

Sustainability Plan
2025 - 2030

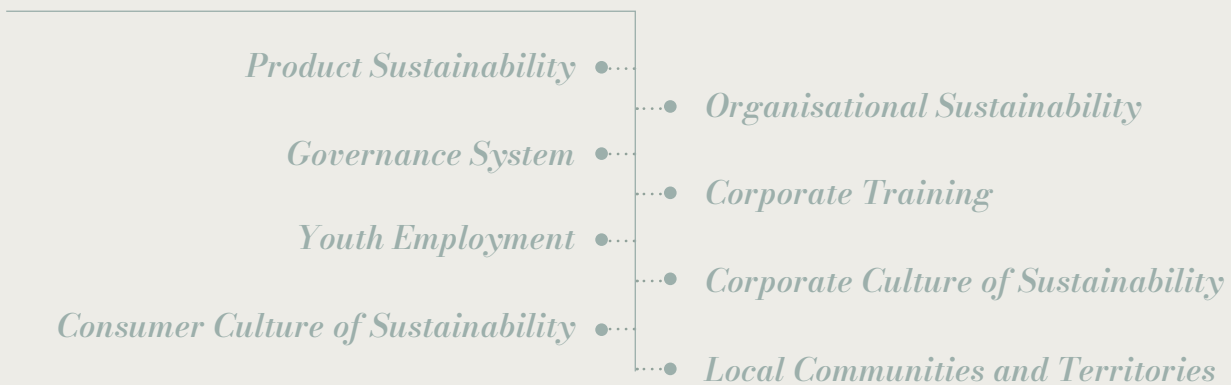
Kick-off Report

CANALI

KICK-OFF REPORT

Canali's Sustainability Plan defines the Group's strategy to address environmental, social, and governance challenges by setting objectives for 2030 and translating them into concrete actions for ecological transition, sustainable development, and the creation of shared value for people, consumers, and communities.

CANALI'S SUSTAINABLE DEVELOPMENT GOALS



The feasibility analysis and resource planning, coordinated by the Sustainability Committee, have allowed the prioritisation of actions based on the impact and relevance of ESG topics along the value chain.

The approach adopted follows a logical timeline, from initial assessment, through compliance and continuous process improvement, to the development of ambitious strategies for the sector.

The Plan, which has been approved by the Board of Directors of Canali Holding, will be regularly updated to ensure tangible progress and will be published on the company's website in the CAre section.

PRODUCT SUSTAINABILITY

ENSURE THE SUSTAINABILITY OF CANALI PRODUCTS THROUGHOUT THEIR ENTIRE LIFECYCLE BY ADOPTING A LIFE CYCLE ASSESSMENT (LCA) APPROACH.



ACTION PLAN

AS OF 31/12/2024

Procurement

- Select raw materials and suppliers responsibly.
- Monitor the supply chain and initiate targeted collaborations to reduce environmental impacts.



Experimentation with alternative fibers to reduce the environmental impact upstream in the supply chain.



Plan to increase monitoring of the supply chain.

Production

- Improve the durability and value of products, promoting higher standards for the industry.
- Reduce and recycle waste from production processes.



2023

Improved Cutting Room performance: +70% marker efficiency, -3% fabric waste, +1,100 km of paper and cellophane recovered.



2024

Third party verification of the Product Environmental Footprint (PEF) 2023, which certifies that Canali's products are more durable than the European benchmark.

Logistics

- Reduce the environmental impact of transport and packaging.
- Optimise supplier relationships, simplify internal operations and improve management control.



2023

Efficiency of air shipments with garments hanging in big boxes.



2023

Internal logistics with liquid natural gas vehicles.



2023

Optimisation of finished product packaging: 70% recycled materials, with a reduction of ~3,000 kg/year of paper.

Use

- Introduce the Digital Product Passport in accordance with the EU Regulation 2024/1781 on Ecodesign (ESPR-Ecodesign for Sustainable Products Regulation).
- Strengthen transparency, clarity and continuity of ESG communications and services.



2024

Reconstruction of supply chain flows verified by a third party in the Organisation Environmental Footprint (OEF) 2023.



2024

First GRI Sustainability Report and QR code on products for more transparent ESG communication.

End of life

- Ensure compliance with EU Directive 2018/851 on Extended Producer Responsibility (EPR)
- Develop services for circularity and responsible use of products.



2023

Foundation and membership of Retex.Green, consortium for the management and recycling of waste in the fashion industry

ORGANISATIONAL SUSTAINABILITY

MANAGE THE ORGANISATION'S ENVIRONMENTAL IMPACTS BY MEETING INTERNATIONAL REDUCTION TARGETS.



ACTION PLAN

AS OF 31/12/2024

Scope 1: Direct GHG emissions

- Efficient consumption of internal production.



Done

2023

Installation of LED lamps in all the plants.



Done

2023

Replacement of inefficient machinery in production departments.

Scope 2: Indirect GHG emissions from energy consumption

- Enhance self-generation of renewable energy.



Done

2016

Installation of photovoltaic systems at the logistics centre in Sovico (MB).



Done

2023

New photovoltaic systems at headquarters and factories, +600,000 kWh per year.

Scope 3: Other indirect ghg emissions

- Improve the representativeness of the data by involving suppliers.



Done

2024

Collection of primary data from 65% of wool and cotton suppliers to determine the Organisation Environmental Footprint (OEF) 2023.

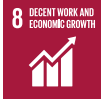


Work in progress

Collaboration with trade associations and stakeholders to align industry strategies and needs on ESG issues.

GOVERNANCE SYSTEM





STRENGTHEN AND DEVELOP THE GOVERNANCE SYSTEM TO ENSURE SYSTEMATIC AND TRANSPARENT MANAGEMENT OF BUSINESS PROCESSES, WITH EFFECTIVE MONITORING OF MATERIAL ESG ISSUES AND MITIGATION OF OPERATIONAL RISKS.



ACTION PLAN

AS OF 31/12/2024

- Implement **policies and procedures** to manage processes involving internal stakeholders, external stakeholders, the environment and finance.

 Done	2023	Digital archive on intranet to share and update company policies and procedures.
 Done	2024	First Sustainability Report according to GRI standards.
 Work in progress		Plan for the implementation of the Health and Safety Management System (UNI ISO 45001:2023).
 Work in progress		Reporting plan according to the Corporate Sustainability Reporting Directive (CSRD).

CORPORATE TRAINING

TRAIN AND RAISE AWARENESS ON ESG ISSUES, FOSTERING INDIVIDUAL RESPONSIBILITY FOR SUSTAINABILITY AMONG ALL EMPLOYEES AND SUPPORTING THE INTEGRATION OF ESG PRINCIPLES INTO DAILY OPERATIONS.



ACTION PLAN

AS OF 31/12/2024

* Develop a training programme on ESG competencies, with differentiated pathways by role and area.	Done	2023	ESG training for managers and employees.
	Done	2024	Editorial plan of ESG training pills on the intranet.
	Work in progress		LMS (Learning Management System) with ESG e-learning content accessible to all employees.

YOUTH EMPLOYMENT

TRAIN YOUNG TECHNICAL PROFESSIONALS IN THE FASHION SECTOR BY INVESTING IN THE TRANSFER OF SPECIALISED SKILLS AND OFFERING CONCRETE CAREER OPPORTUNITIES WITHIN THE LOCAL AREA.



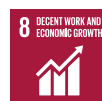
ACTION PLAN

AS OF 31/12/2024

• Develop a professional training course for fashion industry operators .		2024	Partnership with CNOS-FAP (National Centre for Salesian Works of Professional Training) and the Marche Region.
		2024	Creation of the tailoring workshop in collaboration with Lardini S.p.A. and Juki Italia S.p.A.
			Planning of the first academic year (2025-2026) of the three-year Vocational Education and Training (IeFP) course in Ancona (AN).
• Participate in the " Adopt a School " initiative by Fondazione Altagamma.		2024	Canali becomes an Altagamma partner.
			"Adoption" of a class from the Marconi Peralisi Institute of Higher Education in Jesi (AN) for the 2024-2025 academic year.
• Design and deliver a professional training course for pattern makers (prototypists).		2023 2024	First prototyping course in collaboration with Istituto Secoli of Novara (NO).
		2024	Creation of the prototyping department at Canali headquarters with new hires.
			Second edition of the prototyping course (academic year 2024-2025).

CORPORATE CULTURE OF SUSTAINABILITY

FACILITATE AND ENCOURAGE SUSTAINABLE BEHAVIOURS WITHIN THE ORGANISATION, PROMOTING A SHARED CULTURE OF THE CANALI CArE PROJECT.



ACTION PLAN

AS OF 31/12/2024

• Promote a sustainable working environment that considers people's wellbeing and work-life balance.		2023	First edition of the "CAre My Voice Survey".
		2023	Integration of feedback and performance management processes into annual HR cycles.
		2023	Launch of the CAre My Welfare platform, offering benefits and services.
		2023	New smart working and flexible working policies.
		2024	Company-sponsored sports activities in the workplace.
		2024	Voluntary and individual mental wellbeing support via an online platform.
			Context analysis and development of an action plan to embed Diversity, Equity and Inclusion (DE&I) principles across all business activities.

CONSUMER CULTURE OF SUSTAINABILITY

PROMOTE A SHARED PROJECT CARE CULTURE WITH CANALI'S CUSTOMERS, RAISING AWARENESS OF SUSTAINABILITY ISSUES IN THE INDUSTRY AND ENCOURAGING RESPONSIBLE PURCHASING BEHAVIOUR.



ACTION PLAN

AS OF 31/12/2024

• Develop sustainability initiatives and services to raise customer awareness.



2023

"REpair & REstore" service for garment care and repair.



2023

Sharing of best practices for product maintenance.



2024

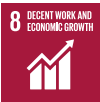
Sustainable gifts for customers that reflect the company's commitment to sustainability.



ESG topics integrated into communication and customer engagement initiatives.

LOCAL COMMUNITIES AND TERRITORIES

ENCOURAGE PARTICIPATION IN EXTRA-WORK ACTIVITIES THAT GENERATE A POSITIVE IMPACT ON EMPLOYEES, LOCAL COMMUNITIES, AND THE ENVIRONMENT.



ACTION PLAN

AS OF 31/12/2024

- Implement **volunteer programs** in support of local projects and promote to the initiatives led by employees.



Analysis of the local social and territorial context to identify projects to support, also in collaboration with Fondazione Canali Onlus



Implementation of corporate communication to engage people and highlight their commitment.

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