total electricity	10.420,88	10.253,78	-1,60%
Electricity Tunisia	1.196,94	1.211,29	1,20%
Electricity Romania	3.485,95	3.658,58	4,95%
Electricity Italy	5.737,99	5.383,91	-6,17%
	2022	2023	Δ 2022/2023

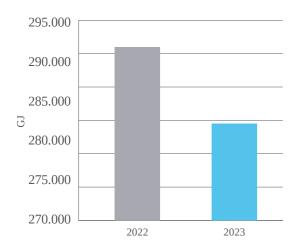
#### Heating consumption (GJ)

		2022	2023	$\Delta$ 2022/2023
Notice large	Italia	20.748,44	18.575,48	-10,47%
Natural gas	Romania	28.258,38	26.475,49	-6,31%
	Italia	213.709,14	191.327,65	-10,47%
Diesel	Romania	29.215,95	40.004,48	36,93%
	Tunisia	1.772,84	1.725,47	-2,67%
Automotive fuel	Italia	976,61	914,99	-6,31%
Total heating consumption		294.681,35	279.023,56	-5,31%

#### **Total electricity consumption**



#### **Total heating consumption**



Compared to the data collected in the previous reporting year, there was an overall **reduction in energy and heat consumption**, partly driven by lower production volumes.

The company's **energy intensity** is shown below, a basic indicator that measures energy consumption in relation to production, expressed here as sales revenue. This indicator provides a comprehensive view of overall energy consumption, enabling comparison of the company's performance with previous years as well as with industry peers.

**Energy** intensity

The monitoring of energy intensity also enables the identification of strategies to reduce consumption and minimize environmental impact.

The data presented in the table shows a slight increase in energy intensity in 2023 compared to 2022.

Lifet gy intensity	2022	2023	$\Delta$ 2022/2023
Total energy (GJ)	305.102,22	289.277,35	-5,91%
Total energy/revenue (GJ/euro)	0,00115	0,00122	6,69%

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PLANET

#### **CARBON FOOTPRINT**

GRI 305

For the third year in a row, **F.Ili Campagnolo** has calculated its carbon footprint based on the monitoring and performance of its consumption. Greenhouse gas (GHG) emissions are divided into three main categories.

**Scope 1** includes direct emissions from sites within the reporting boundary.

**Scope 2** refers to indirect emissions from the company's consumption of electricity purchased from the grid.

**Scope 3** covers all other emissions generated along the Company's value chain. These include emissions from upstream and downstream activities, such as transportation for sourcing raw materials and distributing products, employee commuting, waste disposal, and the use of auxiliary raw materials in production. Compared to the 2022 reporting year, the company has opted not to further analyze the impact of carbon emissions linked to e-commerce returns. For further details on this aspect, please refer to the 2022 report.

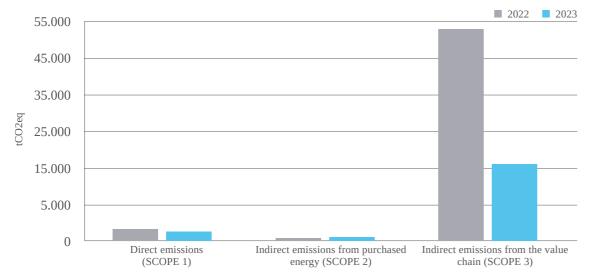
The analysis was carried out in accordance with the requirements used for the previous reporting, with particular reference to standard UNI EN ISO 14064-1 on greenhouse gas emissions and removals by organisations. However, to comply with GRI requirements, this study has adopted the GHG Protocol as its reference framework. The main difference between the two standards lies in their categorization of emissions: while UNI EN ISO 14064-1 divides them into six groups, the GHG Protocol organizes them into three Scopes. Despite this difference, both approaches are compatible, allowing for easy conversion of results between the two systems.

Key elements of the Carbon Footprint calculation are:

#### Environmental impact category

I manage g	Climate change
Indicator	Global Warming Po- tential - GWP
Unit of measurement	tCO2 eq/year
Organizational carbon footprint (tCO2eq)	2022 2023
Direct emissions (Scope 1)	3.330,00 2.649,31
Indirect emissions from purchased energy (Scope 2)	723,00 990,82
Indirect emissions from the value chain (Scope 3)	53.533,00 16.266,34
Total	57.586,00 19.906,47

#### **Organizational carbon footprint**



The table and graph clearly show that **Scope 3 is the primary source of emissions**, followed by Scope 1 and then Scope 2. This aligns with the general trend, as Scope 3, which encompasses indirect emissions along the value chain, typically accounts for the largest share of total emissions. Scope 1 emissions are primarily associated with the consumption of thermal energy directly linked to company operations. The data also indicate a **significant reduction in the carbon footprint**, largely due to a decrease in the number of garments produced. Compared to the previous reporting year, production volume has been halved, significantly contributing to the overall decline in emissions. Cikis Studio, a sustainability consultancy firm specialising in the fashion industry, recently published its annual report "Fashion and Sustainability". Among the topics discussed was carbon footprint, a key indicator for understanding the environmental impact related to greenhouse gas emissions. Many companies use this metric to take concrete actions to offset and reduce these harmful emissions.

F.lli Campagnolo has been selected as a benchmark company—one of the still too few in Italy—that has actively implemented it as part of fashion corporate sustainability initiatives. Acknowledging the significant impact of fashion industry on global pollution, the company strives daily to operate in harmony with the environment, prioritising preservation over destruction. Its goal is to minimize emissions in the most polluting areas of production.

#### WATER RESOURCE

GRI 303

Water is primarily used during the washing and finishing stages of dyeing, which are among the most water-intensive of the production process.

An analysis of the tables below shows that the overall reduction in water consumption between 2022 and 2023 was mainly due to the decrease in production volumes. The water intensity, which measures the ratio of water consumption to annual sales revenues, remains virtually unchanged.

water withurawar (IIIC)	Water withdrawal	(mc)	1
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	2022	2023	$\Delta$ 2022/2023
Italy	4.106	3.841	-6,45%
Romania	791.312	687.961	-13,06%
Tunisia	3.790	2.769	-26,94
Total	799.208	694.571	-13,09%
Water intensity			
		2022	2023
Water withdrawal/revenue	(mc/euro)	0,0030	0,0029



# PEOPLE

TOGETHER FOR A SUSTAINABLE FUTURE

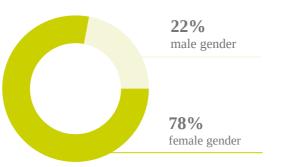
GRI 2 | GRI 401 | GRI 405

Caring for people is a fundamental pillar of F.lli Campagnolo's philosophy. The company firmly believes that the health and happiness of its employees and the communities it serves are intricately connected to its sustainable success.

All employees are covered by a national collective labour agreement. Additionally F.lli Campagnolo maintains an open and ongoing dialogue with employee representatives on various aspects of company life, fully respecting the provisions outlined in the national collective labour agreement and company agreements. This approach has helped foster broad consensus, on workplace fairness, oc-cupational safety, and equal opportunities.

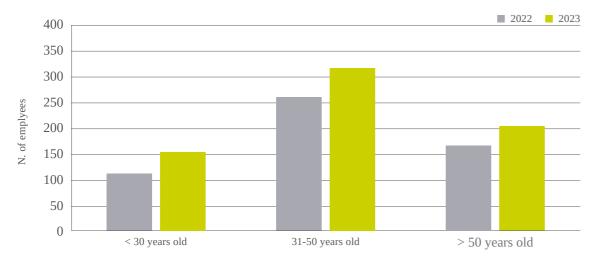
#### Workforce composition by gender

	2022	2023	Δ 2022/2023
Female	939 78,7%	1042 78,5%	11,0%
Male	254 21,3%	286 21,5%	12,6%
Total	1193	1328	11,3%



The above data indicate a 13.6% increase in female employees between 2022 and 2023.

#### Workforce Composition by age (Italy only)



#### Workforce composition by position



#### Workforce composition by age

	2022 (Italy)	2023 (Italy)	2023 (Global)
	127	160	248
< 30 years old	21,71%	22,57%	18,09%
21 EQ years ald	273	335	759
31-50 years old	46,67%	47,25%	55,36%
> E0 waars ald	185	214	321
> 50 years old	31,62%	30,18%	23,41%

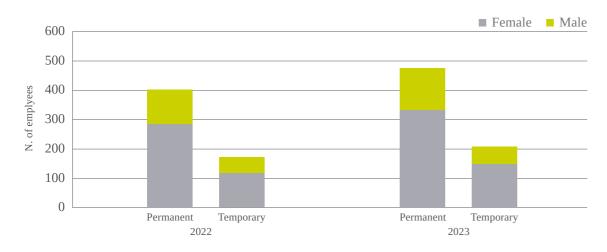
As shown in the table and graph above, **the age of the workforce is decreasing**, indicating the workforce is constantly becoming younger. Company

# Company

Contract	type	bv	gender	
contract	SPC	<b>U</b> J	Schuch	

	2022 (	Italy)	2023 (	Italy)	2023 (0	Global)
	Permanent	Temporary	Permanent	Temporary	Permanent	Temporary
Female	285	123	354	147	660	382
	69,85%	30,15%	69,21%	30,79%	76,39%	82,33%
Male	123	54	146	59	204	82
	69,49%	30,51	71,22%	28,78%	23,61%	17,67%
Total	408	177	481	206	864	464
	69,74%	30,26%	69,81%	30,19%	63,02%	33,84%

#### Contract type by gender (Italy only)

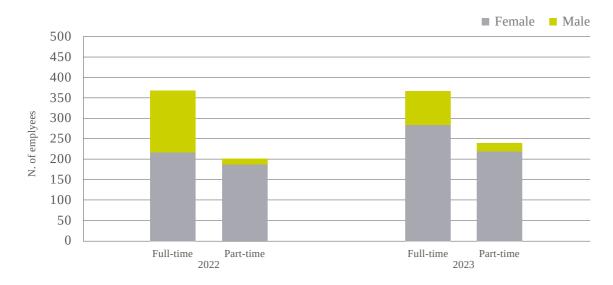


The table shows a **substantially balanced distribution of permanent contracts between genders**, with no significant differences. This balance is also maintained in the comparison between 2022 and 2023, indicating a stable distribution of this type of contract, regardless of gender and reference year.

#### **Type of Employment by Gender**

	2	2022	20	023	2023 (	Global)
	<b>Full-time</b>	Part-time	Full-time	Part-time	Full-time	Part-time
Female	235	173	267	237	807	235
	57,60%	42,40%	52,98%	47,02%	76,71%	85,14%
Male	150	27	164	41	245	41
	84,75%	15,25%	80,00%	20,00%	23,29%	14,86%
Total	385	200	431	278	1052	276
	65,81%	34,19%	60,79%	38,21%	76,73%	20,13%

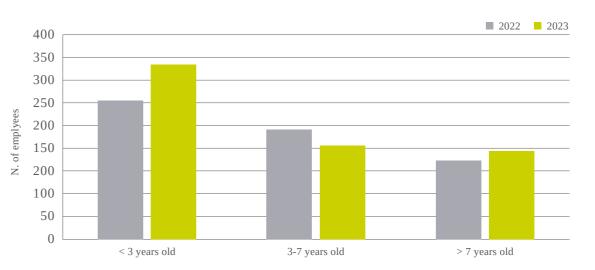
#### **Type of Employment by Gender (Italy only)**



The table above shows a significant gap between men and women in part-time contracts compared to full-time contracts, both in 2022 and 2023. In particular, almost half of the women employed by F.lli Campagnolo have a part-time contract, compared to 15-20% of men. This figure can be explained by the fact that **almost half of the female employees** at F.lli Campagnolo **are sales assistants, a role** that—due to practical and organisational factors—**is often associated with part-time contracts.**  The percentages also reflect a broader trend in the labour market, where women are more likely to seek flexible working arrangements.

Seniority*	2022	2023
< 3 years	259 3-7 years	370 52,19%
3-7 years	181 > 7 years	151 21,30%
> 7 years	145 24,79%	188 26,52%

#### Seniority\*



The table above shows that most employees have less than three years of seniority. The other seniority groups are relatively evenly distributed among the remaining employees.

Average company age

6,7 years

<sup>\*</sup> These data refer to the offices located in Italy

#### **TURNOVER**\*

When discussing F.lli Campagnolo's employee turnover, it is essential to highlight a few key aspects. **The company regularly employs seasonal workers with fixedterm contracts to cover temporary peaks in workload, which are typical of the textile sector**. This is especially relevant in logistics, where additional support is needed at the beginning of the season to handle the transportation of goods.

F.lli Campagnolo considers these seasonal employment periods as an opportunity to identify new talent and to offer permanent positions. Seasonal workers are included in the calculation of employee turnover. Contracts terminated in the over-50 age group include retirements, which are a natural aspect of the company's workforce dynamics.

<b></b>		
	цгн	over

	2022	2023
Hires	267	149
Departures	173	130
Turnover Rate	29%	18%

The employee turnover rate, calculated as the ratio of the number of employees leaving the company during the period to the number of total employees, was 18% in 2023. This represents a notable decrease in the employee turnover rate compared to the previous reporting period, signaling an **improvement in workforce stability and employee retention**.

#### WORKPLACE CLIMATE ANALYSIS\*

F.lli Campagnolo believes that a positive and stimulating work environment is essential for enabling all employees to achieve their full potential. Listening to and engaging with internal stakeholders is a key factor in understanding workplace dynamics and improving the work environment. For this reason, **in 2022, the company conducted a workplace climate analysis**, allowing it to identify critical areas and gather valuable insights for improving the work environment<sup>\*\*</sup>

Based on the results of this analysis, the company launched a **structured training programme** in 2023, to be implemented in 2024, **with the aim of enhancing employee skills and supporting their professional growth**. This programme focused on key areas for improving technical and transversal skills, with the aim of increasing the efficiency and competitiveness of the team. At the same time, tangible measures were taken to optimise the internal organisation, streamline operational processes, and strengthen collaboration across departments.

<sup>\*</sup> These data refer to the offices located in Italy

<sup>\*\*</sup> For further details on the 2022 workplace climate analysis, see the F.lli Campagnolo 2022 Sustainability Report.

#### **TRAINING**\*

For F.Ili Campagnolo, **fostering company training programmes**—both technical/ professional and personal through the development of soft skills—**serves as a strategic cornerstone** for successfully navigating the challenges of an increasingly competitive and diversified market.

The company believes that the ability to innovate is largely dependent on continuous training, which allows it to consolidate and develop new skills that are essential to maintaining a competitive edge.

In 2023, **1655 hours of training** were provided, with an average of 2.34 hours per employee.

These hours of training included courses on health and safety, logistics and environmental, social and governance issues, reflecting F.lli Campagnolo's commitment to preparing its employees to face current and future challenges with up-to-date skills and a responsible vision.

#### **CORPORATE WELFARE\***

F.lli Campagnolo stands out for its commitment to the well-being of its employees, integrating a **comprehensive solid corporate welfare policy that goes beyond financial remuneration**. In the context of an increasingly widespread commitment to sustainability, corporate welfare stands as a fundamental pillar in promoting a sustainable development model and fostering an inclusive and responsible corporate culture.

First and foremost, there is a **company agreement that includes financial rewards**, structured into three types of bonuses:

- Pre-holiday bonus
- Seniority bonus
- Performance bonus

In 2023, employees received a **performance bonus** totalling  $\in$ 1,000, distributed in two instalments of  $\in$ 200 and  $\in$ 800, based on the results achieved.

F.lli Campagnolo is also committed to maintaining and **developing initiatives to enhance the well-being of its employees**, including:

- Agreements with businesses
- Newborn gift basket
- Special occasion gift
- Company canteen
- Medical check-ups

<sup>\*</sup> These data refer to the locations in Italy

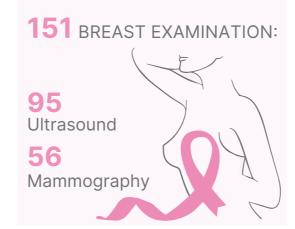
# Company

#### COMPANY CANTEEN

In line with its commitment to supporting local businesses and the wellbeing and health of its employees,

F.lli Campagnolo has chosen to entrust the management of the canteen to a small local provider rather than to multinationals that produce thousands of meals every day. Even in 2023, the company covered nearly the entire cost of the service, requiring employees to contribute only a symbolic fee.





#### WELFARE CARE

In 2023, F.Ili Campagnolo offered its employees specialist preventive care. The company decided to join the "Free mammography and ultrasound" initiative, offering its employees diagnostic tests to prevent breast cancer. A total of 151 breast examinations were carried out, including 56 free mammograms and 95 free ultrasounds. Employees were able to undergo these preventive screenings during working hours, without needing to leave their workplace. Additionally, immediate report delivery allowed them to save valuable time.

#### **DIVERSITY AND INCLUSIVITY\***

#### GRI 405

Recognising the value of its people, F.Ili Campagnolo is committed to fostering a corporate culture rooted in diversity, equality, and inclusion. In the coming years, the company aims to promote gender equality through concrete initiatives and human resources management policies designed to promote inclusivity.

The first step in achieving this goal is to ensure equal gender representation at all levels of the organisation. The table opposite shows the distribution of positions held by F.lli Campagnolo employees broken down by gender.

In 2023, F.IIi Campagnolo initiated a major improvement process aimed at achieving **UNI PdR 125:2022 certification**.

The purpose of this certification, develo-
ped by UNI (Italian Standards Institute), is
to foster a fair, inclusive and gender-diver-
se work environment.

To obtain certification, it is necessary to implement a management system that meets the requirements outlined in the guidelines, ensuring a systematic approach to all company processes that impact gender equality.

The system provides for the implementation of specific policies and procedures, ranging from the definition of the organisation's strategic objectives to the operational management of human resources, with the aim of fostering an inclusive and equitable corporate culture.

For F.Ili Campagnolo, obtaining UNI PdR 125:2022 certification is not only a formal recognition of its commitment to gender equality, but also a concrete step towards strengthening its social responsibility, improving the quality of working life and contributing to building a fairer and more sustainable future for all its employees.

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	Female	Male
Executives	0	1
Managers	4	5
Employees	382	75
Workers	115	124

**Diversity by Business Function** 

Company

#### **HEALTH AND SAFETY\***

**GRI 403** 

F.lli Campagnolo is committed to promoting working conditions and environments that protect the psycho-physical integrity of people, and to spreading a culture of safety throughout the company in order to develop risk awareness among employees and encourage responsible behaviour on the part of everyone.

The management of workers' health and safety is carried out in accordance with the requirements of Italian Legislative Decree 81/2007. The company recognises that the proper application of current legislation and compliance with related regulations are essential tools for achieving, maintaining and improving working conditions and the environment, in order to protect the health and safety of employees, collaborators and third parties.

Occupational health and safety for the establishment in Romania is regulated by National Law No. 319/2006.

Occupational health and safety for the plant in Tunisia is regulated by Article 44 of the Safety and Risk Prevention Code and refers to National Law 2009-11.

Internal communication on health and safety issues takes place through information processes and training courses aimed at recognising potential risks and defining the behaviour to be adopted in the event of an emergency.

**Occupational health and safety indicators** 

	2022	2023	$\Delta$ 2022/2023
No. of recordable work-related injuries	8	6	-25,0%
Rate of recordable work-related injuries (Number of recordable work-related injuries x 200,000/Number of hours worked)	2,42	1,54	-36,5%

As shown in the table below, the rate of recordable work-related injuries in 2023 shows a decreasing trend compared to 2022. The rate of recordable work-related injuries refers to sites in Italy and is calculated as the ratio of the rate of recordable work-related injuries to the total number of hours worked times 200,000.

To protect the health of employees who use computer screens, the company organises an additional optometric examination every year.

This specific check-up is designed to prevent and manage visual problems associated with prolonged use of digital devices, such as eye strain, dryness and difficulty focusing.

	2022	2023	$\Delta$ 2022/2023
o. of recordable work-related injuries	8	6	-25,0%
ate of recordable work-related injuries lumber of recordable work-related injuries x 200,000/Number hours worked)	2,42	1,54	-36,5%

<sup>\*</sup> These data refer to the offices located in Italy

#### COMMUNITY DEVELOPMENT GRI 413

For over 70 years, the history of F.lli Campagnolo has been deeply connected to the local communities that have welcomed it. This special bond has inspired a long-standing commitment to the community through social inclusion and cultural heritage promotion projects and charitable initiatives. F.lli Campagnolo has always recognised the power of sport as a key driver of community well-being and social integration.

#### SOCIAL VALUE

#### SKI4SMILE

F.lli Campagnolo has proudly renewed its support for <u>Ski4Smile</u>, the first completely free open day campus dedicated to girls and boys with disabilities who want to discover mountain sports. This event, organised by the Vermiglio Tonale Peio (TN) Ski Club, stands out for its inclusive vocation and represents a pioneering initiative at local level with a national impact. Supporting SKI4SMILE fully reflects the objectives and values of F.lli Campagnolo, which has always promoted **social inclusion** and the active participation of all members of the community. This project not only embodies these principles, but is also an exemplary model for the sports sector, demonstrating how an association can build its identity and activities around the core value of inclusivity, providing unique and accessible opportunities for everyone, regardless of the challenges they face.



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PEOPLE

#### BELFORTISSIMI

Belfortissimi is a group of friends of different ages, living in a small village in the Marche hinterland, who are passionate about inclusive tourism using a "Joëlette": a special one-wheeled off-road wheelchair designed to allow people with reduced mobility or disabilities to take part in excursions and outdoor activities.



Their commitment to inclusivity has earned them national recognition, with the President of the Italian Republic awarding them the Alfieri della Repubblica for their inclusive strength.

After tackling the Camino di Santiago and other Italian trails, the group chose to undertake the Cammino di San Nilo, immersed in the Cilento, Vallo di Diano and Alburni National Park, a UNESCO World Heritage Site and part of the network of Biosphere Reserves. F.Ili Campagnolo has decided to support this extraordinary adventure, in line with its commitment to inclusivity and the promotion of outdoor accessibility for all.

#### **6 INSUPERABILE**

Recognizing diversity as a valuable asset and a genuine source of enhancement, F.lli Campagnolo proudly reaffirms its commitment for the second consecutive year as a supporter of <u>6InSuperAbile</u>, a tangible initiative dedicated to promoting disability awareness and social inclusion. Divided into several phases, the project involves sports clubs, schools and families through practical activities and moments of integration, such as mixed games, where athletes with disabilities and able-bodied people work together and share experiences. The aim is twofold: to educate and raise awareness of an inclusive culture, and to provide a concrete example of social cohesion and respect for differences. **Sport, the linchpin of the project, becomes a tool for overcoming limitations and breaking down barriers**, thus contributing to a more inclusive and supportive society.

#### CULTURAL VALUE

#### GIOVANI VOCI BASSANO AND GIOVEN-TÚ IN CANTATA INTERNATIONAL TOUR

In 2023 CMP was the official partner of the international tour organised by <u>Giovani Voci Bassano</u> and <u>Gioventu in</u> <u>Cantata</u>. For over 50 years, these choirs have given local youth the opportunity to experience choral singing instilling an understanding of its synergies, artistic importance and all the sacrifices necessary to build a winning team. The young participants, aged between 8 and 25, had the opportunity to perform at the "Bali International Choir Festival 2023" and in Australia, with three concerts in Sydney, Melbourne and Brisbane.



#### **RADICI FUTURE FESTIVAL**

In 2023, F.Ili Campagnolo was the "sponsor" of the <u>Radici Future 2023 Festival</u>. The Festival was born in 2020, during the lockdown, with the aim of inspiring the territory to look to the future with confidence, in line with the goals of the 2030 Agenda. The festival is an important opportunity for all local industry players to spread good practices for sustainable entrepreneurial management, which also includes a better quality of life.

#### SPORTS VALUE

#### CMP ARENA

In 2023, **the Pala2 in Bassano del Grappa was renamed CMP Arena**, marking an important collaboration between the company and the local sporting world. With this initiative, CMP has decided to strengthen its commitment to the community of Bassano del Grappa, with which it has had a solid and lasting relationship for over 70 years. As well as supporting local sport, this investment is a symbol of the ongoing dialogue between the company and the social and cultural landscape in which it operates.

PEOPLE



#### SUPPORT FOR ELI EGGER X-ALPS

Among the best paragliders and trekkers who competed in the 2023 edition of the Red Bull X-Alps—an intense two-week challenge combining flight and trekking—was <u>Eli Egger</u>, one of the very few women ever to complete the competition. Inspired by her passion and determination, F.Ili Campagnolo supported her on this adventure by equipping her with some of the best performing garments in the CMP collection.

#### WIN-WIN TOURNAMENT

In 2023, CMP also served as the technical partner for the Torneo Win Win, a charity competition that brought together teams of employees from 20 companies in the Vicenza area, including F.lli Campagnolo. Once again, the proceeds from the various competitions were donated to charity through the association "Le scarpette delle Formichine". This non-profit organisation, founded by the managers of the participating companies, supports projects aimed at integrating and reintegrating people not only into the community but also into workforce. It also aims to support social and health services and palliative care associations.

#### **177 CARNICA ULTRA TRAIL**

As in previous years, **CMP was the official sponsor** of the 2023 edition of the **177 Carnica Ultra Trail**, an iconic endurance race that challenges athletes to push their limits on breathtaking alpine trails. The race has a charitable purpose and the registration fees are donated to the "Running Ideas" project, which promotes sport among children with physical or cognitive disabilities or from economically disadvantaged backgrounds. To support all the athletes in this incredible race, CMP designed a custom T-shirt, included in each participant's race pack.

#### EDUCATIONAL AND TRAINING VALUE

#### SPORTSWEAR PRODUCT MANAGER

F.lli Campagnolo is a proud sponsor of the ITS Cosmo Fashion Academy, which has set up a highly specialised course in Bassano del Grappa dedicated to training future <u>Sportswear Product Manager</u>.

As a partner in training projects, F.lli Campagnolo has actively contributed to the definition of the skills required and has **collaborated with other companies** in the sector to ensure that the programme aligns with market demands. The company's commitment is not limited to providing advice, but extends to inviting students to **visit the company** so that they can see production processes at first hand, gain a practical vision of their professional future and compare notes with experts in the field.

In addition, every year F.Ili Campagnolo opens its doors to **training internships**, providing students with the opportunity to apply their knowledge in a real-world setting, preparing them for a career in the sportswear industry.



PEOPLE

Principle of Governance

#### SBS MASTER IN SPORT MANAGEMENT

F.lli Campagnolo is one of the supporters of the <u>SBS Master in Sport Management</u>, a course of excellence dedicated to the training of professionals in the field of **sport management**.

F.lli Campagnolo's commitment is also realised through the direct involvement of some of its professionals who actively participate in the Master's course as lecturers, sharing their experience and insights into the sportswear and business management sectors with the students. In addition, every year the company selects a student for an internship, with the aim of **promoting professional placement** and paving the way for recruitment.

#### **INFINITY2**

After the success of the **Infinity 1 project**, carried out during the 2022/2023 school year by a group of students from the "E. Medi" High School in Montegiorgio (Fermo), which involved the launch of an

aerostatic balloon with a probe to measure **greenhouse gases**, F.lli Campagnolo has decided to support the new ambitious **project Infinity 2: A school in space**. The initiative kicked off in 2024, but became official in 2023 with the visit of a delegation from the Ministry of Education, which was filmed for a documentary. The aim is to launch three balloons in Iceland, an area chosen for its ideal conditions for intercepting cosmic rays, which are essential for scientific experiments.

The Infinity 2 space mission involved 10 students and 3 teachers in a unique and highly educational experience, both from a scientific and educational perspective with an international scope in the European context. Throughout the project, F.Ili Campagnolo has provided constant support, contributing significantly to its success.

In anticipation of the journey and the challenges posed by the Icelandic environment, the company provided the team with **customised technical gear**, including specially designed outfits to withstand extreme conditions. This initiative once again highlights F.Ili Campagnolo's commitment to combining innovation, sustainability, and education in meaningful projects.

For more information on the partnership, visit the dedicated page at: <u>https://infini-ty2.polourbani.edu.it/</u>



#### SUSTAINABILITY VALUE

#### THE BEEHIVE IN THE OFFICE

F.lli Campagnolo has established an on-site apiary within its gardens, comprising four wooden hives painted in natural colors and housing Italian honeybee families (Ligustica breed). The hives rest on a stable and discreet structure, blending harmoniously into the surrounding environment. The apiary is organically managed, ensuring that the bee colonies originate from similarly treated sustainable apiaries. This choice underscores F.lli Campagnolo's commitment to environmental protection and biodiversity. Within a three-kilometer radius, these bees play a crucial role in supporting the local ecosystem. Their constant and tireless pollination enhances the growth and health of meadows, forests, and cultivated fields near the company's facilities.

Bees are vital to biodiversity and health of terrestrial ecosystems. As pollinators, they play a crucial role in the reproductive cycle of a wide range of plant species, contributing significantly to global food production. By transferring pollen between flowers, bees help ensure the formation of fruits and seeds, securing the survival of countless plant species.

The disappearance of bees, threatened by pesticides, habitat loss, monoculture farming, pests, diseases, and climate change, would have devastating consequences for agriculture and the global economy. A decrease in pollination would lead to a collapse in plant biodiversity, triggering a decline in animal biodiversity and serious impacts on natural ecosystems.

In addition to their environmental benefits, bees have a significant impact on the global economy. Pollination contributes to billions of dollars of production each year. Their disappearance would therefore have devastating consequences not only for the environment, but also for the agricultural and food industries.

#### PLASTIC PULL

PLASTIC PULL is a project promoted by Piantando, a Benefit company committed to developing initiatives with a strong social and environmental impact. The project is dedicated to the recovery of degraded areas and the restoration of the environment, with a concrete approach to the fight against pollution. The objective is not limited to the removal of abandoned waste, but also aims to raise awareness and actively involve the local community, promoting a culture of sustainability and shared responsibility.

Each cleanup initiative adheres to **strict reporting** standards ensuring that every kilogram of collected waste is weighed, documented, and certified.

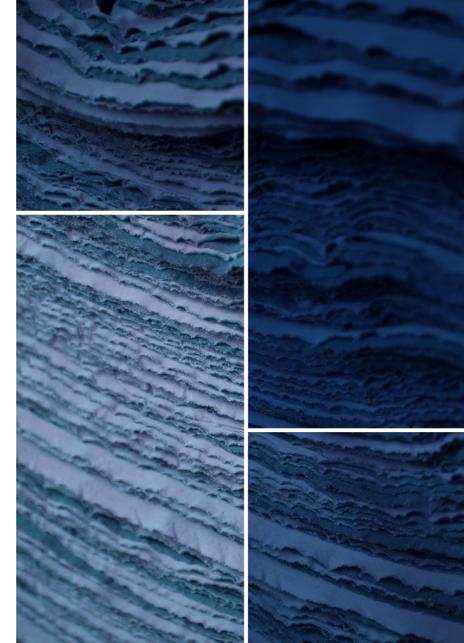
Through this partnership, in 2023 F.lli Campagnolo actively supported **six cleanup initiatives, resulting in the collection and certification of one ton of waste**, thereby revitalizing beaches, urban areas, parks, and waterways. Adherence to Plastic Pull standards ensures utmost accuracy and transparency, amplifying the project's positive impact.

For more information about the partnership, please visit the dedicated page at: https://business.piantando.it/fllicampagnolo-plasticpull.

#### Validation token

Date	Kg	Group	Volunteers	Place	Area
16/09/23	334	The Black Bag	40	Genova	River Lake
01/10/23	224	La Foresta	12	Rovereto	River Lake
19/10/23	106	CleanUp Surbo - Giorgilorio	9	Surbo	Urban area
01/11/23	4	Mr. Green	1	Livorno	Urban area
11/11/23	207	Reggio Emilia Ripuliamoci	20	Reggio Emilia	Urban area
17/11/23	125	Partetuttodanoi	8	Busto Arsizio	Urban area

Below is a summary of the clean-up data that highlights the direct impact of F.lli Campagnolo's actions on the project.



# PRINCIPLE OF GOVERNANCE

THE COMPASS THAT GUIDES OUR STEPS

Company

#### SUSTAINABILITY GOVERNANCE

Governance plays a pivotal role within the three ESG dimensions, encompassing the tools, rules and internal processes that steer an organisation's decisions and actions. Integrating sustainability into corporate governance means establishing bodies, rules and processes to manage the company's environmental and social impacts. This approach makes it possible to identify and analyse the **opportunities and risks associated with social and environmental trends**, and to guide decisions towards a more responsible and sustainable business model in the long term.

F.lli Campagnolo firmly believes that **sustainable management strategies are crucial for achieving economic and financial growth**, generating value for the community and protecting the environment.

For this reason, in 2022, the company established a Sustainability Working Group to assist management in embedding sustainability within its business model, aligning it with the Group's strategic objectives.

The Group is committed to annually measuring and reporting on its ESG performance with a view to implementing activities and initiatives for continuous improvement. This process aims to minimise negative impacts and amplify positive impacts across the three dimensions of sustainability, contributing to a fairer and more responsible future for all stakeholders.

#### STRUCTURE AND COMPOSITION OF GOVERNANCE GRI 2 | GRI 405

The ownership of F.lli Campagnolo S.p.A. has consistently remained with the founding family since its inception.

#### F.lli Campagnolo adopts a traditional go-

**vernance model**, ensuring a clear separation between the management body (Board of Directors) and the oversight body (Board of Statutory and Independent Auditors). The Board of Directors, appointed for the three-year period 2023/2025, will remain in office until the approval of the financial statements for the year 2025. The Board of Directors is vested with all the powers of ordinary and extraordinary administration and the broadest strategic and decision-making powers, including approval of the consolidated financial statements and the sustainability report.

The Board of Directors is an expression of the founding family and is made up of six members, five of whom have power of representation and proxy in relation to their role within the company.

Some of them are also directors of other companies in the F.lli Campagnolo Group.

#### **Management Board Composition**

	Number
Women	3
Men	3
< 50 years old	1
> 50 years old	5
Meeting held during the year	9

The measures to prevent and mitigate potential conflicts of interest involving the members of the Board of Directors are fully described in the Code of Ethics, in particular in section 3.1, to which reference should be made for further information.

Any critical issues relating to both corporate conduct and the actual or potential negative impact on stakeholders are brought to the attention of the Board of Directors at regular meetings held at least every six months. No critical issues were identified during the year. The Board of Directors' activities are subject to legality control by the Board of Statutory Auditors, as required by current regulations, while the statutory audit of accounts is entrusted to a leading auditing firm.

The company's employee remuneration policy is managed by the Human Resources Department, in full compliance with applicable national collective labour agreements, as well as company and individual agreements in place.



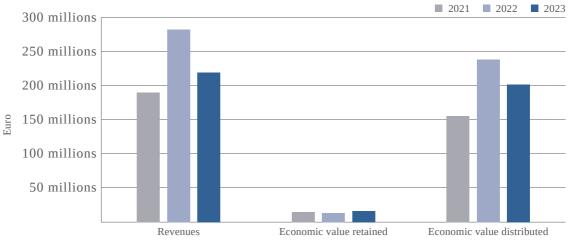
Company

#### ECONOMIC PERFORMANCE\* GRI 201

In 2023, the ongoing conflict in Ukraine was further compounded by escalating tensions in the Middle East, resulting in serious humanitarian consequences. Despite international condemnation and diplomatic efforts, tensions persist. One of the most immediate economic repercussions has been disruptions to maritime trade, particularly in the Red Sea, where attacks on commercial vessels have forced shipping companies to reroute, leading to higher transport costs and extended delivery times. Italy's economic growth slowed to 0.9% compared to 4% in 2022, while inflation fell to +0.6% in December. However, inflation increased in Germany and France, pushing the eurozone average up to +2.9%. Consumption and investment are still being held back by persistently high interest rates, despite a slight decline.

In this challenging economic landscape, F.lli Campagnolo reported **revenues of** €236.3 million in 2023, marking an 11.1% decline compared to €265.9 million in the previous year. The record-high sales achieved in 2022 were largely driven by the post-pandemic rebound of sporting activities and a surge in consumer interest in outdoor recreation. It is therefore a return to a situation caused in part by an oversupply of stock in the market, following a surge in purchasing budgets by retailers in the previous year.

Economic value retained and distributed



In 2023, F.Ili Campagnolo distributed €203 million in economic value, representing 86% of the total value generated. This includes operating costs, employee remuneration, payments to capital suppliers, contributions to public administration, and Community investments. The

distributed economic value is mainly composed of the costs incurred for the purchase of raw materials and other products and for the remuneration of personnel. Company

<sup>\*</sup> The economic performance of the Group, including sites not included in the scope of the Sustainability Report.

#### GOVERNANCE

#### SUPPLY CHAIN GRI 308 | GRI 414

The supply chain encompasses the network of suppliers and other partners involved in the production and distribution of a product, from manufacturing to sale across various distribution channels.



The increasing focus on sustainability and the recognition of its systemic connection

among all supply chain stakeholders have led F.lli Campagnolo to understand that a sustainable supply chain is **key to reducing inefficiencies, mitigating risks, and minimizing environmental impact. Only by fully engaging its entire network of suppliers can the company ensure sustainable value creation for all stakeholders.** 

The company is committed to collaborating with its suppliers to jointly improve the environmental impact of the supply chain.

The first step toward sustainable supply chain management was taken in 2022, when the company rolled out a questionnaire divided into three sections, each dedicated to environmental, social and governance (ESG) sustainability, to map their ESG performance.

This delivered a dual benefit: on one hand, it raised suppliers' awareness of the path undertaken by F.lli Campagnolo, and of sustainability issues; on the other, it enabled the company to assess the current status regarding the implementation of ESG activities among the interviewed parties.

The analysis of supplier responses led to several notable observations, including 100% of the evaluated suppliers hold BSCI certification or an equivalent sustainability accreditation.

In 2023, F.IIi Campagnolo launched a **supplier feedback initiative, providing them with an assessment based on the information shared**. This process has made it possible to recognise the companies that have performed excellently and, at the same time, to encourage those with less satisfactory results to improve.

\* For a more in-depth analysis of supplier responses, please refer to the F.lli Campagnolo 2022 Sustainability Report.

#### In the coming years, F.IIi Campagnolo intends to extend and intensify this acti-

**vity**, involving not only the main suppliers but also the smaller partners in the supply chain of each brand. The company aims to adopt a holistic approach, ensuring that both large corporations and smaller enterprises contribute to a sustainable and responsible production ecosystem.

Based on the mapping analysis carried out so far, F.IIi Campagnolo intends to develop a metric for **supplier qualification** through the development of an ESG rating system capable of rewarding virtuous suppliers and encouraging others to improve their performance.

This strategy will be supported by increasingly transparent communication and effective collaboration with all stakeholders in order to pursue continuous improvement and greater sustainability throughout the supply chain.

#### VALUES OF THE CODE OF ETHICS

From its inception, F.Ili Campagnolo has built its business on a foundation of strong ethical values, including **honesty**, **loyalty**, **and solidarity**. The company's mission extends beyond economic growth to encompass the **well-being of its employees**, the creation of value within both local and global communities, and the protection of the environment.

These values are safeguarded and formalised in F.Ili Campagnolo S.p.A.'s **Code of Ethics**, which aims to define and communicate in a transparent manner, both externally and internally within the organisation, the principles and methods by which the company's activities are conducted. All recipients of the Code of Ethics are expected to adhere to the following principles and values:

- Honesty, transparency, and compliance with the law
- Loyalty and trustworthiness
- Confidentiality
- Integrity and respect for human dignity-equal opportunities
- Meritocracy, competence, and professionalism
- Protection of workplace health and safety
- Support for families
- Environmental protection

Company

Planet

People

Principle of Governance

## SUSTAINABLE PRODUCT INNOVATION AND DIGITALIZATION

F.lli Campagnolo invests in **technological innovation**, **research and development and the digitalisation of processes** in order to optimise operational efficiency and improve product quality. These investments are aimed at extending and improving the product life cycle while reducing CO2eq and related emissions.

In terms of digitisation, new automated warehouse systems will be introduced in 2022, with the aim of digitising and streamlining warehouse operations.

For further details, please refer to the F.lli Campagnolo 2022 Sustainability Report.

As guests on the planet, it is now essential that companies act in accordance with the principles of sustainable development, preserving the natural systems from which resources are extracted and not exceeding their capacity to absorb the waste generated by human activities.

F.lli Campagnolo intends to set up an internal working group to develop concrete initiatives to extend the life cycle of its products. One of the main actions planned is the introduction of a dedicated repair service that will allow customers to keep their products in good condition over time, reducing the need for frequent replacement.

At the same time the working group will implement a strategy aimed at minimising the environmental and logistical impact of returns, reducing waste and improving the overall efficiency of the process. This will lead to sustainable returns management and a decrease in related costs.



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#### SUSTAINABILITY PLAN 2023/2025: OUR COMMITMENT TO THE FUTURE

	Торіс	Goals	Projects	SDGs
	Wasto monogoment	Reduce textile waste to a minum	Creation of public-private partnerships to reintroduce textile waste into production processes as secondary raw materials	SDG 12 – Ensure sustainable consumption and production patterns
	Waste management	Extension of the product life cycle	Development of a garment repair and maintenance service	SDG 12 – Ensure sustainable consumption and production patterns
		Use of low environmental impact materials	R&D to replace plastic with materials with a lower environmental impact	SDG 12 - Ensure sustainable consumption and
PLANET	Sustainable packaging	Optimization of packaging size	R&D to reduce the size and volume of packaging to minimise the use of materials and reduce the environmental impact of transport and disposal	production patterns
	Emissions management	Schedule external audits of CO2eq emissions and reduce them	Implementation a CO2eq emissions reduction stratefy and setting targets for measurable short and long term reductions	SDG 13 – Take urgent action to combat climate change and its impacts
	Energy management	Reduce carbon emissions from energy use	Use of renewable energy sources in business activities through structural measures at the operational offices	SDG 7 – Ensure access to affordable, reliable, sustainable and modern energy for all
	Water resources management	Reduce water consumption in offices	Raise awareness and train employees on sustainable water management	SDG 6 – Ensure availability and sustainable management of water and sanitation for all

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#### **FLLI CAMPAGNOLO** SUSTAINABILITY REPORT 2023

	Торіс	Goals	Projects	SDGs
	Employee health and	Promotion of a culture of health prevention	Organization of free annual specialist medical check-ups for all employees	SDG 3 - Ensure helathy lives and promote well- being for alla at all stages
	safety	Encourage of a healthy lifestyle among employees	Provision of nutritious food in the company canteed and promotion of outdoor activites	SDG 2 - End hunger, achieve food security and improved nutrition and promote sustainable agriculture
PEOPLE	Employee well-being	Support professional development	Implementation of a structured training program aimed at strengthening employee skills and fostering career growth	SDG 4 - Ensure inclusive and equitable quality education and promote lifelong learning aopportunities for all
	Diverisity and Inclusivity	Definition of company policies that include gender perspective and promote equality and inclusion as core values of the corporate culture	Attainment of UNI PdR 125:2022 certification.	SDG 5 - Achieve gender equality and empower all women and girls
GOVERNANCE	Regulation of the	Ensure high social and environemtnal	Monitoring of the suppliers and Development	SDG 12 – Ensure sustainable consumption and production patterns
GOVER	supply chain	standards throughout the supply chain	of a Supplier Qualification Metric	SDG 8 - Promote sustained, inclusive and sustainable economic growth, full and productive emplyment and decent work for all
COMPANY	Product quality and sustainability	Develop and market of low-impact environmental products	Investments in R&D to design products that efficiently use energy and natural resources across the entire value chain	SDG 12 – Ensure sustainable consumption and
COM	Hazardous substances	Ensure the safety and well-being of consumers, workers, and stakeholders	Continuous monitoring, research, and development concerning hazardous substances	production patterns

#### F.LLI CAMPAGNOLO SUSTAINABILITY REPORT 2023

#### GRI CONTENT INDEX

GRI Standard Name	Material Topic	No.	Title	Section of the report	Reasons for omissions	Page		
		<u> </u>	Organization	al details				
		2-1	Organizational details	Reading guide Group evolution Corporate organization chart Production Markets and distribution network		3 7 9 10 15		
		2-2	Entities included in the organization's sustainability reporting	Reading guide		3		
		2-3	Reporting period, frequency and point of contact	Reading guide		3		
		2-4	Review of information	Reading guide		3		
		2-5	External Assurance	Reading guide		3		
		Attività e lavoratori						
GRI 2 General Disclosu	uro (2021)	2-6	Activities, value chain and other business relationships	Production Group brands Markets and distribution network		10 11 15		
GRI 2 General Disclose	ne (2021)	2-7	Employee	People Diversity and inclusivity		29 37		
		2-8	Non-employees	People		29		
		Governance						
		2-9	Governance structure and composition	Governance structure and composition	, , , , , , , , , , , , , , , , , , ,	47		
		2-10	Appointment and selection of the highest governing body	Governance structure and composition		47		
	2-11	Chairman of the highest governing body	Governance structure and composition		47			
		2-12	Role of the highest governance body in controlling impact management	Sustainability Governance		47		
		2-13	Delegation of responsibility for the management of impacts	Governance structure and composition		47		
		2-14	Role of the highest governance body in sustainability reporting	Sustainability governance Governance structure and composition		47 47		

GRI Standard Name	Material Topic	No.	Title	Section of the report	Reasons for omissions	Page		
		2-15	Conflicts of interest	Governance structure and composition		47		
		2-16	Communication of critical issues	Governance structure and composition		47		
		2-17	Collective knowledge of the highest governing body	Governance structure and composition		47		
		2-18	Evaluation of the performance of the highest governance body	Governance structure and composition		47		
		2-19	Rules on remuneration	Governance structure and composition		47		
		2-20	Remuneration determination procedure	People		29		
		2-21	Annual Total Compensation Ratio	-	Confidentiality obligation			
		2-22	Statement on Sustainable Development Strategy	Reading guide Sustainability governance		3 47		
GRI 2 General Disclosure (2021)		2-25	Processes to remedy negative impacts	-	Information not available: F.lli Campagnolo is defining the methods for managing its negative impacts			
GRI 2 Gelletal Disclosure (2021)	()	2-26	Mechanisms to request clarification and raise concerns	-	Information not available: F.lli Campagnolo is implementing the methods to ask for clarifications and raise concerns			
		2-27	Compliance with laws and regulations	There were no non-compliances with laws and regulations during the reporting period				
		2-28	Membership in associations	F.lli Campagnolo belongs trade associations such as Confindustria Vicenza and Assosport		39		
		Stakeholder engagement						
		2-29	Stakeholder engagement approach	Priorities for F.lli Campagnolo: material topics		17		
		2-30	Collective agreements	People		29		
			Information on m	aterial topics				
		3-1	Material Theme Determination Process	Priorities for F.lli Campagnolo: material topics		17		
		3-2	List of material topics	Priorities for F.lli Campagnolo: material topics		17		
GRI 3 Material topics (2	2021)	3-3	Management of material topics	Planet: reducing the ecological footprint step by step People: together for a sustainable future Principle of governance: the compass that guides our steps		20 28 46		

GRI standard name	Material topic	No.	Principle of governance: the compass that guides our steps	Section of the report	Reasons for omissions	Page.
	1	1	Economic	Area		
	Economic performance	201-1	Economic value directly generated and distributed	Economic performance		49
Economic Area		205-3	Incidents of corruption ascertained and actions taken	There were no known cases of corruption in the company		
	Anti-competiti- ve behaviour	206-1	Lawsuits for anti-competitive behavior, antitrust and monopolistic practices	There were no legal actions for anti- competitive behaviour, antitrust or monopoly practices		
			Environmen	ital Area		
		302-1	Energy consumed within the organization	Energy management		23
	Energy	302-2	Energy consumed outside the organization	Energy management		23
		302-3	Energy intensity	Energy management		23
		303-5	Water consumption	Water		27
		305-1	Direct GHG emissions (Scope 1)	Carbon footprint		25
	Emissions	305-2	Direct GHG emissions from energy consumption (Scope 2)	Carbon footprint		25
		305-3	Other indirect GHG emissions (Scope 3)	Carbon footprint		25
		305-4	GHG emissions intensity	Carbon footprint		25
Environmental Area		306-1	Waste generation and significant waste-related impacts	Use of Materials and Waste Management		21
		306-2	Management of significant waste-related impacts	Use of Materials and Waste Management		21
	<b>T</b> 47 (	306-3	Waste generated	Use of Materials and Waste Management		21
	Waste	306-4	Waste not sent to landfills	Use of Materials and Waste Management		21
		306-5	Waste sent to landfills	Use of Materials and Waste Management		21
		306-2	Waste by type and method of disposal	Use of Materials and Waste Management		21
	Environmental assessment of suppliers	308-1	New suppliers who have been assessed using environmental criteria	Supply chain		50
			Social A	rea		
		401-1	New hires and turnover	People		29
Social Area	Occupation	401-2	Benefits provided for full-time employees, but not for part-time employees or employees with fixed-term contracts	People		29

#### F.LLI CAMPAGNOLO SUSTAINABILITY REPORT 2023

GRI standard name	Material topic	No.	Principle of governance: the compass that guides our steps	Section of the report	Reasons for omissions	Page
		403-1	Occupational Health and Safety Management System	Health and safety		38
		403-2	Hazard identification, risk assessment and investigations	Health and safety		38
		403-3	Accident	Health and safety		38
		403-4	Occupational health services	Health and safety		38
	Health and safety at	403-5	Participation and consultation of workers on occupational health and safety programmes and related communication	Health and safety		38
	work	403-6	Occupational health and safety training for workers	People		29
		403-7	Promotion of workers' health	People		29
		403-8	Prevention and mitigation of occupational health and safety impacts directly linked to business relationships	People		29
		403-9	Workers covered by an occupational health and safety management system	Health and safety		38
	Training and	404-1	Average annual training hours per employee	People		29
Social Area	education	404-2	Employee upskilling programmes and transition assistance programmes	People		29
	Diversity and equal opportunities	405-1	Diversity in governing bodies and among employees	Diversity and inclusivity		37
	Local communities	413-1	Operations with the involvement of the local community, impact assessment and development programmes	Community development		39
		413-2	transactions with significant actual and potential impacts on local communities	Community development		39
	Social evaluation of suppliers	414-1	New suppliers who have been evaluated through the use of social criteria	Supply chain		50
		416-2	Incidents of non-compliance regarding impacts on the health and safety of products and services	There were no incidents of non-compliance concerning the health and safety impacts of products and services		-
		417-2	Incidents of non-compliance with the information and labelling of products and services	There were no incidents of non-compliance concerning product and service information and labeling.		-
		417-3	Non-compliance cases regarding marketing communications	There were no incidents of non-compliance concerning marketing communications		-
	Customer Privacy	418-1	Proven complaints regarding breaches of customer privacy and loss of customer data	There were no substantiated complaints concerning breaches of customer privacy and losses of customer data		-
	Socio-economic compliance	419-1	Non-compliance with social and economic laws and regulations	There was no case of non-compliance with laws and regulations in the social and economic area.		-

Technical-scientific coordination:



Graphic design:



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