

MONNALISA PUBLISHES ITS INTEGRATED REPORT 2020 AND PRESENTS ITS 2021-2023 SUSTAINABILITY PLAN

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

- Extending its reporting scope to the whole Group
- Defining strategic sustainability objectives with a focus on human resources and reducing the Group's environmental impact in line with its updated materiality matrix
- Strengthening governance in support of the Group's 2023 ESG strategy
- Entrusting a review to BDO Italia S.p.A. in view of Monnalisa's decision to publish a voluntary NFS from 2021 onwards

Arezzo, July 27, 2021

The Board of Directors of **Monnalisa S.p.A.**, the high-end childrenswear leader listed on the AIM Italia market, today approved the 2020 Integrated Report and presented the 2021-2023 Sustainability Plan.

The **2020 Integrated Report** is the ultimate expression of a reporting process started back in 2018, which seeks to define the primary non-financial performance indicators linked to ESG topics. The Report has been prepared in accordance with the **GRI Standards** of the Global Reporting Initiative (GRI) and the guiding principles and content of the **International <IR> Framework** defined by the International Integrated Reporting Council (IIRC).

In particular, the 2020 Integrated Report extended its reporting scope to the entire Monnalisa Group in order to provide greater transparency. BDO Italia S.p.A. was commissioned to certify the report in view of the Group's commitment to preparing a voluntary Non-Financial Statement from 2021 onwards.

The **Materiality Analysis** undertaken in the 2018 Report allowed Monnalisa to identify and report on the content deemed most relevant to the Group and its stakeholders. Some aspects of the analysis have been updated, with the involvement of senior management, to place a greater emphasis on topics that have become more relevant in light of the pandemic. In particular, all topics pertaining to **Human Resources** (health and safety, working conditions, work-life balance, development and training, respect for human rights, diversity and equal opportunities), the **Environment** (material sustainability), **Governance** (sustainability strategies) and **Product and Consumer Responsibility** (protection, health and safety, eco-design and product innovation) have been selected.

Piero Iacomoni, Chairman of Monnalisa S.p.A., stated, *"Presenting an annual report, and thus providing an accurate and transparent snapshot of 2020, was particularly difficult and challenging. But we are proud to publish this report and reflect on our dogged tenacity, our way of doing business, and our need to present ourselves to the world as we truly are – including our strengths and weaknesses – in a year that will go down in history as a watershed moment weighed down by the heavy burden of health crises and emergencies. 2020 has changed our world view and future prospects and it is clear to all of us that sustainability must form the bedrock of what we do. I am proud to be the founder of Monnalisa, but of all the choices that have allowed this company to grow over the past fifty years, it is sustainability that makes me most proud, not least because it was a decision made so long ago and one that feels particularly pioneering and visionary upon reflection. More than twenty years ago, Monnalisa devised a development model capable of ensuring the current generation's needs are met, without compromising the ability of future generations to meet their own needs. Becoming sustainable can no longer be delayed. Our future lies in the hands of the economic, social and environmental sustainability inherent in Monnalisa's DNA."*



Christian Simoni, Chief Executive Officer of Monnalisa S.p.A, stated, *"In 2019, we started a structured Materiality Analysis process, which we have continued and updated in the intervening years. The process allowed us to identify the most important topics for Monnalisa and its stakeholders, including through their direct involvement. This led us to devise a Sustainability Plan, which summarises our strategic vision for sustainability, based on the results of the above analysis. Our three-year plan defines a system of objectives and actions in relation to eleven material topics that are aligned with seven SDGs, which include: the promotion of equal opportunities with a view to inclusivity and enhancing the uniqueness of individuals, improving people's well-being, sustainable supply chain management, sustainable material consumption, reducing the environmental impact of our products and the company's carbon footprint, and promoting a culture of sustainability. This process also had a major impact on corporate governance and organisation, allowing us to foster a culture of social responsibility and sustainable development."*

2021-2023 Sustainability Plan




Confirming its concrete commitment to ESG topics and the Group's sustainable identity, the Board of Directors also presents the **2023 Sustainability Plan**, which represents Monnalisa's strategic vision. The Sustainability Plan is a response to some of the **United Nations SDGs**, which have been aligned with the **eleven material topics** deemed most relevant to Monnalisa and its stakeholders, as set out in its 2020 Integrated Report.

The Plan's objectives relate, in particular, to improving people's well-being (**SDG 3**), promoting equal opportunities (**SDG 5**), developing talent and providing job security (**SDG 8**), sustainable supply chain management (**SDG 10**), sustainable material consumption, promoting a culture of sustainability in production patterns, raising awareness of sustainable consumption (**SDG 12**), reducing Monnalisa's environmental impact (**SDG 13**), attracting ESG-aware investors, promoting a culture of sustainability among all stakeholders, collaborating with others, and strengthening corporate governance (**SDG 17**). The management team has defined specific actions for these objectives, such as: reintroducing a corporate welfare system, halting the use of unnecessary plastic in product packaging, using recycled materials, mapping the raw materials used, and extending the "231 compliance" principles to other Group companies.





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

The objectives will be shared with stakeholders in a **sustainability report** and will be updated annually, building on the results achieved and adding new requirements as they emerge over time.

Below are the selected SDGs against which the Monnalisa Group has identified its most relevant material topics, defining the corresponding sustainability objectives to be achieved by 2023.

SDG	Material topic	Objective
 3 GOOD HEALTH AND WELL-BEING	Workplace health and safety and work-life balance	Improve people's well-being
 5 GENDER EQUALITY	Manage diversity and equal opportunities	Promote equal opportunities
 8 DECENT WORK AND ECONOMIC GROWTH	Working conditions Development and training of human resources	Develop talent and provide job security

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 <p>10 REDUCED INEQUALITIES</p>	Respect human rights	Sustainable supply chain management
 <p>12 RESPONSIBLE CONSUMPTION AND PRODUCTION</p>	Eco-design Sustainability of materials	Consume materials responsibly Promote a culture of sustainability in production patterns, raise consumer awareness of sustainable consumption, and reduce the environmental impact of Monnalisa products
 <p>13 CLIMATE ACTION</p>	Carbon footprint	Reduce Monnalisa's environmental impact
 <p>17 PARTNERSHIPS FOR THE GOALS</p>	Sustainability reports, sustainability strategies, standards/ethics codes	Attract ESG-aware investors Promote a culture of sustainability among external and internal stakeholders, collaborating with others on these topics Strengthen corporate governance

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

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

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

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