

SUSTAINABILITY  
REPORT — 2024



IMPACT

PRADA Group



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**“ We farewell 2024 delivering a set of solid results. Our brands continue to carve the cultural landscape creating an ever-evolving language to interpret contemporaneity: this ability to read the spirit of the time will be key to our long-term growth journey. Looking ahead, while recognizing the sector dynamics remain complex, we continue to see opportunities for our brands and are more committed than ever to execute our strategy.”**

**Andrea Guerra**

Chief Executive Officer and Executive Director





## Message from the CEO

We are pleased to report a set of solid results which are a testament to the strength of our strategy and represent another step forward in the journey we have laid out for our Group and its brands. The macroeconomic environment has been challenging and the sector dynamics have certainly become more complex, but our brands have demonstrated resilience thanks to their dynamic creativity and polyhedric soul.

With 2024 we achieved four consecutive years of double-digit growth, with net revenues up 17% to reach Euro 5.4 billion. Underlying this result was a very healthy performance of the Retail channel, up 18% yoy driven by full price volumes.

Prada confirmed its positive growth trajectory and Miu Miu gained a whole new level of visibility and scale.

In a context of ongoing investments behind the brands, we delivered further margin expansion with EBIT margin reaching 23.6%.

Steadfast progress was also made in the strategic investment plan, as we deployed close to Euro 500 million: retail, industrial initiatives and technology will continue to be instrumental to the growth of tomorrow.

Finally, we closed the year with a healthy balance sheet with a net cash position of Euro 600 million.

We live in times where borders are blurring and brands must embrace multidisciplinary conversations, bringing to the table an ever-evolving language to interpret contemporaneity. This ability to read the spirit of the time is essential, and Prada and Miu Miu have continued to carve the cultural landscape building up their own universe in the way they engage with customers. Through immersive events, exclusive experiences and a further improved retail network, we have provided our brands with powerful dimensions to express their distinctive identities and connect with their communities.

While we are proud of what has been achieved so far, we recognize this is the time to work even harder to capitalize on the efforts of the past years, fostering desirability with a long-term mindset and raising the bar higher on retail execution, striving for excellence.

In parallel, we shall continue to elevate our retail network and to strengthen our industrial infrastructure, building on years of investments and know-how, and reinforcing the foundations for our journey.

We are aware that the sector headwinds are likely to persist, at least for a little longer. Nonetheless, we continue to see opportunities for our brands, and we are more committed than ever to our execution and strategic vision, always keeping in mind our primary and most important objective: creating products worth dreaming on, longing for, falling in love with.

### **Andrea Guerra**

Chief Executive Officer and Executive Director

“ During the year, we co-hosted with UNESCO-IOC the first “Ocean Literacy World Conference” in Venice, and the Ocean&Climate Village in Barcelona during the 37<sup>th</sup> America’s Cup. It was incredible to see how people responded to the shared sense of urgency to promote ocean conservation during this memorable racing season.”

**Lorenzo Bertelli**

Head of Corporate Social Responsibility





## Message from the Head of Corporate Social Responsibility

2024 has been a very positive year, not only in terms of business growth, but also because we have maintained a strong focus on securing progress in key work streams across the three pillars of our sustainability strategy: Planet, People and Culture.

I am very proud that our Sustainability Committee has helped us to drive the internal debate on the new challenges arising from the complex ESG regulatory scenario, to identify the right governance for brand new initiatives and to make concrete progress on the global sustainability strategy.

Recognizing the environmental impact of our raw material sourcing, we have advanced on a challenging three-year roadmap to convert key raw materials to lower impact alternatives and launched a water risk assessment across our value chain with prominent partners such as WWF. Protecting ecosystems is certain to be a key focus of our overall commitment, as it is inextricably linked to our core business.

We are also actively addressing circularity through our products, constantly expanding our Prada Re-Nylon Collection made of regenerated nylon and strengthening the Upcycled by Miu Miu initiative throughout the year. To me, it is extremely important to keep alive this conversation with our clients.

Of course, we cannot achieve our goals without the active contribution of our supply chain, so we have also focused on training and awareness programs to ensure that our key suppliers are aligned with our strategy. More energy will be spent on this front as our greatest impact is throughout our value chain, increasing the accountability of all parties involved.

At the same time, we are reaffirming our purpose to be Drivers of Change, embedding our values through a series of targeted initiatives for our employees, from the launch of a global People Culture Forum to foster open discussions on our People culture across functions and regions, to the implementation of a roadmap to improve equity and inclusion in our working environment, from the "Prada Group We Are Family" events, to the commitment to work-life balance and professional inclusion through our new global Parental Policy.

Finally, thanks to part of the proceeds from the Prada Re-Nylon for SEA BEYOND Collection, the SEA BEYOND project continues to grow, with the launch of the third educational module on the interconnection between ocean and climate, reaching nearly 35,000 students in 56 countries.

During the year, we also co-hosted with UNESCO-IOC the first "Ocean Literacy World Conference" in Venice, which brought together 131 delegates from UNESCO Member States and ocean literacy experts to establish ocean literacy in the spheres of education, science, policy, business and culture, and the Ocean&Climate Village in Barcelona during the 37<sup>th</sup> America's Cup. It was incredible to see how people responded to the shared sense of urgency to promote ocean conservation during this memorable racing season, which culminated in the victory of both the Luna Rossa Prada Pirelli women's and youth teams.

**Lorenzo Bertelli**

Head of Corporate Social Responsibility

# 1. The Prada Group

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1.2 Value Creation

1.4 Stakeholders and Materiality Analysis

1.6 Trademark Protection



## Highlights 2024

The Prada Group achieved sound results and solid progress, driven by high brand desirability and disciplined execution.

**€5.4** bn

Revenues

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**15,216**

Headcount

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**26**

Industrial facilities, of which 23 in Italy

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**€493.3** m

Investments

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The Prada Group is a global leader in the luxury industry and a pioneer in its unconventional dialogue with contemporary society across diverse cultural spheres.

Home to prestigious brands as Prada, Miu Miu, Church's, Car Shoe, Marchesi 1824 and Luna Rossa, the Group remains committed to enhancing their value by increasing their visibility and desirability over time.

Promoting creativity and sustainable growth, the Group offers its brands a shared vision that gives each of them the opportunity to stand out and express their essence.

With 26 owned factories and over 15,200 employees, the Group designs and produces ready-to-wear, leather goods, footwear and jewellery collections, and distributes its products in more than 70 countries, through 609 Directly Operated Stores (DOS), e-commerce channels and selected e-tailers and department stores. The Prada Group also operates in the eyewear and beauty sectors through licensing agreements with industry leaders.

Prada S.p.A. is listed on the Hong Kong Stock Exchange as 1913.



## 1.1 2024 Highlights

The Prada Group reports another year of sound results and solid progress in its evolutionary journey, as high brand desirability and disciplined execution drove a positive trajectory on both revenue and margins.

The Group's net revenues grew by 17.0% at constant exchange rates compared to 2023, a well above-market performance marking four consecutive years of double-digit, like-for-like growth.

At brand level, Prada confirmed its solid growth trajectory with retail net sales up 4.2% in the 12 months. Miu Miu retail net sales grew by 93.2% in 2024, a record year which brings the brand to a new level of visibility and scale.

The EBIT margin (23.6%) showed further expansion, coupled with substantial investments behind the brands. The Group closes the year with a net cash position of Euro 600 million, which reflects capex cash-out of Euro 460 million.

As for Prada, the brand continued to carve the cultural landscape leveraging its distinctive identity and polyhedric DNA. The creative dialogue translated once again into acclaimed menswear and womenswear fashion shows.

The consistent like-for-like growth trajectory was supported by a well-balanced category mix. Leather goods offering was further enriched, with very good reception of newness and ongoing celebration of icons, while creative dynamism continued to generate high appreciation of ready-to-wear collections.

Signature events and collaborations fostered the brand's multifaceted universe, highlighting its cultural relevance; unconventional activations in exclusive venues further elevated the customer experience worldwide and enriched the brand's narrative.

At Miu Miu, the irreverent and subversive aesthetics continued to captivate the audience and kept the brand in the spotlight, cementing its positioning. Its immediate and instinctive creativity drove a widespread appreciation across all categories and regions; new and ongoing exclusive collaborations continued to resonate and reach new audiences.

Miu Miu's deep connection with culture resulted in artistic collaborations and special events that fueled contemporary debate with a distinctive voice to be reckoned with. The brand's fashion shows increasingly featured crossovers with various artistic disciplines, offering a new layer of reflection on contemporary society.

Good progress at Church's as the strategic efforts of the past years continued to keep the brand on a positive topline trajectory.

The upgrade of the retail network remained a key area of effort and focus, as the Group completed c. 90 renovation and relocation projects over the year, in line with the strategic objective of elevating the customer experience. Following 38 openings and 35 closures over the period, the Group ends the year with 609 Directly Operated Stores.

# +17%

**Net Revenues compared to 2023**

# 23.6%

**EBIT Margin**

Steadfast progress was also made with the Group's digital transformation plan aimed at enhancing technology capabilities across a wide spectrum of activities.

On the industrial front, the Group kept investing in the enrichment of its manufacturing skills, expanding its production premises. The recent enlargement of the Torgiano hub, unveiled in May 2024, is a testament to the Group's commitment to create well-rounded facilities where craftsmanship and heritage meet agility, innovation and efficiency. The plant also hosted a new edition of the Prada Group Academy in September 2024 as the organization maintains its pledge to preserve tradition and know-how across generations.

The Group also continued to execute on its sustainability strategy across all pillars: Planet, People and Culture.

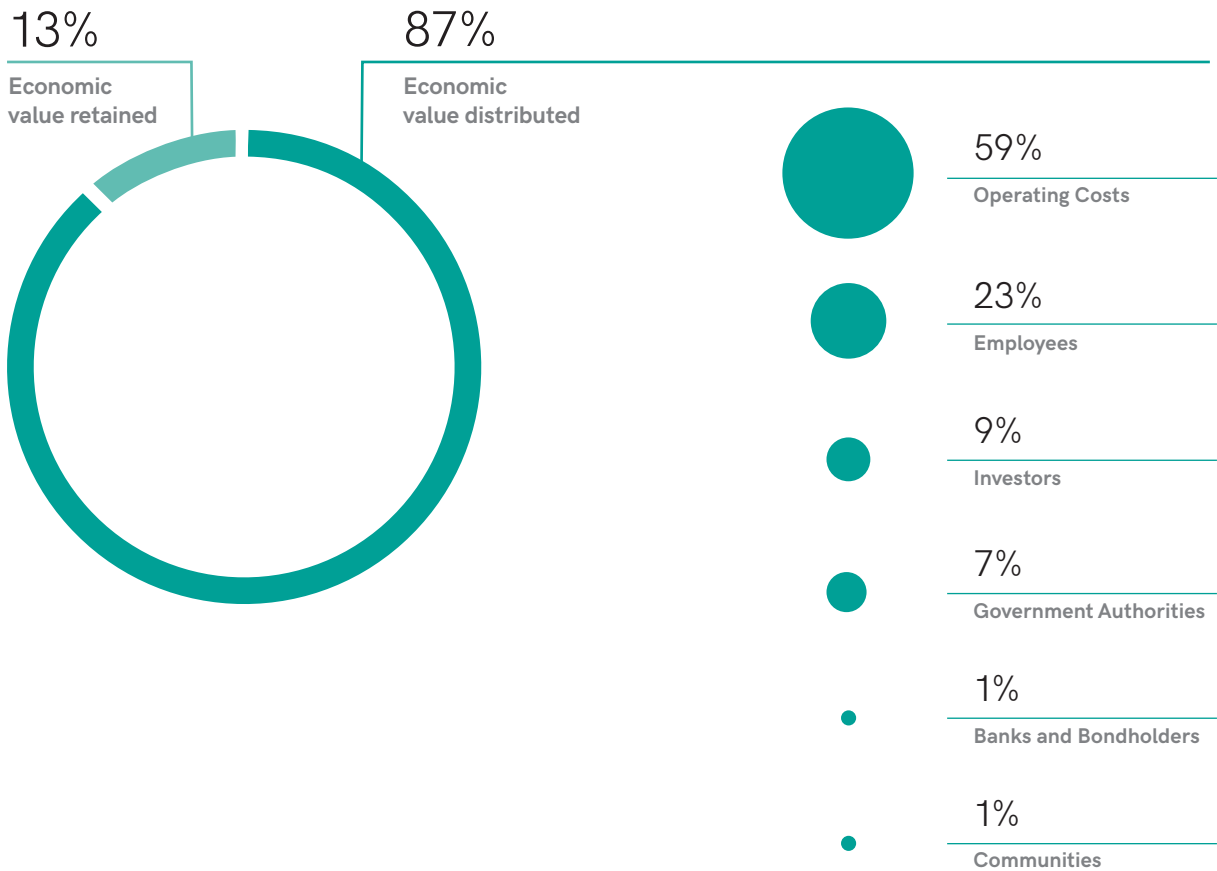
Working on climate change remains a key focus, with progress being made in reducing GHG emissions thanks to the constant investment in green energy and the launch of an ambitious raw materials conversion plan towards lower impact solutions. The scope of the work expanded during the year to include the understanding of the impact of the Group's upstream value chain on the main dimensions of biodiversity.

The Group's purpose to be Drivers of Change shaped the People agenda, with a very strong focus on inclusion and equality, achieving 46% female representation in top and senior management positions and defining a new global parental policy to also promote work-life balance.

The Culture pillar continues to be distinctive for the Group, which reaffirmed its strong commitment to water conservation with the funding and multiple activities in support of the SEA BEYOND project.



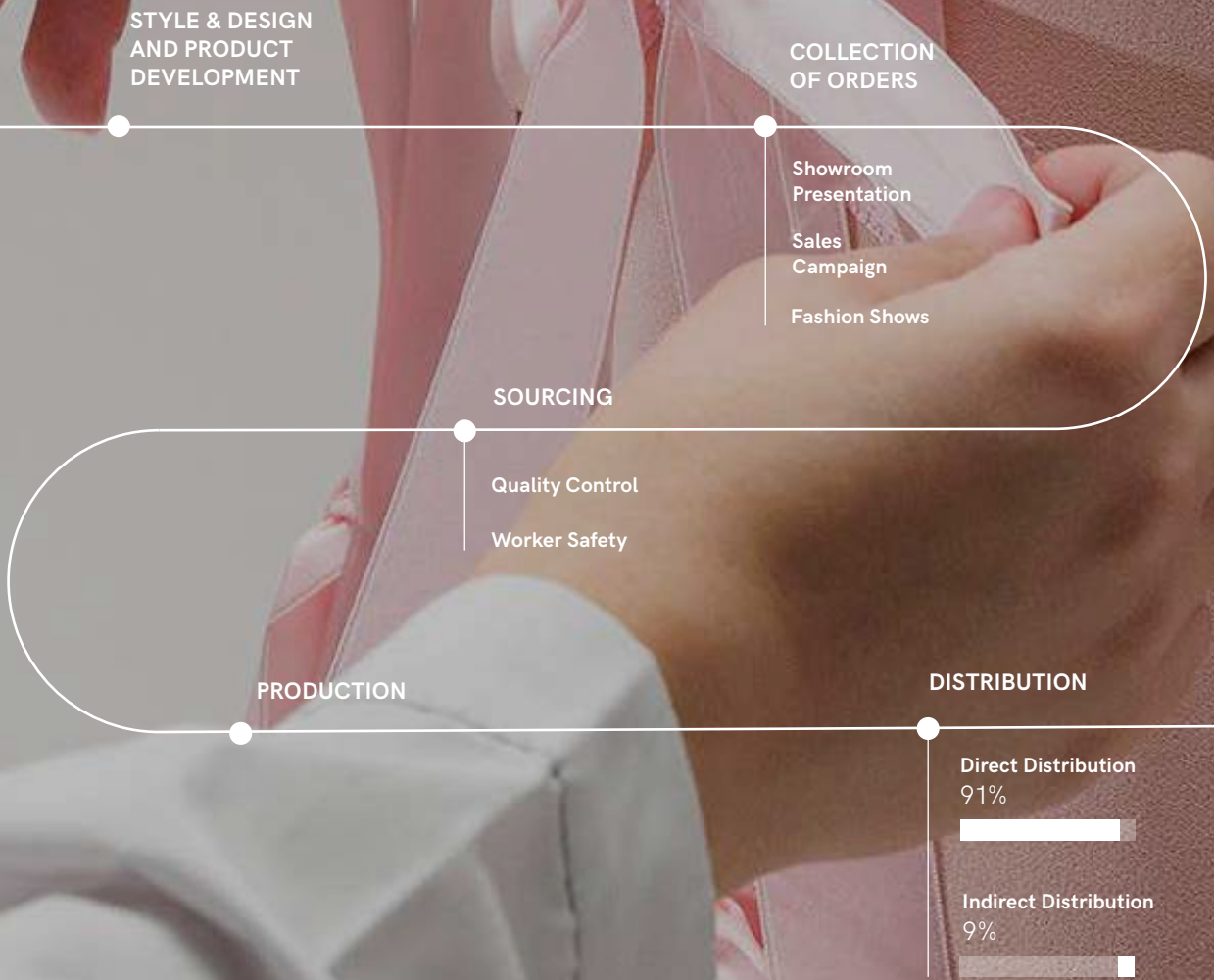
## Economic value distributed and retained



The economic value directly generated by the Prada Group, which amounted to Euro 5,440,384 thousand in 2024, shows an increase of 15% compared to the previous year, as a result of the growth in the value of production and as proof of the Group's ability to generate value over time, even in an uncertain economic context. During the year, 87% of the economic value generated was distributed to the stakeholders (+13% compared to previous year), while the economic value retained amounted to Euro 701,938 thousand (+29% compared to 2023).

## 1.2 Value Creation

The success of the Prada Group's brands is based on a business model that combines skilled heritage craftsmanship with innovative industrial manufacturing processes. This enables the Group to translate new ideas into successful products, while retaining flexibility and control over know-how, quality and sustainability standards, as well as production.



**“ Constant experimentation and idea-sharing are the essential components of the design process. The time spent at the drawing board, in the testing room and on research and development, is fundamental to creating each collection. The Prada Group’s creative spirit continues to attract talented people from all over the world.”**





## Creativity

Miuccia Prada's intellectual curiosity, her constant pursuit of new ideas, and her unique understanding and interpretation of culture and society underpin the Prada Group's creative process. Her singular vision has made it possible to establish a genuine design culture, based on method and discipline, which guides everyone who contributes to the Group's creative development.

The appointment in 2020 of Raf Simons alongside Miuccia Prada as Creative Co-Director of the Prada brand produced a new creative dynamic, reiterating the importance and power of dialogue and cooperation.

Constant experimentation and idea-sharing are the essential components of the design process. The time spent at the drawing board, in the testing room and on research and development, is fundamental to creating each collection. The Prada Group's creative spirit continues to attract talented people from all over the world.

## Raw Materials and Production Process

The Group's manufacturing approach is built on two pillars: continuous innovation, which advances skills and expertise, and a deep commitment to craftsmanship, vital for the production and value of each brand.

The quality of raw materials is fundamental to product excellence. Often, fabrics and leathers are custom-made for the Group's brands, meeting strict technical and style specifications to ensure superior quality.

The Group's products are crafted in 26 owned industrial facilities (23 in Italy, 1 in the UK, 1 in France and 1 in Romania) and by a network of carefully selected and monitored industrial manufacturers, which are supplied with raw materials, patterns and prototypes from the Group, allowing close oversight at every stage of production. This approach is designed to achieve outstanding workmanship and provide considerable flexibility in production organization. Product quality gives the Group a competitive edge, which is reinforced by continuous research and experimentation with materials and techniques.

Investments along the supply chain and in the workforce also play a crucial role. A significant number of the Company's production employees have been with the Prada Group for many years, ensuring both a high level of expertise and deep organizational knowledge. Through the Prada Group Academy, the Company is committed to passing on its manufacturing techniques and craftsmanship to future generations, thus preserving the values at the heart of its corporate heritage.





## 26 — 23

## Industrial facilities

## In Italy

1  
Central logistics hub

## Leather Goods

## Arezzo - Italy

Via Gobetti, 82/86  
52100 Arezzo (AR)

## Figline Valdarno - Italy

Via Urbinese, 33 Località Matassino  
50063 Figline e Incisa V.no (FI)

## Figline Valdarno - Italy

Via J.F. Kennedy, 21  
50063 Figline e Incisa V.no (FI)

## Limoges - France

65 Route de Périgueux,  
87170 Isle - Limoges

## Milan - Italy

Via Ripamonti, 129  
20141 Milan (MI)

## Piancastagnaio - Italy

Via Arno, 39  
53025 Piancastagnaio (SI)

## Piancastagnaio - Italy

Viale Roma, 1271  
53025 Piancastagnaio (SI)

## Scandicci - Italy

Via Pisana, 463  
50018 Scandicci (FI)

## Sibiu - Romania

Strada Bruxelles, 8  
550052 Sibiu

## Terranuova - Italy

Via Poggitupi, 992-998  
52028 Terranuova Bracciolini (AR)

## Valvigna - Italy

Strada Lungarno, 1213 - 1261  
loc. Valvigna  
52028 Terranuova Bracciolini (AR)

1,965

N. of employees

67%

Women



## Footwear

## Levanella - Italy

Via Aretina, 552-556  
loc. Levanella  
52025 Montevarchi (AR)

## Civitanova Marche - Italy

Via Pertini, 41  
63812 Civitanova Marche (MC)

## Dolo - Italy

Via Dell'Industria, 1/A loc. Arino  
30031 Dolo (VE)

## Levane - Italy

Via Carducci, 6 loc. Levane  
52023 Bucine (AR)

## Montegrano - Italy

Via Alpi, 97 Loc. Villa Luciani  
63812 Montegrano (FM)

## Northampton - UK

St. James Road  
Northampton NN5 5JB

## San Giovanni Valdarno - Italy

Via Pruneto, 6  
52027 San Giovanni Valdarno (AR)

## Foiano della Chiana - Italy

Via d'Arezzo, 130/H  
52045 Foiano della Chiana (AR)

992

N. of employees

54%

Women



## Ready-to-Wear

## Ancona - Italy

Via Luigi Albertini, 20  
60131 Ancona (AN)

## Città di Castello - Italy

Via C. Treves, 13 Loc. Cerbara  
06012 Città di Castello (PG)

## Fucecchio - Italy

Via F. Magellano, 5/7  
50054 Fucecchio (FI)

## Levanella - Italy

Via Aretina, 403 loc. Levanella  
52025 Montevarchi (AR)

## Montone - Italy

Via dell'Industria, 10-12  
06014 Montone (PG)

## Torgiano - Italy

Loc. Ferriera, 46  
06089 Torgiano (PG)

## Levane - Italy

Via Ferruccio Parri, 42  
52021 Bucine (AR)

831

N. of employees

74%

Women



## Distribution

Over the years, the Prada Group has strategically evolved its distribution network to include 609 DOS in key prestigious international shopping destinations, enhancing the image of each brand.

These stores do more than just sell products: they act as vital ambassadors, conveying each brand's image consistently, clearly and effectively.

Continuously updated, the Group's extensive network of stores remains a cornerstone of the Company's strategy, showcasing new collections and anchoring the omnichannel approach. E-commerce platforms complement the physical stores, offering a dynamic and integrated shopping experience. The Group's deep interest in architecture is reflected in a number of revolutionary retail concepts developed with leading architectural firms such as Rem Koolhaas and Herzog & de Meuron. These unique stores, known as Epicenters, are located in New York, Los Angeles and Tokyo and also host cultural debates and events.

In recent years, the Group has selectively streamlined its wholesale channel, which includes department stores, multi-brand stores, franchisees and e-tailers, to ensure maximum quality of the partners and a more focused approach.

## Image and Communication

It is essential for the Prada Group's communication to go beyond commercial objectives and to involve stakeholders in the brands' ideas and values. A consistent and strong image, in line with the identity of each brand, is central to the Group's strategy. Fashion shows, advertising campaigns and media coverage are the main platforms for presenting the brands and for gaining visibility among international audiences and industry critics.

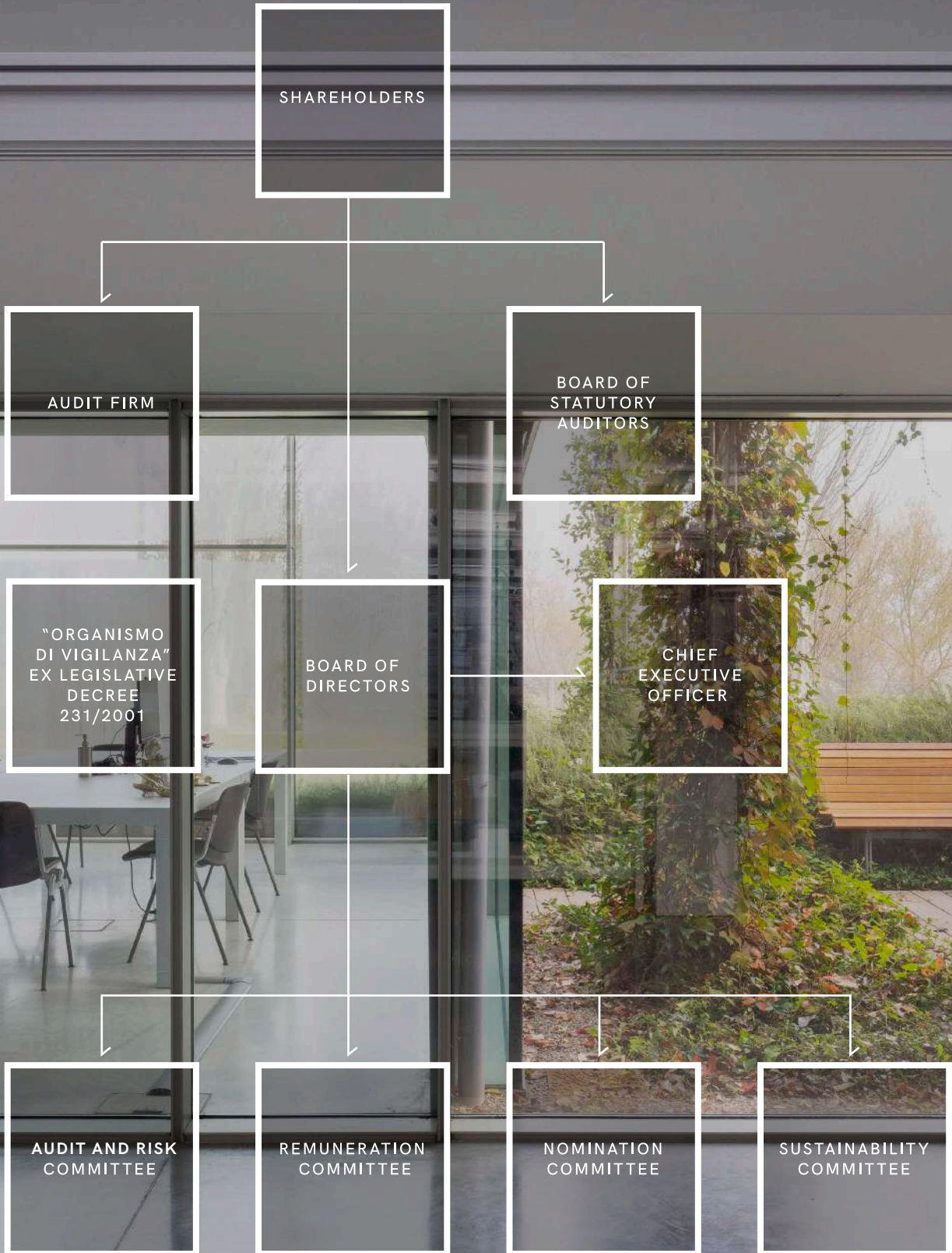
The Group leverages social networks, brand e-commerce sites, the corporate website, and digital platforms for direct and immediate engagement with its audience.

The brands' innovative and extraordinary special events are another important communication tool for the Group, enabling direct interaction with consumers in different local markets.

Moreover, Luna Rossa's participation in the prestigious America's Cup since 2000 has significantly increased Prada's visibility in the international sporting community, helping to build the brand's credibility in activewear and enhancing its technological expertise.



# 1.3 Corporate Governance Model



The Prada Group is dedicated to implementing and maintaining the highest standards of corporate governance in order to create long-term sustainable value for all its stakeholders.

The corporate governance model adopted by the Company consists of a set of rules, standards and structured procedures aimed at establishing efficient and transparent operations within the Group, protecting the rights of the shareholders, enhancing their value and maintaining the credibility and reputation of the Group. The corporate governance model complies with the applicable laws and regulations in Italy, where the Company is incorporated, as well as with the principles set out in the Corporate Governance Code (the "Code") in Appendix C1 of the Listing Rules of the Hong Kong Stock Exchange (the "Listing Rules"), where its shares are listed.

The Company has adopted a traditional governance and control system in compliance with the Italian Civil Code, consisting of a management body, the Board of Directors, a supervisory and control body, the Board of Statutory Auditors, and an audit and accounting control body, the Audit Firm. The Board has also appointed a supervisory and control body, the "Organismo di Vigilanza", in accordance with Italian Legislative Decree no. 231 of June 8, 2001 ("Decree 231/2001").

The Board of Directors is the highest decision-making body of the Company and is vested with the power to manage all its ordinary and extraordinary matters. The Board is empowered to perform all acts it deems necessary or useful in the pursuit of the Company's corporate purpose, except for those acts specifically reserved for the approval of the shareholders by relevant laws or regulations or by the By-laws.

In particular, the Board is responsible for setting the overall strategy and reviewing the operational and financial performance of the Group. Therefore, the Board considers and decides on all matters relating to the overall strategy, including the sustainability strategy, the annual budgets, the annual, interim, and quarterly results, the approval of major transactions and connected transactions, and any other significant operational and financial matters. The Board is also responsible for evaluating the effectiveness of the internal control and risk management system on an ongoing basis.

Some of the Directors are granted, by resolution of the Board, specific delegated authorities and powers. Furthermore, the Company has adopted a system of delegated powers and powers of attorneys to ensure the segregation of duties and the efficient and regular performance of the activities in accordance with the procedures adopted by the Company itself. The Company considers diversity at the Board level to be an essential element in the achievement of its strategic objectives and development. All appointments are based on merit, with candidates proposed and selected on the basis of objective criteria, with due regard to diversity within the Board. Diversity in this sense encompasses a wide range of factors including, but not limited to, gender, age, cultural and educational background, professional experience, skills, knowledge and nationality. The final selection is based on merit and the contribution that the candidates can bring to the Board.

The current Board of Directors was appointed by the Shareholders' Meeting of the Company held on April 24, 2024, and its term of office will expire at the Shareholders' Meeting convened to approve the financial statements of the Company for the year ending December 31, 2026. On the same occasion, Patrizio Bertelli was appointed Chairman of the Board. At the date of this Report, the Board is currently made up of six Executive Directors and five Independent Non-Executive Directors. All Directors have distinguished themselves in their respective areas of expertise and have provided valuable support to the Board in their respective functions.

On April 24, 2024, the Board of Directors appointed Andrea Guerra as CEO, Paolo Zannoni as Executive Deputy Chairman of the Board, and Yoël Zaoui as Lead Independent Director of the Company.

Board members receive ESG training upon their appointment and, where necessary, throughout the year if there are relevant sustainability aspects to address and manage, such as new regulations affecting non-financial reporting or the Group's overall strategy. In this context, the Prada Group pays particular attention in its annual training planning to enhancing the Board's expertise on key sustainability issues.

## Board of Directors

	Role	Gender	Age
<b>Executive Directors</b>			
Patrizio Bertelli	Chairman	M	> 50
Paolo Zannoni	Executive Deputy Chairman	M	> 50
Andrea Guerra	Chief Executive Officer	M	> 50
Miuccia Prada Bianchi		F	> 50
Andrea Bonini	Chief Financial Officer	M	30 - 50
Lorenzo Bertelli		M	30 - 50
<b>Independent Non-Executive Directors</b>			
Yoël Zaoui	Lead Independent Director	M	> 50
Marina Sylvia Caprotti		F	30 - 50
Cristiana Ruella		F	> 50
Pamela Yvonne Culpepper		F	> 50
Anna Maria Rugarli		F	> 50



The Board has established committees (the "Committees") with advisory and consultative functions to assist it in carrying out its duties. In accordance with the Code, the Board has established the Audit and Risk Committee, the Remuneration Committee, the Nomination Committee and the Sustainability Committee, each of which is chaired by an Independent Non-Executive Director. Each Committee has a majority of Independent Non-Executive Directors. The recommendations of the Committees are regularly submitted to the Board itself for discussion and approval.

## Audit and Risk Committee

The primary duties of the Audit and Risk Committee are to assist the Board in providing an independent view on the independence, adequacy, effectiveness and efficiency of the internal audit function, the Company's financial reporting process and its internal control and risk management system. In addition, the Committee oversees the internal and external audit process, as well as the financial control activities, implements the Company's risk management functions, examines the internal audit work plan, reviews the relationship with the external auditor with respect to the work performed and its independence, fees and terms of engagement, and performs any other duties and responsibilities assigned to it by the Board.

	Role	Gender	Age
Yoël Zaoui	Chairperson	M	> 50
Cristiana Ruella		F	> 50
Anna Maria Rugarli		F	> 50

## Nomination Committee

The primary duties of the Nomination Committee are to determine the policy for the nomination of Directors and to make recommendations to the Board for consideration and, where appropriate, adoption regarding the structure, size and composition of the Board itself, the selection and succession plans for Directors.

	Role	Gender	Age
Cristiana Ruella	Chairperson	F	> 50
Lorenzo Bertelli		M	30 - 50
Pamela Yvonne Culpepper		F	> 50







## Remuneration Committee

The primary duties of the Remuneration Committee are to make recommendations to the Board on the Company's policy and structure for the remuneration of Directors and senior managers, and to establish a formal and transparent process for the development of policies on such remuneration. The recommendations are then submitted to the Board for consideration and, where appropriate, adoption.

More information about the Prada Group's Remuneration Policy is disclosed in the Corporate Governance section contained in the 2024 Annual Report. Moreover, in the Notes to the consolidated financial statements of the 2024 Annual Report, the remuneration of the Company Board of Directors, the five highest paid individuals and senior managers is reported for 2024 and previous year.

	Role	Gender	Age
Anna Maria Rugarli	Chairperson	F	> 50
Paolo Zannoni		M	> 50
Yoël Zaoui		M	> 50

## Sustainability Committee

The Sustainability Committee assists and advises the Board in its evaluation and decision-making with regard to sustainability, i.e. the processes, initiatives and activities aimed at overseeing the Company's commitment to sustainable development along the value chain and strategy. In addition, the Committee supports the preparation and review of non-financial reports, including the annual Sustainability Report, and communications concerning sustainability to be submitted to the Board for approval. Further information on sustainability governance is provided in the following section of this document.

	Role	Gender	Age
Pamela Yvonne Culpepper	Chairperson	F	> 50
Anna Maria Rugarli		F	> 50
Lorenzo Bertelli		M	30 - 50



## Board of Statutory Auditors

The Board of Statutory Auditors is empowered to supervise the compliance with applicable laws, regulations, the By-laws, the principles of proper management and, in particular, the adequacy and functioning of the organizational, administrative and accounting structure adopted by the Company.

The Shareholders' Meeting held on April 24, 2024, appointed the current Board of Statutory Auditors, consisting of three Statutory Auditors and two Alternate Statutory Auditors for a term of three financial years (2024-2026), which is going to expire at the Shareholders' Meeting to be called to approve the financial statements of the Company for the year ended December 31, 2026.

	Role	Gender	Age
Roberto Spada	Chairperson	M	> 50
Patrizia Arienti		F	> 50
Maria Luisa Mosconi		F	> 50

## Supervisory Body

In accordance with Italian Legislative Decree 231/2001, the Company has established an "Organismo di Vigilanza" whose primary function is to ensure the functioning, effectiveness and enforcement of its organizational, management and control model; this consists of three members appointed by the Board and selected from among qualified and experienced individuals. The current members of the Supervisory Body were appointed by the Board of Directors on April 24, 2024.

	Role	Gender	Age
Stefania Chiaruttini	Chairperson	F	> 50
Roberto Spada		M	> 50
Armando Simbari		M	30 - 50

The Company complies with its By-laws, Italian laws and regulations, and the Listing Rules regarding the procedures to avoid conflicts of interest of the Board of Directors and disclose related parties' transactions or connected transactions.

A Director must inform the other Directors and the Board of Statutory Auditors if he/she has any conflict of interest, providing all the relevant details and information, and shall abstain from voting. In case of conflict of the CEO, the latter shall not be involved in carrying out the transaction; in case of conflict of interest, the Board shall duly motivate the reasons and convenience for the Company in proceeding with the transaction.

If a substantial Shareholder or a Director has a conflict of interest, the matter should be dealt with at a physical Board meeting and the Independent Non-Executive Directors shall present at that Board meeting. The Company will review whether any potential connected transaction (i) could be exempted (e.g., below the disclosure threshold) or (ii) requires the approval of the Board of Directors and/or the independent shareholders' approval. If not exempted, the Company will ensure that the transaction is properly disclosed in the Announcement and Annual Report and, where required, in the Circular to shareholders with the convening of shareholders' meeting to approve the transaction.

Details of cross-board membership, if any, and controlling shareholders and related parties, their relationships, transactions and outstanding balances are disclosed in the 2024 Annual Report.

In addition, the Company is developing, and constantly improving, an effective two-way communication with shareholders, investors and equity analysts to enhance the transparency of the Company's activities. During the financial year ended December 31, 2024, the Company continued to facilitate an effective communication through a variety of channels, including investor conferences, one-on-one and group meetings, conference calls, the Company's corporate website ([www.pradagroup.com](http://www.pradagroup.com)), social media and press releases.

Finally, in order to further improve the efficiency of communication with shareholders and to contribute to environmental protection, the Company has adopted digital dissemination of corporate communications, limiting the printed form at the request of the shareholder. The English and Chinese versions of all corporate communications are available on the Company's website and on the Hong Kong Stock Exchange News website at [www.hkexnews.hk](http://www.hkexnews.hk).

More detailed information on corporate governance is provided in the Corporate Governance section contained in the 2024 Annual Report.

## Sustainability Governance

The Board of Directors of Prada S.p.A. is dedicated to conducting the business responsibly for its people and the environment, as well as for the communities affected by the Company’s operations.

The growing relevance of sustainability issues to the Company and all its stakeholders, combined by the fast-evolving regulatory ESG scenario, is placing increasing responsibility on corporate governance bodies, primarily the Board of Directors, to oversee sustainability matters and ESG risks.

Also for this reasons, in 2022, the Prada Group's sustainability governance was strengthened with the appointment of two Independent Non-Executive Directors, Pamela Yvonne Culpepper and Anna Maria Rugarli, experienced professionals in environmental, social and governance issues, who lead the work of the Sustainability Committee alongside Lorenzo Bertelli.

### SUSTAINABILITY COMMITTEE



**PAMELA YVONNE  
CULPEPPER**  
Chairperson and Independent  
Non-Executive Director



**ANNA MARIA  
RUGARLI**  
Independent  
Non-Executive Director



**LORENZO  
BERTELLI**  
Executive Director

#### Sustainability Operating Committee

The Committee was established to ensure the integration of ESG issues at operational level.

#### Corporate Sustainability Department

The Department supports the Head of CSR and the Sustainability Committee in all activities related to ESG issues.



The Board provides direction and maintains oversight of the Group's ESG performance and reporting, supported by the Sustainability Committee, the Corporate Sustainability Department and all stakeholders involved. In this regard, the Board is generally satisfied with the adequacy of the resources, staff qualifications and experience, training program and budget relating to the Company's ESG performance and reporting during the 2024 financial year.

Sustainability performance and ESG targets are reported to the Board at least annually, or when there are significant developments. Any updates to the objectives set in relation to material ESG issues are discussed with the relevant departments, including the Corporate Sustainability Department, which supports and monitors the organization to ensure proper application. At the same time, the Committee assists and supports to the Board of Directors' environmental and social sustainability assessments and decisions, especially over the Group's three strategic areas of action: Planet, People and Culture. The Committee also proposes and evaluates the adoption of policies to ensure ongoing commitment to ESG issues, strategic direction at the Group level, as well as the adherence to the values on which the Group builds its business.

The Prada Group's Corporate Sustainability Department plays an essential role in tying in the Sustainability Committee with the Company's most operational applications. In fact, the Department has to provide the decision-making and advisory bodies with all the necessary tools to make informed decisions that are in line with the Group's strategies and that take into account the real operational needs and complexities of the Group and the individual brands.

The Corporate Sustainability Department prepares the Sustainability Report and promotes a culture of sustainability across the organization through internal communication and training projects. The Department ensures constant dialogue and collaboration with the various stakeholders and, together with the Investor Relations function, responds to the demands of the financial community, which is increasingly interested in the sustainability initiatives and practices of the Company.

During 2024, the Sustainability Committee met 5 times and the attendance rate was 100% each time. These meetings were also attended by the Top managers of the Company's most strategic functions for integrating sustainability into business practices, such as the Chief Financial Officer, the Group General Counsel and Chief Legal Officer, the Chief People Officer, the Industrial Sustainability Director and the Group Internal Auditing Director. During the year, the members of the Sustainability Committee played an increasingly strategic role in driving the sustainability agenda at both corporate and operational levels. They provided consistent support to the operational teams to ensure that activities were focused on short and medium-term objectives. A great support was especially provided in setting up the work related to the forthcoming requirements of the EU Corporate Sustainability Reporting Directive (CSRD) and in developing the People agenda.



# 1.4 Stakeholders and Materiality Analysis

## The Prada Group's Stakeholders

The Prada Group interacts with a wide range of stakeholders who can directly or indirectly influence or be influenced by its activities. Involving stakeholders and listening to their needs and expectations are key elements in pursuing new opportunities for sustainable growth and long-term value creation, defining a shared vision and common goals. In order to identify its stakeholders throughout the value chain, the Prada Group has carried out an analysis based on two criteria:

- **influence on the Group:** the ability to affect the Company's strategic or operational decisions;
- **dependence on the Group:** the extent to which the stakeholder is dependent on the Company's decisions, products and activities.



The Prada Group regularly promotes numerous engagement interactions and activities with its main stakeholders, in a perspective of mutual learning and sharing. In pursuit of its objectives, the Group actively participates in coalitions with them or as part of multi-party coalitions, maintaining a clear and transparent dialogue.



## Materiality Analysis

The depth and detail of the topics presented and disclosed in this Sustainability Report reflect the results of a materiality analysis in accordance with the requirements of the Global Reporting Initiative (GRI) Standards.

During the year, the Group conducted an analysis to confirm and identify topics that are representative and capture the most significant impacts on the economy, the environment and people, including human rights.













The list of material issues has been defined by evaluating the **actual and potential impacts**<sup>1</sup>, both negative and positive<sup>2</sup>, and by assessing their significance, taking into account the entire value chain of the Prada Group, therefore including not only its own operations, but also its upstream and downstream activities.



1-Actual impacts are those that have already occurred. Potential impacts are those that have the potential to manifest themselves but have not yet actually occurred.  
 2-Negative impacts are those that cause harm to individuals, communities and the environment, and therefore undermine sustainable development, while positive impacts contribute to sustainable development.



The table below lists the material topics that reflect the negative sustainability impacts associated with the Prada Group’s value chain. The following chapters of this Report describe the actions taken by the Group to mitigate and minimize these impacts.

	Material Topics and Associated Impacts	Value Chain			Potentiality
		Upstream	Direct	Downstream	
Environment	<p><b>Biodiversity &amp; Animal Welfare</b></p> <p>Impacts on biodiversity are mainly linked to the upstream stages of the value chain, in particular the production of raw materials and the preparation and processing of materials. The production of raw materials includes animal farming, which can have an impact on animal welfare if not managed ethically.</p>				Actual
	<p><b>Climate Change</b></p> <p>The Group’s business activities, particularly those related to the sourcing processes, contribute to climate change through the release of greenhouse gas emissions; in particular, the breeding and cultivation phases appear to contribute significantly to climate change.</p>				Actual
	<p><b>Water Resources</b></p> <p>The fashion supply chain, particularly the breeding and cultivation activities, requires large amounts of water. Inefficient use of water resources has a greater impact in water stressed areas, causing economic damage to the local community. In addition, failure to manage water discharges from industrial activities related to leather and fabric processing has a negative impact on water quality, damaging ecosystems and the health of local communities. Finally, the issue of product microplastics, which can be dispersed in wastewater during the product washing process and have a negative impact on marine life, is of particular concern.</p>				Actual
	<p><b>Waste Management</b></p> <p>The fashion industry is characterized by several activities that generate large amounts of waste, both hazardous and non-hazardous. Inadequate waste management can have negative impacts on local ecosystems and communities, which can extend beyond the locations where the waste is generated and disposed of.</p>				Actual
	<p><b>Product End-of-life</b></p> <p>The fashion industry is characterized by products that are difficult to recycle; textile waste is often landfilled or incinerated. The difficulty in recycling finished products depends on many factors, including product design and the lack of end-of-life collection systems.</p>				Actual

People

Business & Ethics

**Material Topics and Associated Impacts**

**Value Chain**

**Potentiality**

Upstream      Direct      Downstream

**Diversity & Inclusion**

A non-inclusive working environment and a lack of respect for diversity and equal opportunities can lead to discrimination in terms of pay, wellbeing and career development, which can have a negative impact on personal and professional growth opportunities and human dignity.



Potential

**Human Rights**

The fashion industry is characterized by global supply chains, which increases the risk of human rights abuses, particularly in relation to issues such as forced and child labour. The Prada Group's engagement in controlling its supply chain ensures that the impact is configured as potential, thereby reducing the likelihood of occurrence.



Potential

**Occupational Health & Safety**

The fashion industry is associated with work-related injuries and various health risks, such as exposure to chemicals from the processing and dyeing of materials. In addition, global supply chains increase exposure to potential occupational safety incidents.



Actual

**Anti-Corruption**

The Group's size and scale may expose its business to unethical or improper practices, including corruption.



Potential

**Consumer Health & Safety**

Lack of adequate product quality control systems and processes may result in unsafe and harmful products being placed on the market.



Potential

**Marketing & Labeling**

Unclear and misleading communication through misleading advertising or omission of key information may have a negative impact on consumers, preventing them from making informed and ethical choices, particularly in light of the growing risk of greenwashing in the fashion industry.



Potential





On the other hand, the table below lists the material topics that reflect the actual positive sustainability impacts generated by the Prada Group's activities.

## People

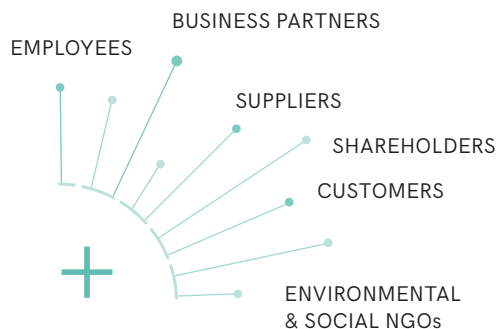
### Employees Wellbeing & Skills Development

An adequate number of training hours has a positive impact on employee retention and attraction. In addition, the Group is committed to the wellbeing and personal fulfilment of its employees through welfare measures, work-life balance, an inclusive and open culture, and a working environment that is designed to have a positive impact on employees' wellbeing.

### Sustainability Education

The Prada Group is dedicated to spreading a culture of sustainability to all its stakeholders, to share the Group's efforts to achieve a more sustainable business model. Among its initiatives, the SEA BEYOND program, in partnership with UNESCO-IOC, stands out.

## Stakeholders Benefited



# Community

## Artistic & Cultural Heritage

The Prada Group’s continuous investment in the preservation and diffusion of Italian and international cultural heritage through the support of culture and the avant-garde arts, is a distinctive and intrinsic part of its DNA. The Group’s efforts benefit society as a whole.

# Stakeholders Benefited



## Craftsmanship & Savoir-faire

By encouraging craftsmanship in the creation of its products, the Prada Group protects the know-how of artisans and promotes manufacturing with a positive impact on the local economy, the maintenance of traditions and the protection of quality jobs.



## Scientific Evolution

Through its active role as an educator and its ongoing commitment to innovation through funding and partnership, the Prada Group helps to broaden the horizons of the exchange of ideas and scientific development. The Group is also engaged in supporting the scientific community by funding scholarships, grants and donations to universities.



A detailed description of the process used to identify the impacts, as well as the correlation between material topics, GRI topics and the Hong Kong Stock Exchange subject areas, is reported in chapter 6 “Notes on the Methodology”.

## 1.5 Risk Management

Given the complex regulatory environment, the Prada Group assigns various departments and hires external specialists to keep abreast of changing laws and regulations so that it can adapt its procedures in a timely manner and reduce non-compliance risks to a minimum level.

The Group has structured the internal control and risk management system as a set of policies and procedures carried out by the governing bodies of the Group's subsidiaries, by management and corporate structures and in order to effectively and efficiently manage and monitor the risks to which the organization may be exposed.

More specifically, the Board of Directors of Prada S.p.A., referring to internationally recognized models such as the COSO (Committee of Sponsoring Organizations of the Treadway Commission) framework, is engaged in the continuous refinement of the Internal Control and Risk Management systems by checking the operation of its main components consisting of:

- control environment;
- risk assessment;
- control activities;
- information and communication;
- control system.

The Internal Control and Risk Management system helps ensure protection of the Company's assets, the effectiveness and operational efficiency, the regulatory compliance as well as the reliability of the information provided to its governing bodies and the market.

The bodies involved in Internal Control and Risk Management are the Board of Directors, the Audit and Risk Committee, the Board of Statutory Auditors and the Supervisory Body, as well as the entire management, which has the primary task of directing, coordinating and controlling business operations with the aim of achieving objectives minimizing the risks.

Moreover, the Internal Audit and Risk Management Department works in close collaboration with the aforementioned bodies, which, in addition to the typical assurance activities, assists the Board of Directors and the Audit and Risk Committee in risk management activities among others and the Supervisory Body in control activities pursuant to the Italian Legislative Decree 231/2001.

The Industrial Compliance Office on the other hand, is responsible for ensuring compliance with regulations and best practices in the areas of production and logistics, with particular reference to the manufacture, import and export of raw materials and finished products by defining corporate policies, procedures and guidelines. Furthermore, with the aim of better integrating the control activities carried out along the supply chains, in addition to having formalized a procedure, the supplier audits are carried out by a dedicated internal team reporting directly to the Internal Audit function. In compliance with Decree 231/2001, the Company has established a Supervisory Body, endowed with autonomous powers of initiative and control, whose primary task is to ensure the functioning, effectiveness, implementation and updating of the Organizational, Management and Control Model adopted by the Company pursuant to the aforementioned legislative decree for the control of risks and the prevention of predicate crimes of various kinds and in different areas - including bribery, corruption and money laundering - by persons who exercise (by law or de facto) functions of representation, administration or management of the Company.





Starting from 2022, the Prada Group has adopted a whistleblowing system through which all those who wish to do so can report in a protected manner and even anonymously, illegal behaviour, fraud, irregularities, abuses or any non-compliant practice with the Prada Group's Code of Ethics and values, laws and regulations. In particular, the Group in order to ensure the effectiveness of the reporting process and provide broad and indiscriminate access to all those who wish to make a report, has made available a plurality of alternative communication channels, such as: an IT platform, available in various languages, accessible both from the corporate website ([www.pradagroup.com](http://www.pradagroup.com)) and the intranet; an e-mail box ([whistleblowing@pradagroup.com](mailto:whistleblowing@pradagroup.com)), and a regular mail address (Prada S.p.A., Via A. Fogazzaro 28 Kao Internal Audit Department). In addition, reports can also be sent to Prada S.p.A.'s Supervisory Body ([organismo.vigilanza@prada.com](mailto:organismo.vigilanza@prada.com)).

Any violation reported through such channels shall be promptly assessed by the Ethics Committee. In handling such reports, the Group shall ensure the confidentiality of the identity of the reporter and the reported person in addition to act in such a way as to safeguard whistleblowers from any form of retaliation. The Ethics Committee has also the task to suggest any improvements of the internal control system to the Audit and Risk Committee, as well as promoting the necessary information and training measures for the corporate population.

In 2023, the Prada Group's risk catalogue was updated, as were the controls in place to mitigate these risks; the activity was carried out through a series of interviews with the Group's top managers and risk owners, a careful analysis of corporate documents and procedures, and in-depth benchmark studies. Risk assessment consists of identifying and analyzing factors that could compromise the proper conduct of company activities and must also extend to the analysis of the process that determines how those risks should be avoided or mitigated. The fact that economic, regulatory and operating environments are in constant flux raises the need for mechanisms that help identify and deal with the risks posed by such changes.

For the Prada Group, main risks can be broken down as follows:

- operational and ESG risks related to the intellectual property and brand protection, commercial attractiveness and desirability, talent management and retention, real estate, corporate image, fraud, supply chain management, business resilience in case of cyber attacks, natural disasters and geopolitical instability, health, security and safety of people, workplaces and products, and environmental risk;
- financial risks specific to the Prada Group related to credit, liquidity, foreign exchange and interest rate fluctuation;
- legal and regulatory risks related to the evolution of the regulatory and tax frameworks.

ESG risks have been progressively integrated in the corporate strategy and, together with a continuous and transparent dialogue with stakeholders, have become key to strengthen the identity of the Group and its competitive edge. ESG impacts are therefore associated with the most of the above risk factors.

Further information is provided in the Financial Review and the Corporate Governance sections, as well as in Note 28 to the Consolidated Financial Statements of the 2024 Annual Report called "Provisions for risks and charges", specifically for updates on investigations and disputes with third parties or authorities that involved the Prada Group in the period.



## Cyber security management

In recent years, cyber insecurity has emerged as a significant global risk, affecting both individuals and organizations. As the digital landscape evolves, the increasing reliance on interconnected systems has amplified vulnerabilities, making cybersecurity a pressing concern.

In 2023, the Prada Group appointed a Chief Information Security Officer (CISO) to outline its cyber security strategy and define a program with a risk-based approach. At the same time, a Security and Privacy Committee was set up, chaired by the CISO together with the Data Protection Officer and the Directors of the functions directly involved – Information Technology, Internal Audit, Legal, Human Resources and Organization – to discuss cyber security and privacy risks every two months and to define related mitigation and control measures.

The Group's 2024-2026 three-year cyber security plan includes significant additional initiatives to strengthen technology, processes and awareness. In particular, a cyber risk control framework has been implemented, as well as enhanced business resilience policies and procedures. Furthermore, in order to minimize the risks arising from the use of Generative Artificial Intelligence (GenAI) and to respond to the EU Artificial Intelligence Act, the Prada Group designed its governance model in 2024, that will be approved in 2025, and will continue to monitor regulatory developments, updating its policies accordingly or adopting new ones as necessary.

In terms of employee involvement, the model adopted by the Prada Group combines training with awareness and communication. All employees receive regular training on cyber and privacy issues through the Prada Group IT Security Program and are involved in quarterly phishing campaigns, where they are encouraged to act as a first line of defense. A three-year Security & Privacy Awareness Program is also in place to raise awareness and keep users constantly informed.

Finally, in 2024, the Group completed significant activities in the direction of cyber hygiene, such as cleaning obsolete accounts, thereby minimizing the risk of external attacks and improving energy efficiency by reducing the management of data that is no longer needed.



## ESG Risks Management

In accordance with the ESG Reporting Guide of the Listing Rules of the Hong Kong Stock Exchange, the Prada Group is required to identify and evaluate the nature and extent of environmental, social and governance risks related to its material topics.

At the same time, a careful assessment of ESG risks is essential not only to ensure stable long-term growth, but also to protect the Group's reputation. Stakeholders' expectations regarding sustainability, as well as the evolution of national and international legislation, have given a strong impetus to the Group's sustainability performance, also in terms of monitoring the related risks.

For this reason, the Prada Group is constantly engaged in integrating the assessment of these risks into its business strategy, an essential activity closely linked to the increase in transparency and accountability demanded by stakeholders.

Back in 2021, ESG risks have been identified according to a broad view of the main sustainability challenges, based on four categories of risk:

- **strategic:** related to those risks that could adversely affect the decision-making process and the achievement of the organization's mission and strategic objectives;
- **operational:** related to those risks that could disrupt or damage the performance of the Company's business operations;
- **financial:** related to those risks that could have a direct impact on the Company's financial performance;
- **compliance:** related to those risks of non-compliance with applicable national and international laws that could expose the Group to legal penalties or with the Code of Ethics and internal procedures.

ESG-related risks and opportunities are assessed at least annually, taking into account the Group's short, medium and long-term horizons and covering the entire value chain, in order to align strategy and act accordingly.

In 2023, the Group assessed for the first time the potential financial impact of physical climate-related risks at directly managed manufacturing and logistics sites. The analysis was based on Representative Concentration Pathways (RCPs) and Shared Socioeconomic Pathways (SSPs) climate scenarios derived from the Intergovernmental Panel on Climate Change (IPCC).

Risks, assessed according to their relevance, are related to the following factors:

- temperature changes (air, freshwater, seawater), which will increase the need for air conditioning, resulting in increased energy consumption and associated direct costs to the sites;
- flooding (coastal, fluvial, pluvial, groundwater), which could result in severe impacts and damage to the assets directly owned by the Prada Group in Italy, France, Romania and the United Kingdom. Some of these assets are located in close proximity to rivers and therefore have a higher risk of being affected;
- heat stress, which will be particularly hard and frequent in an RCP 8.5 scenario, resulting in a severe impact on the productivity of the employees. The Group has identified that the three most financially affected sites are all in Italy, given their size, economic value and strategic importance to the business; they are the Valvigna manufacturing site, the Levanella central logistics hub and the San Zeno site.

## ESG Risk Assessment

CATEGORY	Material Topics <sup>3</sup>	Risk Name	Description	Type of Risk	References Risk Mitigation Actions
ENVIRONMENT	Biodiversity & Animal Welfare	Low availability of sustainable raw materials	In recent years, the Prada Group has been increasing the percentage of sustainable raw materials used in its products. However, large-scale sourcing of sustainable raw materials could be critical. Therefore, if the Group exposes itself by setting quantitative targets for the purchase of sustainable raw materials, there could be reputational damage in the event of non-achievement. In addition, any difficulties in sourcing sustainable raw materials could result in a high dependency on a small number of suppliers, reducing the Group's bargaining power and potentially increasing production costs.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> <li>• Financial risk</li> </ul>	<p>3.2 <i>Preserve the Ecosystems</i></p> <p>3.3 <i>Embrace Circular Thinking</i></p> <p>3.4 <i>Partnership: Forestami</i></p>
		Non-compliance with environmental practices and standards along the supply chain	Some of the Group's suppliers (e.g., tannery industry) operate in sectors with a high environmental impact. The leather supply chain also raises concerns about deforestation and damage to biodiversity. Prada's association, even indirectly, with companies that violate environmental regulations or that are accused of promoting deforestation represents a significant reputational risk for the Group.	<ul style="list-style-type: none"> <li>• Strategic risk</li> </ul>	<p>3.2 <i>Preserve the Ecosystems</i></p> <p>3.3 <i>Embrace Circular Thinking</i></p> <p>3.4 <i>Partnership: Forestami</i></p>
	Climate Change <sup>4</sup>	Pressures from stakeholders and investors	In recent years, the interest of investors and external stakeholders in climate change has increased. The Prada Group's access to financial capital could be restricted and its position weakened in relation to its competitors in the event of inadequate disclosure of its impact and in the absence of concrete measures to reduce greenhouse gas emissions along its value chain.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Financial risk</li> </ul>	<p>2.2 <i>Sustainability Strategy</i></p> <p>3 <i>For Planet</i></p>
		Shift in consumer choices	The fashion industry is increasingly interested in sustainability issues, which means that consumer choices are influenced by these types of issues. Millennials, in particular, appear to favour products made with low environmental impact raw materials. Failure by the Company to take a proactive approach to this issue could result in an economic loss associated with a shift in consumer choice towards brands that are able to offer products with reduced greenhouse gas emissions.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Financial risk</li> </ul>	<p>2.2 <i>Sustainability Strategy</i></p> <p>3 <i>For Planet</i></p>

3-No relevant risks have been identified for the material topics "Sustainability Education", "Artistic & Cultural Heritage" and "Scientific Evolution".

4-Risks and opportunities related to Climate Change have been already disclosed in the CDP - Climate Change Questionnaire published in 2024.

Material  
Topics

Risk Name	Description	Type of Risk	References Risk Mitigation Actions
Non-compliance with emerging laws and/or regulations	European Union is moving towards an economy with net zero greenhouse gas emissions by 2050. This goal could lead to the introduction of increasingly stringent laws and regulations regarding greenhouse gas emissions. Prada's failure to manage climate issues could leave the Group unprepared to respond to potential future laws or regulations.	<ul style="list-style-type: none"> <li>• Compliance risk</li> </ul>	<p>2.2 Sustainability Strategy</p> <p>3 For Planet</p>
Replacement of existing products and services with low-carbon options	The current unavailability of technologies, that allow the removal of greenhouse gas emissions deriving from the breeding of livestock for the production of leather, represents a risk for the Prada Group. Another risk arises from the current impossibility of selecting a raw material that is equivalent in quality and characteristics to leather and that can be produced on a large scale.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> </ul>	<p>2.2 Sustainability Strategy</p> <p>3 For Planet</p>
Scarce availability of raw materials	The availability of natural raw materials may be affected by potential changes in climate patterns. In the medium term, the Group may experience difficulties in obtaining the raw materials necessary to ensure business continuity and may face a potential increase in costs.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> <li>• Financial risk</li> </ul>	<p>2.2 Sustainability Strategy</p> <p>3 For Planet</p>
Frequency and severity of extreme weather events	The widespread nature of the Group's operations and the distribution of its retail network in Europe, Asia, North America and Latin America expose the Group to certain risks related to extreme weather events. In addition, the industrial sites are located in geographical areas of Europe where there is a risk of heat stress or flooding due to rising sea levels (due to their proximity to rivers), which could result in both damage to the plant itself and inconvenience to employees.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> <li>• Financial risk</li> </ul>	<p>2.2 Sustainability Strategy</p> <p>3 For Planet</p>
Long-term changes in climate patterns	Long-term changes in climate patterns are identified by the Company as a chronic physical risk that could affect direct operations and its value chain. In particular, industrial assets in Europe could be severely affected by possible water shortages or significant increases in average temperatures, which could lead to increased costs for cooling assets. In addition, the environment and even the social stability of some regions could be affected by the effects of climate change, which would also increase the pressure on the Group's supply chain.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> <li>• Financial risk</li> </ul>	<p>2.2 Sustainability Strategy</p> <p>3 For Planet</p>



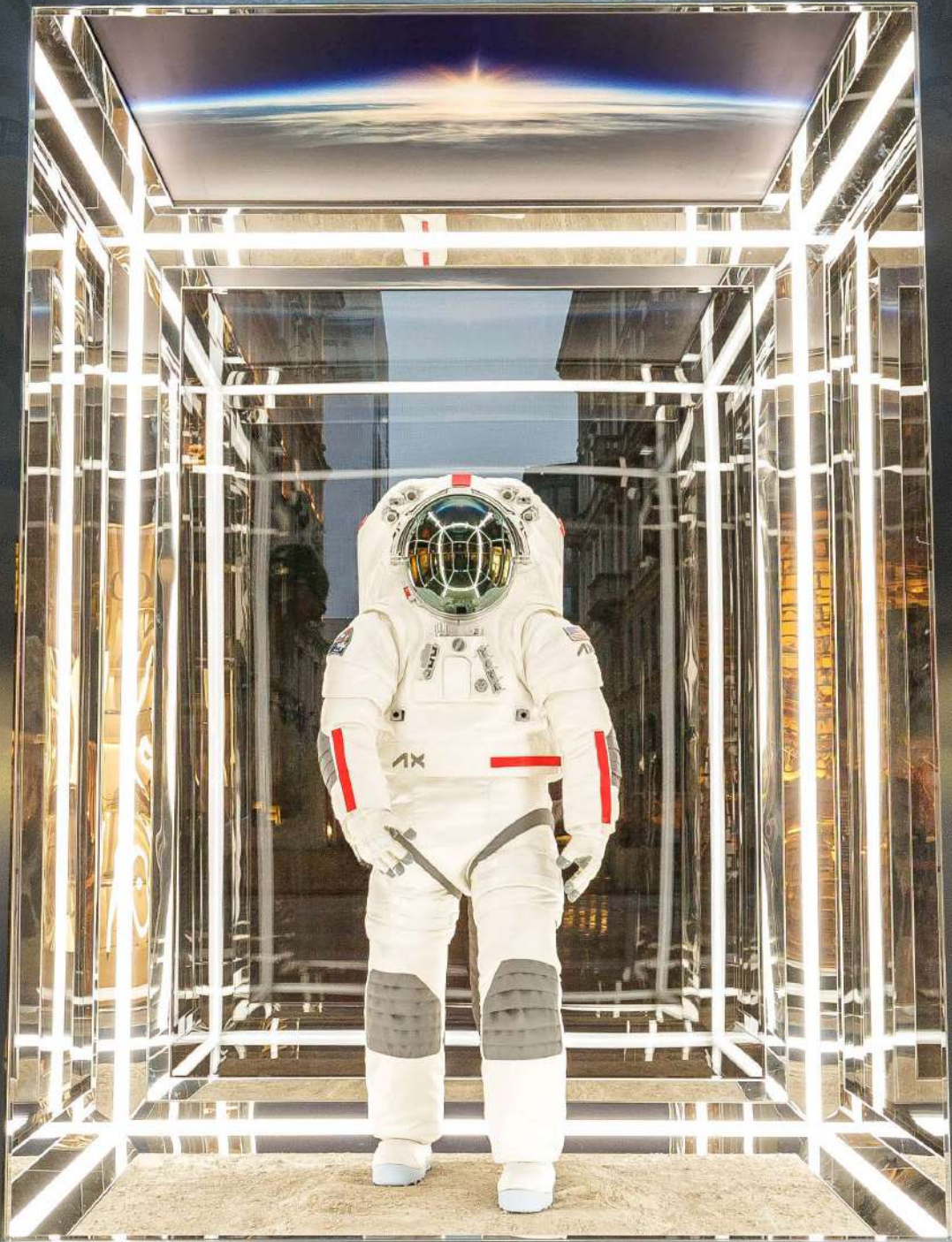
CATEGORY	Material Topics	Risk Name	Description	Type of Risk	References Risk Mitigation Actions
ENVIRONMENT	Water Resources	Scarce availability of water resources	In the event that the geographical areas in which the Prada Group operates experience problems related to water stress, critical issues could arise, particularly for factories that use significant amounts of water in their production processes.	<ul style="list-style-type: none"> <li>Operational risk</li> </ul>	3.2 <i>Preserve the Ecosystems - Water &amp; Chemicals Management</i>
		Non-compliance with local environmental regulations	The Prada Group uses chemicals in its production processes (e.g., leather processing), therefore environmental laws and regulations regarding water discharges could imply risks of non-compliance. There is also a significant reputational risk given the impact that an ineffective management of water discharges could have on the area in which Prada operates.	<ul style="list-style-type: none"> <li>Compliance risk</li> </ul>	3.2 <i>Preserve the Ecosystems - Water &amp; Chemicals Management</i>
	Waste Management	Non-compliance with local environmental regulations	Failure to comply with environmental laws and regulations on waste management could result in financial penalties for the Prada Group.	<ul style="list-style-type: none"> <li>Compliance risk</li> </ul>	3.3 <i>Embrace Circular Thinking - Waste Management</i>
	Product End-of-life	Non-compliance with emerging laws and/or regulations	The European Green Deal includes some sections related to the circular economy. The European Circular Economy Plan, one of the pillars of the Green Deal, foresees the application of the concept of Extended Producer Responsibility (EPR) to the fashion sector and the introduction of eco-design principles in the creation of products. To be able to transform its operations in a circular way, without compromising competitiveness, will be key for the Prada Group.	<ul style="list-style-type: none"> <li>Compliance risk</li> <li>Operational risk</li> </ul>	3.3 <i>Embrace Circular Thinking</i>
Shift in consumer choices		The fashion industry is increasingly interested in sustainability issues, which means that consumer choices are influenced by this type of aspect, especially when considering millennials who favor circular business models with reduced environmental impact. Failure to take a proactive approach to this issue could result in an economic loss due to the shift in consumer preferences towards brands that are able to offer products and services in line with the principles of the circular economy (e.g., use of materials from regenerated raw materials, extension of the product lifecycle).	<ul style="list-style-type: none"> <li>Strategic risk</li> <li>Financial risk</li> </ul>	3.3 <i>Embrace Circular Thinking</i>	

CATEGORY	Material Topics	Risk Name	Description	Type of Risk	References Risk Mitigation Actions
PEOPLE	Employees Wellbeing & Skills Development	Difficulty in attracting and retaining qualified employees	The success of the Prada Group depends on its ability to attract and retain qualified people in key corporate functions, both in managerial and more operational positions. A high turnover of employees may represent a risk of loss of competitiveness for the Prada Group.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> </ul>	4.2 Foster Creativity and Know-how Preservation
	Occupational Health & Safety	Non-compliance with health and safety legislation	Failure to comply with laws and regulations on occupational health and safety management could result in financial penalties for the Prada Group. In addition, the occurrence of accidents in the workplace represents a reputational risk for the Group.	<ul style="list-style-type: none"> <li>• Compliance risk</li> </ul>	4.3 Ensure Wellbeing and Fair Workplace
	Diversity & Inclusion	Occurrence of incidents of discrimination	Promoting diversity, equity and inclusion is fundamental for the Prada Group. Any episodes of discrimination, inside and outside the workplace, could represent a reputational risk for the Group.	<ul style="list-style-type: none"> <li>• Strategic risk</li> </ul>	4.1 Champion Diversity and Promote Inclusion
	Human Rights	Non-compliance with social practices and standards along the supply chain and possible violations of human rights	The Prada Group's supply chain is complex and may involve subcontractors. Cases of human rights violations, including health and safety issues along the Group's supply chain, represent a significant reputational risk for the Group.	<ul style="list-style-type: none"> <li>• Strategic risk</li> </ul>	2 Responsible Management 2.4 Building Responsible Supply Chains
		Non-compliance with human rights standards	The Prada Group operates in many countries, in some of which compliance with local legislation may not be sufficient to guarantee respect for the fundamental human rights of workers. Failure to respect human rights in its operations represents a reputational risk given the media exposure of the Prada Group.	<ul style="list-style-type: none"> <li>• Strategic risk</li> </ul>	4.3 Ensure Wellbeing and Fair Workplace
	Craftsmanship & Savoir-faire	Loss of artisanal know-how	The development of skills is a key element of the Prada Group's success, so the intergenerational transfer of the Company's knowledge is essential. Failure to pass on artisan skills to new generations could undermine the Group's ability to create excellent products.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Operational risk</li> </ul>	4.2 Foster Creativity and Know-how Preservation

CATEGORY	Material Topics	Risk Name	Description	Type of Risk	References Risk Mitigation Actions
BUSINESS AND ETHICS	Anti-Corruption	Non-compliance with laws and regulations relating to socio-economic, corruption or tax issues	The risk of unethical business conduct and non-compliance with the various regulations applicable to the Prada Group could represent a significant reputational risk for the Group and expose it to potential financial penalties.	<ul style="list-style-type: none"> <li>• Compliance risk</li> </ul>	2 <i>Responsible Management</i>
	Consumer Health & Safety	Risks relating to the health and safety of products	Prada Group products must meet strict health and safety standards and comply with the relevant regulations in force in all the countries in which Prada operates. The use of hazardous chemicals by some suppliers in their manufacturing processes may represent a risk to the consumers health and safety, and of noncompliance with regulatory standards for the Group.	<ul style="list-style-type: none"> <li>• Compliance risk</li> </ul>	2.5 <i>Product Responsibility</i>
	Marketing & Labeling	Corporate Reputation	The Prada Group's effort to replace traditional raw materials with sustainable alternative raw materials could entail the risk of sourcing from raw materials whose actual sustainability may not be better than the traditional raw materials being replaced, taking into account all dimensions of environmental sustainability (e.g., climate change, water consumption, biodiversity, etc.). Unclear and misleading communication through misleading advertising or omission of key information could have a negative impact on consumers who are unable to make informed choices and could damage the Group's image and reputation.	<ul style="list-style-type: none"> <li>• Strategic risk</li> <li>• Financial risk</li> </ul>	1.2 <i>Value Creation</i> 1.6 <i>Trademark Protection</i> 2.5 <i>Product Responsibility</i>
		Non-compliance with marketing and labeling legislation	Failure to comply with marketing and labeling laws and regulations could result in financial penalties for the Prada Group, given the growing risk of greenwashing and the emerging regulations around it.	<ul style="list-style-type: none"> <li>• Compliance risk</li> </ul>	1.2 <i>Value Creation</i> 1.6 <i>Trademark Protection</i> 2.5 <i>Product Responsibility</i>

Building on the materiality analysis and ESG Risks Assessment presented above, the Prada Group will work on its Double Materiality Assessment (DMA) to comply with the forthcoming requirements of the EU CSRD. In this context, the Prada Group has started an in-depth review of the impacts, risks and opportunities associated with its own operations and value chain, and therefore the ESG Risk Assessment will be reviewed - with the involvement of all relevant stakeholders - and will be an integral part of the materiality analysis process.





INTERNATIONAL  
ASTRONAUTICAL  
FEDERATION



## 1.6 Trademark Protection

The protection of intellectual property is of paramount importance to the Prada Group.

The Intellectual Property (IP) Department of the Prada Group is committed to protecting the Company's intangible assets, including trademarks, designs, patents, copyrights and domain names, at a worldwide level. The IP Department's activities are aimed at safeguarding the excellence and distinctiveness of each brand, preserving its value and preventing dilution and any online or offline infringement that may jeopardize the Company's business and image.

Through the IP Department, the Prada Group regularly monitors and enforces unlawful registrations of intellectual property rights by third parties and any possible misuse of trademarks, design, patents, copyrights and domain names that are identical or confusingly similar to its own distinctive signs. The Prada Group takes proactive and reactive measures to protect its intellectual property rights, including oppositions, invalidation and cancellation actions, while conducting thousands of anti-counterfeiting operations every year.

The Prada Group works on a daily basis with national and international customs agencies to prevent the import and export of fake products, as well as with police forces and tax authorities around the world to assist in the seizure of counterfeit products, the examination of suspect products and the investigations and raids against infringers. The relationship with law enforcement agencies is crucial for the Prada Group to ensure comprehensive control of counterfeit traffic and the detection of valuable targets. In order to strengthen its presidium in the countries of interest, the Prada Group organizes training events worldwide to provide the authorities with all the information and tools they need to effectively combat counterfeiting and intellectual property violation.

Over the years, increasingly extensive monitoring has also been implemented to tackle the promotion and sale of fake products on websites, e-commerce platforms and social media. The Prada Group is committed to combating counterfeiting by strengthening its collaboration with online platforms and entities that host infringing content that damages the brands' image and business.

Through regular meetings throughout the year, the Prada Group meets up with e-commerce marketplaces, social media and online app companies operating globally and specifically in hot countries for counterfeiting, in order to improve the platforms' enforcement tools and overall compliance. In 2024, the Prada Group worked with major online players covering China, Korea and Southeast Asian countries, but also the Americas, including the United States and Latin America.

The Prada Group has also established important partnerships with prominent associations in the field, such as the Italian Association for the Protection of Intellectual Property (INDICAM), the French Association Union des Fabriquants (UNIFAB), and the Quality Brands Protection Committee (QBPC) in China, as well as with important entities such as the European Union Intellectual Property Office (EUIPO). The aim is to bring relevant issues to the table of institutions and to raise awareness among consumers.



PRADA

MIU MIU



CHURCH'S

CAR SHOE



MARCHESI 1824

LUNA ROSSA





Through the EUIPO's Intellectual Property Enforcement Portal (IPEP), which allows right holders to be directly notified of seizures by customs authorities of EU member states, the Prada Group has been working to rely more and more on this helpful tool to respond to European Customs requests.

The Prada Group also monitors changes in intellectual property legislation and actively participates in consultations and working groups with other trademark owners to discuss any new trends in counterfeiting and any developments in the legal panorama that might serve as effective tools to tackle infringements and improve the protection of intellectual property. From a tech perspective, following a project launched in 2019, the Prada Group has been making use of the RFID technology to verify the authenticity of products, both within the Company and in support of law enforcement authorities. Such a system makes it possible to have a broader presidium against fraudulent activities, unauthorized sales and replicas, allowing products to be tracked from the manufacturing phase, while guaranteeing the uniqueness of each product. This system has been improved over the years to make it more and more difficult to copy the anti-counterfeiting codes built into the original products.

The figures related to intellectual property infringements and counterfeiting in 2024 confirmed that these phenomena continue to deserve careful attention in the protection of the Prada Group's intangible assets. In particular, compared to previous years, there is a growing interest among counterfeiters in the Miu Miu brand.

The dynamic nature of these infringements requires a constant adaptation to the modus operandi of rogue traders and offenders, whose main objective is to maximize profits while avoiding detection.

For this reason, the Prada Group has intensified its monitoring and enforcement activities, resulting in remarkable figures for 2024:

- the seizure of more than 1,160,000 counterfeit products in offline markets;
- the removal of more than 150,000 infringing advertisements from e-commerce marketplaces;
- the deletion of 150,000 social media posts/profiles;
- the recovery of 300 relevant domains incorporating the Prada Group's trademarks.

# 2. Responsible Management



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2.1 Sustainability Journey



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2.2 Sustainability Strategy

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2.3 Sustainable Finance

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2.4 Building Responsible Supply Chains



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2.5 Product Responsibility



## Highlights 2024

The Prada Group continued to foster long-term relationships and enduring collaboration with its suppliers, preserving a strong bond with the Italian territory.

**~900**

Industrial suppliers

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**87%**

Industrial suppliers located in Italy

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**61%**

Industrial suppliers working with the Group for more than 10 years

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**1**

Revolving Credit Facility signed with ambitious sustainability targets

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Over the years, the importance of integrating sustainability into the business and maintaining an open and transparent dialogue with stakeholders has become increasingly clear. Aware that sustainability is a way of thinking and working, the Prada Group defines its strategies and operational processes to be sustainable over time; in a complex and uncertain social and market context, Prada faces challenges and seizes opportunities, constantly seeking to meet stakeholder expectations while pursuing economic development. The Prada Group's effort also extends to the creation, development and strengthening of the cooperative ties with the communities where it does business, in terms of social and environmental sustainability, as they are deemed necessary for inclusive long-term growth.

The Group's approach is to adhere to the main universally recognized ethical principles and to ensure that they are implemented in its operations. Since 2007, these principles have been formally expressed in the Prada Group's Code of Ethics: updated in 2022, the Code is communicated to all employees, collaborators and business partners and specifies that these principles are addressed to both Group's companies and suppliers, by a set of procedures that turn these values into daily actions. The Group Code of Ethics aims to promote compliance and the correct implementation of laws, regulations and key principles.

The adoption and application of the Code of Ethics is essential to achieving the Group's primary objective of creating long-term value for shareholders, employees, customers and the community. For this reason, the Group promotes knowledge of the Code through various means such as online publications, direct communication and internal training, and by procedure, as part of the supply or commercial agreement with most of its partners, making it a condition for the establishment of all contractual relationships. The Code of Ethics also refers to the Group's whistleblowing platform, which allows anyone, whether an internal or external stakeholder of the Group, to report a violation or suspected violation of the Code and its principles (see chapter 1, paragraph 5 "Risk Management").

The Code contains the guiding principles of the organization and embeds the core pillars of sustainability - Planet, People and Culture - which were set out in the Sustainability Policy, back in 2019, and formalized in the Group's Sustainability Strategy in 2021 (see chapter 2, paragraph 2 "Sustainability Strategy").

In 2022, the formalization of both the Human Rights Policy and the Suppliers Code of Conduct enabled the Group to further articulate certain principles formalized in the Code of Ethics, including the principles set out in the Universal Declaration of Human Rights, the fundamental conventions of the International Labour Organization, the Organization for Economic Co-operation and Development (OECD) Guidelines for Multinational Enterprises on Responsible Business Conduct, the United Nations Guiding Principles on Business and Human Rights and the United Nations Global Compact, which the Group joined in 2023 (see chapter 2, paragraph 4 "Building Responsible Supply Chains").

## 2.1 Sustainability Journey

2013

Before any mandatory requirement, in 2013 the Prada Group publishes its first Sustainability Report to illustrate the initiatives taken in the area of environmental, social and governance sustainability.

2015

In 2015, the Group's Sustainability Report is prepared for the first time following the GRI Standards, considered a global best practice.

2017

In 2017, the Group organizes in Milan the first event of the "Shaping a Future" cycle of conferences with the aim of stimulating a debate on the most significant changes taking place in contemporary society.

2019

In 2019, the Prada Group formalizes its commitment to sustainability issues through the drafting and publication of a dedicated Policy. In the same year, the Diversity and Inclusion Advisory Council is established by the North American subsidiary; assisted by prominent personalities from authoritative international academic and cultural institutions, it guides the Group on social sustainability issues, among others. Also in 2019, Prada S.p.A. joins The Fashion Pact among its first signatories, recognizing that only collective action can mitigate the harmful environmental impact of the fashion industry. The Group also launches the first limited edition of bags and accessories entirely realized in Re-Nylon and announces that, starting with the Women's Spring/Summer 2020 collections, it will no longer use animal furs in the creation of its products. Moreover, in the same year, Prada S.p.A. is the first company in the luxury goods sector to take out a sustainability-linked loan. Finally, the Group promotes SEA BEYOND, the educational program to raise awareness of sustainability and ocean preservation developed with UNESCO's Intergovernmental Oceanographic Commission (IOC).

2020

In 2020, Lorenzo Bertelli also takes on the role of Head of Corporate Social Responsibility for the Prada Group to give further impetus to the integration of sustainability into the long-term corporate strategy. In the same year, a Chief Diversity, Equity and Inclusion Officer is appointed at the North American subsidiary, with the task of ensuring that diverse cultures and points of view are represented at all levels of the organization. Finally, in 2020, the Prada Group measures its first carbon footprint, a fundamental step toward defining a climate strategy.

2021

2021 marks a turning point for many aspects related to the Prada Group's sustainable development. The strengthening of sustainability governance is a prime example, thanks to the appointment of Lorenzo Bertelli to the Board of Directors of Prada S.p.A., in his capacity as Head of Corporate Social Responsibility for the Prada Group, together with the decision to create a Board-level committee dedicated to environmental and social sustainability issues and the selection of two new Prada S.p.A. Board members with significant professional ESG experience. In addition, Prada S.p.A. Board members approve the Group's strategic sustainability guidelines and receive training during the year on key sustainability issues and industry trends.

## 2022

Also in 2021, the Group defines its climate strategy, submitting its GHG emissions reduction targets to the Science Based Targets initiative (SBTi) and participating for the first time in the Climate Change questionnaire of the Carbon Disclosure Project (CDP), presenting the progress of this long-term journey during the Capital Markets Day held in November. On that same occasion, Lorenzo Bertelli announces the Group's Sustainability Strategy and the concrete actions ahead to achieve the quantitative targets approved by SBTi, and confirms the progress made, both internally and externally, on the Diversity, Equity and Inclusion (DE&I) commitment.

The Group secures new sustainability-linked loans during the year and organizes specific training programs for the industrial divisions to provide constantly updated tools for managing and analyzing the sustainability issues that most impact the supply chain.

Also in 2021, the Prada Group, together with LVMH and Cartier, announces the creation of the Aura Blockchain Consortium, which promotes the use of a single global blockchain solution open to all luxury brands worldwide, to provide consumers with further transparency and traceability, raising the industry standards to drive change.

Finally, the Prada Group launches the second edition of SEA BEYOND, in partnership with UNESCO-IOC.

In 2022, the Prada Group benefits from the robust contribution of the Sustainability Committee, which oversees the Group's ESG strategy and further strengthens the Company's governance by updating its Code of Ethics and introducing a new Human Rights Policy, as well as a new global whistleblowing platform.

The Prada Group also announces the Collective Virtual Power Purchase Agreement (CVPPA) initiative along with other signatories of The Fashion Pact. The project aims to spur the adoption of renewable electricity by investing in new green power infrastructure in Europe.

The Group reaffirms its environmental commitment also thanks to strategic partnerships such as the Re.Crea Consortium - created with other prominent Italian luxury brands - to manage end-of-life textile and fashion products, and support circularity. Moreover, the Prada Group supports the international award-winning urban forestation project Forestami, which plans to plant 3 million trees in and around Milan by 2030.

Under the People pillar, the Prada Group activates strategic partnerships in North America with the launch of DE&I programs with non-governmental organizations in developing countries and leading American universities.

Finally, the Group receives the Oceans Award for its educational program on ocean preservation SEA BEYOND - in collaboration with UNESCO-IOC - during the "Sustainable Fashion Awards 2022" event organized by Camera Nazionale della Moda Italiana (CNMI).

## 2023

In 2023, the Prada Group advances its sustainability governance with the appointment of an Industrial Sustainability Director and the publication of a Suppliers Code of Conduct, in order to accelerate the implementation of the sustainability strategy in the operations and strengthen the monitoring of supply chains respectively.

2023 also sees the completion of the ambitious CVPPA agreement on renewable energy promoted by The Fashion Pact, thanks to the signing of the contract between some members of the coalition and the solar energy developer. The credibility of the actions defined by the Group in the fight against climate change is recognized by the CDP, which awards the Group a score of A- for the first time.

In terms of local conservation and urban forestry, the Forestami Academy is being set up in the metropolitan city of Milan with a three-year training program for its citizenship, with workshops, seminars and outdoor activities.

The partnership with Forestami also allows the launch of the first corporate volunteering project with the planting of new trees in Milan's Parco Nord, which was severely damaged by an extreme weather event in July. The active involvement of employees in volunteering projects also touches on other environmental issues, such as water quality monitoring in the Valdarno region of Tuscany, a citizen science initiative of strategic importance for the Group, which has a strong presence in the area.

These initial corporate volunteering pilots are part of the broader Drivers of Change project, which is actively involving employees and which underwent significant development during the year.



The Prada Group's cultural engagement also continues thanks to the strengthening of its partnership with the UNESCO-IOC in support of SEA BEYOND: with a significant increase in the project's resources, ocean literacy activities will be combined with support for scientific research and the development of humanitarian projects related to the protection of the sea.

During the year, the Group also becomes part of networks relevant to its sustainability strategy, launching partnerships with the UN Global Compact and Zero Discharge of Hazardous Chemicals (ZDHC) platform.

In 2024, under the strategic guidance of the Sustainability Committee, the Prada Group's sustainability strategy progresses and demonstrates consistent and measurable results.

To meet environmental targets and preserve the planet and its natural resources, the Group is implementing a conversion plan for its key raw materials. Efforts include exploring lower-impact alternatives and innovative solutions, as well as assessing the impact on biodiversity across its value chain, including water, also in collaboration with prominent organizations such as WWF, and land use. In addition, the Group implements an Animal Welfare Policy and a Packaging Policy to

ensure the responsible sourcing of fibers and materials, as their protection is of paramount importance in maintaining the Group's sustainable growth.

To accelerate decarbonization, the Prada Group is collaborating with a multi-brand working group to address energy efficiency and resource optimization among coalition suppliers, using shared environmental data to drive deep transformation and systemic change. The Group is also training key suppliers on ESG metrics to ensure compliance and integration with its digital portals in support of its overall goals.

Since the appointment of a new Chief People Officer at the end of 2023, the People Pillar of the Group's strategy is making significant progress through several key initiatives. Starting with the establishment of a three-year DE&I roadmap, the agenda includes a new Global Parental policy for a better work-life balance, and ESG targets linked to MBO for a broader segment of key executives, strengthening the performance management system by integrating sustainability focused leadership behaviours and, more generally, driving culture change across the Company. Finally, the active involvement of employees in volunteering projects as part of the broader Drivers of Change people project continues, supporting both more established partnerships, such as the one with Forestami, and new programs worldwide.

On the cultural front, the Prada Group's partnership with the UNESCO-IOC to support the SEA

BEYOND cultural program continues to grow, with the launch of the third educational module, the first "Ocean Literacy World Conference" in Venice and the inauguration of an Ocean&Climate Village in Barcelona during the 37<sup>th</sup> America's Cup. In the field of local conservation and urban forestry, the Forestami Academy launched its second cycle of conferences for the citizens of Milan.

During the year, the Group also joins the Sustainable Markets Initiative (SMI), launched by His Majesty King Charles III back in 2020 as the global private sector organization for sustainable transition.

Finally, with regard to the development of ESG governance, in 2024 a steering committee is set up, composed of the key leaders of the Company's most strategic departments, to address European legislation that will impact the Group's operations and reporting in the upcoming years.

More information about the history of the Prada Group can be found in the corporate website ([www.pradagroup.com](http://www.pradagroup.com)).



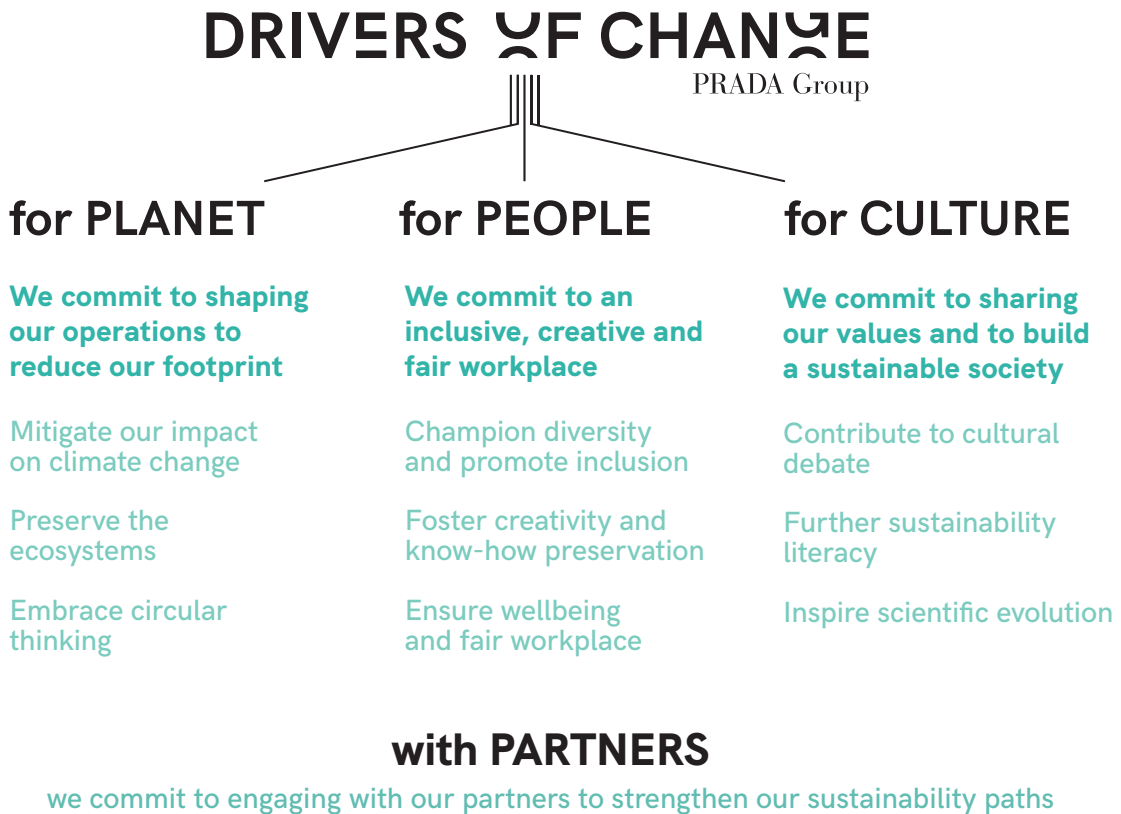


## 2.2 Sustainability Strategy

The Prada Group’s strategic choices have always been guided by the desire to achieve success for the benefit of all its stakeholders, be they shareholders, employees, customers or the communities in which the Group operates.

Sustainability has been progressively integrated into the Group’s business model and operations, and, together with a continuous and transparent dialogue with stakeholders, has become a key to strengthening the Group’s identity and competitive edge. In order to meet current and future challenges and ensure long-term sustainable development, the Prada Group is reinforcing its already high standards of corporate governance with a new set of Group policies that reaffirm its overall responsible approach. The first milestone to underpin the Board’s broader commitment was the formalization of the Sustainability Policy in 2019, which laid the foundations for the Company’s sustainability focus based on three pillars - Planet, People and Culture - where the Group firmly believes it can make the greatest contribution in terms of value creation in its own industry and for the benefit of society as a whole.

The Prada Group’s IMPACT sustainability strategy, developed in 2021, aims to consolidate this commitment by identifying medium and long-term objectives for each line of action, on the basis of which quantitative targets are formalized to guide future actions in the field of sustainability.





Approved by the Board of Directors of Prada S.p.A. in 2021, the Group's Sustainability Strategy is the blueprint for a long process of growth, based on the values, principles and priorities that have always defined Prada's DNA and, as Drivers of Change, demonstrate continuity between past actions and future projects.

The **for Planet** pillar sets goals for reducing environmental impact and the targets approved by the Science Based Targets initiative (SBTi) for the reduction of Scope 1, 2 and 3 GHG emissions, extensive use of alternative, low impact materials for both finished products and packaging, and a more circular approach to materials used in production and for other purposes such as shows and events, where waste is recycled and reused. The strategy also focuses on the traceability of raw materials and the continuous improvement of social and environmental standards along the supply chain through close collaboration with suppliers.

The respect and protection of human rights, for all the Group's employees and for workers in the supply chains of its brands, is at the heart of the Group's ethical commitments and strategic choices, which are formalized in the **for People** pillar. This includes initiatives to promote and enhance diversity, equality and inclusion, and to foster an inclusive culture based on respect for each individual at all levels of the organization and in the fashion industry in general. It also includes a long-term investment to preserve craftsmanship and develop new talent, positioning Prada as a beacon of excellence for new generations. Respect for and protection of the Group's employees and business partners is another key element, along with greater monitoring of employee engagement levels to improve their personal and professional wellbeing.

The **for Culture** pillar summarizes the Group's ongoing investment in the preservation and dissemination of Italian and international cultural heritage as well as in nature and science, underlining the Group's active role as a promoter and educator. The Prada Group sees these strategies as part of a wider responsibility towards the community in which it operates and therefore close collaboration with its suppliers and other partners in all key areas is essential to achieving its greatest goals.

The sustainability landscape is changing rapidly, as are the resulting risks and opportunities for the business. As such, the strategy is an evolving plan that will be improved and updated over time to respond to the needs and expectations of the Group's stakeholders and the changing market conditions in which it operates. To this end, in 2023 the Company moved towards identifying and formalizing a three-year action plan and internal Key Performance Indicators (KPIs) to monitor the progress, with a particular focus on the decarbonization of its operations and the transition to lower impact materials for its finished products (see chapter 3, paragraphs 1 "Mitigate Impact on Climate Change" and 2 "Preserve the Ecosystems").

The topics covered in this Report have been reviewed and deemed relevant, taking into account the impact associated with the organization's business activities, also thanks to the materiality analysis, which made it possible to define the priority actions in relation to the strategy on which the Group has focused in 2024.



## 2.3 Sustainable Finance

Finance is playing an increasingly key role in efforts to promote the integration of sustainability into the Company's business objectives. The support of such a prominent stakeholder is critical in influencing top management to consider ESG issues as leverage to reduce the cost of capital. The Prada Group was one of the first companies in the luxury industry to sign sustainability-linked loans, which are financial facilities with a mechanism that allows for a reduction in the interest rate based on the achievement of quantitative sustainability targets.

In 2024, the Group signed a Revolving Credit Facility linked to ambitious sustainability targets related to the reduction of Scope 1, 2 and 3 GHG emissions, and the promotion of women in top and senior management positions.

Back in 2019, a first loan was signed with Crédit Agricole Group, followed by a second one with the Japanese Bank Mizuho in 2020, both linked to a progress plan to improve the environmental performance of stores, invest in employees training and convert virgin nylon sourcing to a lower-impact solution.

In 2021, the Prada Group signed two more loans of this type with Intesa Sanpaolo and UniCredit, linked to sustainability progress in terms of circularity and climate strategy, such as the regeneration and reconversion of production waste and the increase in the share of self-generated energy. In the future, the Prada Group will continue to use these tools to drive the organization even further towards its sustainability goals.

## 2.4 Building Responsible Supply Chains

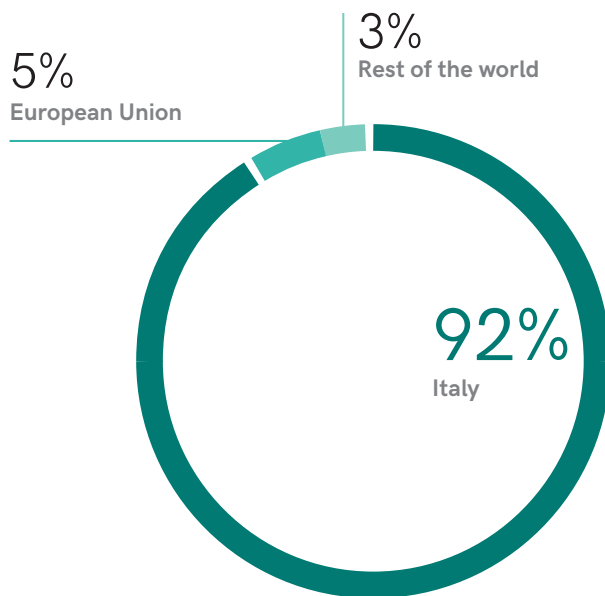
For the Prada Group, the selection of its suppliers is fundamental not only to achieving the highest standards of product excellence, but also to creating long-term value. In fact, through a collaborative and transparent approach, the Group has always prompted its suppliers to implement labour, health, safety and environmental standards in the workplace and to share its high ethical standards.

This collaboration builds and fosters long-term relationships and is based on regular exchange, to share mutual growth and a common strategic objective, and to reduce the risk of non-compliance with the Group's Code of Ethics, policies and procedures, and applicable regulations. In addition, the proximity of the supply chain facilitates relationships and monitoring of key suppliers to support risk control and management.

In 2024, the Prada Group worked with around 900 industrial suppliers, among manufacturers and raw material producers. Approximately 87% of them are located in Italy and about 61% have been working with the Group for more than 10 years.

More in details, during the year, manufacturing suppliers were around 400, 92% of which located in Italy, 5% in the rest of the European Union and the remaining 3% in non-EU countries. Around 50% of them have been working with the Group for more than 10 years and around 30% for a period of time between 5 to 10 years.

### Localization of manufacturing suppliers<sup>5</sup>

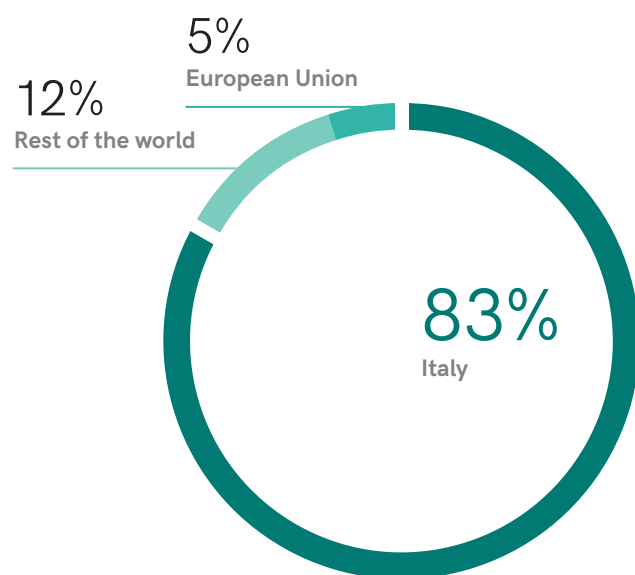


<sup>5</sup>-For the purposes of this analysis, only manufacturing suppliers with a purchase of more than Euro 30 thousand in 2024 were considered.



With reference to raw materials, in 2024 the Prada Group sourced from around 500 suppliers, 83% of them located in Italy, 5% in other European Union countries and the remaining 12% in other non-EU countries. In many cases they are long-established partners: about 70% of them have been working with the Group for more than 10 years, and around 20% for a period of time between 5 to 10 years.

### Localization of raw material suppliers<sup>6</sup>



Building responsible supply chains is key to the Prada Group's business strategy, as the Company recognizes that its ability to create long-term value, market relevance, resilience and reputation extends beyond its own operations to the entire supply chain.

The Group's key principles and values are documented in its Code of Ethics, Human Rights Policy and Suppliers Code of Conduct. More specifically, the Code of Ethics enshrines the fundamental ethical principles of the Prada Group, which in turn inspire other policies and documents such as the Human Rights Policy and the Suppliers Code of Conduct that further reinforce respect for human rights, for all Group employees and for suppliers. Through the implementation of the Code, the Group requires its suppliers to commit to high ethical standards and respect for human rights in their production sites and among their subcontractors, as well as aspects related to environmental protection (e.g., legal compliance, use of chemicals, waste management and wastewater treatment) and raw material sourcing (e.g., biodiversity, animal welfare and traceability). The Group's requirement for suppliers to formally adhere to these documents is a prerequisite for any business relationship.

<sup>6</sup>-For the purposes of this analysis, only raw material suppliers with a purchase of more than Euro 30 thousand in 2024 were considered.



Thanks to the Group's continuous efforts to keep abreast of best practices and the evolving regulatory landscape, the Group's purchasing structures have developed a strong awareness of responsible procurement over the years. In this regard, the Group provides them with tailored training programs and has implemented a process to qualify its suppliers from various perspectives, including sustainability.

In 2024, with the aim of strengthening the collaboration with suppliers and promoting innovation in purchasing processes, the Group launched its new Vendor Management Portal to manage supplier relations, sourcing, contract and procurement activities, integrating sustainability in supplier qualification and evaluation.

It is accessible online to all suppliers, who are required to share documents, attestations and self-certifications that ensure compliance with the laws on remuneration, social security, taxes, occupational health and safety, and the environment. In addition to legal compliance, this new portal aims to ensure transparency in purchasing practices, alignment with the Group's policies and procedures, and commitment to its sustainability strategy. During the year, 100% of direct suppliers were engaged in the system.

The first set of information provided by suppliers undergoes an initial assessment to determine their qualification and to ensure compliance with the Group's minimum requirements. This includes, for example, adhering to the Group's Code of Ethics, Human Rights Policy and Suppliers Code of Conduct, disclosing their sub-suppliers and committing to the Group's Product Restricted Substances List (PRSL). The various functions are then responsible for verifying the status of the qualification and, in the event of missing information or anomalies, additional analysis, targeted checks or immediate action is taken with the parties involved.

The collection and analysis of documents is combined with on-site audits, carried out by a dedicated internal team reporting directly to the Internal Audit function. Inspection plans are defined annually and regularly updated during the year using a risk-based approach, taking into account specific criteria such as the length of the business relationship with the Group, the results of previous audits, the geographical location of the supplier, and the size and the nature of the supplier's business.

The audit activity is driven by a dedicated checklist that focuses on the following key areas: remuneration, social security, tax, occupational health and safety, and environmental topics. The results are regularly shared and discussed with both procurement structures and the Supplier Audit Committee.

In the case of non-conformities, a Remediation Plan is shared with the supplier as the Group aims to ensure long-term relationships and continuous collaboration, which is key to sharing, preserving and improving manufacturing know-how. However, in the event of serious non-compliance or the inability of the supplier to ensure a positive response within a given timeframe, the relationship is terminated.

In 2024, the Prada Group has carried out 169 audits on its manufacturing suppliers, covering suppliers of all industrial divisions associated with a level of risk evaluated as medium/high.

In 2025, the Prada Group will continue its control activities, maintaining its usual high level of focus, as it considers the management of reputational risks related to its supply chain to be fundamental. A prioritization approach will continue to drive control activities, especially as business growth may lead to the opening of new relationships, which will need to be managed with particular attention by both the purchasing and audit teams. In 2025, the Prada Group will provide support to its key suppliers towards constant improvement through training and awareness-raising programs to improve their overall performance.

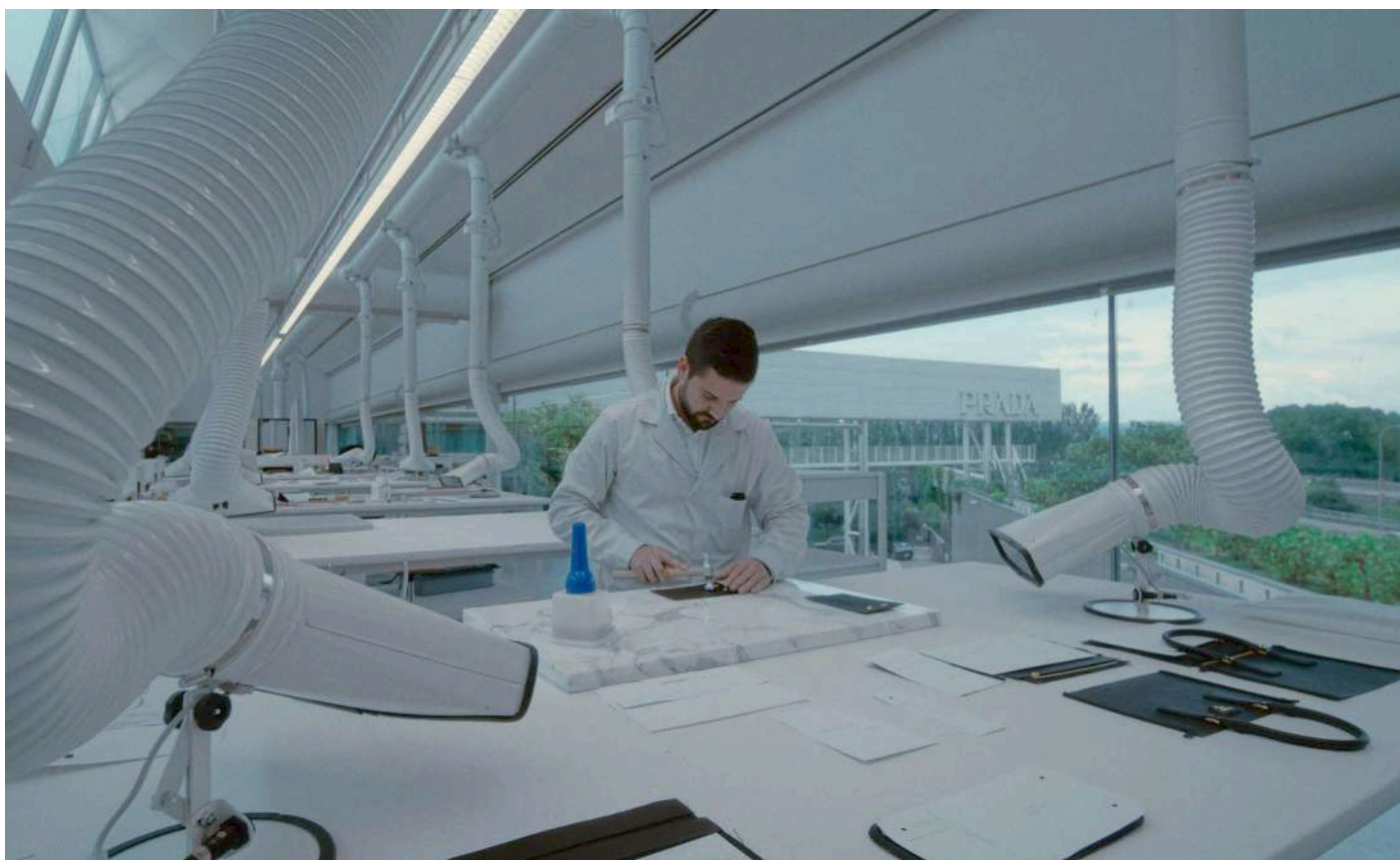
Finally, since 2016, the Prada Group has published a statement describing the measures taken to ensure the absence of any form of modern slavery, forced labour and human trafficking within its organization and along its supply chain, as required by UK legislation "Modern Slavery Act 2015".

## 2.5 Product Responsibility

Product quality and customer health and safety are at the core of the Prada Group's manufacturing processes. All products are required to meet consistent quality standards and comply with applicable regulations in the more than 70 countries where they are sold, covering both chemical compliance and physical performance. To ensure these standards are met, the Group relies on skilled technicians who conduct rigorous quality controls on all materials used throughout the production process - from sourcing to finishing phase - as well as on the finished products. These professionals carry out regular visits to raw material suppliers and contractors, to evaluate their processes, the quality of their goods and the overall workplace conditions.

Over the years, the Group has introduced systems and increasingly advanced mechanical and physical tests, to ensure the quality and performance of its materials and products, as well as to monitor their performance in the market. Tests are carried out systematically, driven by the pursuit of excellence in products and services, and a complete customer satisfaction.





On this side, already in 2022 the Group further strengthened its efforts by establishing an internal laboratory within the Industrial Division, in Tuscany, to enhance the monitoring of the physical performance of finished products. As part of its effort to maintaining high chemical health and safety standards in its finished products, the Prada Group adopted the Product Restricted Substances List (PRSL) in 2014 and updates it regularly.

In 2024, the Prada Group provided its updated PRSL to suppliers of raw materials, packaging and manufacturing services, requiring their formal commitment by signing the document. The PRSL contains a list of more than 350 restricted chemicals and their specific concentration limits that the Group accepts in its products. The limits are aligned to the most restrictive country regulations and apply worldwide. In some cases, the Group has adopted the “precautionary principle” by setting even stricter parameters to anticipate future regulatory requirements and enhance control measures.

In line with the 2023 Zero Discharge Hazardous Chemicals (ZDHC) commitment and the decision to phase out perfluorinated alkylated substances, more commonly known as “PFAS”, the updated PRSL introduces a new mandatory limit for total fluorine content, preparing the Group and its supply chain to comply with forthcoming legislation.

The PRSL also provides the Chemical Abstract Service (CAS) registry numbers, test methods to be used and the parameters and intended uses for which suppliers must provide analytical evidence by material type.

The PRSL applies to all products supplied directly or indirectly to the Prada Group. This includes raw materials - such as leather, fabrics and accessories - semi-finished goods and finished products.

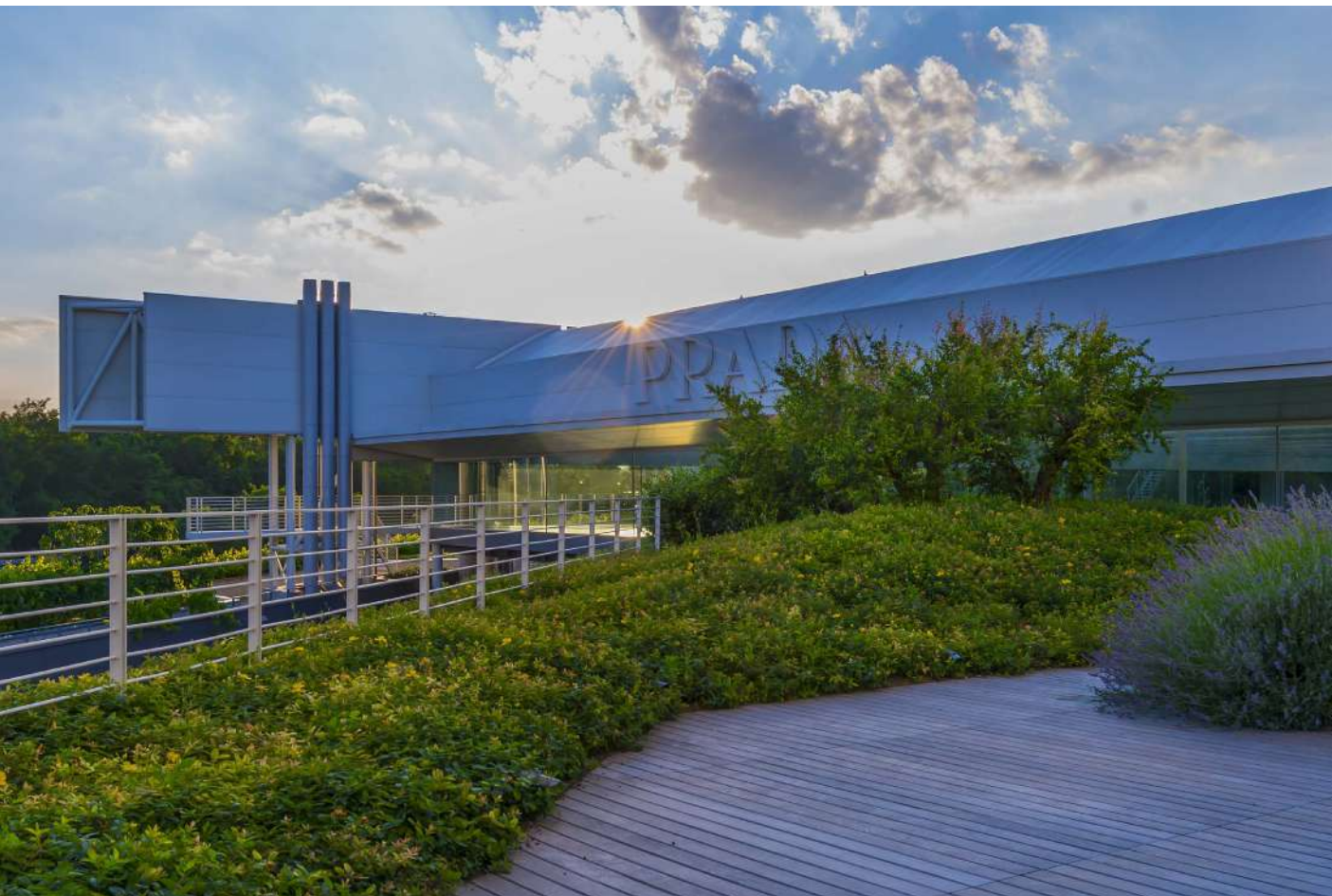
Compliance with the PRSL is mandatory for all suppliers and contract manufacturers who, in any capacity, directly or indirectly, are part of the Group's production and/or supply chain, through the supply, sub-supply, production and processing of any material whatsoever (e.g., raw materials, semi-finished products, components, finishing touches, accessories and all materials and/or substances such as dyes, glues, solvents, etc.).

When it comes to raw materials, the Prada Group has defined and shared with its supply chains a PRSL compliance control plan and procedure defining the frequency and type of tests to be conducted on the different materials to ensure better monitoring and prompt management of any non-conformities. All tests must be performed in ISO 17025 accredited external analytical laboratories to be considered valid.

Following the adherence to the ZDHC multi-stakeholder initiative, the Prada Group further strengthened its commitment in 2024 by adopting the latest version of the ZDHC Manufacturing Restricted Substances List (MRSL) as the reference standard for the management and use of chemicals in production processes. Together, the Prada Group's PRSL and ZDHC MRSL form a cornerstone for the responsible handling and use of chemicals in both products and manufacturing processes, ensuring compliance with chemical safety regulations.

Through these efforts, the Prada Group reaffirms its dedication to monitor and reduce the use of potentially harmful substances, ensuring that its products meet the highest standards of safety and sustainability when introduced to the market.

The Group also evaluates the level of compliance of its suppliers and, where necessary, provides guidance to help them meet the expected parameters.





# 3. For Planet

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**3.1** Mitigate Impact  
on Climate  
Change

**3.3** Embrace Circular  
Thinking

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**3.2** Preserve the  
Ecosystems

**3.4** Partnership:  
Forestami



## Highlights 2024

For the second year in a row, the CDP awarded the Prada Group an A-, recognizing its efforts in the fight against climate change.

# 6 targets

To transition key raw materials and packaging to lower impact solutions

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# 87%

Renewable electricity purchased globally

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# 19

Owned photovoltaic plants

---

# -49%

Natural gas consumption vs 2019

---

The Prada Group embraces environmental responsibility as a core value and actively promotes initiatives that contribute to the protection of the environment. This continuous effort is embedded in the Group's Sustainability Policy and Planet is a key pillar of the sustainability strategy, whose main objectives are to reduce the impact on climate change, preserve the ecosystems and promote circular thinking.

Within the framework of the European Green Deal, established in 2019 to promote the transition to a climate-neutral economy, the Prada Group defined a three-year action plan in 2023 to achieve its GHG emissions reduction targets, which were approved by the Science Based Targets initiative in 2021. The roadmap prioritizes initiatives to reduce direct and indirect emissions, including those related to the supply chain, such as converting key raw materials to lower-impact solutions. It also embeds the Group's efforts to address the risks of biodiversity loss and the opportunities for a more circular approach in both finished products and production processes.

## 3.1 Mitigate Impact on Climate Change

### Climate Strategy

Since 2014, the Prada Group has continuously invested in energy efficiency projects and initiatives aimed at reducing its energy consumption and related GHG emissions. In particular, numerous projects have been implemented over the years in industrial facilities, corporate headquarters and retail spaces, with significant investments in photovoltaic systems, electricity covered by Guarantees of Origin (GOs) and International Renewable Energy Certificates (I-RECs) worldwide, Leadership in Energy and Environmental Design (LEED) certifications, the transition to LED lighting and the installation of multimeters.

In 2021, on the basis of its first carbon footprint, the Prada Group officially set targets for the reduction of Scope 1, 2 and 3 GHG emissions, validated by the SBTi.

As an early adopter, from 2023 the Group has been eligible to set science-based Forest, Land and Agriculture (FLAG) targets and required to define a FLAG target<sup>7</sup> within 6 months of the publication of the final GHG Protocol Land Sector and Removals (LSR) Guidance, which is not yet finalized. The Group will integrate its existing near-term targets with the FLAG emissions-related targets, once available, to meet the SBTi requirements and also set a Net Zero target.

The Group's GHG emissions reduction targets are:

- a 29.4% reduction in absolute Scope 1 and 2 GHG emissions by 2026, compared to the 2019 baseline<sup>8</sup>;
- a 42% reduction in absolute Scope 3 GHG emissions by 2029, compared to the 2019 baseline.

The roadmap below shows the milestones of the Prada Group's Climate Strategy.

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7-FLAG SBTs are targets that apply to a company's forest, land and agriculture-related emissions, including CO<sub>2</sub> emissions associated with land use change (LUC) and emissions from land management.

8-The 2019 base year takes into consideration Scope 2 calculated with the market-based method.



# The Prada Group's Climate Strategy





## Scope 1 and 2 GHG emissions reduction initiatives and targets

Initiatives and targets	2019 baseline	2024	2026 target year
-60% natural gas consumption in industrial facilities (m <sup>3</sup> )	1,597,070	817,408	638,828
95% of green vehicles in the Company fleet	2%	85%	95%
90% of electricity purchased from the grid covered by GOs and I-RECs	61%	87%	90%
+100% self-produced renewable electricity (MWh)	3,067	6,380	6,134 <small>Target achieved for 2024</small>
20% industrial electricity consumption covered by photovoltaic systems	9%	15%	20%



## Electrification of Industrial Sites Heating Systems

The Prada Group is systematically evaluating interventions in its existing and new industrial facilities to support the transition to a less natural gas dependent model.

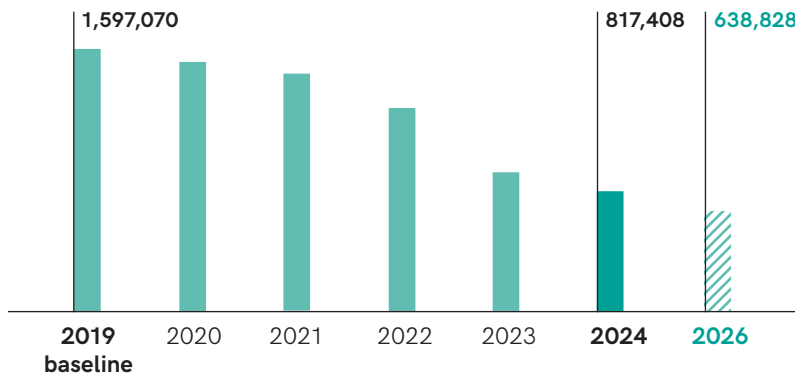
Starting in 2019, the Scandicci plant and the Montegranaro warehouse, in Tuscany and Marche respectively, converted their conventional heating systems to electric ones. In the following years, similar conversions were carried out at the Arezzo, Levanella and Sibiu plants, which now use natural gas only as a back-up option. The Montegranaro, Terranuova, Valvigna and Buresta industrial sites were also electrified. The Levanella central logistics hub was designed with a geothermal system from the outset.

The electrification of energy consumption continued in 2024 with the installation of electric heat pumps at additional sites, including the two Figline plants, the second building of the Buresta site, Dolo and the Levanella ready-to-wear plants.

To further its commitment in this direction, the Prada Group has set a target to reduce natural gas consumption in its industrial facilities by 60% by 2026, compared to the 2019 baseline.



### Natural gas consumption (m<sup>3</sup>)



2026 Target

**-60%**

natural gas consumption  
in industrial facilities

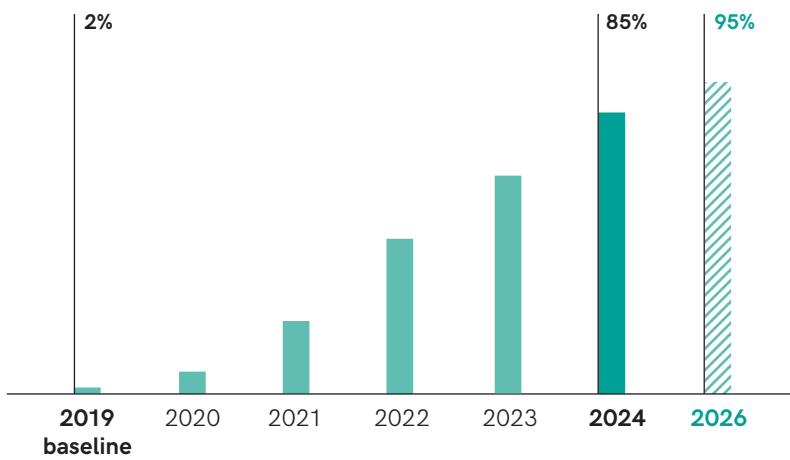




## Conversion to Green Company Car Fleet

The Prada Group continues to gradually replace gasoline and diesel cars, and in 2024 introduced a new HQ car policy aimed at offering only hybrid and full-electric vehicles. At the end of the year, 85% of the Group's fleet consisted of green vehicles<sup>9</sup>, a significant increase from 71% in 2023. By 2026, the Group aims to have 95% of green vehicles in its fleet.

### Green Company car fleet



2026 Target

95%

green vehicles  
in the Company fleet

At the same time, the Company continues to invest both in the infrastructure to enable electric mobility, by installing charging stations at its headquarters and main production sites, and in raising awareness among its employees through targeted communication, in particular on the efficient use of plug-in electric vehicles.

The Group's efforts to convert its car fleet have resulted in a reduction in its GHG emissions intensity, taking into account only the Scope 1 GHG emissions related to the Group's fleet and kilometers travelled.

<sup>9</sup>-Green vehicles include BEV (Battery Electric Vehicle), PHEV (Plug-in Hybrid Electric Vehicle), HEV (Hybrid Electric Vehicle) and MEV (Micro-Electric Vehicle) cars.

## GHG emissions intensity of the car fleet (kgCO<sub>2</sub>e/km travelled)



### Energy Efficiency Initiatives

Energy efficiency is essential to reduce energy consumption, lower operating costs and mitigate the risks associated with energy dependency. The Prada Group's objective to increase energy efficiency relies first and foremost on promoting commitment and involvement of key people, such as plant managers, who are called upon to coordinate efforts and share plant settings that promote best practices and awareness.

The Group's ambition is to have the most efficient and sustainable buildings. At December 31, 2024, the Prada Group counts the following LEED certifications:

- 4 industrial buildings with LEED Building Design and Construction certification;
- 114 stores with LEED v4.1 Interior Design and Construction certification;
- 177 assets with LEED v4.1 Operations and Maintenance (O+M) certification.

From 2024, where possible, the Group intends to obtain:

- LEED Interior Design & Constructor certification for new stores that overlook the streets;
- LEED Building Design & Construction certification for new industrial plants.



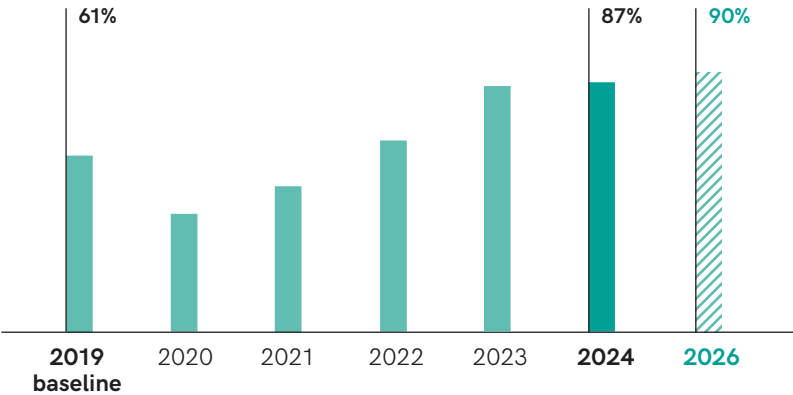
### Electricity Purchased from Renewable Sources

In 2017, through partnerships in this field, the Prada Group started purchasing electricity from renewable sources with both Guarantees of Origin (GOs) and International Renewable Energy Certificates (I-RECs) worldwide. Specifically, the Group purchased certified renewable electricity with GOs in Italy, the United Kingdom, Germany, France, Austria, the Netherlands and Switzerland and I-RECs in China. The Group also purchased I-RECs in the USA, Canada and Hong Kong, covering almost 100% of the electricity consumption of these areas. In 2024, 87% of the total electricity purchased came from certified renewable sources (86% in 2023).

Prada is fully dedicated to increasing this share in the coming years, focusing on other strategic countries, as the target for 2026 is to reach 90% coverage of green electricity.

FOR PLANET — 2024

### Electricity purchased from the grid covered by GOs and I-RECs



2026 Target

90%

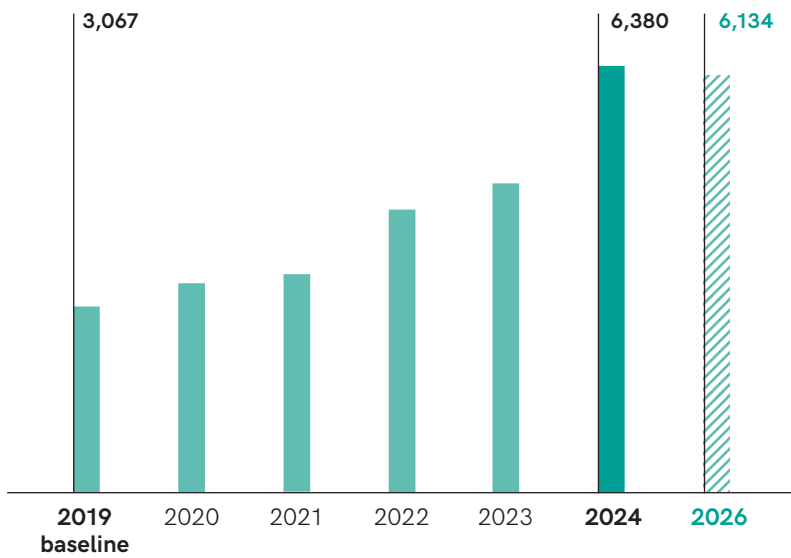
electricity purchased from the grid covered by GOs and I-RECs



## Electricity Produced from Owned Photovoltaic Systems

At December 31, 2024, the Prada Group had 19 photovoltaic systems installed, with a new one at the Ancona factory. In total, the Group was able to self-produce approximately 6,400,000 kWh of renewable electricity during the year, +108% compared to 2019 (3,066,534 kWh), and more than 4,500,000 kWh was consumed internally, +125% compared to 2019 (2,014,207 kWh). The Group has set a target to double its renewable energy production by 2026 (vs 2019 baseline), and the 2024 performance has already exceeded this goal.

### Self-produced renewable electricity from photovoltaic systems (MWh)



2026 Target

**+100%**

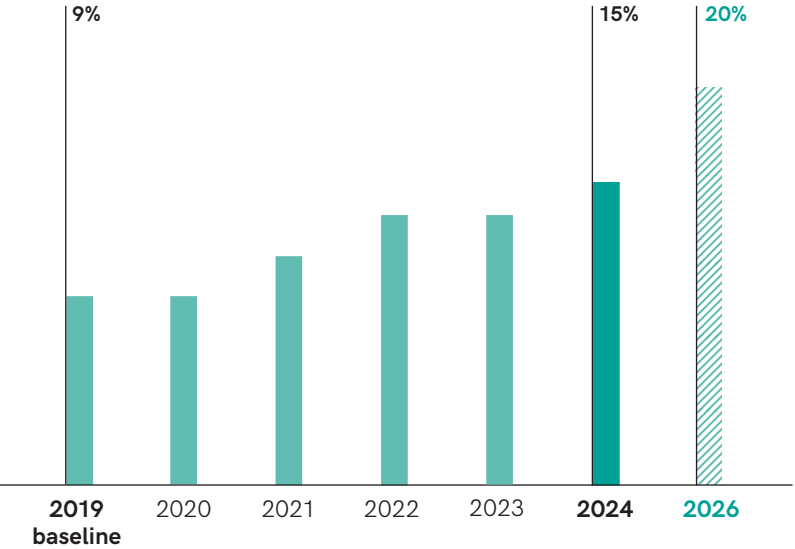
self-produced renewable electricity

**Target Update**

Target achieved for 2024

All installed photovoltaic systems cover approximately 6% of the Group's total electricity needs worldwide, while those installed at industrial facilities cover around 15% of the electricity used in production. The Group's goal is to cover 20% of its industrial electricity consumption with its own photovoltaic plants by 2026.

### Industrial electricity consumption covered by photovoltaic systems



2026 Target

# 20%

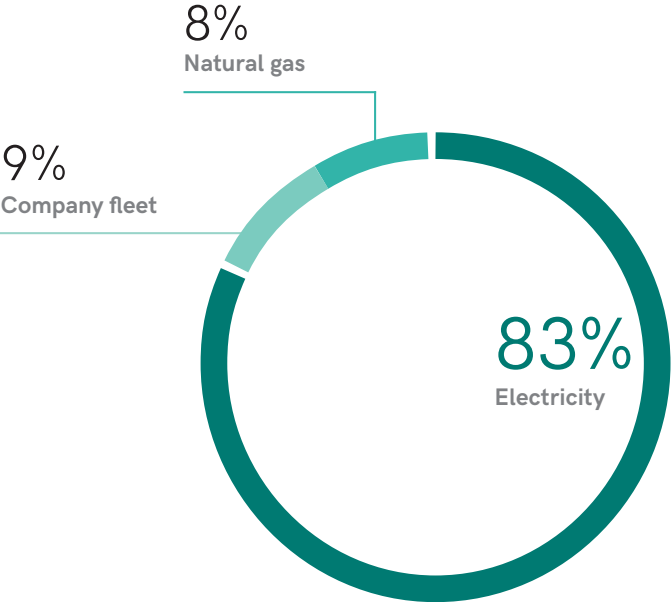
industrial electricity consumption covered by photovoltaic systems

In an effort to increase the share of consumed electricity on overall self-produced electricity, the Group has installed its first storage system at the Torgiano plant. Such a system will allow a better match between the plant’s electricity need and its own production, by storing energy at times of low demand and using it later when it is needed, thus increasing the site’s energy autonomy.



# Energy Consumption and Scope 1 and 2 GHG Emissions

## Breakdown of energy consumption (GJ)

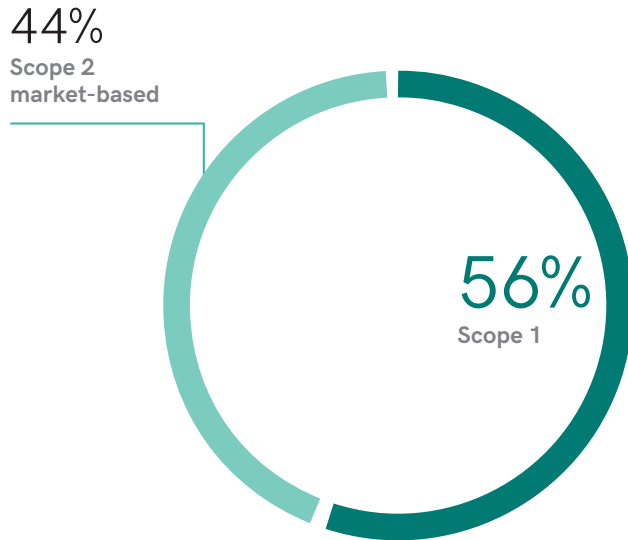


In 2024, the energy consumption under the direct control of the Prada Group is related to electricity (83%), company fleet (9%) and natural gas (8%). Compared to 2023, the Group's direct energy consumption remained stable. The Group however reduced both the use of natural gas (-11%) and fuel related to the company fleet (-16%).





## Scope 1 and Scope 2 market-based GHG emissions (tCO<sub>2</sub>)



Scope 1 GHG emissions related to natural gas and fuel consumption, as well as refrigerant gas refill, amounted to 5,704 tons of CO<sub>2</sub>e, a 32% reduction compared to the 2019 baseline.

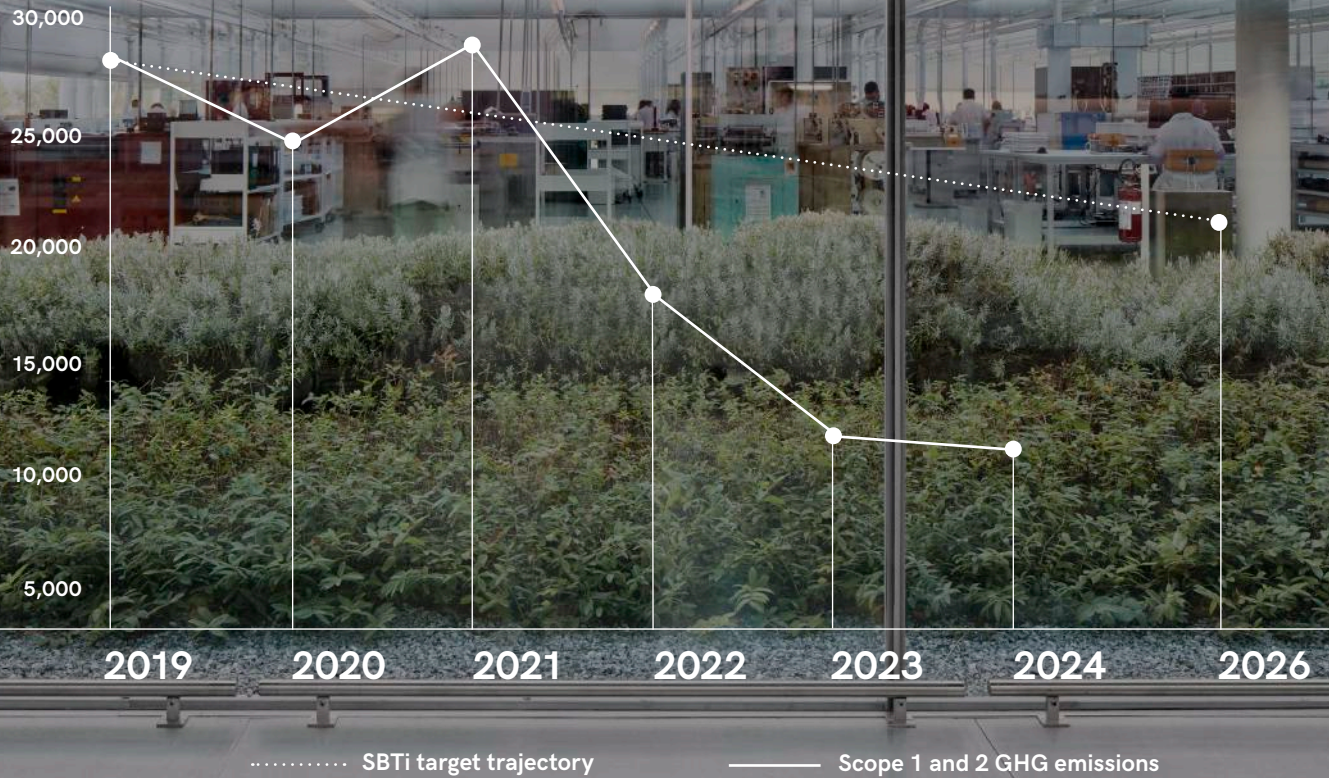
Scope 2 GHG emissions related to purchased electricity amounted to 25,863 tons of CO<sub>2</sub> using the location-based method (-33% vs 2019 baseline), and 4,522 tons of CO<sub>2</sub> using the market-based method (-77% vs 2019 baseline).

As already mentioned, in 2021 the Prada Group set the target of reducing its Scope 1 and 2 GHG emissions by 29.4% by 2026, compared to the 2019 baseline, and by 2024, thanks to the implementation of the numerous initiatives described, it was able to reduce them by 63%<sup>10</sup>, exceeding the near-term target set within the SBTi.

The following chart shows the Group's Scope 1 and Scope 2 market-based GHG emissions compared to the SBTi scenario (tCO<sub>2</sub>).

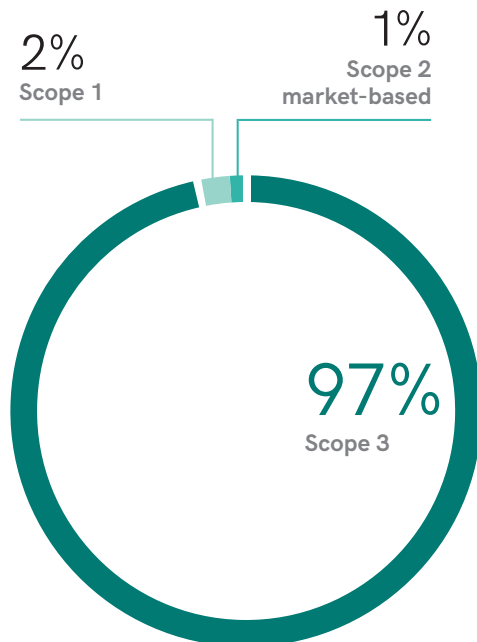
<sup>10</sup>-This figure slightly differs from the data disclosed to Stakeholders on March 4, 2025, due to an improvement in the data collection system implemented after that date. For previous data, please refer to the FY-24 Results Presentation, available in the Investors section of [www.pradagroup.com](http://www.pradagroup.com).

### Scope 1 and Scope 2 market-based GHG emissions vs SBTi scenario (tCO<sub>2</sub>)



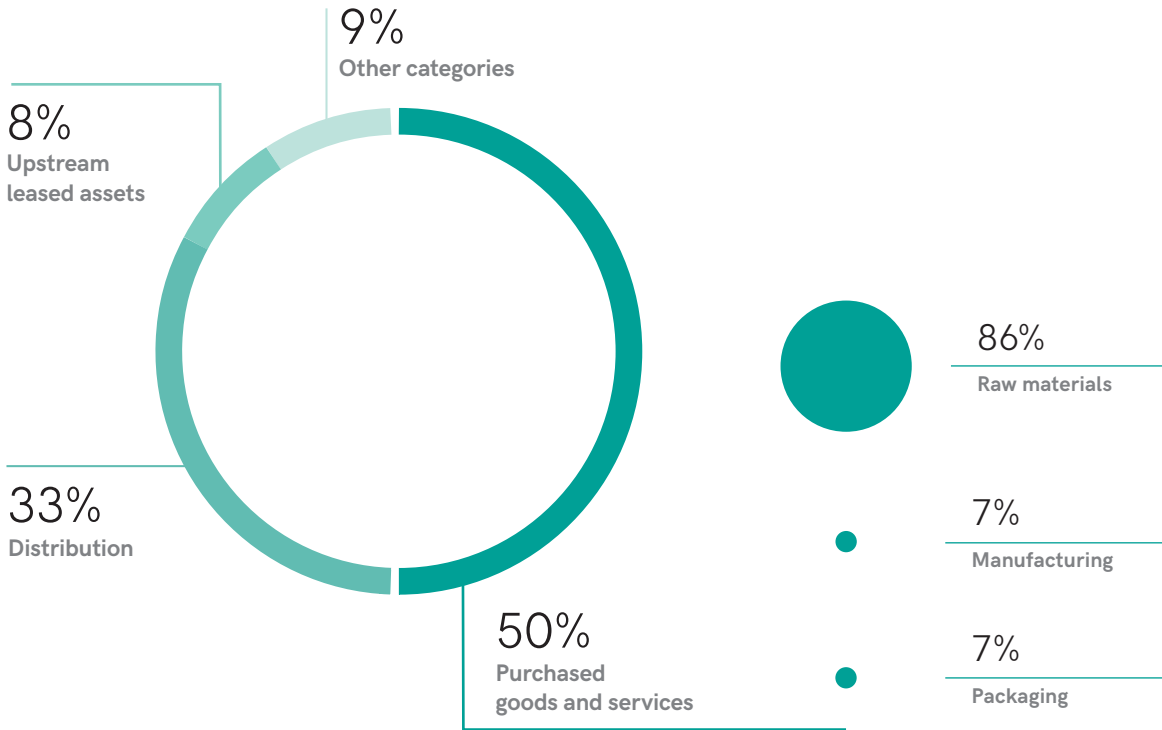
### Scope 3 GHG Emissions

#### Scope 3 GHG emissions contribution to Group's carbon footprint (tCO<sub>2</sub>)



In continuity with previous years, in 2024 the Prada Group has calculated its indirect Scope 3 GHG emissions for all applicable categories.

### Scope 3 GHG emissions (tCO<sub>2</sub>) main categories



In 2024, the main sources of Scope 3 GHG emissions are related to the purchase of goods and services (50%), upstream logistics and distribution (33%), with other minor categories being upstream leased assets (8%) and employee commuting (5%).

The Group is committed to implementing concrete actions to reduce its Scope 3 GHG emissions in the short, medium and long-term.

### Scope 3 GHG Emissions Reduction Initiatives

#### Raw Material Sourcing

The procurement of raw materials, including both materials for finished products and packaging, accounts for 93% of emissions in the purchased goods and services category of Scope 3 GHG emissions. The Prada Group has embarked on an innovative journey by starting to apply supplier-specific emission factors and engaging its suppliers to provide accurate data to calculate its Scope 3. This represents a significant improvement over the previous practice of using literature-based emission factors in terms of a more precise and realistic representation of GHG emissions. Indeed, by collecting supplier-specific data, the Group is improving the quality of its reporting and therefore the effectiveness of its emission reduction strategies.



Finally, the development of the GHG inventory calculation is in line with the Group's efforts to strengthen the relationship with its suppliers by involving them in the analysis of production processes and providing data that more accurately reflects the emissions profile of a product.

### Leather

In 2023, LCA<sup>11</sup>-based emission factors were used to calculate the global warming potential associated with the production of some specific types of calf and bovine leather produced by the tanneries of the Rino Mastrotto Group and Conceria Superior.

In 2024, the LCA approach has been extended to all calf and bovine leathers with the same area of origin, tanning practices and finishing processes as the leather types already covered by LCAs, representing approximately 18% of the volume of calf and bovine leather purchased during the year. This methodology ensures that both upstream and tannery-related emissions are fully accounted when defining the application scenario.

### Polyamide

In 2024, the Group has also made progress in applying LCA-based emission factors calculated from suppliers' primary data to quantify GHG emissions related to polyamide. All recycled polyamide fabrics produced by Limonta S.p.A. have been associated with the material-specific emission factor, including data calculated from ECONYL<sup>®</sup> yarn production made by Aquafil S.p.A.

During the year, the Prada Group continued with its efforts towards a more circular approach by choosing recycled and lower impact materials over virgin ones when available, addressing not only climate change, but also other environmental impacts, as described in chapter 3, paragraph 2 "Preserve the Ecosystems". The Group has sourced lower impact alternatives for a variety of materials, both natural and synthetic. In particular, recycled or organic cotton (43% of the total cotton sourced), and recycled polyester and polyamide (52% of the total polyester and polyamide sourced) are the most commonly sourced lower impact materials during the year<sup>12</sup>.

The Prada Group is also undergoing a significant transition in both B2B and B2C packaging<sup>13</sup>, working to limit the amount of unnecessary packaging, increase the percentage of recycled content and replace plastic packaging with paper and cardboard alternatives wherever possible. More detailed information on the Group's packaging ambitions can be found in chapter 3, paragraph 2 "Preserve the Ecosystems".

## Energy Consumption of Raw Material and Manufacturing Suppliers

Since 2020, the Prada Group has been collecting data on the energy consumption from its manufacturing suppliers. Of the ten largest

11-According to the European Environment Agency (EEA), a lifecycle assessment (LCA) is a process of evaluating the effects that a product has on the environment over the entire period of its life thereby increasing resource-use efficiency and decreasing liabilities. It can be used to study the environmental impact of either a product or the function the product is designed to perform.

12-These numbers refer to the volume of materials sourced by the Group for textiles and accessories, and therefore do not include packaging.

13-Packaging is categorized into B2C and B2B based on its final use. For the Group, B2C packaging refers to the primary product and retail packaging, designed for products sold directly to customers. B2B packaging refers to the logistics packaging, designed for the transportation and storage of goods.

manufacturing suppliers in terms of turnover with the Group (representing more than 15% of the total expenditure), two suppliers produced their own electricity from renewable sources, covering 17% of their electricity needs. As a further step towards monitoring and managing the impacts generated along its value chain, the Prada Group has been partnering with Apparel impact institute (Aii) since 2023. Aii's mission is to transform the apparel, footwear and textile industry into one that has a positive impact on people and the planet, by coordinating cross-industry efforts to decarbonize partners upstream in the value chain.

As part of this commitment, in 2024, the Group involved a first group of its key raw material suppliers in the Clean by Design program, which focuses on reducing the environmental impact by improving resource efficiency in production processes, reducing energy and water consumption and minimizing waste. The 2024 cohort involved around eleven large tanneries shared among the sponsoring luxury brands, with the aim of identifying a roadmap for improvement following a comprehensive energy audit.

During the year, the Prada Group also joined the European Accelerator, a new working group within The Fashion Pact coalition, which aims to bring together leading fashion companies to drive the industry decarbonization. Together with eight other luxury brands whose supply chains are based in Europe, the Group contributed to the standardization of a data collection framework for environmental information from both manufacturing and raw material suppliers, in order to reduce the burden of multiple requests and systems. This first step will allow to carry out an energy assessment of suppliers and define decarbonization plans with them.

## Employees Commuting

Over the years, the Prada Group has undertaken several activities aimed at reducing the environmental impact of its employees' commuting, while at the same time improving their wellbeing, such as the adoption of flexible working policies and the co-financing of local transport subscriptions.

From 2023, the Group updated the commuting survey conducted among its employees in Italy, including questions on employees' general sentiment about their current commuting experience and their willingness to adopt less CO<sub>2</sub>-intensive options.

## 3.2 Preserve the Ecosystems

The fashion industry has significant environmental impacts throughout the value chain, starting with the sourcing of raw materials, the main impacts of which are related not only to climate change, but also to deforestation, soil degradation, biodiversity loss, water depletion and pollution.

The sourcing of raw materials in the upstream stages of farming, cultivation and processing can also be linked to human rights violations of workers employed along the supply chain. For these reasons, in addition to an updated Code of Ethics shared with all suppliers, the Prada Group published a Human Rights Policy and a Suppliers Code of Conduct in 2023, which cover these issues (see chapter 2 "Responsible Management").

Raw materials are an essential part of product quality and are of paramount importance to all the Group's brands. As such, addressing the potential impacts of their sourcing from the design phase onwards, from both a biodiversity and social perspective, is a key focus of the Groups' strategy. This awareness underlines the commitment to creating a future where fashion embodies integrity, fairness and environmental and social responsibility.

### 3.2.1 Raw Material Sourcing Strategy

The Prada Group is committed to sourcing and managing raw materials with a comprehensive approach that emphasizes not only the intrinsic value and high quality of the materials used, but also their origin and the ethical and sustainable manufacturing processes they undergo. This commitment is aimed at ensuring that every step, from sourcing to production, is in line with the Group’s values of responsibility and excellence. To this end, the Group has directly engaged and trained its key raw material suppliers to access its Product Lifecycle Management (PLM) system, to enable them to correctly record and share the sustainability attributes of the different materials and components supplied, and to be fully aware of the Group’s key raw material conversion strategy.

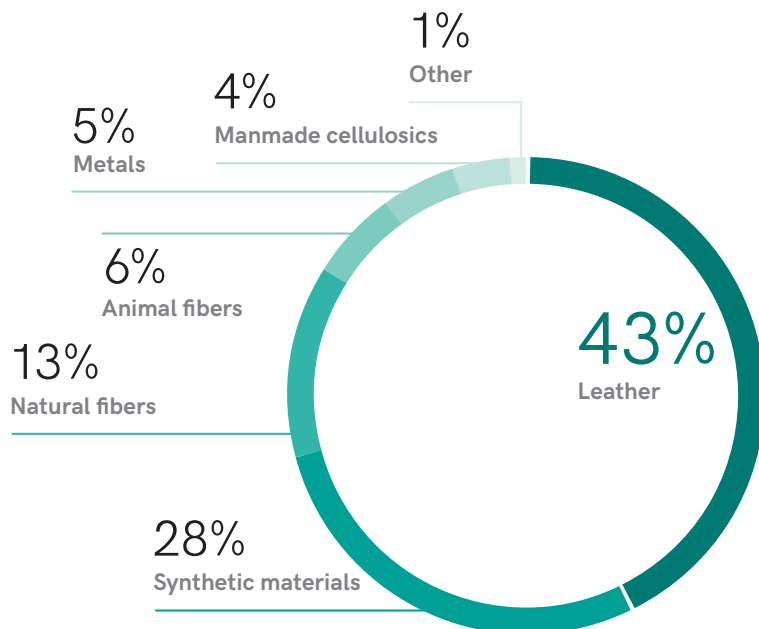
The understanding of fibers and materials, including B2B and B2C packaging, and their strengths is rooted in the design and development process. The Group has reinforced its efforts towards responsible sourcing and animal welfare through the implementation of a dedicated policy.

Published in the first half of 2024, the Animal Welfare Policy aims to explicitly define the principles adopted to protect and promote animal welfare, while avoiding the use of materials derived from endangered or threatened species in its products and strictly monitoring materials at risk of biodiversity loss. For this reason, the Group has committed to phase out angora from its list of materials and is developing alternatives with partners in the supply chain.

Finally, already in 2019, the Prada Group, in collaboration with the Fur Free Alliance (FFA), announced the adoption of a Fur-Free policy for all its brands, allowing for the research and development of new, more innovative and responsible materials. This approach is not only aimed at ensuring the future availability of essential resources, but also at supporting the resilience of the supply chain.

The main resources used by the Group in its manufacturing processes for finished products can be categorized into primary categories of raw materials - such as leather, fabrics and yarns - and ancillary materials or semi-finished products - including soles, heels, zips, buttons, threads, ribbons, buckles, clasps and nameplates. Below are the materials purchased for finished products in 2024.

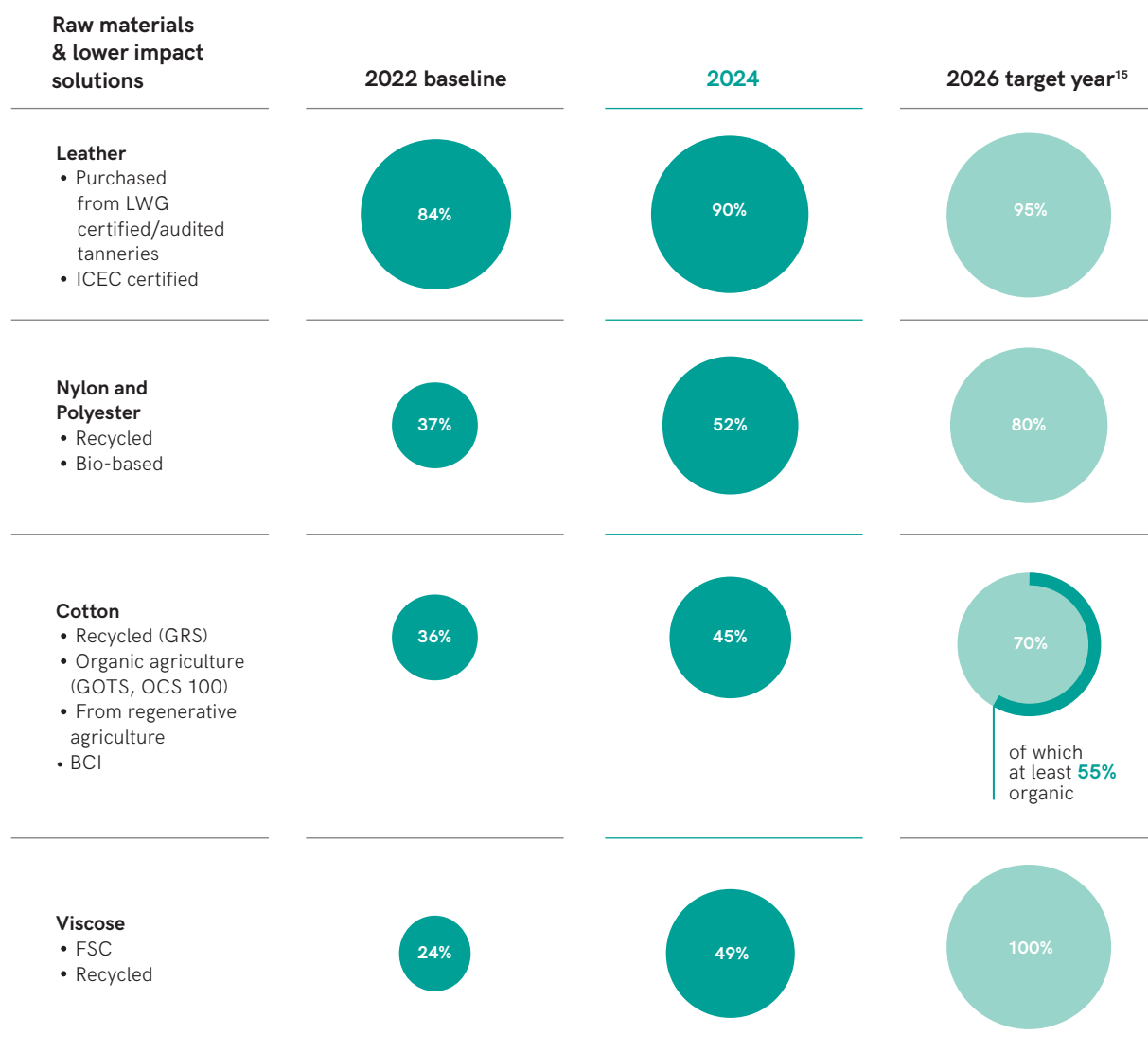
#### Materials for finished products (weight)





In 2023, the Group prioritized a list of raw materials, taking into account both their sourced volumes and potential negative environmental impact to develop a transition plan to lower impact alternatives and set ambitious 2026 targets (vs 2022 baseline). The guidelines of Textile Exchange<sup>14</sup> have been taken into account to identify lower impact alternatives.

## Roadmap to transition key raw materials to lower impact solutions



FOR PLANET — 2024

14-Textile Exchange is a global non-profit organization that works closely with its members to drive industry transformation in terms of preferred fibers, integrity standards and responsible supply networks. The Prada Group has joined the organization as a member in 2022.

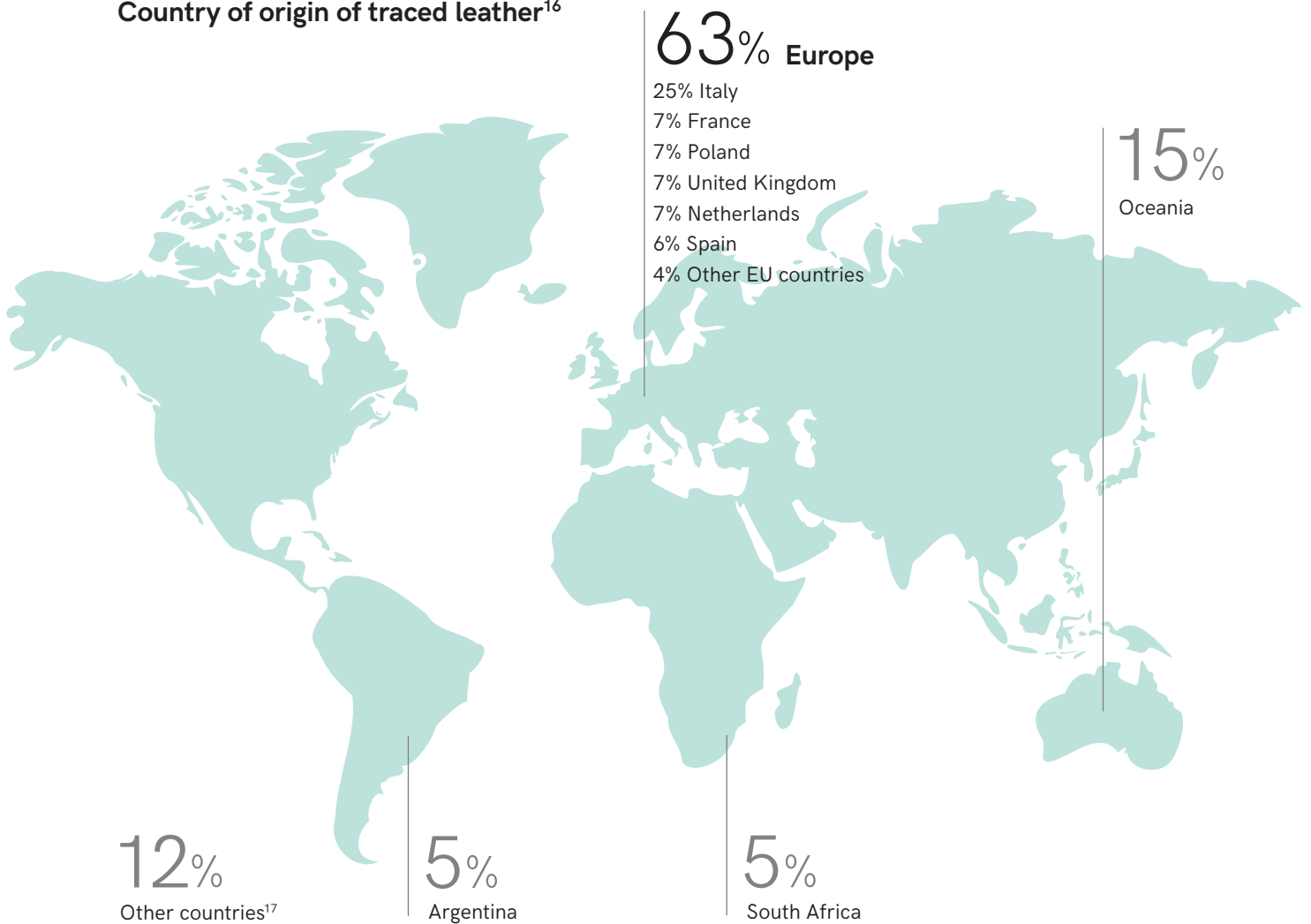
15-The targets set refer to 63% of the procured raw materials for finished products by weight (2022 baseline data).

## Leather

Leather is one of the most important raw materials, accounting for 43% of the materials purchased in 2024 for finished products by the Prada Group, which is committed to sourcing the highest quality leather in compliance with the standards and certifications set out in its Restricted Substances List (RSL).

The Group is also working to improve the traceability of its leather supply chain, with the aim of gathering comprehensive information on the entire process, from farm to finished product. As part of this commitment, the Group is implementing measures to promote transparency at every stage of leather production. Currently, the Group has traced 86% of all its purchased leather back to the slaughter stage, the geographical location of which is shown on the map below.

### Country of origin of traced leather<sup>16</sup>



<sup>16</sup>-Country of origin entails country of slaughtering for livestock and location of the killing facilities for precious skins.

<sup>17</sup>-This category includes countries below 3%, such as Algeria (2%), China (2%) and Bosnia and Herzegovina (2%).

At the tanning stage, 84% of the leather was sourced from Italian tanneries, which are renowned for their quality and long tradition. A further 11% was sourced from suppliers within the European Union, with the remaining 5% coming from tanneries in the rest of the world, in line with the overall geographical distribution of its industrial suppliers (see chapter 2, paragraph 4 "Building Responsible Supply Chains").

The Group recognizes that the processing phases of leather involve significant water consumption, chemical use and a potential risk of human rights violations, and that information on the origin of hides and skins is also crucial to the preservation of biodiversity and the elimination of the risk of deforestation.

To mitigate these impacts, the Prada Group has adopted the Leather Working Group (LWG)<sup>18</sup> certification scheme for responsible leather sourcing as one of its standards and has set the goal to source 95% of its finished leather from certified suppliers through LWG or ICEC certification by 2026.

In terms of leather traceability, the Group refers to the standards of the Istituto di Certificazione della Qualità per l'industria Conciaria (ICEC), an internationally recognized institute specialized in the certification of quality, sustainability and ethics for the tanning industry. Its Traceability Certification Scheme TS SC 410 is a globally used scheme, particularly by European brands for their suppliers around the world, which focuses on the traceability of leather back to the country of slaughter and/or farming.

In addition to these certifications, and in order to strengthen the traceability and transparency of leather sourcing data, as well as to comply with the EU Deforestation Free Products Regulation, from 2023 the Prada Group has increased the number of key tanneries participating in a traceability program with a dedicated digital platform, where traceability data is recorded and periodically assessed with a documentation analysis. This includes the traceability of all upstream supply chain information for each delivery batch on a monthly basis. In 2024, the percentage of key tanneries involved stood at 90% of the Group's total volume, up from 70% in 2023.

Finally, the Group complies with local and international regulations governing the sourcing, import, use and export of raw materials, such as the provisions of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (CITES) and the EU Regulation on the protection of species of wild fauna and flora (EC Regulation No. 338/97).

## 2026 Target

# 95%

leather purchased from either LWG certified/audited or ICEC certified suppliers

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18-The Leather Working Group stands as a globally recognized standard for responsible leather sourcing within the industry and among consumers. Its overarching mission revolves around reducing the environmental impact of the leather supply chain, aspiring to become the prevailing standard for leather production, encompassing all facets and stakeholders along the value chain. In 2022, the Prada Group became part of LWG, bolstering its dedication to increasingly responsible sourcing practices.



## Synthetic Materials

Synthetic materials are associated with environmental impacts at all stages of their production, particularly in relation to climate change due to their petroleum-based source. In addition, these materials have the potential to release microplastics during the product use phase, making the end-of-life management process more complex. In 2024, nylon and polyester accounted for 14% of the Prada Group's total procurement.

In 2024, the Prada Group has become a signatory of the Microfibre 2030 Commitment. Launched in 2021 by The Microfibre Consortium (TMC), a research-led textile science NGO, the Microfibre 2030 Commitment brings together the global fashion and textile sector to reduce fiber fragmentation and microfiber pollution from textiles. TMC facilitates the development of practical solutions for the textile industry to minimize fiber fragmentation and release into the environment during the manufacturing and product lifecycle. By sourcing recycled synthetic materials, the Group can significantly reduce its impact. The Prada Group was a pioneer in this field, launching the Prada Re-Nylon project in 2019, made with regenerated nylon by recycling plastics collected worldwide from landfills, textile fiber waste and the ocean. Through a process of depolymerization, purification and conversion of the new polymers into threads, this material can be transformed into a new nylon fabric. The regenerated nylon purchased by the Group can be recycled an unlimited number of times without compromising the quality of the material. In fact, Re-Nylon pre-consumer waste is collected and returned to the yarn supplier, who reintroduces it into the production system.

In 2023, the Group extended its commitment to polyester as well and set a target to source 80% of nylon and polyester from recycled or bio-based sources by 2026. According to the Textile Exchange's latest Material Market Report, recycled nylon and polyester currently account for 2% and 12% respectively of the total consumed by all brands globally.

In terms of certification, the Global Recycled Standard (GRS) is the Group's most widely adopted standard for recycled materials. The standard covers the entire supply chain and includes criteria related to traceability, environmental principles, social requirements, chemical inputs and labelling. It applies to all products made from recycled materials, including natural fibers, synthetic materials and other products.

## Natural Fibers

Excessive or unregulated harvesting of natural materials can lead to deforestation, habitat loss and land conversion, significantly reducing the biodiversity of affected ecosystems. Cotton is the Group's main natural raw material, accounting for almost 12% of total purchases in 2024.

By 2026, the Group aims to ensure that 70% of the purchased cotton is either certified, recycled or sourced from regenerative agriculture<sup>19</sup>. This overall target will be achieved by meeting a sub-target of at least 55% organic cotton.

### 2026 Target

# 80%

nylon and polyester purchased from recycled or bio-based sources

### 2026 Target

# 70%

cotton purchased from certified, recycled or regenerative agriculture sources

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<sup>19</sup>-Regenerative agriculture is an approach to farming that works in harmony with natural systems, recognizing the value and resilience of interconnected and mutually beneficial ecosystems, as opposed to extractive agricultural practices.

The Group relies on certifications to mitigate potential negative impacts associated with cotton sourcing, with 45% of its cotton purchases having at least one of the following certifications:

Cotton certifications	Description
<b>GOTS</b> Global Organic Textile Standard	Ensures organic cotton, cultivated without harmful pesticides or synthetic fertilizers. Sets stringent criteria for textile processing, ensuring high environmental and biodiversity standard such as animal welfare and the prohibition of genetically modified organisms.
<b>OCS</b> Organic Content Standard	Ensures traceability and organic origin of cotton, guaranteeing it's grown and managed according to rigorous organic standards.
<b>BCI</b> Better Cotton Initiative	Promotes sustainable agricultural practices and improves working conditions. Reduces water, pesticide, and fertilizer usage, fostering soil health and biodiversity.
<b>GRS</b> Global Recycled Standard	Certifies textiles with recycled content and promotes responsible use of resources, reducing the environmental impact of textile production through recycling and material reuse.

The Global Organic Textile Standard (GOTS), one of the leading textile processing standards for organic fibers (such as but not limited to cotton and silk), covers the majority of the natural fibers sourced by the Group. This standard includes environmental and social criteria, backed by independent certification of the entire textile supply chain.

With regard to the social security of its supply chain, in 2023, for the first time, the Group has carried out forensic tests on cotton textiles, using stable isotope chemistry and the quantification of rare earth metals in the materials, to determine the origin of the raw material and ensure that it does not come from areas where there is an overt risk of forced labour. The Prada Group will carry out these tests on a regular basis in order to prevent the risk of human rights violation.

Moreover, to strengthen the traceability and transparency of its textile sourcing data and to prepare for upcoming European legislation, the Prada Group assessed its textile supply chains for potential risks related to social sustainability, water and soil impact, and animal welfare. During the year, Prada collaborated with key cotton fabric suppliers to integrate them into a traceability system where data is collected monthly and reviewed by the Group.

## Manmade Cellulosics

Manmade cellulosic materials can have significant environmental impacts due to the intensive chemical processes involved in their production, such as the use of solvents and bleaching agents. In addition, viscose production is closely linked to deforestation due to the extraction of wood pulp from trees, mainly hardwood and softwood species, which are cleared for cellulose production. This process leads to habitat loss and biodiversity degradation.

To address these negative impacts, the Group has set a target to achieve 100% FSC-certified or recycled viscose by 2026.

FSC certification, which stands for Forest Stewardship Council, guarantees that products come from responsibly managed forests, thereby delivering environmental, social and economic benefits. It verifies that forest management practices uphold biological diversity, support local communities and workers, and maintain economic sustainability.

### 2026 Target

# 100%

viscose purchased with FSC certification or recycled

## Packaging

Packaging materials are an integral part of modern consumption patterns, yet their extensive use poses considerable environmental challenges. Plastic, which is inherently non-biodegradable, leads to pollution, degradation of marine ecosystems and resource depletion. Conversely, while paper and cardboard packaging are biodegradable and have a lower climate impact, they are associated with deforestation concerns.

From 2019, the Group adopted the sustainability targets outlined in The Fashion Pact coalition, aiming to eliminate unnecessary and problematic plastics<sup>20</sup> in B2C and B2B packaging by 2025 and 2030 respectively. In addition, the coalition aims to ensure that at least half of all plastic packaging contains 100% recycled content by 2025 for B2C and by 2030 for B2B.

The Group has also implemented a strategy that goes beyond the objectives of the coalition and represents a more ambitious approach to environmental sustainability. At the publication of this report, the Group has launched its Packaging Policy, which is based on the following guidelines: reducing the total amount of packaging, replacing plastic with paper/cardboard where possible, using recycled plastic, and using recycled and/or certified paper/cardboard. As part of its operational strategy, the Group encourages its long-term suppliers to adopt certifications that demonstrate their commitment to sustainable sourcing practices, further strengthening the relationship with Prada.

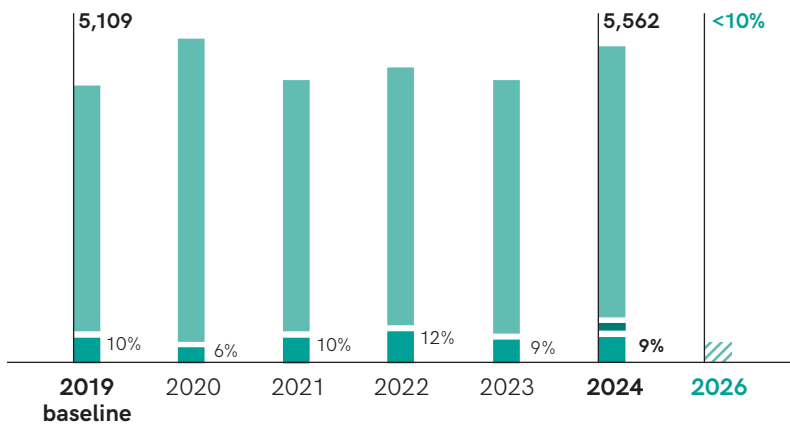
In 2024, the Prada Group purchased 5,562 tons of packaging materials, including textile packaging, reporting an increase of 7% compared to the previous year due to business development. Plastic represents less than 9% of the total packaging purchased by the Group.

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20-To identify unnecessary plastics, The Fashion Pact is relying upon guidelines that have been articulated by the Ellen MacArthur Foundation. As defined, "problematic or unnecessary plastic packaging is not reusable, recyclable, or compostable..." (The Fashion Pact – First Steps to Transform Our Industry, 2020, note 39).



## Plastic on total packaging (t)



2026 Target

<10%

plastic on total packaging

Target Update

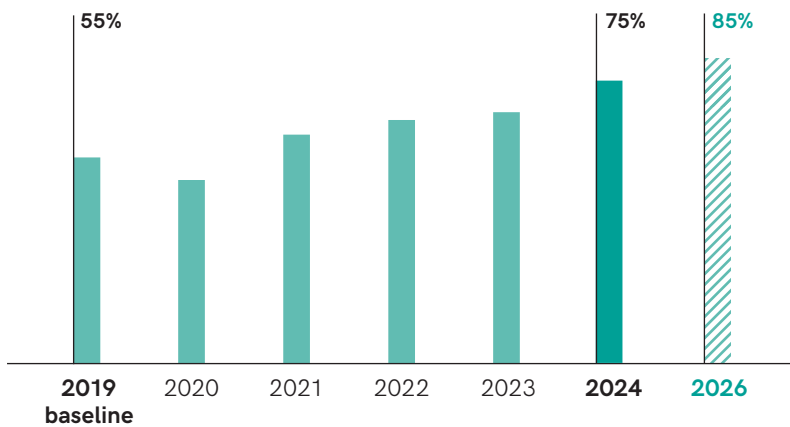
Target achieved for 2024

- Paper and cardboard
- Plastic
- Other<sup>21</sup>

The Group has set the goal of keeping the percentage of plastic packaging below 10% by first identifying, where possible, all cases where plastic can be replaced by paper and cardboard. In 2023, the Group was able to complete the transition from polypropylene to microwave cardboard for sneaker boxes and from plastic to paper for knitted bags.

Furthermore, as part of its efforts to promote circularity, the Group is increasing the recycled content in plastic packaging sourcing (75% in 2024 compared to 55% in 2019). In addition, all plastics used by the Group are fully recyclable.

## Recycled content in plastic packaging



2026 Target

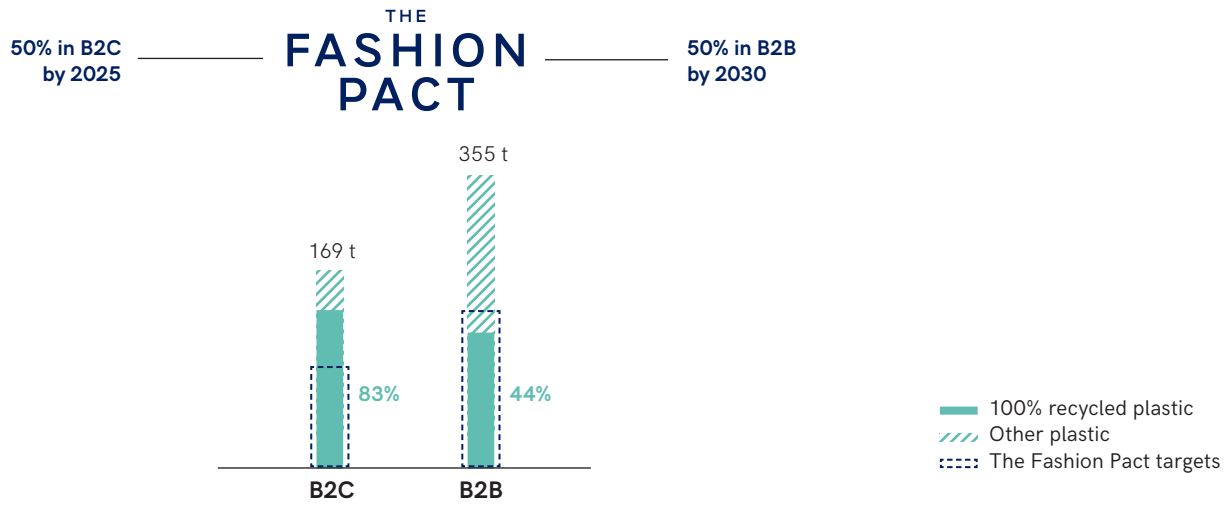
85%

recycled content in plastic packaging

In continuity with the previous year, also in 2024 the Group has exceeded The Fashion Pact's B2C target for 2025, with 83% of all B2C packaging made from 100% recycled plastic (56% in 2023), a year ahead of schedule. The 2030 B2B target is also close to being met, with 44% currently made from fully recycled plastic (40% in 2023).

21-This category includes textile packaging, such as cotton, viscose and silk.

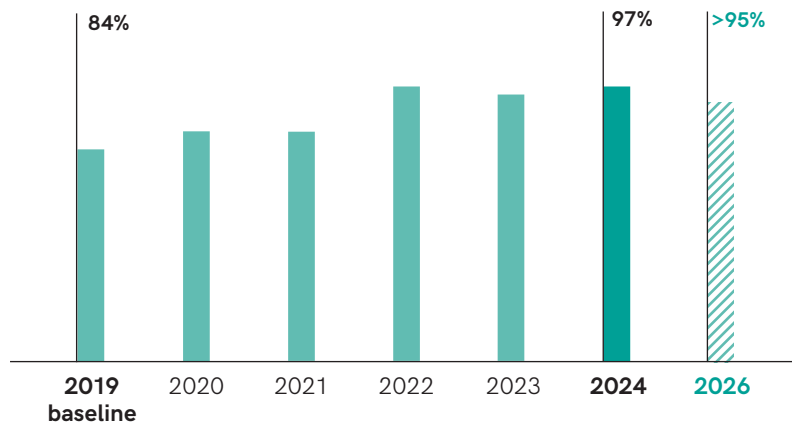
## B2C and B2B plastic packaging vs The Fashion Pact targets<sup>22</sup>



In light of this achievement, the Group has decided to set a more ambitious target to increase the proportion of recycled material in the plastic used for packaging.

Finally, the Group is committed to purchasing FSC-certified and/or recycled paper/cardboard packaging with the aim to maintain this percentage above 95%.

## Recycled and/or certified paper and cardboard



### 2026 Target

>95%

recycled and/or certified paper and cardboard

### Target Update

Target achieved for 2024

<sup>22</sup>-Ensure that at least 50% of all plastic packaging is 100% recycled, by 2025 for B2C and by 2030 for B2B.



## Beauty Packaging

In 2022, the Prada Group's research into circular solutions found a new application with the Prada Paradoxe women's fragrance, a refillable bottle that can be used an infinite number of times, allowing the customers to keep the bottle, without having to replace it or throw it away.

In 2023, the Prada Group also launched its first lines of beauty products. Thanks to close collaboration with prominent industry partners, Prada has extended its circular approach to some of the skincare and makeup products. The refill mechanism is even simpler and more intuitive to ensure the best customer experience.

In 2024, the same mechanism was extended to Luna Rossa Ocean Le Parfum.



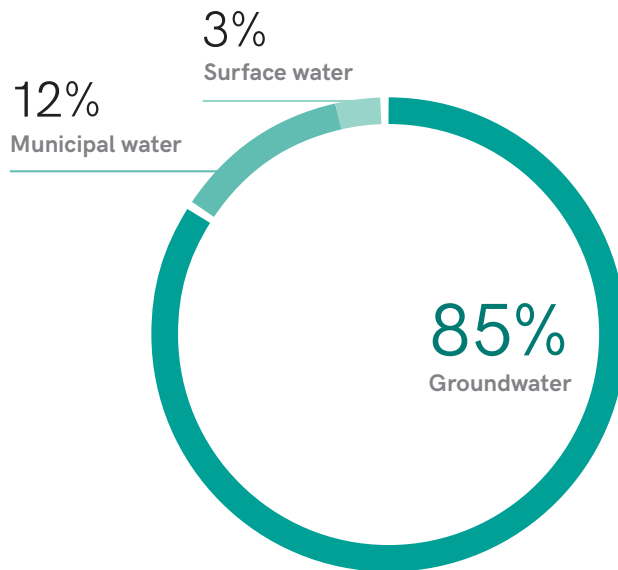
## 3.2.2 Water Management

The Prada Group recognizes the growing importance of water-related challenges and the impact of the fashion industry on water consumption and pollution, both in terms of raw material sourcing and industrial processes related to the transformation of raw materials.

The Group uses water mainly for sanitary purposes and irrigation of green areas, as industrial water usage is limited to a few production sites, including the tannery in France, where leather is processed, and the Torgiano plant in Italy, where knitwear undergoes multiple washing cycles. The Group is engaged in minimizing water consumption and increasing efficiency across its operations. At the Torgiano plant, a closed-loop water system cools the dry-cleaning machines, while both the Torgiano and Valvigna plants in Italy collect rainwater for sanitary and irrigation purposes. Similarly, the Levanella central logistics hub, which relies on geothermal heating, reuses exchange water for the same needs. In addition, to clean certain production components, the Group employs ultrasonic washing machines that operate within a closed-loop system, allowing water to be reused and reducing overall consumption.

In 2024, the Group withdrew 422.5 megalitres of water for its production sites<sup>23</sup>, with 85% sourced from groundwater (e.g., wells), 12% from third parties (e.g., aqueducts) and 3% from surface waters (e.g., rivers).

### Water withdrawal by source (ML)



The Group complies with all applicable regulations on water use and discharge. Managing water discharge is particularly important for industrial sites that use water in their processes, such as the Torgiano and Limoges factories. At the Torgiano site, a wastewater treatment system filters both industrial and sanitary water generated on site, while at the tannery in France, wastewater is treated in a purification plant before being sent to a municipal facility where sludge is filtered.

<sup>23</sup>-In 2024, according to the online database "Aqueduct" of the World Resource Institute (WRI), 78% of the Group's industrial withdrawals occurred in areas with water stress, considering that Tuscany and Marche regions, where most of the Group's production sites are located, are considered high-water risk areas.

Additionally, a government laboratory conducts monthly tests to monitor the presence of chromium and other hazardous substances. Recognizing the interdependence between its production processes and water as a vital resource, the Prada Group has set an ambitious target to implement a comprehensive Water Conservation Program by 2026. As a first step, the Company collected water consumption data from its key suppliers in 2023 and repeated this activity in 2024, with an additional water risk assessment along the supply chain. The assessment followed the Water Risk Filter Methodology developed by WWF to identify water-related hotspot risks such as water scarcity, flooding, water quality and/or ecosystem degradation. The analysis included more than 600 raw material and manufacturing suppliers, representing approximately 93% of the Prada Group's 2024 spending, and considered both "basin risk", which indicates the environmental conditions of the hydrological basin where the sites operate, and, for a selected group of suppliers performing wet processes, a more detailed "operational risk" to evaluate how these sites depend on and potentially impact water resources. The results and information gathered will lay the foundation for a tailored water strategy aimed at addressing the unique challenges coming from the Group's own operations and supply chain.

### 3.2.3 Chemicals Management

The Prada Group is committed to the responsible and sustainable management of chemicals in its products and manufacturing processes, and requires its suppliers to adopt and comply with the limits set out in the Group's Product Restricted Substances List (PRSL) and Manufacturing Restricted Substances List (MRSL).

In 2023, the Prada Group became a Signatory Friend of the Zero Discharge of Hazardous Chemicals (ZDHC) program, underpinning its dedication to adopt the ZDHC MRSL as a reference standard to promote safer production processes throughout the supply chain.

The ZDHC program is a global multi-stakeholder initiative leading the fashion and apparel industry in eliminating hazardous chemicals from the textile, apparel, leather and footwear value chains. The ZDHC Foundation includes more than 160 organizations, including around 70 luxury, fashion, sports and lifestyle brands working together to provide training, methodologies and tools to help the industry eliminate hazardous chemicals from production processes. As announcing the partnership, the Group publicly committed to achieve full compliance with the ZDHC MRSL for its key suppliers by the end of 2026. While in 2023, when joining the program, raw materials suppliers were informed, in 2024 all Group's suppliers - including those providing raw materials/components, packaging and manufacturers - were formally requested through the Vendor Management System to acknowledge the adoption of the ZDHC MRSL.

Upon joining the program, the Prada Group evaluated its value chains in relation to chemical risks, prioritizing raw material suppliers using wet processes as the most risk-intensive. At December 31, 2024, the Group's leather and textile raw material suppliers already participating in the ZDHC program represent 78% of the Group's raw material spending; of these, almost 57% meet the requirements of the ZDHC Suppliers to Zero program, levels 1 and 2, and around 39% implemented an industrial wastewater monitoring program. For footwear, leather goods and ready-to-wear manufacturing suppliers, the program involved suppliers representing 17% of procurement value. Although this is a relatively small portion, the associated chemical risk is acceptably low due to the very limited use of chemicals in these processes (e.g., glues, dyes).

Moreover, in 2024 the Group launched a program to provide selected key suppliers with specialized training and a tailored roadmap to help them achieve level 2 of the ZDHC Supplier to Zero program.

Recognizing the importance of a collaborative approach between brands, the Prada Group, together with five other luxury brands, then supported dedicated training for suppliers in the leather supply chain – including tanneries, leather goods and shoes manufacturers, and chemicals producers. The initiative, held during the International Leather Fair in Milan in February 2024, aimed to reinforce a unified message to the supply chain: take concrete action towards responsible chemical management.

In 2025, the Group will continue to engage its suppliers through targeted initiatives, expanding the number of suppliers involved, and further implement the ZDHC program towards compliance.

### 3.3 Embrace Circular Thinking

The principle of circularity, or circular thinking, fully matches with the Prada Group's climate and biodiversity strategy. It is integrated throughout the Group's value chain, from the increasing use of recycled and regenerated raw materials to the proper management of waste, which can be repurposed and reused in alternative supply chains.

Circular thinking is applied at both product and process levels. At the product level, over the years the Group has launched significant initiatives such as Prada Re-Nylon and Upcycled by Miu Miu, concrete examples of the Group's systemic shift towards circularity. At the process level, the Group's effort ranges from the proper management of waste, which has already reached important quality standards, to careful attention to the entire product lifecycle; to this end, stores provide customers with clear information on the correct maintenance of products and offer after-sales and repair services thanks to a worldwide network of repair labs.







### 3.3.1 Circularity by Product

#### Prada Re-Nylon

A vital component of Prada's heritage and a hallmark of its approach to contemporary fashion, nylon is an emblem of the brand's DNA. The Prada Re-Nylon Collection is based on the evolution of this fabric made using ECONYL® yarn - a regenerated nylon yarn that can be recycled indefinitely without affecting the quality of the material - created through the recycling and purification of plastic collected from landfills, textile fiber waste and the ocean.

Launched in 2019 with a capsule collection of bags for men and women, Prada Re-Nylon Collection has been expanded in the following years into ready-to-wear, accessories and footwear.

In 2023, given the strong partnership between the Prada Group and UNESCO-IOC, Prada announced to donate 1% of the proceeds from Prada Re-Nylon for SEA BEYOND Collection to further sustain and develop the SEA BEYOND project (see chapter 5, paragraph 2 "Further Sustainability Literacy").

## Upcycled by Miu Miu

Launched in 2020, the Upcycled by Miu Miu is a series of special collections of vintage pieces reworked and transformed by Miu Miu, carefully sourced from vintage clothing stores and markets around the world, and created to promote circular design practices.

The project began with a selection of vintage dresses, reinterpreted with Miu Miu's aesthetic codes, to develop a culture based on new business models and sustainability, by giving new life to pre-owned and pre-loved clothes.

In 2021, Miu Miu unveiled the collaboration with Levi's® dedicated to vintage denim and, in 2022, launched a limited edition of leather jackets, specially created and shown on the runway for the Fall/Winter 2022 season.

In January 2024, Miu Miu presented the fourth edition of the Upcycled project, with Denim and Patch bags, focused on pre-2000 dated jeans, carefully sourced from denim specialists all over the world and specifically selected for their colour, weight, and fading characteristics. The handcrafted floral embroidery is also drawn from the past, inspired by research into 1950s haute couture. For the first time, the project included bags, with patch models crafted from leather left over from past Miu Miu designs. At the end of the year, the Holiday collection introduced a fully realized wardrobe, featuring upcycled leather, kilts from the Fifties to the Seventies, upcycled yarns and samples of archival embroidery applied to a base of black chantilly lace.

Finally, Miu Miu has partnered with the Aura Blockchain Consortium, through which each piece of the Collection can be verified.

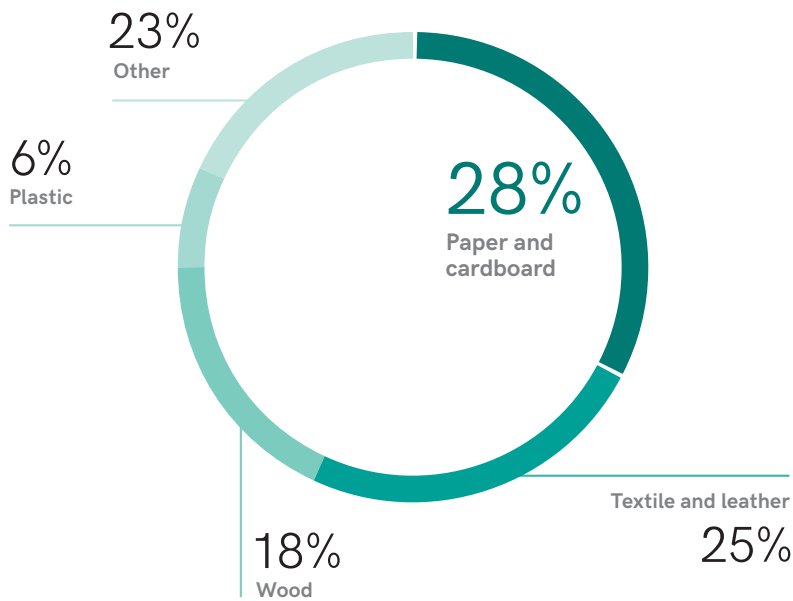


### 3.3.2 Circularity By Process

#### Waste Management

In recent years, the Group has carried out a review of the processes and waste generated at each stage of production, and subsequently implemented a system to manage the internal cycle of waste collection, temporary storage, transport and disposal. The analysis enabled the production cycles to be optimized, reducing the amount of waste and increasing the proportion of recovered waste. The Prada Group also proactively involves its employees, encouraging the correct disposal of waste in accordance with local regulations and/or best practices. In 2024, the Prada Group generated 2,951 tons of industrial waste, reporting a decrease of 21% compared to 2019. Waste generated by the Group's factories mainly consists of paper and cardboard, packaging materials, textile and leather waste. Only about 1% of the waste produced is classified as hazardous waste and is managed, transported and delivered to authorized disposers in accordance with current regulations.

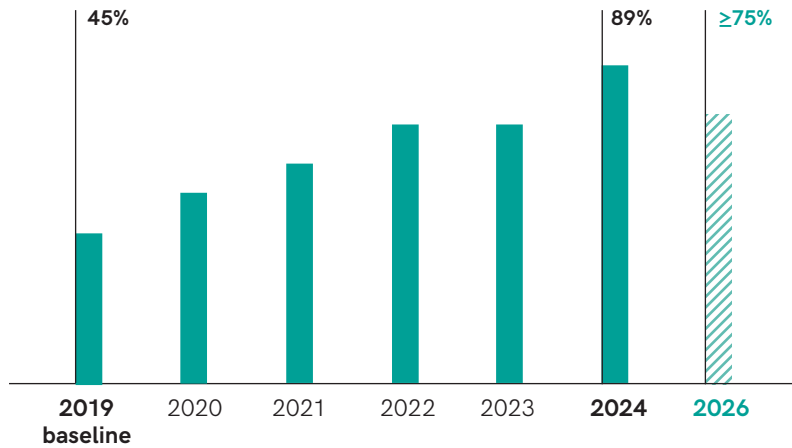
#### Waste generated (weight)





In 2024, approximately 89% of the Group’s waste was diverted from disposal. As part of its effort to further improve responsible waste, the Group has set two targets for 2026 to maintain its already excellent recycling performance above specific thresholds that the Group has identified as best practice. Both targets have been achieved in 2024.

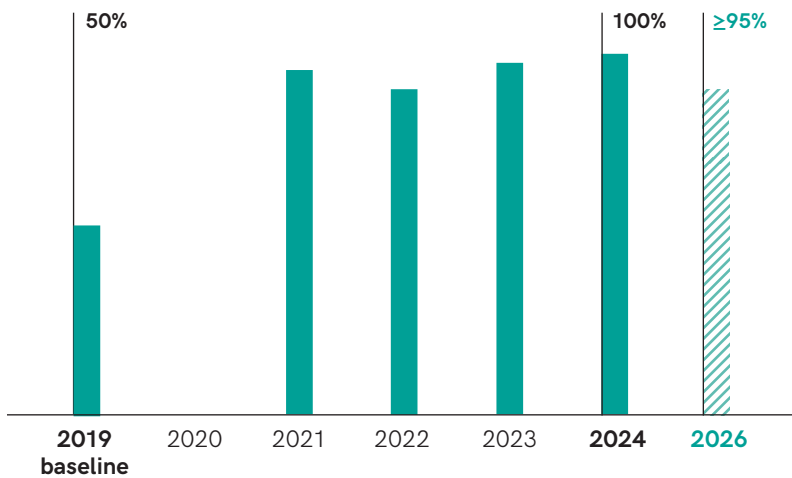
### Waste diverted from disposal



**2026 Target**  
 $\geq 75\%$   
 waste diverted from disposal

**Target Update**  
 Target achieved for 2024

### Textile fiber waste diverted from disposal



**2026 Target**  
 $\geq 95\%$   
 textile fiber waste sent to recycling

**Target Update**  
 Target achieved for 2024

In its production sites in Italy, the Group has implemented specific initiatives to recycle production waste, following a circular economy approach. In fact, 100% of the processed textile fiber waste generated in Italy is diverted from disposal. General textile waste of mixed composition and colour is recycled as a secondary raw material in the automotive sector, while wool and cashmere waste is sent to companies that process it into raw materials (yarns). The same is done with Re-Nylon, whose scraps are collected and returned to the supplier, who reintroduces them into the production system, thus becoming a production input for the Prada Group. Finally, up to 34% of leather waste is recycled in the fertilizer and manure industry.

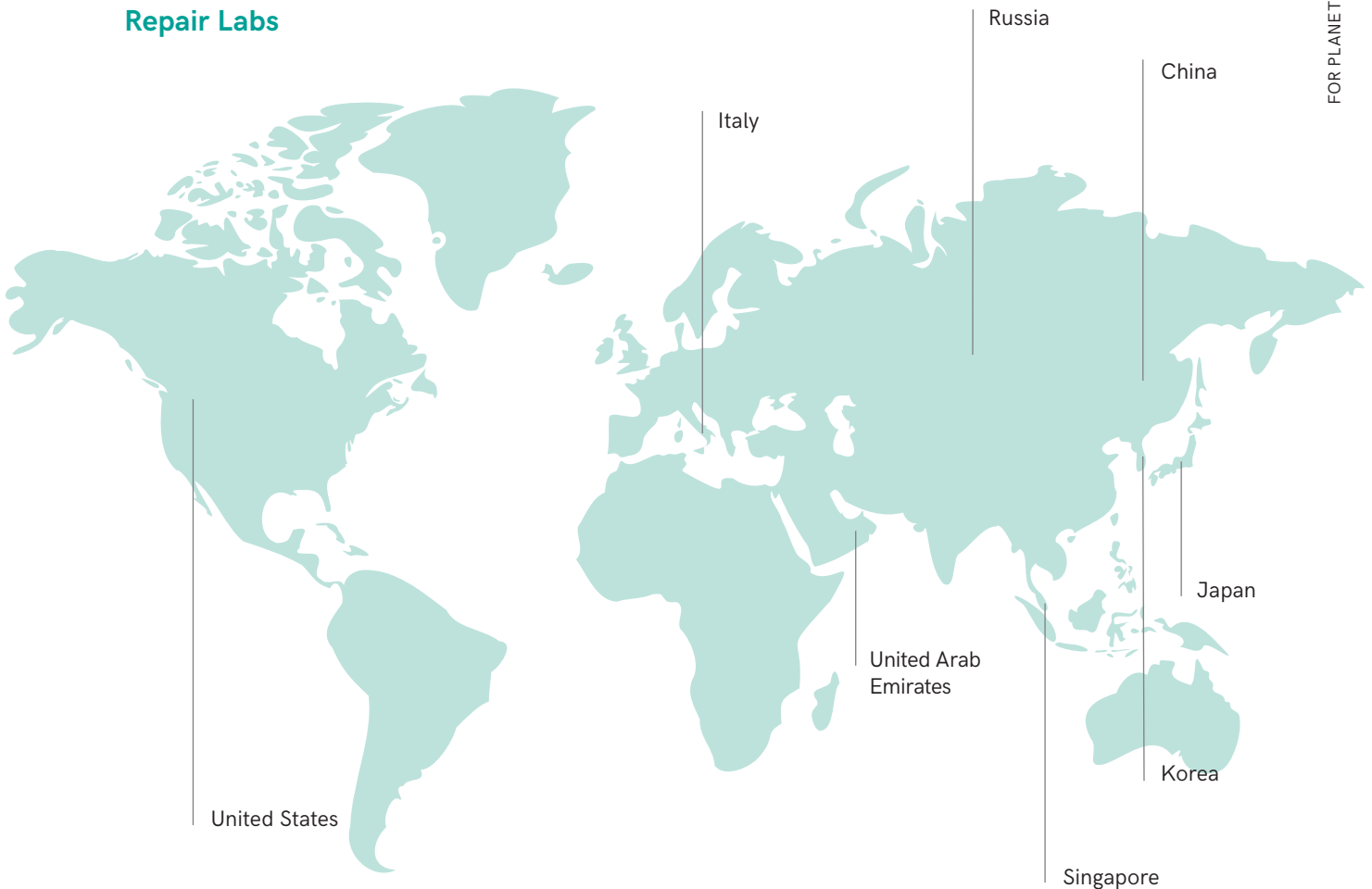
## Repairs

The Prada Group has always been engaged in providing its customers with a high-quality after-sales service for all its brands' products. Firmly believing that a luxury product is meant to last, the Group has extended these services to repairs as well, in line with its principles of sustainability and its long-term vision of circularity.

The repair service is granted by highly skilled craftspeople and is carried out both centrally, in Italy, and locally, thanks to a network of repair labs directly managed by the Group in 7 countries (China, Japan, Korea, Russia, Singapore, United Arab Emirates and United States) and over 100 dedicated people. This network ensures proximity service to customers by reducing repair times, while allowing transportation-related emissions to be limited. All labs cover the primary markets in which the Group operates and handle the three main product categories, namely leather goods, clothing and footwear.

The most recent developments include, in 2023, the reorganization of the repair labs in Italy, which are now grouped together in a single area, and the opening of a new lab in China, which serves all the stores in the region and employs more than ten people. These activities underline the Group's commitment to expanding its after-sales services and responding concretely to the growth of the main markets.

### Repair Labs



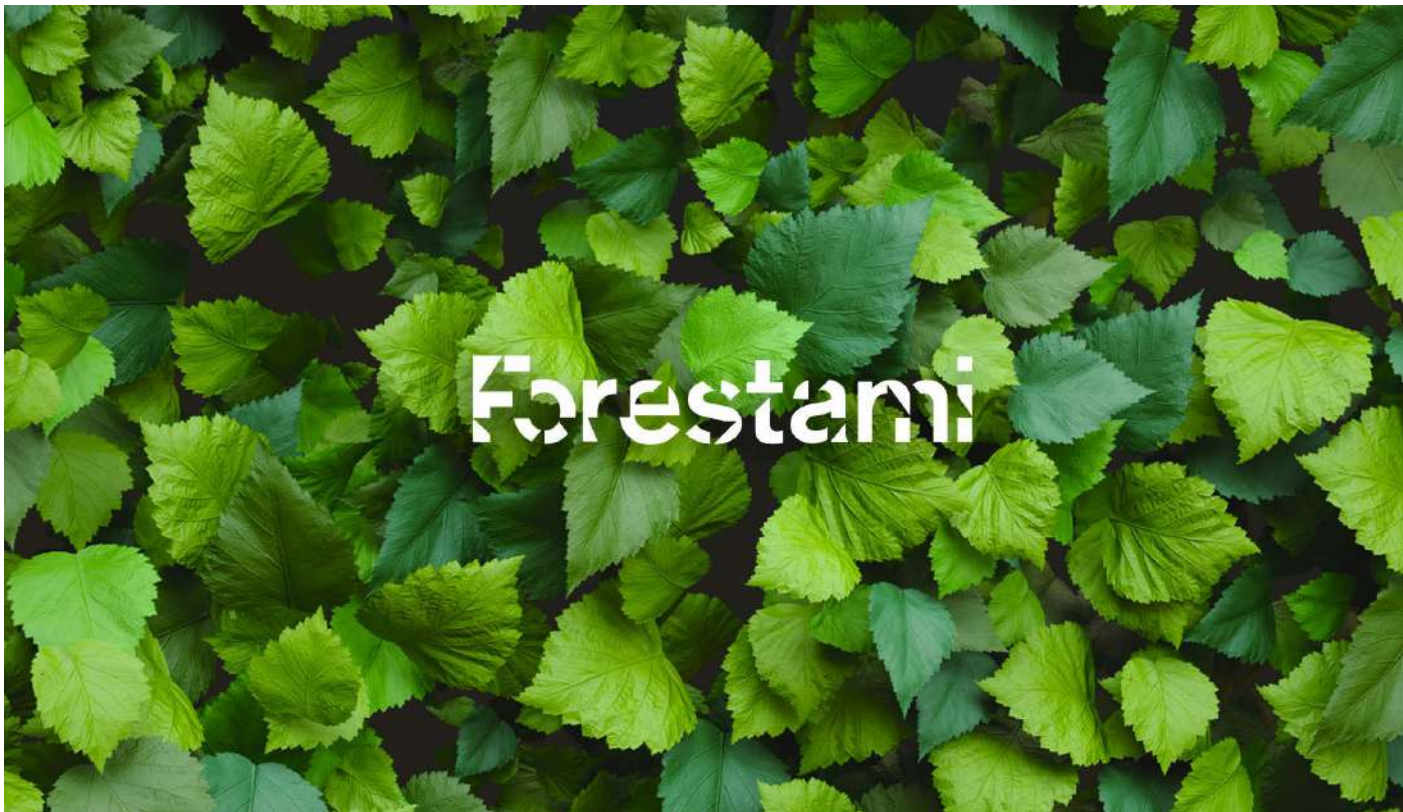
### 3.4 Partnership: Forestami

Since 2022, the Prada Group has been supporting Forestami, the internationally award-winning urban reforestation project that aims to plant 3 million trees in and around Milan by 2030. The goal is to increase Milan's natural capital and plant trees to slow down global warming, reduce energy consumption and clean the air of fine particles, thus improving the wellbeing of its citizens.

The partnership is perfectly in line with the Group's spirit of supporting the places and communities where it operates through sustainability initiatives, in this case both environmental and social, given the extremely positive impact that green has on the life and health of the people of Milan.

In 2023, the Prada Group also supported the restoration of the Parco Nord Milano, one of the most important green lungs of the metropolitan area, which was heavily damaged by severe summer storms, and in 2024, for the second year in a row, the Group's employees volunteered to place around 500 plants under the guidance of the park's agronomists, creating a new forest area.

Finally, in 2023, the collaboration between the Group and Forestami was extended to the creation of the Forestami Academy, a three-year training program for citizens focused on urban forestry. Further details about the Academy can be found in chapter 5, paragraph 2 "Further Sustainability Literacy".





# 4. For People

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4.1 Champion Diversity and Promote Inclusion

4.3 Ensure Wellbeing and Fair Workplace

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4.2 Foster Creativity and Know-how Preservation

4.4 Partnerships: UNFPA, FIT and Dorchester Industries

## Highlights 2024

The Prada Group reaffirmed its purpose to be Drivers of Change and launched targeted initiatives for its employees, including a new global Parental Policy.

# 15,216

Headcount, with 118 different nationalities

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# 46%

Women in Top and Senior management<sup>24</sup>

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# 89%

Permanent contracts

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# 120

Young people trained within the Prada Group Academy

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<sup>24</sup>-Top management positions include those reporting directly to the Group CEO at Headquarters, as well as Presidents and/or General Managers/Corporate Officers of the Regions. The Senior management category refers mainly to directors positions.



**Drivers of Change**, the internal engagement program designed to embody the Prada Group's purpose, was launched to disseminate the Group's core values and sustainability pillars: People, Planet and Culture. This initiative serves as a platform for employees to connect, share and collaborate across roles and functions. Beyond being a platform, Drivers of Change acts as a cultural force, positioning employees as active agents of transformation within the Group and its wider communities.

The program stems from a vision of creating a high-quality working environment where individuals can thrive and contribute to a corporate culture that generates positive impact. This inclusive and collaborative approach enhances employee wellbeing while positioning the Prada Group as an employer of choice.

The Drivers of Change platform champions sustainability and collaboration. The program's ambassadors, selected from different departments, actively contribute to designing corporate initiatives that propel the Group's cultural evolution. By promoting sustainability, the program highlights the importance of aligning individual efforts with corporate purpose, further reinforcing Prada's reputation as a purpose-driven organization.

In 2024, the focus on volunteering and employee wellbeing inspired the launch of three transformative initiatives under the Drivers of Change platform.

The first-ever Prada Group "We Are Family" events offered employees at the Italian Headquarters the unique opportunity to bring their loved ones to the heart of the workplace, creating memorable experiences and showcasing the iconic locations that define the Group's identity. Over the coming year, the format will be extended with similar initiatives at the Group's industrial sites and foreign subsidiaries. Additionally, volunteering activities, including blood donation campaigns in partnership with Associazione Volontari Italiani del Sangue (AVIS), reinforced a sense of community and collective impact. Lastly, the introduction of an innovative concierge service aimed to relieve employees of routine personal tasks such as laundry, postal errands and similar responsibilities by entrusting them to a corporate service. This initiative not only streamlined personal commitments but also underscored the Group's dedication to fostering a supportive and balanced working environment.

# DRIVERS OF CHANGE



The Prada Group places its People at the center of its strategic vision and promotes organizational growth based on inclusivity, creativity and equality. Guided by this approach, the Group is committed to supporting cultural development and organizational success, while strengthening employee engagement and a sense of belonging.

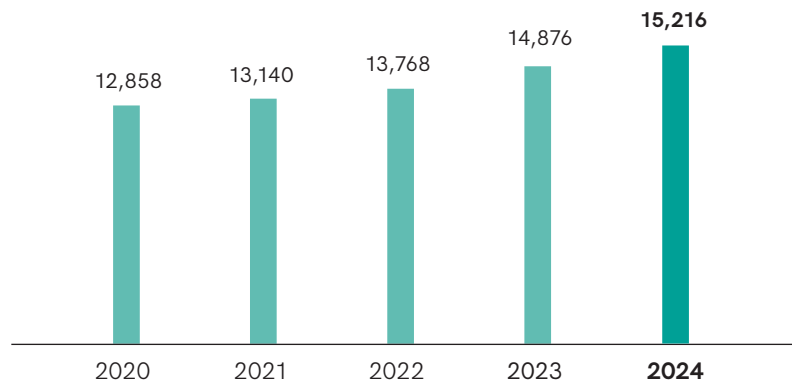
In this context, in 2024 the Prada Group established quarterly Global People Culture Forums, an opportunity to engage with the global leadership team to monitor progress on the Group's People agenda, with the aim of achieving even higher standards on topics concerning employees and their families.

The People agenda encompasses initiatives to support employee development, promote inclusion in the workplace and align organizational practices with sustainability goals. By placing talent at the heart of key decisions and strategies, the Prada Group adopts a people-first approach that prioritizes wellbeing and continuous development.

This includes empowering employees to adopt leadership behaviours that are aligned with the Group's values, enabling them to lead by example and make a meaningful contribution to the Company's goals.

The People Strategy reflects the Group's commitment to creating a workplace where diversity is valued, and innovation thrives. As this journey evolves, the initiatives will continue to drive cultural and organizational progress to ensure a sustainable future for the Group and its stakeholders.

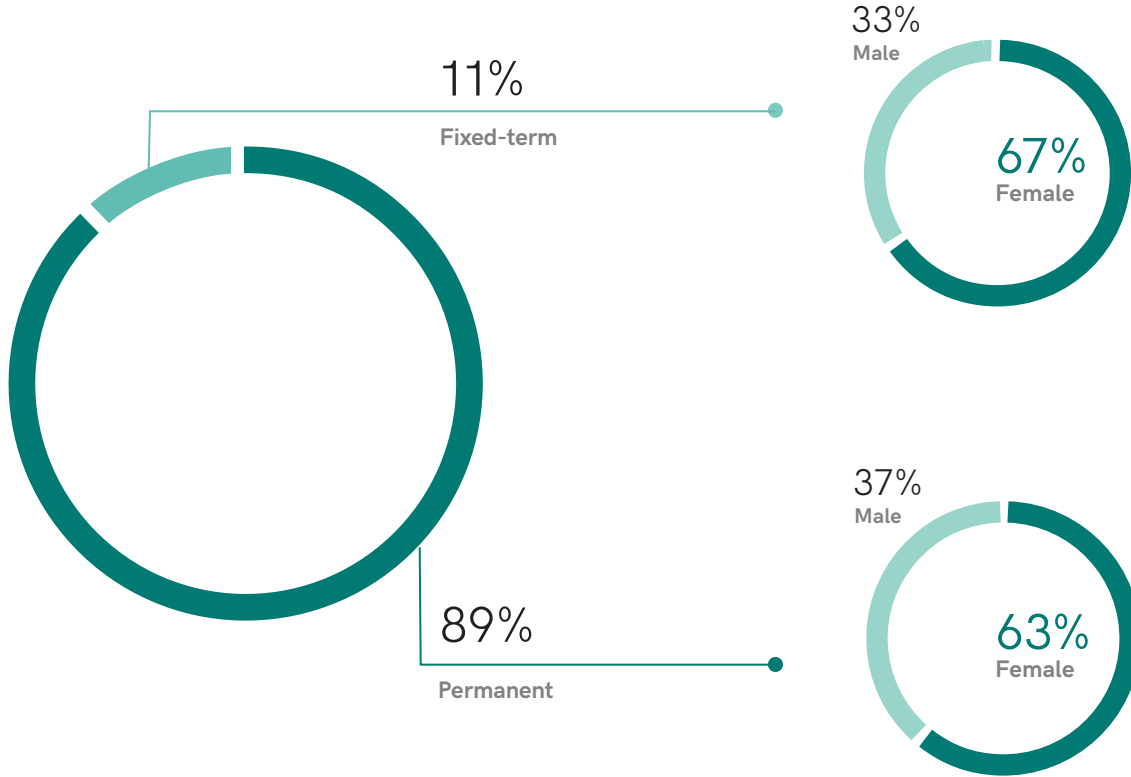
## Number of employees



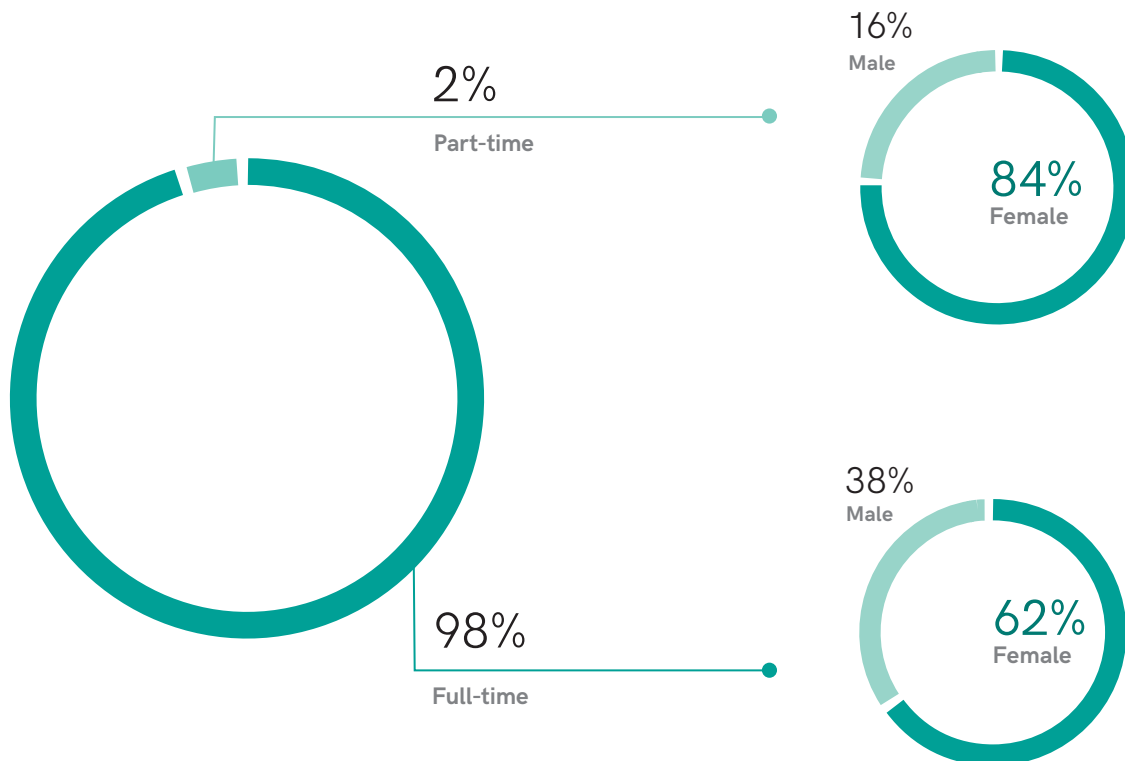
At December 31, 2024 the Group's headcount stood at 15,216, an increase of 2% compared to the previous year and +18% compared to 2020, the year of the pandemic.

Permanent contracts represent 89% of the global workforce (of which 63% represented by women), confirming the Group's commitment to stable employment relationships and long-term investment in human resources. Similarly, the Group is open to any requests from its employees to work part-time and, wherever possible, offers work opportunities that meet their personal and professional needs. Full-time employees represent 98% of the total workforce and, as in previous years, there are no differences in benefits between full-time and part-time employees.

### Permanent and fixed-term contracts by gender

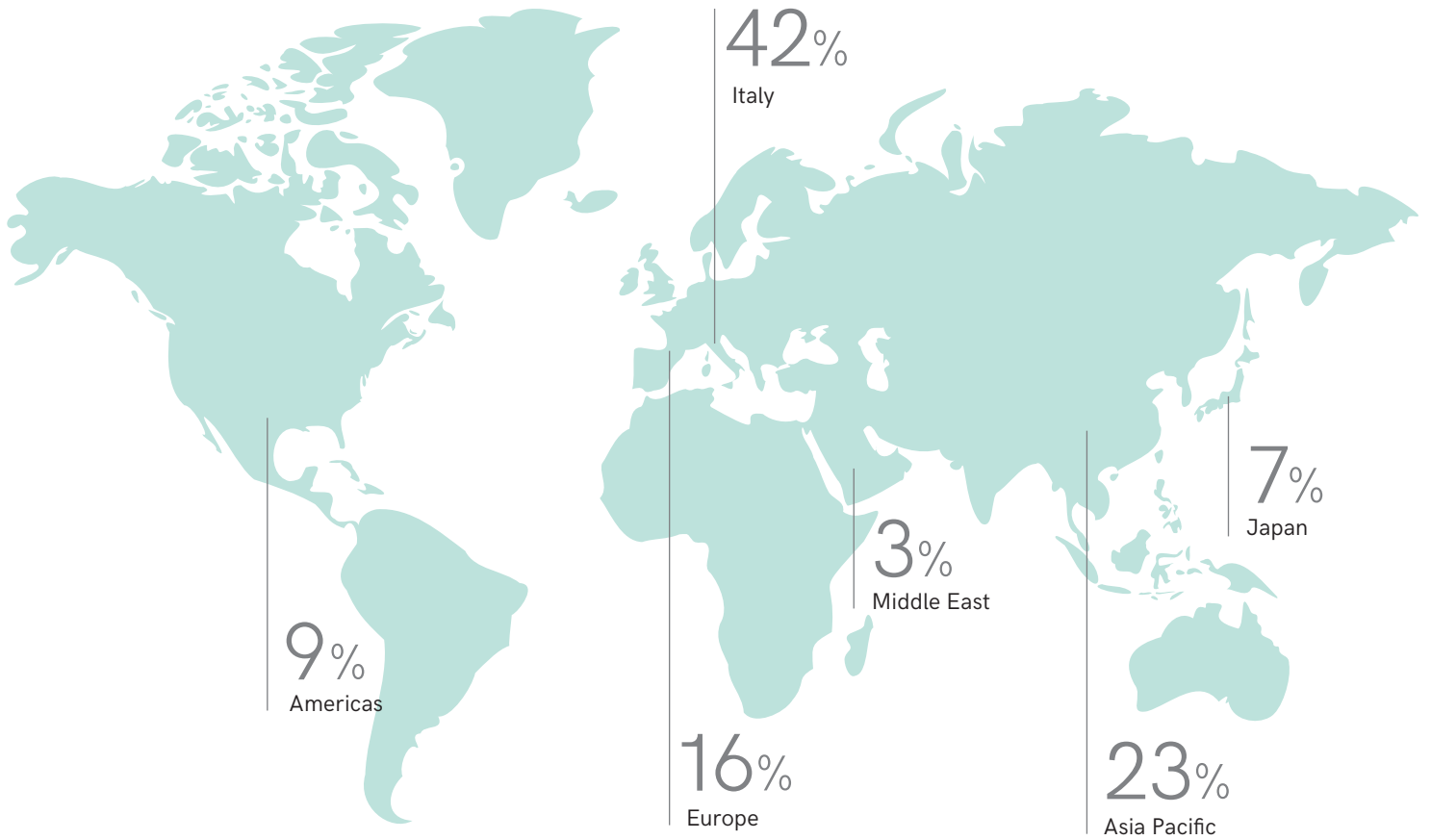


### Full-time and part-time contracts by gender



Outside Italy, where more than 40% of the total workforce is located, the largest portion of the workforce is in Asia Pacific (23%), followed by the rest of Europe (16%).

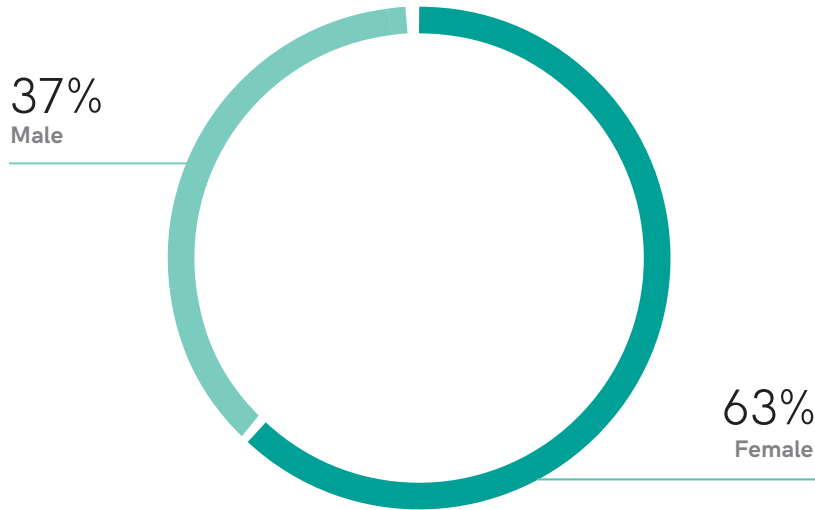
### Employees by region





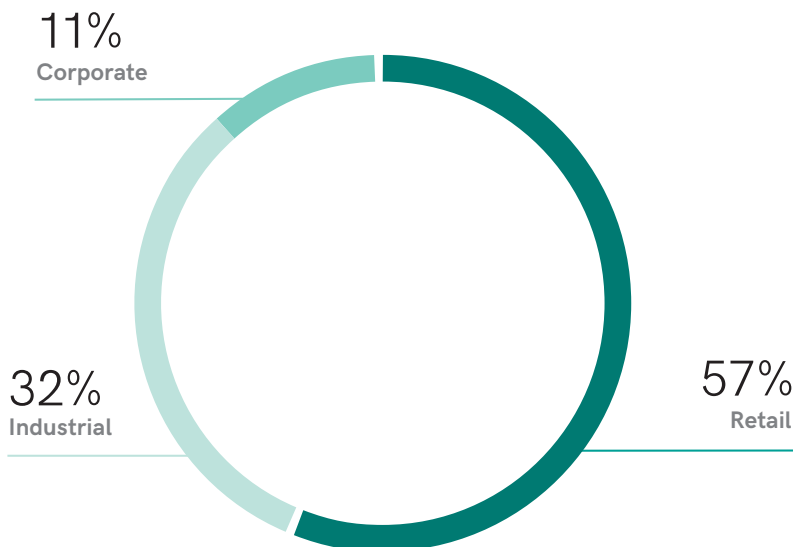
Women continue to represent the majority of the Company’s workforce, accounting for 63% of the total, with female presence well above 50% in all regions.

### Employees by gender

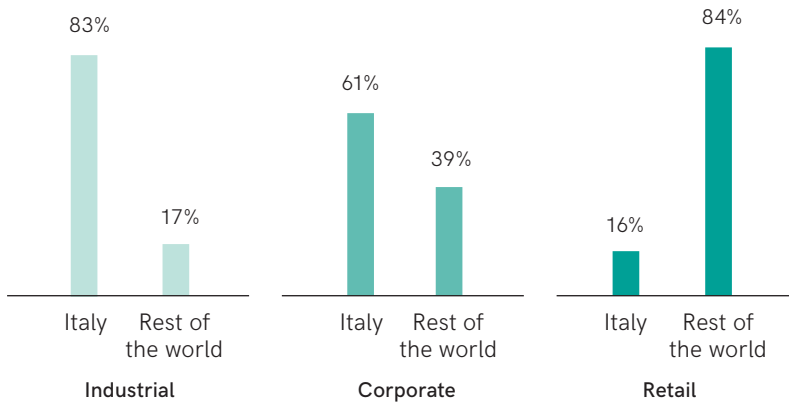


In terms of business areas, approximately 60% of the Group’s employees work in the retail area, over 30% in the industrial area and 10% in the corporate area. In Italy, where 23 of the 26 production sites are located, most employees (63%) work in the industrial division, while in other countries, where 557 of the 609 directly operated stores are located, 84% of employees work in retail.

### Employees by division



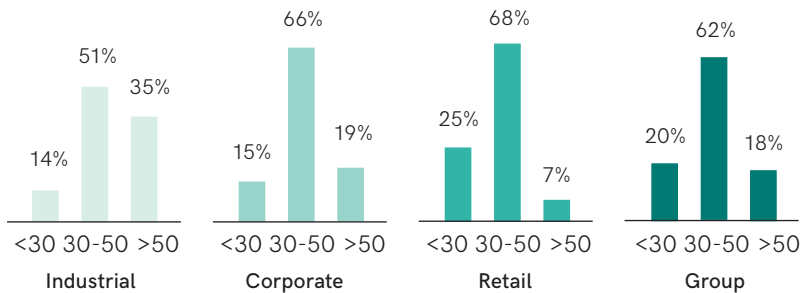
## Employees by division, Italy and Rest of the world



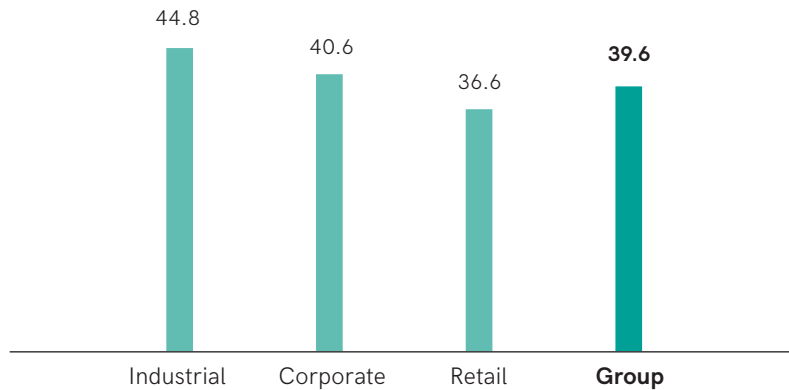
A breakdown of the workforce by age shows that at December 31, 2024, 20% of the Group's employees were under 30 years old and 62% were between 30 to 50 years old. Further analysis shows that 25% of the retail workforce was under the age of 30, while in the industrial division, where experience in production and craftsmanship is particularly important, approximately 50% of the workforce was in the 30-50 age group and 35% in the over 50 age group. Globally, the average age of the Group's workforce at December 31, 2024 was 39.6 years, slightly higher than in 2023 (39.3).

FOR PEOPLE — 2024

## Employees by division and age group



## Average age of employees by division



### 4.1 Champion Diversity and Promote Inclusion

For the Prada Group, diversity is a core element; valuing and embracing differences is essential to create an increasingly inclusive working environment that encourages the expression of everyone's potential, as a strategic lever to achieve the Company's objectives.

The Group recognizes the importance of diverse talent and the unique perspectives, backgrounds and skills that each employee brings to the organization. This is firstly reflected in the 118 nationalities of its employees, up from 116 in 2023, but also in the pursuit of balanced gender representation, which the Group views as a fundamental driver of value.

In a creative industry where freedom of expression is fundamental, the ability to understand and anticipate social change depends on drawing on the richness of diverse voices and aspirations across generations.

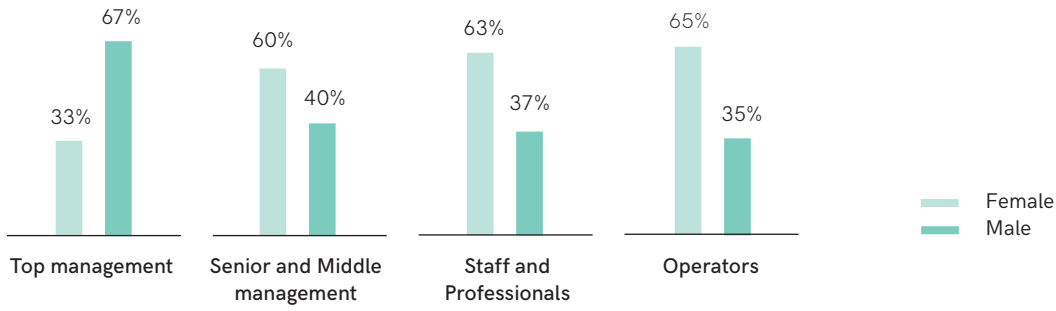
Particularly in today's world, the Prada Group thrives by championing the uniqueness of its talents, recognizing them as vital to achieving its vision and growth. This is further supported by strategic actions such as investing in appropriate international governance of DE&I processes, ensuring continuous information sharing and training for all colleagues, guaranteeing adequate representation of women in top and senior management positions, and implementing equitable compensation policies.

The Group is also committed to supporting parenthood through targeted initiatives, to defining policies and procedures to ensure gender equality and neutrality in recruitment processes, and to improving organizational listening practices to foster an environment where every voice is heard and valued. Together, these efforts underscore the Prada Group's engagement in cultivating a workplace where diversity is not only respected but celebrated as a driver of innovation and progress.

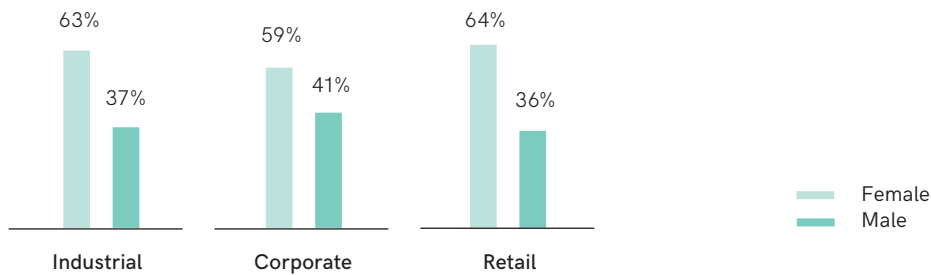




### Employees by job category and gender



### Employees by division and gender

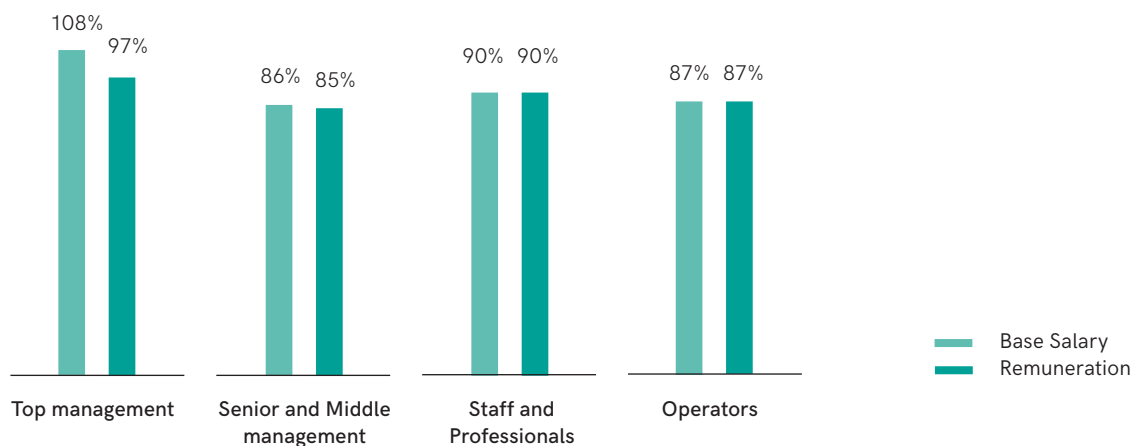


Women represent more than half of the workforce in all regions, with peaks in the Asia Pacific and Japan, where women make up 68% of the workforce.

With regard to the Compensation & Benefits System, the Prada Group is committed to creating a working environment where merit and performance are the only determining variables in the compensation process. The Group firmly believes that a positive workplace and a successful business, can only be built by creating a space where women and men can develop their careers equally, with full pay convergence.

## Ratio of base salary and remuneration of women to men<sup>25</sup>

Men's base salary and remuneration = 100



The Group's commitment to diversity and inclusion is also demonstrated by the actions taken in this area, starting with Prada North America, one of the Group's main subsidiaries. In 2020, a Chief Diversity, Equity and Inclusion Officer for the Americas region was appointed, with responsibility for developing policies, strategies and programs to ensure that diverse cultures and perspectives are represented at all levels of the organization. The aim is to build an inclusive culture and ensure progress on equality, as has been done with the Global Retail Uniform Guidelines, a multi-year collaboration between DE&I and store operations teams, launched in 2024 to accurately reflect the diversity of the employee base across the Group's brands while ensuring greater inclusivity of body types, gender identities, comfort levels and religions. Another successful example of direct employee engagement is the "DE&I Education Focuses", an easy-to-share digital one-page educational resource developed to raise awareness and promote greater understanding of the different cultural and religious celebrations observed by colleagues and clients.

25-The base salary corresponds to the Gross Annual Pay (GAP) as stipulated in the contract. Remuneration includes base salary and short-term incentive, if provided for in the contract. For the purposes of this presentation, "Top management" was considered to be the highest level of management within the organization, responsible for the implementation of strategic decisions taken by the Board of Directors and for the overall management of the Company. For this reason, the role of the CEO, as an organizational unicum, was not considered part of the Top management, as he performs the functions of defining strategic policy in agreement with the Board, as well as coordinating and controlling the same Top management. However, the CEO's remuneration is disclosed in a transparent and detailed manner in the relevant section of the Annual Report.



In 2024, the DE&I team built up on significant initiatives, such as:

- **Prada Group Gives Back – Volunteer & Employee Engagement**  
**Activities:** as part of the Group’s ongoing commitment to community engagement and social responsibility, the DE&I team launched a coastal clean-up in New York City in partnership with a local organization - removing more than 30 Kg of waste, and a give-back event dedicated to children in need during the holiday season, “Toys For Tykes”, where gift baskets were created for children diagnosed with life-threatening illnesses and children in difficult circumstances;
- **GenerationPrada Internship Program:** the program was launched in 2021 to provide the next generation of diverse fashion industry leaders with career growth opportunities and hands-on experience. Since its launch, the Group has welcomed a total of 40 brilliant talents, several of whom have been hired as full-time employees at Prada USA Corporate office across Prada and Miu Miu Merchandising, Logistics, and DE&I departments;
- **Speaker Series - Fostering Inclusive Conversations in the Workplace:** the initiative aims to encourage diverse discussions and bring employees together to reflect on a wide range of DE&I topics. In 2024, conversations continued between internal Prada Group employees in corporate and retail with external industry luminaries, athletes and fashion editors. In February, Prada USA hosted “Championing Excellence and Innovation: Black History Month”, a rich discussion focused on highlighting Black voices in the fashion industry. In May, a conversation was hosted to celebrate Asian American, Native Hawaiian and Pacific Islander Heritage Month and, in October, the conversation topic was “Championing Excellence and Innovation: Embracing Accessibility” with a discussion focused on highlighting the lived experiences of individuals with disabilities in the creative industries;
- **The Prada Culture Collective, Employee Resource Groups (ERGs):** the initiative consists of different groups proposed and led by employees to share interests or issues related to their identity, such as gender, ethnicity and sexual orientation. In 2024, the Black Collective, the Parents and Caregivers Collective and the LGBTQIA+ Collective hosted philanthropic and cultural events to enhance culture and belonging at the Prada Group. Some of the events included celebrating Pride Month by hosting a charity fitness class to raise funds for underserved LGBTQIA+ youth, as well as hosting conversations on back-to-school readiness for parents, Black history and art.



In addition to these initiatives, significant progress was also made in 2024 through strategic partnerships with external NGOs and prominent universities, as explained in the last paragraph of this chapter, “Partnerships: UNFPA, FIT and Dorchester Industries”.

Finally, as part of its commitment to equality, in January 2025 the Prada Group launched its first global Parental Policy, to empowering its employees during one of the most important moments of their lives, welcoming and raising a child. Designed to champion gender equality, work-life balance and professional inclusion, the policy reflects the approach to being a people-first organization, by establishing a universal baseline standard across all locations and ensuring equal opportunities for everyone. Key provisions include:

- 14 weeks of fully paid maternity or parent 1 leave, allowing parents to focus on their growing families without financial concerns;
- 15 working days of fully paid paternity or parent 2 leave, supporting partners in their vital role during this pivotal time.

The Prada Group is also focused on making the transition back to work as smooth as possible by ensuring full salary continuity and no reductions in compensation due to parental leave.

Further measures support the integration of work and family life, with additional paid leave hours for childcare up to the age of three and flexible working arrangements in the event of a serious child illness.

As well as prioritizing family wellbeing, this policy reinforces a culture of inclusion, ensuring that every employee feels supported and valued at every stage of their journey.

## 4.2 Foster Creativity and Know-how Preservation

Recognizing that the success and wellbeing of the organization lies in the empowerment and personal development of its people, the Prada Group fosters a culture of continuous learning, offering inclusive and customized training to nurture its unique talents globally.

The annual training includes both ongoing courses to develop technical and behavioural skills, as well as initiatives to support organizational growth.

The 2024 program focused on making the Company's knowledge more consistent and accessible to all, promoting leadership behaviour and developing relevant soft skills, enhancing technical and language skills, and supporting process transformation and the introduction of new tools.

Employees are trained from the moment they join the Company, through an onboarding phase that introduces them to the Group and their respective business area. In 2024, a new digital learning path was launched to help new employees around the world discover the identity, values and processes of the Prada Group, beyond geographical boundaries.

Courses are designed by first analyzing the demand, so that the content can be built according to the specific personal and professional growth needs in technical and managerial areas.

In 2024, soft skills and leadership courses included initiatives on entrepreneurship, self-efficacy and personal impact; delivered in blended live sessions and integrating digital microlearning content, the courses were organized to engage colleagues in different countries, create food for thought and share best practices.

There was a strong focus on developing leadership behaviours across all levels of the organization, to enable everyone to be and deliver at their best. Online training and workshops engaged employees at a global level to start disseminating a new culture where performance is linked not only to results, but also to the way people behave and work together to create a positive working environment.

In addition, 2024 introduced coaching and team building activities upon needs assessment, as the Group believes that these methods are powerful tools for developing soft skills, accelerating professional growth and fostering harmony among employees at work.

Language skills training continued in 2024 thanks to an integrated digital learning platform that allows all employees to learn at their own pace, accessing virtual classrooms and multiple online resources from anywhere, at any time.

In terms of developing technical skill, the Prada Group's commitment remains strong, in particular by keeping abreast of the latest advanced 2D and 3D design tools, as well as software that improves and accelerates industrial production processes. In 2024, training on these tools has continued to be a priority, to ensure that employees remain proficient. Furthermore, a standardized training program has been introduced for new employees to familiarize them with the software used by the Company, thereby increasing efficiency and consistency across teams.

Significant efforts have been made in various training initiatives to support the implementation and optimization of processes, including the introduction of new digital tools. Recognizing the pivotal role that digital skills play in today's rapidly evolving business landscape, the Group implemented several initiatives, including online courses and hands-on training sessions. A train-the-trainer program was also developed to ensure that knowledge of processes and tools is widely spread within the organization. This approach helps to accelerate change by ensuring that skills and best practices are shared and applied on a large scale.



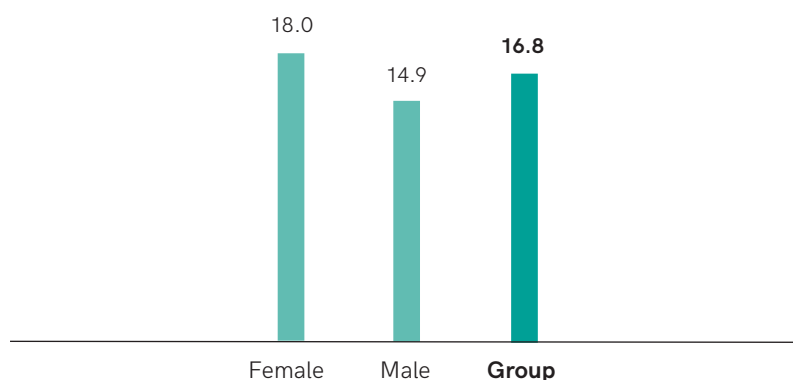
When it comes to retail area, in 2024 Prada and Miu Miu strengthened their retail training strategies to enhance staff engagement, performance and brand alignment. Both brands emphasized innovative and holistic training to elevate retail operations globally.

Prada introduced the Prada Retail Academy App, a centralized platform offering a personalized and trackable learning experience. The existing Prada Week onboarding was enriched with a digital induction program that provides new store staff with essential knowledge and tools to succeed from day one. In addition, the Store Leadership Academy further supported store leaders in improving team effectiveness and business agility, reflecting Prada's dedication to cultivate a culture of learning and excellence.

On the other hand, Miu Miu focused on initiatives that reinforced its brand identity and improved the client journey. The Client Journey project, pivotal since 2022, evolved with new initiatives to enrich the in-store experience, while the Miu Miu Club Days continued to immerse new employees in the brand's DNA, enhancing clienteling skills. Comprehensive product training tools and the deployment of in-store Training Ambassadors in 2023 also played key roles, ensuring storytelling proficiency and consistency across markets.

In 2024, more than 250,000 hours of training<sup>26</sup> were provided, 24% of which was online via e-learning sessions or webinars, with a total of around 180,000 participations.

### Average training hours per employee by gender



In 2024, the average training hours per employee was 16.8, reporting a 1% increase compared to the previous year and confirming the importance the Group places on the training of its human resources. A closer analysis shows that the average training hours is evenly distributed between men and women, although the per capita figure slightly favors the latter.

<sup>26</sup>-Excluding the number of hours for health & safety training.

## Prada Group Academy

The Prada Group is deeply committed not only to developing its internal skills, but also to preserving the know-how within the areas where it operates. This dedication is reflected in the Prada Group Academy, a long-standing initiative aimed at protecting craftsmanship and nurturing talents through strategic investments in training.

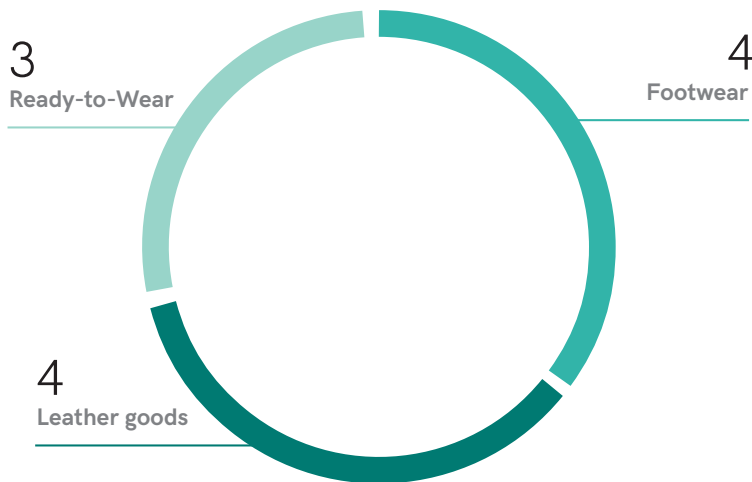
The Academy is a scattered school active all the year in some of the Group's manufacturing sites. The learning pathways are designed to develop production skills in the Leather Goods, Footwear and Ready-to-Wear divisions of the Group.

The aim of the project is to safeguard the technical know-how of the luxury fashion industry, which is considered to be a true wealth of craftsmanship and knowledge that must be passed on to new generations. To this end, the Group creates training courses that combine theory and practical experience for young graduates and beyond who want to learn the professions of manufacturing excellence.

At the Academy, under the guidance of in-house instructors and experienced professionals who share their expertise, every process is explored in depth to learn how to operate according to the highest quality standards.

The journey begins with a first training period, which differs by division. Upon completion, the candidates move on to the second, more specialized phase, where they gradually join the production area, guided and supported by dedicated craftspeople. Successful candidates are hired by the Company and become full members of the production team. At every stage, great attention is given to the performance thanks to the constant monitoring and evaluation of both the Academy and production teams.

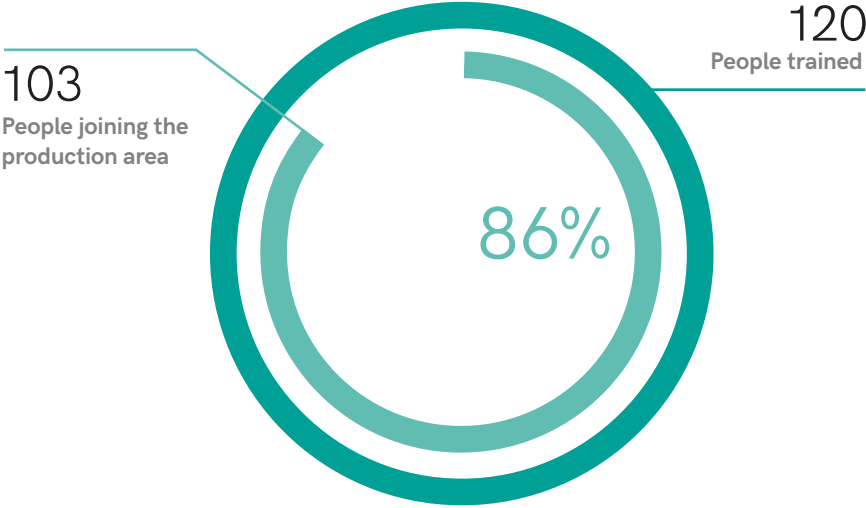
In 2024, the Prada Group activated 11 Academies within its divisions, engaging young people aged 18 to 30.



During the year, the Academies trained 120 young people, 103 of whom joined the Prada Group's production facilities throughout Italy. New training courses contributed to the expansion of a skilled workforce at the Torgiano knitwear manufacturing site, in Umbria, and at the Scandicci plant for Miu Miu leather goods, in Tuscany. A strong focus on the entire footwear division continued.



**Young people trained and joining the production area in 2024**





## Talent Attraction

Identifying and nurturing unique talents is a fundamental pillar of the Prada Group. In order to promote an increasingly broad distribution of the profiles required by the industry and to facilitate the transition from the academic to the professional environment, the Company actively participates in various initiatives to meet and dialogue with new generations of talent. This commitment is reflected in its regular participation in orientation sessions and career days, where students have the opportunity to learn about the many career opportunities within the Group.

The various dialogue opportunities also include visits by Masters and MBA students from universities around the world (Harvard Business School, Columbia Business School, HEC, Gabelli School of Business, etc.), to whom the Prada Group opens its doors and offers them a unique opportunity to interact directly with the Company's top management, allowing the students to deepen their understanding of the luxury sector.

The Group has also been collaborating closely with academic institutions such as SDA Bocconi, offering students the opportunity to participate in training programs that include lectures and projects coordinated by Group managers. With the Executive Master in Luxury Management (EMILux) at SDA Bocconi, the Prada Group launched the second edition of a Sustainability Challenge, inviting students to contribute with ideas and projects to the Prada Group's Diversity, Equity and Inclusion roadmap.

The sharing of business strategies in real classroom moments is a stimulus for students throughout the academic year, who are invited to rework topics of great interest and complexity through project works. These initiatives underline the Company's strong interest in developing and nurturing talent as a key driver for achieving sustainable long-term growth.

The Prada Group is further strengthening its talent structure through organizational developments and its global task force. This team of experts is dedicated to identifying, attracting and retaining top talent, ensuring a more integrated and effective approach to supporting the business.

These efforts are part of the Group's strategy aimed at enhancing talent acquisition processes, and strengthening a fair working environment.

## 4.3 Ensure Wellbeing and Fair Workplace

Health and wellbeing in the workplace are fundamental to the Prada Group's strategy for growth, competitiveness and sustainability. Work and wellbeing are closely connected, in the sense that the quality of work conditions has a direct impact on the quality of life of everyone inside and outside the Company.

The Group keeps abreast of all the new trends in the labour market: the offer of flexibility, a good work-life balance and medium and long-term career paths are essential to attract talented people and keep employees highly motivated.



## Workers' Health & Safety and Respect of Human Rights

The protection of people and the promotion of health and safety are key priorities for the Prada Group: the high quality of the workplaces, as well as the internal policies and procedures adopted over the years, are aimed at protecting workers, customers and everyone in all the Company's locations, according to the highest standards and in full compliance with applicable regulations.

In most of the premises, the occupational health and safety risks associated with the Group's operations are considered to be limited, thanks in part to training activities and safety updates, especially in the industrial area.

In 2024, the Group recorded 146 work-related injuries<sup>27</sup> among its employees, a decrease compared to 2023 (149). Consequently, the recordable work-related injury rate was 6.08, approximately 0.4 points lower than the previous year. The reduction in the number of injuries is the result of the Group's continuous attention to training and fostering a strong safety culture, especially in the industrial areas, along with efforts to standardize and monitor H&S issues across Europe.

The Prada Group has complemented traditional on-site training with digital platforms, which are essential to reach as many employees as possible. In 2024, all executives at the Headquarter participated in targeted training sessions aimed at raising awareness of the importance of safety, delivered through in-person classes to ensure maximum effectiveness and engagement. Overall, 2,475 people received health and safety training in Italy (2,174 in 2023).

There are no specific committees within the Group responsible for creating and monitoring occupational health and safety programs. However, the internal organizational positions and structures required by the local regulations of the various countries in which the Prada Group operates have been established. In addition, a European Health and Safety coordination was established in 2022 in order to harmonize the management of occupational safety in the different areas of the Group, also by issuing specific guidelines for the European region and conducting H&S audit.

Overall, the Group is committed to ensuring respect for human rights in the workplace, as well as internationally recognized standards of worker safety and wellbeing, and promotes this commitment throughout its supply chain.

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<sup>27</sup>-Work-related injuries with at least one day lost were considered.



The Group has a zero-tolerance approach to all forms of discrimination, forced and child labour. In this regard, Prada believes that there is no risk of modern slavery, forced or child labour within its own organization, and considers the risk to be very low throughout its industrial supply chain. The geographical location of its production facilities and suppliers, as well as the in-depth knowledge of them resulting from the duration and quality of the relationships established, significantly reduce the risk of conditions or pre-conditions that could lead to modern slavery, forced labour or human trafficking.

The Group's business partners are encouraged to go beyond the minimum legal requirements and to promote dialogue between all stakeholders to facilitate the implementation and compliance and to create positive working relationships. In supplier relations, social awareness, regulatory knowledge, and the adoption of environmental, social and quality certifications are encouraged.

The Group's commitment is reaffirmed in the Group's Sustainability Policy, Human Rights Policy and Suppliers Code of Conduct, and is supported by the promotion and dissemination of the Group Code of Ethics, shared with all suppliers.

External factories and suppliers are required to ensure that all subcontractors have the necessary legal permits and comply with the Code of Ethics.

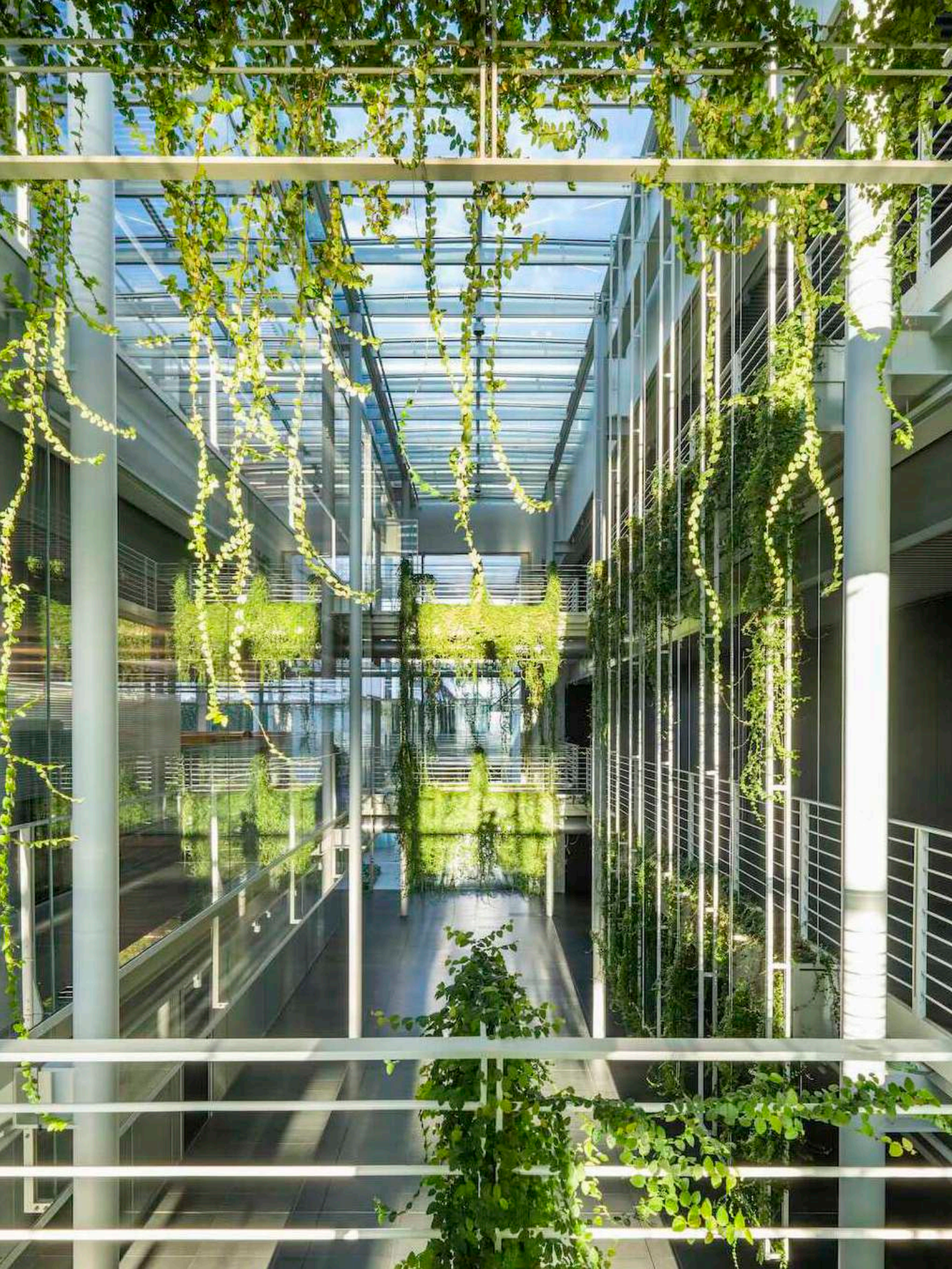
## **Collective Bargaining, Welfare and Freedom of Association**

The Group promotes freedom of association and recognizes the right to collective bargaining. The Prada Group meets with trade unions in order to constantly improve the working conditions of its employees and to promote the medium/long-term wellbeing of the workers and, by extension, the surrounding communities.

As of December 31, 2024, the number of employees covered by collective bargaining agreements represented 39% of the total workforce, up 1% from 2023. Over time, the Prada Group has concluded numerous supplementary agreements, particularly in Italy and France, to improve the conditions of its employees in terms of benefits compared to what is provided by national collective agreements or, as in the UK, by reference legislation.

In particular, the number of employees benefiting from these agreements increased to around 86% of the workforce in Italy in 2024 (around 84% in 2023), while in France the proportion of beneficiaries is 100%. Employees in the UK's industrial division also benefit from collective agreements at national level.







The main benefits of the 2024 supplementary agreements are the following:

- production bonus: variable bonus linked to production, sales and profit targets;
- vacation bonus: fixed amount equivalent to one month's pay as per the collective bargaining agreement;
- easy access to severance pay advances;
- flexible working hours enabling employees to achieve a more productive work-life balance;
- Supplementary Healthcare Fund: health insurance that is richer in benefits than the national standards, with an option to include immediate family at a special rate;
- special leaves of absence for illnesses of employees' children up to 12 years of age (in France);
- regulation, safeguards and better conditions of Sunday premium pay for the stores (in France);
- improvement in sick pay scheme for the employees of the Church's facility in Northampton, United Kingdom.

As part of the supplementary agreements in Italy, a corporate welfare plan has been active since 2018, giving employees access to a comprehensive package of benefits, such as reimbursement of health, education and welfare expenses, leisure activities (e.g., travel, holidays, cultural and sporting events), fuel and food vouchers, contributions to supplementary pension funds, and much more. The welfare plan can be activated at the employee's request as a conversion of the performance bonus; the Company commits to adding a further 20% welfare contribution to this remuneration. In 2024, more than 74% (up to 4% from 2023) of those eligible converted their performance bonus into welfare benefits, demonstrating the value employees place on this tool. In addition, in 2024, in agreement with the trade unions, Prada has made recurring a welfare payment of Euro 1,300 for all employees in Italy, with the exception of executives, as a form of concrete assistance with household expenses. Among the social services used in 2024, the most requested were the purchase of fuel and food vouchers, purchase of travel packages, reimbursement of medical and school expenses, as well as the reimbursement of utility bills.

With this in mind, studies were continued at Group level in 2024 to assess the advisability of supplementing the remuneration package with additional measures to support the general increase in costs (including, for example, the revision of the amounts of meal vouchers in certain geographical areas of the Group).

In 2024, initiatives to contribute to the health of employees and their families were carried out in some Italian sites, involving 400 employees. In partnership with the Italian League for the Fight Against Cancer (LILT), screening programs were organized for employees to prevent tumors in men and women.

The Group complies with the applicable international and national laws and regulations on working hours, minimum guaranteed breaks and rest periods. In Italy, where the vast majority of the industrial workforce is located, the number of strike hours amounted to 0.02% of the total hours worked in 2024, thanks to respect, dialogue and cooperation with the Italian trade unions.



## Global Reward and Mobility

The Prada Group adopts operational procedures and practices aimed at ensuring that its remuneration policy is fully compliant with the regulations in force in the countries in which it operates, scrupulously respecting, where applicable, the provisions on minimum wages. Remuneration management is important to retain key personnel and attracting talented people.

The Board of Directors, through the Remuneration Committee, is actively involved in determining the remuneration of senior executive, considering the roles and responsibilities assigned and the relevant market parameters applicable to similar positions in companies of comparable industry, size and complexity.

People are the most important resource for achieving the Group's objectives and success, which in an increasingly competitive scenario requires more than ever that the organization be motivated, agile, prepared and ready to face the current and future challenges.

Accordingly, the Prada Group is engaged in strengthening its human resources, developing their professional skills, involving them in a feedback process with transparent management and encouraging them to play an active and proactive role, supported by tools like the Performance Management System, in which individual performance evaluation is based equally on concrete goals and leadership behaviours, ensuring full alignment between Company's strategic targets and values, and individual growth.

A significant milestone achieved this year was the launch of new systems for the end-to-end management of critical compensation processes such as sales incentives, salary increases and short-term incentives. This digital transformation marks a leap forward in efficiency, transparency and user experience.

The development of talent and the maintenance of the professional skills required by the organization, as well as the creation of an increasingly inclusive working environment in which diversity and plurality are cultivated and valued, are of paramount importance in the Group's processes, particularly those related to remuneration, in the sense generally associated with the monetary part (fixed and variable remuneration) and the non-monetary part (e.g., benefits, welfare, wellbeing, etc.).

During the year, the Group confirmed its remuneration policy, the objectives of which are as follows:

- ensure fairness in the assessment of the knowledge and professional skills of individuals and the roles and responsibilities assigned;
- review the consistency and adequacy of remuneration in relation to the role;
- ensure competitiveness in terms of the balance and consistency of pay scales in relation to the market;
- strengthen the meritocracy in accordance with the results obtained and the behaviours adopted (performance management).

In 2024, the long-term variable incentive plan "Performance Share Plan 2022-2024" continued, with the aim of aligning the performance of the Group's key personnel with the interests of its stakeholders, to retain and engage management, to provide stability in the achievement of long-term business objectives and to ensure competitive remuneration in relation to the market.



The three-year rolling plan includes not only economic and financial indicators, but also the achievement of specific sustainability targets. This focus is intended to strengthen the Group's commitment to ESG issues, which are increasingly integrated into its business strategies. A cornerstone of 2024's accomplishments was the completion of the job evaluation process; this effort laid the foundation for a comprehensive job grading system that will improve organizational clarity and enable fair compensation structures, allowing deeper KPIs analysis (e.g., gender pay gap) and supporting long-term talent management strategies. By establishing a clear framework for roles and responsibilities, this system ensures alignment between organizational needs and employee aspirations, while driving greater transparency into career progression. Finally, 2024 witnessed a growing number of international assignments. In this context, the Group continued to manage its international mobility strategy, which considers mobility between countries not only as a strategic lever to support business development, but also as a professional opportunity to accelerate personal growth, linking it to the promotion actions envisaged in the performance management system. The population participating in the international human resources management programs includes not only top executives, but also young talents and key people in the organization.



## 4.4 Partnerships: UNFPA, FIT and Dorchester Industries

### Prada Group for UNFPA

In May 2022, the Prada Group, in partnership with UNFPA, launched the pilot training program “Fashion Expressions: The Stories She Wears” in Ghana and Kenya with 43 participants. Over the course of 12 months, the program provided them with practical skills with a focus on upcycling, traditional textile design and financial education. The trainees are now interning and transitioning into full-time roles in the African fashion industry, where they can design their own garments and work on social impact projects to give back to their communities.

As a result of this success, and continuing the Group’s mission toward utilizing fashion as a vehicle to provide opportunities to communities in need, the program expanded into Mexico in 2023, strengthening the technical, artistic and financial literacy skills of 30 indigenous women in the state of Querétaro with experience in weaving and embroidery with their families and communities, in collaboration with local partners and allies.



In 2024, the artisans concluded their program with an intimate graduation fashion showcase in Mexico City to highlight the milestones they achieved during the program. The event exhibited 20 original designs from the women artisans and included a panel discussion titled "Doing Great Things Together!" about the experiences and lessons learned from the program, as well as its impact in the context of the wider fashion industry. The event was moderated by Farah Slim, Head of Editorial Content of Glamour México y Latinoamérica, and attended by the Prada Group, UNFPA, Nest, Mexican Government officials, and local and international press.



## Prada Group for FIT

To continue creating a pipeline of diverse talent in the fashion industry, the Prada USA DE&I team and the Fashion Institute of Technology (FIT) partnered in 2021 to create a scholarship program for students. These scholars are selected based on their commitment to academic excellence, high performance and embodiment of the innovative Prada spirit, as demonstrated in their application materials. In 2024, two new talents have been awarded for the 2024-2025 academic year. To date, 8 talented students have been awarded scholarships to continue their studies in the fashion industry.



## Dorchester Industries Experimental Design Lab

Launched in 2021, the Dorchester Industries Experimental Design Lab was created in partnership with Theaster Gates, an internationally recognized artist, to support and enhance the work of designers of colour working in a variety of fields. The fourteen talents selected from around the world and awarded for their exceptional creative potential, had the opportunity to amplify their work and gain access to funding and industry collaborations with organizations interested in working with diverse talent.

In May 2023, during the Venice Architecture Biennale, three members of the Experimental Design Lab—designers Mariam Kamara and Germane Barnes, and product designer Norman Teague—were honored to exhibit their work.



# 5. For Culture

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5.1 Contribute to Cultural Debate

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5.3 Inspire Scientific Evolution

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5.2 Further Sustainability Literacy

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5.4 Partnership: Prada Frames



## Highlights 2024

The Prada Group and UNESCO-IOC organized the “Ocean Literacy World Conference” in Venice, the first United Nations conference on ocean literacy.

# 3

Permanent venues of Fondazione Prada between Milan and Venice

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# 2

Fellowships assigned with Fondazione Gianni Bonadonna

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# +35,000

Students reached by the SEA BEYOND educational modules

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# 2

Open-air screenings to raise awareness of the Forestami Academy project

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Social changes, deep economic crises, institutional difficulties and the new paradigms introduced by technological progress have led an increasing number of companies to become more sensitive to the demands of civil society. Accordingly, the competitiveness of an organization and the wellbeing of the community in which it operates, and not only that, are strictly related.

The Prada Group's commitment to culture, the most distinctive pillar of its sustainability strategy, is the tool that the Group considers most natural and closest to its identity for extending the benefits of its activities to society.

## 5.1 Contribute to Cultural Debate

### Fondazione Prada

The interests and passions in art and culture of Miuccia Prada and Patrizio Bertelli have inspired the Group to support the multidisciplinary activities of Fondazione Prada<sup>28</sup> from 1993 to the present. In the first two decades of its activity, Fondazione Prada commissioned utopian projects and monographs in Italy and abroad to both recognized and emerging artists. Since 2002, it has also undertaken previously unexplored research paths by presenting philosophy conferences, architecture exhibitions and initiatives dedicated to cinema.

An extensive network of collaborations with artists, curators, scientists, scholars, filmmakers, architects, musicians and intellectuals, and an extensive program, which currently extends to the three venues in Milan and Venice, inaugurated between 2011 and 2016, and from 2018 to other external spaces in Shanghai and Tokyo, allow Fondazione Prada to dialogue with an international and plural audience.

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<sup>28</sup>-Fondazione Prada is an external entity of the Prada Group. The collaboration between the two parties is active in the form of sponsorship.



In 2024, the exhibition program of Fondazione Prada's Milan venue, inaugurated in 2015 and designed by architecture firm OMA, included "Pino Pascali", an extensive retrospective dedicated to the Italian artist and curated by Mark Godfrey. The project aimed to examine the innovative scope of Pascali's work, with a focus on his sculpture. In autumn "Preserving the Brain: A Call to Action", part of the "Human Brains" project dedicated since 2018 to neurosciences, focused on the prevention of neurodegenerative diseases. Organized in partnership with fifteen renowned neuroscience institutes from world-class universities and five Italian patient organizations and associations, "Preserving the Brain: A Call to Action" consisted of a scientific conference and an exhibition accompanied by a series of meetings. "For My Best Family" was an exhibition project conceived by artist Meriem Bennani and commissioned by Fondazione Prada. Combining a new site-specific, large-scale installation with an art film co-directed with Orian Barki, the project explored ways of being together in public and intimate socio-political settings.

In 2024 Osservatorio, Fondazione Prada's venue opened in 2016 in one of the central buildings of the Galleria Vittorio Emanuele II in Milan, hosted "Miranda July: New Society", the first solo museum exhibition dedicated to July's work. Spanning three decades, from the early 1990s to the present, the exhibition comprised early short films, performances, and multimedia installations. The exhibition debuted "F.A.M.I.L.Y." (Falling Apart Meanwhile I Love You), a multi-channel video installation that July created in collaboration with seven strangers via Instagram. A second chapter of the show, titled "Miranda July: F.A.M.I.L.Y.", was organized by Prada with the support of Fondazione Prada at Prada Aoyama Tokyo, designed by Herzog & de Meuron.

Since 2011, Fondazione Prada has also been permanently active in the Venetian venue of Ca' Corner della Regina, an eighteenth-century palace that has undergone a conservative restoration and has hosted so far twelve exhibitions and an experimental platform dedicated to cinema. In 2024, "Monte di Pietà", conceived by artist Christoph Büchel, transformed the historical palazzo into a bankrupt pawnshop to reflect on debt and value and to explore current power dynamics.

Fondazione Prada also supported Prada in the organization of three exhibitions abroad. "Michaël Borremans: The Promise" was the Belgian artist's first solo exhibition in mainland China. Taking place at Prada Rong Zhai, it featured twenty-three paintings by Borremans and one of his films showcased on the two main floors of the building.



In autumn, Prada Rong Zhai also hosted "Distance of the Moon", a solo exhibition by Shuang Li. Including featuring a series of new works conceived especially for this project, the show explored the dilemma of communication in today's highly mediated reality, as well as the complicated mother-child relationship. Prada Aoyama Tokyo presented "It Waives Back", an exhibition by American collaborative artists Fitch | Trecartin. The project included new movies and sculptures conceived by the artists as part of a broader body of work that began in 2016, when the artists moved their home and studio to rural Ohio.

In 2024, the Cinema Godard offered the public a wide-ranging program conceived by Paolo Moretti as an extensive and ever-evolving festival. Every month, the calendar offered screenings, previews and encounters with the protagonists of contemporary cinema, with the aim of exploring the complexity of the visual languages of the present and the past.

Fondazione Prada continued its research in the field of music with four projects. In Milan, the workshop and concert "Sotto il lume delle stelle", presented by the Accademia dei bambini, was conceived for children by artist and songwriter Natalie Merchant. In Venice, "Luigi Nono: A floresta é jovem e cheja de vida" was presented in collaboration with the Fondazione Archivio Luigi Nono; the event was part of the seventh edition of the Luigi Nono Festival, titled "Risonanze erranti" (Wandering resonances), which celebrated the 100th birthday of the Italian experimental composer. Another collaboration was developed with Threes Productions and included performances by Italian musician and sound designer Marta De Pascalis and American composer Tashi Wada. The events took place in Milan at the Church of Santa Maria Annunciata in Chiesa Rossa, which houses a light installation by American artist Dan Flavin, commissioned by Fondazione Prada in 1997.

## 5.2 Further Sustainability Literacy

### SEA BEYOND

SEA BEYOND is a project of the Prada Group implemented since 2019 in partnership with the Intergovernmental Oceanographic Commission of UNESCO (UNESCO-IOC), to raise awareness of sustainability and ocean preservation, contributing to the progress of ocean education on a global scale through a series of training initiatives for younger generations. Since its debut, the educational program has shared the principles of ocean literacy with more than 35,000 students around the world. Moreover, the "Kindergarten of the Lagoon" project - outdoor educational activities dedicated to pre-school children in Venice - was launched in 2021 to connect children with the lagoon ecosystem.

While the main focus remains education, in 2023 SEA BEYOND extended its scope with two new areas of focus: support for the dissemination of scientific research and humanitarian projects, both dedicated to the ocean. As of July 2023, 1% of the proceeds from the Prada Re-Nylon for SEA BEYOND Collection benefit SEA BEYOND. The list of products in this Collection is available at [www.prada.com](http://www.prada.com).

Through SEA BEYOND, the Prada Group has also trained its more than 14,000 employees worldwide on ocean literacy principles via VR educational content and the AWorld app, the official platform selected by the United Nations to live more sustainably.

The project underscores the Prada Group's commitment to making sustainable choices, in line with the United Nations 2030 Agenda for Sustainable Development and its 17 Sustainable Development Goals (SDGs).

Furthermore, in January 2021, the Group officially became one of the first Italian members of the United Nations Decade of Ocean Science for Sustainable Development ("Ocean Decade") Alliance.

In November 2023, Lorenzo Bertelli was officially invited by the Director-General of UNESCO, Audrey Azoulay, to become a "Patron of the Ocean Decade Alliance", in recognition of the "Prada Group's support of ocean literacy through its SEA BEYOND educational program and also for his personal vision and efforts to raise awareness of the vital role that the private sector can play in supporting ocean knowledge for sustainable development".

In the light of Lorenzo Bertelli's institutional role and with the aim of moving the ocean education topic to a political level and officially calling on governments to adopt measures to help the young generation become aware of the state of the sea, the Prada Group and UNESCO organized the "Ocean Literacy World Conference", the first United Nations conference on ocean literacy, in Venice in June 2024. The Conference brought together 131 delegates from UNESCO Member States and ocean literacy experts from around the world to contribute to the "Venice Declaration for Ocean Literacy in Action", a collective document that contains concrete recommendations to rebalance the relationship between the ocean and human beings. The Declaration - designed to catalyze a new wave of action to establish Ocean Literacy in the spheres of education, science, policy, economics and culture - was shared with UN Member States in New York in July 2024, helping to shape the agenda for the third UN Ocean Conference to be held in Nice in 2025, co-hosted by the governments of France and Costa Rica.



“ The future of our planet depends above all on the health of the ocean. This is why it's important for the youngest to be aware and capable of taking action.”

Lorenzo Bertelli  
Head of Corporate Social Responsibility

## Sea Beyond Educational Program for Secondary Schools

In January 2024, nearly 35,000 students from 184 secondary schools in 56 countries started the third educational module. The training explored the interrelation between the ocean and climate, and the related environmental challenges, offering ocean literacy training sessions including live lessons with UNESCO ocean and climate experts. Running until June 2024, the training culminated in a contest where schools were invited to create an awareness campaign with text, graphics or interactive content, to encourage the adoption of more conscious behaviours to preserve the ocean. The winner – Shanghai High School International Division – was elected by a jury of the project’s goodwill ambassadors, the so-called “SEA BEYONDers”.

## Kindergarten of the Lagoon

The Prada Group’s outdoor educational program for pre-school children in Venice continued also in 2024, with the end of the second cycle and the start of the third one, involving 200 and 64 children respectively. The lessons are based on the principles of outdoor education, whose pillars are experiential learning, the environment and the wellbeing, with the purpose of creating a bond between the children and the Venetian lagoon ecosystem. The kids have been engaged in outdoor activities on the islands in the area, including Vignole, Sant’Erasmus and Lido. A central feature of the third-year program is the integration into the cycle of the “Ocean of Wonder”, part of the “Teatro di Cittadinanza”, a collaborative theater experience led by director Mattia Berto, whose aim is to transform the children’s observations of the lagoon into creative expressions, using their bodies and voices to embody marine life and tell the stories of the ocean. Starting from the second cycle, the project involves Alessia Tombolini, Clinical Psychologist and Trainee Psychotherapist, and UNESCO-IOC Consultant, to evaluate the impact of outdoor education on kids’ wellbeing.





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## Other Activities: partnership with Bibliothèques Sans Frontières and “Ocean&Climate Village” Exhibition in Barcelona

Since its inception, SEA BEYOND has contributed to fostering ocean literacy through impactful initiatives. In partnership with the international non-profit organization Bibliothèques Sans Frontières, the first SEA BEYOND-dedicated “Ideas Box” was created and unveiled during the Ocean Literacy World Conference in Venice in June 2024. This mobile multimedia center, currently based in Naples and managed by the Fondazione Quartieri Spagnoli, provides vulnerable communities with access to over 250 books, games, tablets, laptops, internet connection, and UNESCO-curated content on ocean education.

In addition, since 2021, SEA BEYOND has contributed to setting up the temporary traveling exhibition “Ocean&Climate Village” curated by UNESCO-IOC to enhance students’ knowledge about the ocean. The latest edition, held in Barcelona during the 37th America’s Cup, welcomed over 1,000 visitors and hosted 500 scientific workshops, including educational experiences aboard Cassiopea, a vintage sailing ship restored and transformed into a sustainable oceanographic vessel with SEA BEYOND’s support.





## Forestami academy

In 2024, the second year of the Forestami Academy – the joint initiative between the Prada Group and Forestami to educate citizens about urban forestry through a three-year training program – focused on the relationship between nature, physical and mental health, and wellbeing. Three meetings, both theoretical and practical, were planned over the year, with the involvement of the following leading experts: Matilda van den Bosch, Senior Resercher at the Biocities facility of the European Forest Institute and scientist at the Barcelona Institute for Global Health in Spain, Ilaria Doimo, Researcher at ETIFOR, Francesco Ferrini, Professor of Arboriculture and Tree Cultivation at the University of Florence, and Francesco Becheri, Founding Psychotherapist and Psychological Scientific Director of the Pian dei Termini Forest Therapy Station. The lessons were moderated by Maria Chiara Pastore, Scientific Director of Forestami and Associate Professor at the Politecnico University in Milan.

With the aim of raising awareness of the Academy's role within the city of Milan, the Prada Group organized two open-air screenings, in collaboration with Festival CinemAmbiente, an international cinema event dedicated to the environment, and AriAnteo, a well-established institutional cinema in Milan. Milanese citizens had the opportunity to attend the events for free; the documentaries presented on the two evenings were "Il était une foret" by Luc Jacquet (France, 2013) and "Les saisons" by Jacques Perrin and Jacques Cluzaud (France/Germany, 2016).

The Academy will continue in 2025 with the topic "Do we know plants? The trees and shrubs of our cities."





## 5.3 Inspire Scientific Evolution

### Fondazione Gianni Bonadonna

From 2018, the Prada Group is supporting partner of the Gianni Bonadonna Foundation for the therapeutic and scientific research project in the field of oncology conceived by Fondazione Gianni Bonadonna. The purpose of this program is to give continuity to the work of Gianni Bonadonna, the great Italian oncologist, a leading figure in the international panorama of oncological medicine, who has innovated every aspect of research and therapies, allowing to reach enormous progress and concrete clinical successes in the treatment of neoplasia. His research and discoveries have inspired and influenced the approach to cancer therapy of entire generations of doctors in Italy and around the world. The project involves the support of a multidisciplinary teams of doctors and researchers dedicated to studying and developing new treatments for cancer patients, and a fellowship program for young oncologists in partnership with universities across the world, hospitals and leading research centers, providing an effective way to expand the exchange of scientific ideas. With the belief that promoting training of new generations of medical researchers in oncology in international centers of excellence is a key aspect of progress in cancer treatment, on the occasion of the International Day of Women in Science 2024, thanks to the support of the Prada Group, Fondazione Gianni Bonadonna and Fondazione AIRC announced the winner of the third edition of the Call for international Fellowship. In coherence with the previous edition, the fellowship has been granted to two young Italian researchers, Chiara Corti and Caterina Sposetti, to enable them to spend three years training and researching in a renowned international oncology institute, where the two oncologists will delve into innovative approaches to breast cancer, contributing to find new hopes for a cure for many patients.



## 5.4 Partnership: Prada Frames

Prada Frames brings together scholars and professionals from various fields, including designers, architects, curators, scientists, anthropologists, activists, legal and economic experts, employing a transdisciplinary methodology and a shared environmentally attentive approach. The resulting collective reflection combines innovative lines of thought to analyze, contextualize and define a new reality.

In 2022, the multidisciplinary symposium focused on the complex relationship between design and the environment, while in 2023 the program examined the concept of waste as matter in transformation, exploring the potential for original creativity and the opportunities for low-impact production opened up by the use of innovative recycled materials. After the success of the previous edition, Prada Frames continued in 2024 with the event "Being Home", which looked at the living environment as a framework to address contemporary challenges: the home is no longer merely a source of comfort but acts as a shelter and an infrastructure of services. This constantly evolving, dynamic space is where the socio-economic norms that underpin communities have historically taken shape. Since the start, the program has been curated by Formafantasma, a research and design studio based in Milan and Rotterdam that focuses on historical, political and social implications of design. The studio also applies a critical approach to materials and their use in production processes.



# 6. Notes on the Methodology

6.1 Scope and Reporting Standard

6.2 GHG Calculation Methodology

6.3 Materiality Analysis





## 6.1 Scope and Reporting Standard

This document is the twelfth Sustainability Report of the Prada Group. The Sustainability Report is prepared annually and includes a description of the main initiatives for the fiscal year 2024 (from January 1 to December 31), as well as performance indicators and trends for the period 2022-2024, where available; if data already published in previous years have been restated, this is clearly indicated in the text. Where environmental data were not available, conservative estimates were made, resulting in the selection of assumptions associated with the least positive environmental performance of the Company.

The Prada Group has reported "in accordance with" the Global Reporting Initiative Sustainability Reporting Standards (GRI Standards). References to the Hong Kong Stock Exchange's Environmental, Social and Governance Reporting Guide are listed in chapter 7, paragraph 4 "Content Index"<sup>29</sup>. Significant initiatives and events of the 2025 financial year already known at the reporting date are also included, as subsequent events.

The reporting scope and period are the same as the information reported in the 2024 Annual Report of Prada S.p.A. and its subsidiaries.

Prada S.p.A. is a joint-stock company with limited liability, registered and domiciled in Italy. Its registered office is at via A. Fogazzaro 28, Milan. As of December 31, 2024, 79.98% of the share capital was owned by Prada Holding S.p.A., a company domiciled in Italy, and the remainder consisted of floating shares listed on the Main Board of the Hong Kong Stock Exchange.

The purpose of this Sustainability Report is to transparently disclose the Prada Group's actions, targets and information on the relevant aspects identified by the Group as "materials topics", in accordance with the GRI Standards.

All of the Group's corporate and business functions were involved in the preparation of the Report, following the adopted procedure, which sets out the principles to be followed and the responsibilities for drawing up the document.

This Sustainability Report was approved by the Board of Directors of Prada S.p.A. on March 4, 2025, and has been subject to a limited assurance engagement by the independent auditor Deloitte & Touche S.p.A. according to the criteria set out by International Standard on Assurance Engagements (ISAE) 3000 Revised. The limited assurance engagement has been carried out by performing the procedures indicated in the "Independent Auditor's Report" section at the end of the document.

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29-In this Report no reference is made to the following "Comply or Explain" provisions: KPI B1.2 (related to "Employment"), KPI B2.2 (related to "Health and Safety"), KPI B6.4 (related to "Product Responsibility"), KPI B6.5 (related to "Data Privacy") and KPI B7.3 (related to "Anti-corruption"). The Prada Group is committed to extending the scope of its ESG reporting in compliance with the ESG Reporting Guide of the Hong Kong Stock Exchange.

## 6.2 GHG Calculation Methodology

The Group's GHG inventory (Carbon Footprint) is prepared annually in accordance with the accounting standards and guidelines of the GHG Protocol.

The Group adopts an operational control approach to consolidate its GHG emissions, with the exception of Marchesi 1824 S.r.l. and its subsidiary in the United Kingdom. This exclusion is due to its limited business size and emissions impact, as the company operates primarily through pastry shops. The Group's GHG inventory includes the following categories of emissions:

- **Scope 1:** refers to the Prada Group's direct GHG emissions, i.e. those that physically occur within its boundaries from owned or controlled sources;
- **Scope 2:** refers to the Prada Group's GHG emissions associated with the production of electricity purchased for its own consumption. The emissions are calculated using two different methods:
  - **location-based:** which reflects the average emission intensity of national grids, considering both renewable and non-renewable productions. GHG emissions are calculated using an average emission factor related to the national electricity mix: the higher the share of renewable energy in a given country, the lower the corresponding emission factor;
  - **market-based:** which considers the proportion of certified electricity purchased from renewable sources. To be considered as renewable, the electricity purchased should be covered by contractual instruments such as Guarantees of Origin (GOs) or International Renewable Energy Certificates (I-RECs). The part of electricity purchased covered by such instruments is considered as zero emissions, while the remaining part is multiplied by a factor called "residual mix", which takes into account the emission intensity of national grids considering only non-renewable production.
- **Scope 3:** refers to the Prada Group's indirect GHG emissions that are a consequence of the Group's activities, but originate from sources not owned or controlled by the Group.

The data presented in this Report are consistent with the data submitted in the CDP Climate Change questionnaire, to which the Prada Group reported for the first time in 2021, with the ambition to be increasingly transparent in reporting on its impacts and in the management of issues related to climate change.

The table below summarizes all categories and sources of the Prada Group's GHG emissions.

## Operational Boundaries

Scope	Category and Sources
<b>Scope 1</b> Direct GHG emissions	<b>Stationary Combustion:</b> <ul style="list-style-type: none"> <li>combustion of fuels in stationary equipment (e.g., natural gas in heating systems) related to assets owned or controlled by the Group (manufacturing and logistics sites<sup>30</sup>);</li> </ul> <b>Mobile Combustion:</b> <ul style="list-style-type: none"> <li>combustion of fuels by the Group's fleet (owned or leased);</li> </ul> <b>Fugitive Emissions:</b> <ul style="list-style-type: none"> <li>leakages of refrigerant gases (F-gases) from air-conditioning and refrigeration equipment related to assets owned or controlled by the Group (headquarters, offices, manufacturing and logistics sites, stores<sup>31</sup>).</li> </ul>
<b>Scope 2</b> Energy indirect GHG emissions	<b>Stationary Combustion:</b> <ul style="list-style-type: none"> <li>electricity purchased from the national grid related to assets owned or controlled by the Group (headquarters, offices, manufacturing and logistics sites, stores<sup>32</sup>);</li> </ul> <b>Mobile Combustion:</b> <ul style="list-style-type: none"> <li>electricity purchased from the national grid related to the Group's fleet (owned or leased).</li> </ul>

30-Natural gas consumption related to offices and stores was considered not material and is therefore not included in the calculation.

31-Scope 1 covers emissions related to street-level stores (including outlets), while department stores (including outlets) are included in Scope 3 under category 8 "Upstream Leased Assets".

32-Scope 2 covers emissions related to street-level stores (including outlets), while department stores (including outlets) are included in Scope 3 under category 8 "Upstream Leased Assets".



## Scope Category and Sources

Scope	Category and Sources
<b>Scope 3</b> Other indirect GHG emissions	<p><b>Purchased Goods and Services (cat. 1)<sup>33</sup>:</b></p> <ul style="list-style-type: none"> <li>• Raw materials and accessories used for production<sup>34</sup>;</li> <li>• Scope 1 and 2 GHG emissions of suppliers of finished and semi-finished products related to the production outsourced by the Group: combustion of fuels in stationary equipment and electricity purchased<sup>35</sup>;</li> <li>• Packaging purchased<sup>36</sup>.</li> </ul> <p><b>Fuel and Energy-Related Activities (cat. 3):</b></p> <ul style="list-style-type: none"> <li>• Upstream emissions from purchased fuels;</li> <li>• Upstream emissions from purchased electricity;</li> <li>• Transmission and distribution (T&amp;D) losses related to purchased electricity.</li> </ul> <p><b>Upstream Transportation and Distribution (cat. 4)<sup>37</sup>:</b></p> <ul style="list-style-type: none"> <li>• Transport of materials purchased by the Group;</li> <li>• Transport of raw materials and semi-finished products to and from the network of suppliers of finished and semi-finished products;</li> <li>• Distribution of finished products (where costs are paid by the Group).</li> </ul> <p><b>Waste Generated in Operations (cat. 5):</b></p> <ul style="list-style-type: none"> <li>• waste generated by the manufacturing sites<sup>38</sup>.</li> </ul> <p><b>Business Travel (cat.6)<sup>39</sup>:</b></p> <ul style="list-style-type: none"> <li>• transport of employees for business-related activities (transport modes include: plane, train, ferry, private car and rented car<sup>40</sup>).</li> </ul> <p><b>Employee Commuting (cat.7):</b></p> <ul style="list-style-type: none"> <li>• transport of employees for their daily commute from home to the Prada Group facilities where they work.</li> </ul> <p><b>Upstream Leased Assets (cat. 8)<sup>41</sup>:</b></p> <ul style="list-style-type: none"> <li>• emissions related to activities carried out in Directly Operated Stores (DOS), such as department stores and outlets with the same characteristics. In particular, this category includes GHG emissions associated with electricity consumption and F-gas leakage within department stores.</li> </ul> <p><b>Investments (cat. 15)<sup>42</sup>:</b></p> <ul style="list-style-type: none"> <li>• emissions related to the energy consumption of companies in which the Prada Group has a minority interest with no operational control, allocated on a proportional basis considering the percentage of interest held.</li> </ul>

33-Emissions related to home, eyewear, perfumes and jewelry have not been included as they represent a minor part of the Prada Group's total procurement.

34-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to October (01/01/2024 - 31/10/2024). Data for the remaining months of the year have been estimated.

35-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

36-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

37-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

38-Waste generated by retail and offices was considered not material and is therefore not included in the calculation.

39-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

40-Business travel by the Group's fleet is not included in this category as it is already considered in Scope 1.

41-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

42-For the 2024 financial year, GHG emissions for this category were calculated based on actual data from January to September (01/01/2024 - 30/09/2024). Data for the remaining months of the year have been estimated.

Displayed in the table below are the details related to emission factors used for each source:

## Scope 1 GHG Emissions

Source	Activity Data	Main emission factors used	GWP-100
Natural gas purchased for heating and other purposes	Volume [m <sup>3</sup> ]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Diesel, Petrol, LPG and aviation turbine fuel purchased for the Group's fleet	Litres [l]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Leakage of refrigerant gases (F-gases)	F-gases refilled [kg]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	Global Warming Potential source is IPCC Sixth Assessment Report (AR6)

## Scope 2 GHG Emissions

Source	Activity Data	Main emission factors used	GWP-100
Electricity purchased from each country (for location-based method)	Electricity purchased [kWh]	For European Union countries: European Environment Agency (EEA), Greenhouse Gas Emission Intensity of Electricity Generation, 2024 For USA: Environmental Protection Agency (EPA), 2024 GHG Emission Factors Hub, 2024 For other countries: Terna, Confronti Internazionali 2017, 2018, 2019	Only CO <sub>2</sub> emissions were considered
Electricity purchased from each country not covered by GOs or I-RECs certificates (for market-based method)	Electricity purchased [kWh]	European Residual Mixes 2018, 2021, 2022, 2023 For USA: Green-e, Energy Residual Mix Emission Rates 2018, 2020, 2021, 2023 For other countries: Terna, Confronti Internazionali 2017, 2018, 2019	Only CO <sub>2</sub> emissions were considered

## Scope 3 GHG Emissions

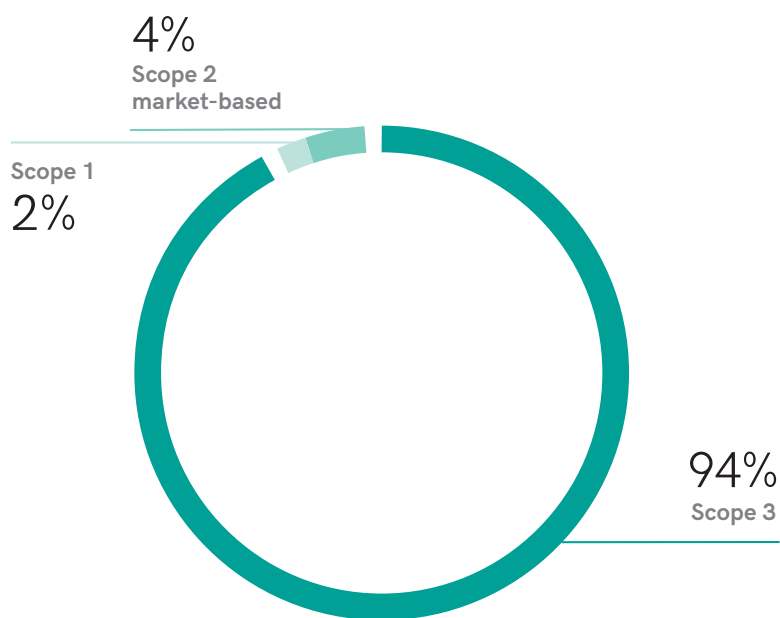
Source (GHG Protocol categories)	Activity Data	Main emission factors used	GWP-100
Raw materials purchased (Cat. 1)	Raw materials, accessories and packaging purchased [kg]	Ecoinvent, v.3.10 DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2020, 2021, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Leather purchased (Cat. 1)	Raw leather purchased [m <sup>2</sup> ]	United Nations Industrial Development Organization (UNIDO), Leather Carbon Footprint - Review of the European Standard EN 16887:2017 LCA-based emission factors provided by tanneries Rino Mastrotto and Conceria Superior for specific types of calf and bovine leather Politecnico di Milano (POLIMI), Sustainable Leather For Sustainable Fashion, Procedia Environmental Science, Engineering and Management 8 (2021) (3) 639-649	CO <sub>2</sub> e emissions were considered
Natural gas purchased by suppliers of finished and semi-finished products for heating and other purposes (Cat. 1)	Volume [m <sup>3</sup> ]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Diesel and LPG, purchased by suppliers of finished and semi-finished products (Cat. 1)	Litres [l]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered

Source (GHG Protocol categories)	Activity Data	Main emission factors used	GWP-100
Electricity purchased by suppliers of finished and semi-finished products not covered by GOs or I-RECs certificates (Cat. 1)	Electricity purchased [kWh]	AIB, European Residual Mixes 2018, 2021, 2022, 2023	Only CO <sub>2</sub> emissions were considered
Fuel and energy related activities (Cat. 3)	Fuel and electricity purchased (m <sup>3</sup> , l or kWh)	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Upstream logistics and distribution (Cat. 4)	Kilometers covered by air, truck or ship multiplied by total shipped weight (km*tons)	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Waste directed to disposal or diverted from disposal (Cat. 5)	Kilograms of waste disposed or diverted from disposal [kg]	Ecoinvent, v.3.10 DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Business travel by air, train and ferry (Cat. 6)	Kilometers travelled by each passenger [km]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Business travel by car (Cat. 6)	Kilometers [km]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Employees commuting (Cat. 7)	Kilometers travelled by each passenger [km]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Electricity purchased by suppliers managing dept. stores not covered by GOs or I-RECs certificates (Cat.8)	Electricity purchased - market-based method [kWh]	AIB, European Residual Mixes 2018, 2021, 2022, 2023	Only CO <sub>2</sub> was considered
Leakage of refrigerant gases (F-gases) in department stores (Cat.8)	F-gases refilled [kg]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	Global Warming Potentials (GWPs) are taken from IPCC Sixth Assessment Report (AR6)
Electricity purchased not covered by GOs certificates or I-RECs by companies in which the Prada Group has a minority interest (Cat. 15)	Electricity purchased - market-based method [kWh]	AIB, European Residual Mixes 2018, 2021, 2022, 2023	Only CO <sub>2</sub> was considered
Natural gas purchased from companies in which the Prada Group has a minority interest (Cat. 15)	Volume [m <sup>3</sup> ]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered
Diesel purchased by companies in which the Prada Group has a minority interest (Cat. 15)	Litres [l]	DEFRA, UK Government GHG Conversion Factors for Company Reporting 2019, 2022, 2023, 2024	CO <sub>2</sub> e emissions were considered



## 2019 GHG Inventory (tCO<sub>2</sub>) - Baseline

	2019
<b>Scope 1</b>	<b>8,353</b>
<b>Scope 2 location-based</b>	<b>38,773</b>
<b>Scope 2 market-based</b>	<b>19,506</b>
<b>Scope 3</b>	<b>418,748</b>
3.1 Purchased goods and services	296,715
3.3 Fuel related activities	4,665
3.4 Upstream transportation and distribution <sup>43</sup>	75,096
3.5 Waste generated in operations	2,316
3.6 Business travels	4,722
3.7 Employee commuting <sup>44</sup>	20,631
3.8 Upstream leased assets	14,602
<b>Total GHG emissions with location-based method</b>	<b>493,734</b>
<b>Total GHG emissions with market-based method</b>	<b>446,607</b>



The baseline may change over the next few years as some emission factors are updated, particularly those used to calculate raw material-related emissions.

43-Activity refers to inbound and outbound logistics (when costs are paid by the Prada Group). For this item the data have been estimated for a 38%.

44-The data have been calculated on the basis of the commuting route for each employee of the Prada Group; without information on the means of transport it was conservatively assumed that all employees travel by car to work. For this item the data have been estimated for a 30%.







## 6.3 Materiality Analysis

The Prada Group has carried out the identification of “material topics” in accordance with the GRI Standards and the HKSE ESG Reporting Guide. Material topics reflect an organization’s most significant impacts on the economy, the environment and people, including impacts on human rights. The identification of material topics is a fundamental activity as it allows the Company to define the key content to be disclosed in its Sustainability Report and, more generally, in the context of sustainability communication, as well as its strategic priorities.

The materiality analysis carried out by the Prada Group consists of four main phases:

- **understanding the context**, including an analysis of the Group’s main competitors, the media coverage of the Group and the key sustainability trends, with a particular focus on the fashion industry;
- **identifying actual and potential impacts**, considering impacts on the economy, environment and people, including impacts on human rights, across the Group’s activities and business relationships. These impacts include negative and positive impacts, short-term and long-term impacts, intended and unintended impacts, and reversible and irreversible impacts;
- **assessing the significance of the impacts**, considering the severity and likelihood of each impact. In particular, severity is determined by scale (how severe the impact is and the external context in which the impact occurs), scope (how widespread it is in the value chain and the geographical concentration) and irremediability (how difficult it is to repair the damage generated by the impact);
- **prioritizing the most significant impacts for reporting and identifying the material topics**, setting a threshold to determine which topics are material.

The results of the materiality analysis are reflected in the list of material topics listed in chapter 1, paragraph 4 “Stakeholders and Materiality Analysis”, which represent the most significant impacts generated by the Group on the environment, society and people.

The Prada Group confirmed its material topics, as already defined and assessed in 2023, and the Sustainability Committee formally approved them on February 26, 2025.



## Correlation between material topics, GRI Standards and HKSE Subject Areas

Area	Material Topic	GRI Standards Topic	HKSE Subject Areas
Environment	Biodiversity & Animal Welfare	GRI 301: Materials 2016	Aspect A2: Use of Resources Aspect A3: The Environment and Natural Resources Aspect B5: Supply Chain Management
		GRI 308: Supplier Environmental Assessment 2016	
	Climate Change	GRI 302: Energy 2016	Aspect A1: Emissions Aspect A2: Use of Resources Aspect A4: Climate Change
		GRI 305: Emissions 2016	
	Water Resources	GRI 303: Water and Effluents 2018	Aspect A2: Use of Resources Aspect B5: Supply Chain Management
		GRI 308: Supplier Environmental assessment 2016	
Waste Management	GRI 306: Waste 2020	Aspect A1: Emissions Aspect A3: The Environment and Natural Resources	
Product End-of-life	-	Aspect A2: Use of Resources	
People	Employees Wellbeing & Skills Development	GRI 401: Employment 2016	Aspect B3: Development and Training
		GRI 404: Training and Education 2016	
	Occupational Health & Safety	GRI 403: Occupational Health and Safety 2018	Aspect B2: Health and Safety
	Diversity & Inclusion	GRI 405: Diversity and Equal opportunity 2016	Aspect B1: Employment
		GRI 406: Non-discrimination 2016	
	Human Rights	GRI 406: Non-discrimination 2016	Aspect B1: Employment Aspect B4: Labour Standards Aspect B5: Supply Chain Management
Sustainability Education	-	-	
Business & Ethics	Anti-Corruption	GRI 205: Anti-corruption 2016	Aspect B7: Anti-corruption
	Consumer Health & Safety	GRI 416: Customer Health and Safety 2016	Aspect B6: Product Responsibility
	Marketing & Labeling	GRI 417: Marketing and Labeling 2016	Aspect B6: Product Responsibility
Community	Artistic & Cultural Heritage	-	Aspect B8: Community Investment
	Craftsmanship & Savoir-faire	-	-
	Scientific Evolution	-	Aspect B8: Community Investment

# 7. Annex

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7.1 Economic Data

7.3 Human Resources Data

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7.2 Environmental Data

7.4 Content Index

## 7.1 Economic Data

### ECONOMIC VALUE

#### Direct economic value generated and distributed

<i>amounts in thousands of euro</i>	2024	2023	2022
<b>Economic Value Generated</b>	<b>5,440,384</b>	<b>4,725,795</b>	<b>4,188,084</b>
<b>Economic Value Distributed</b>	<b>4,738,446</b>	<b>4,182,002</b>	<b>3,815,388</b>
of which Operating costs	2,807,045	2,475,097	2,281,249
of which to Employees	1,088,882	976,527	884,987
of which to Banks and Bondholders	30,031	30,788	11,435
of which to Government Authorities	363,831	317,642	327,187
of which to Investors <sup>45</sup>	419,647	350,559	281,471
of which to the Community	29,010	31,391	29,059
<b>Economic Value Retained</b>	<b>701,938</b>	<b>543,793</b>	<b>372,696</b>

### LOCAL SUPPLIERS

#### Proportion of spending on local suppliers<sup>46</sup>

	2024		2023	
	Raw Material	Manufacturing	Raw Material	Manufacturing
Italian suppliers	80%	86%	81%	81%
European Union suppliers	4%	7%	3%	7%
Rest of the World suppliers	16%	7%	16%	12%

45-The economic value distributed to Investors corresponds to the final dividends proposed by the Board of Directors to the Shareholders' General Meeting approval, for the years 2022, 2023 and 2024 respectively.

46-Local suppliers of the Prada Group coincide with the "Italian suppliers" category, which includes suppliers having their registered office in Italy. Only suppliers of raw materials and manufacturers with a turnover of more than Euro 30 thousand were considered as they are most relevant for the Prada Group. Values are reported net of intercompany transactions and VAT.



## 7.2 Environmental Data

### MATERIALS

#### Key raw materials purchased by weight

<i>values reported in tons</i>	2024	2023	2022
<b>Renewable materials</b>	<b>3,154</b>	<b>2,144</b>	<b>2,298</b>
Leather	2,081	1,278	1,461
Nature materials	611	436	387
Animal fiber	272	259	265
Manmade cellulotics	187	168	183
Other	3	3	2
<b>Non-renewable materials</b>	<b>1,707</b>	<b>1,502</b>	<b>1,678</b>
Synthetic materials	1,384	1,019	1,252
Metals	244	196	232
Other	79	287	194
<b>Total</b>	<b>4,861</b>	<b>3,646</b>	<b>3,976</b>

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#### Packaging purchased by weight

<i>values reported in tons</i>	2024	2023	2022
<b>Renewable materials</b>			
Paper and cardboard	4,878	4,714	4,819
<b>Renewable materials</b>			
Other <sup>47</sup>	160	N/A	N/A
<b>Non-renewable materials</b>			
Plastic	524	485	625
<b>Total</b>	<b>5,562</b>	<b>5,199</b>	<b>5,444</b>

<sup>47</sup>-This category, included for the first time in this Sustainability Report due to data availability, includes textile packaging such as cotton, viscose and silk.

## ENERGY

### Total energy consumption

<i>values reported in GJ</i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
<b>Total energy consumption</b>	<b>376,585</b>	<b>384,218</b>	<b>393,478</b>
<b>of which non-renewable fuels</b>	<b>64,024</b>	<b>74,574</b>	<b>89,636</b>
Natural gas	29,688	33,460	45,062
Fuels for company fleet	34,336	41,114	44,574
<b>of which electricity</b>	<b>312,561</b>	<b>309,644</b>	<b>303,842</b>
Purchased from renewable sources	257,114	254,641	193,047
Purchased from non-renewable sources	39,124	42,355	99,345
Self-generated from renewable sources and self-consumed	16,323	12,648	11,450

## GHG EMISSIONS<sup>48</sup>

### Scope 1 and 2 GHG emissions

<i>values reported in tCO<sub>2</sub></i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Natural gas	1,672	1,884	2,540
Fuels for company fleet	2,328	2,858	3,173
F-gas leaks	1,704	2,067	1,762
<b>Total Scope 1</b>	<b>5,704</b>	<b>6,809</b>	<b>7,475</b>
Electricity - location-based	25,863	29,911	29,445
Electricity - market-based	4,522	4,769	10,905
<b>Total Scope 1 + 2 location-based</b>	<b>31,567</b>	<b>36,720</b>	<b>36,920</b>
<b>Total Scope 1 + 2 market-based</b>	<b>10,226</b>	<b>11,578</b>	<b>18,380</b>

48-Please refer to chapter 6 "Notes on the Methodology" for further details on GHG emissions calculation methodology and emissions factors.

## Scope 3 GHG emissions

<i>values reported in tCO<sub>2</sub></i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
3.1 Purchased goods and services	144,282	195,436	213,355
3.3 Fuel related activities	2,198	2,257	8,653
3.4 Upstream transportation and distribution	97,012	61,205	57,616
3.5 Waste generated in operations	884	295	198
3.6 Business travels	7,470	6,389	3,239
3.7 Employee commuting	15,244	12,603	10,712
3.8 Upstream leased assets	24,635	15,510	15,712
3.15 Investments	1,293	1,275	790
<b>Total Scope 3</b>	<b>293,018</b>	<b>294,970</b>	<b>310,275</b>

## Scope 1, 2 and 3 GHG emissions

<i>values reported in tCO<sub>2</sub></i>	<b>2024</b>	<b>2023</b>	<b>2022</b>
Total GHG emissions with location-based method	324,585	331,690	347,195
Total GHG emissions with market-based method	303,244	306,548	328,655

## WATER

### Water withdrawal for production by source<sup>49</sup>

<i>values reported in megaliters</i>	<b>2024</b>		<b>2023</b>		<b>2022</b>	
	<b>All areas</b>	<b>of which from areas with water stress</b>	<b>All areas</b>	<b>of which from areas with water stress</b>	<b>All areas</b>	<b>of which from areas with water stress</b>
Surface water	14.4	3.0	10.8	-	13.2	2.8
Groundwater	357.0	350.0	199.0	198.0	384.5	384.5
Municipal water supply	51.1	49.1	46.5	33.0	65.7	62.0
<b>Total</b>	<b>422.5</b>	<b>402.1</b>	<b>256.3<sup>50</sup></b>	<b>231.0</b>	<b>463.4</b>	<b>449.3</b>

49-Data reported in the table refers to freshwater ( $\leq 1,000$  mg/L total dissolved solids).

50-The significant reduction in water withdrawal, between 2023 and 2022, is mainly due to the malfunction of a multimeter at the Levanella central logistics hub, which was subsequently replaced.



**WASTE****Waste by composition, type and disposal method**

<i>values reported in tons</i>	2024			2023			2022		
	Diverted from disposal	Directed to disposal	Total	Diverted from disposal	Directed to disposal	Total	Diverted from disposal	Directed to disposal	Total
<b>Non-hazardous waste</b>	<b>2,586</b>	<b>332</b>	<b>2,918</b>	<b>1,597</b>	<b>645</b>	<b>2,242</b>	<b>1,397</b>	<b>599</b>	<b>1,996</b>
Paper and cardboard	829	3	832	751	-	751	682	-	682
Mixed packaging	15	3	18	-	8	8	323	3	326
Textile and leather	599	149	748	256	273	529	180	311	491
Sludge	-	121	121	-	113	113	-	156	156
Organic waste	24	-	24	-	45	45	-	48	48
Metal	25	1	26	38	-	38	33	-	33
Paint	359	18	377	-	111	111	-	36	36
Plastic	167	0.3	167	151	-	151	151	-	151
Wood	513	15	528	399	11	410	7	-	7
Other	56	22	78	2	84	86	21	45	66
<b>Hazardous waste</b>	<b>28</b>	<b>5</b>	<b>33</b>	<b>1</b>	<b>32</b>	<b>33</b>	<b>22</b>	<b>21</b>	<b>43</b>
Mixed packaging	8	1	9	-	11	11	20	8	28
Solvents	1	0.1	1	-	5	5	-	2	2
Paint	0.2	1	1	-	1	1	-	1	1
Organic waste	-	-	-	-	-	-	-	1	1
Other	19	3	22	1	15	16	2	9	11
<b>Total</b>	<b>2,614</b>	<b>337</b>	<b>2,951</b>	<b>1,598</b>	<b>677</b>	<b>2,275</b>	<b>1,419</b>	<b>620</b>	<b>2,039</b>

## Waste diverted from disposal by recovery operation

<i>values reported in tons</i>	2024			2023			2022		
	On site	Off site	Total	On site	Off site	Total	On site	Off site	Total
<b>Non-hazardous waste</b>	-	2,586	2,586	-	1,597	1,597	-	1,397	1,397
Preparation for reuse	-	-	-	-	-	-	-	-	-
Recycling	-	-	-	-	1,443	1,443	-	1,397	1,397
Other operations	-	-	-	-	154	154	-	-	-
<b>Hazardous waste</b>	-	28	28	-	1	1	-	22	22
Preparation for reuse	-	-	-	-	-	-	-	-	-
Recycling	-	-	-	-	1	1	-	22	22
Other operations	-	-	-	-	-	-	-	-	-
<b>Total</b>	-	2,614	2,614	-	1,598	1,598	-	1,419	1,419

## Waste directed to disposal by disposal operation

<i>values reported in tons</i>	2024			2023			2022		
	On site	Off site	Total	On site	Off site	Total	On site	Off site	Total
<b>Non-hazardous waste</b>	-	332	332	-	645	645	1	598	599
Incineration (with energy recovery)	-	-	-	-	429	429	-	294	294
Incineration (without energy recovery)	-	-	-	-	3	3	-	51	51
Landfilling	-	-	-	-	213	213	1	54	55
Other operations	-	-	-	-	-	-	-	199	199
<b>Hazardous waste</b>	-	5	5	-	33	33	-	21	21
Incineration (with energy recovery)	-	-	-	-	25	25	-	16	16
Incineration (without energy recovery)	-	-	-	-	1	1	-	-	-
Landfilling	-	-	-	-	7	7	-	-	-
Other operations	-	-	-	-	-	-	-	5	5
<b>Total</b>	-	337	337	-	678	678	1	619	620

## 7.3 Human Resources Data

### HEADCOUNT

at December 31

#### Employees by gender and region

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Italy	3,906	2,475	-	6,381	3,645	2,335	-	5,980	3,278	2,134	5,412
Europe	1,572	905	-	2,477	1,630	951	1	2,582	1,533	978	2,511
Americas	742	590	-	1,332	790	627	-	1,417	772	578	1,350
Asia Pacific	2,369	1,116	1	3,486	2,275	1,072	1	3,348	2,117	985	3,102
Japan	750	361	-	1,111	789	352	-	1,141	720	296	1,016
Middle East	246	183	-	429	223	185	-	408	206	171	377
<b>Total</b>	<b>9,585</b>	<b>5,630</b>	<b>1</b>	<b>15,216</b>	<b>9,352</b>	<b>5,522</b>	<b>2</b>	<b>14,876</b>	<b>8,626</b>	<b>5,142</b>	<b>13,768</b>

#### Permanent contracts by gender and region

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Italy	3,724	2,377	-	6,101	3,487	2,238	-	5,725	3,127	2,064	5,191
Europe	1,468	851	-	2,319	1,521	896	-	2,417	1,416	921	2,337
Americas	738	589	-	1,327	790	625	-	1,415	770	577	1,347
Asia Pacific	1,607	747	1	2,355	1,516	726	1	2,243	1,398	671	2,069
Japan	740	352	-	1,092	775	347	-	1,122	682	289	971
Middle East	233	174	-	407	216	183	-	399	202	171	373
<b>Total</b>	<b>8,510</b>	<b>5,090</b>	<b>1</b>	<b>13,601</b>	<b>8,305</b>	<b>5,015</b>	<b>1</b>	<b>13,321</b>	<b>7,595</b>	<b>4,693</b>	<b>12,288</b>



## Fixed-term contracts by gender and region

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Italy	182	98	-	280	158	97	-	255	151	70	221
Europe	104	54	-	158	109	55	1	165	117	57	174
Americas	4	1	-	5	-	2	-	2	2	1	3
Asia Pacific	762	369	-	1,131	759	346	-	1,105	719	314	1,033
Japan	10	9	-	19	14	5	-	19	38	7	45
Middle East	13	9	-	22	7	2	-	9	4	-	4
<b>Total</b>	<b>1,075</b>	<b>540</b>	<b>-</b>	<b>1,615</b>	<b>1,047</b>	<b>507</b>	<b>1</b>	<b>1,555</b>	<b>1,031</b>	<b>449</b>	<b>1,480</b>

## Full-time contracts by gender and region

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Italy	3,768	2,453	-	6,221	3,511	2,312	-	5,823	3,148	2,106	5,254
Europe	1,472	881	-	2,353	1,524	927	1	2,452	1,428	953	2,381
Americas	737	587	-	1,324	782	625	-	1,407	746	571	1,317
Asia Pacific	2,362	1,111	1	3,474	2,268	1,067	1	3,336	2,054	978	3,032
Japan	696	356	-	1,052	686	333	-	1,019	638	281	919
Middle East	246	183	-	429	223	185	-	408	203	171	374
<b>Total</b>	<b>9,281</b>	<b>5,571</b>	<b>1</b>	<b>14,853</b>	<b>8,994</b>	<b>5,449</b>	<b>2</b>	<b>14,445</b>	<b>8,217</b>	<b>5,060</b>	<b>13,277</b>

## Part-time contracts by gender and region

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Italy	138	22	-	160	134	23	-	157	130	28	158
Europe	100	24	-	124	106	24	-	130	105	25	130
Americas	5	3	-	8	8	2	-	10	26	7	33
Asia Pacific	7	5	-	12	7	5	-	12	63	7	70
Japan	54	5	-	59	103	19	-	122	82	15	97
Middle East	-	-	-	-	-	-	-	-	3	-	3
<b>Total</b>	<b>304</b>	<b>59</b>	<b>-</b>	<b>363</b>	<b>358</b>	<b>73</b>	<b>-</b>	<b>431</b>	<b>409</b>	<b>82</b>	<b>491</b>

## Percentage of employees by gender and employee category

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Top management	33%	67%	-	100%	44%	56%	-	100%	38%	62%	100%
Senior and Middle management	60%	40%	-	100%	60%	40%	-	100%	60%	40%	100%
Staff and Professionals	63%	37%	0.01%	100%	63%	37%	0.02%	100%	63%	37%	100%
Operators	65%	35%	-	100%	66%	34%	-	100%	64%	36%	100%
<b>Total</b>	<b>63%</b>	<b>37%</b>	<b>0.01%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>0.01%</b>	<b>100%</b>	<b>63%</b>	<b>37%</b>	<b>100%</b>

## Percentage of employees by age group and employee category

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Top management	-	52%	48%	100%	-	47%	53%	100%	-	48%	52%	100%
Senior and Middle management	2%	79%	19%	100%	3%	77%	21%	100%	2%	78%	20%	100%
Staff and Professionals	26%	63%	11%	100%	28%	60%	12%	100%	26%	62%	12%	100%
Operators	15%	50%	35%	100%	13%	48%	39%	100%	13%	49%	39%	100%
<b>Total</b>	<b>20%</b>	<b>62%</b>	<b>18%</b>	<b>100%</b>	<b>21%</b>	<b>60%</b>	<b>19%</b>	<b>100%</b>	<b>20%</b>	<b>62%</b>	<b>19%</b>	<b>100%</b>

## External workforce

	2024	2023
Temporary workers	656	729
Interns	73	46
<b>Total</b>	<b>729</b>	<b>775</b>

## BOARD OF DIRECTORS AND SUSTAINABILITY COMMITTEE

at December 31

### Percentage of members by gender

	2024			2023			2022		
	F	M	Total	F	M	Total	F	M	Total
Board of Directors	45%	55%	100%	36%	64%	100%	36%	64%	100%
Sustainability Committee	67%	33%	100%	67%	33%	100%	67%	33%	100%



## Percentage of members by age group

	2024				2023				2022			
	<30	30-50	>50	Total	<30	30-50	>50	Total	<30	30-50	>50	Total
Board of Directors	-	27%	73%	100%	-	27%	73%	100%	-	36%	64%	100%
Sustainability Committee	-	33%	67%	100%	-	33%	67%	100%	-	67%	33%	100%

## BASE SALARY AND REMUNERATION<sup>51</sup>

### Ratio of base salary of women to men

	2024	2023
Top management	108%	98%
Senior and Middle management	86%	82%
Staff and Professionals	90%	91%
Operators	87%	85%

### Ratio of remuneration of women to men

	2024	2023
Top management	97%	95%
Senior and Middle management	85%	81%
Staff and Professionals	90%	91%
Operators	87%	85%

51-The base salary corresponds to the Gross Annual Pay (GAP) as stipulated in the contract. Remuneration includes base salary and short-term incentive, if provided for in the contract. For the purposes of the following tables, "Top management" was considered to be the highest level of management within the organization, responsible for the implementation of strategic decisions taken by the Board of Directors and for the overall management of the Company. For this reason, the role of the CEO, as an organizational unicum, was not considered part of the Top management, as he performs the functions of defining strategic policy in agreement with the Board, as well as coordinating and controlling the same Top management. However, the CEO's remuneration is disclosed in a transparent and detailed manner in the relevant section of the Annual Report.

## TRAINING

### Average training hours by gender and employee category

	2024				2023				2022		
	F	M	ND	Total	F	M	ND	Total	F	M	Total
Top management	3.1	2.4	-	2.6	7.9	4.1	-	5.8	16.0	4.7	9.0
Senior and Middle management	20.0	14.2	-	17.6	25.3	21.3	-	23.7	21.4	15.7	19.1
Staff and Professionals	24.0	20.0	39.9	22.5	21.0	18.9	1.8	20.2	23.5	18.6	21.7
Operators	0.3	0.3	-	0.3	0.5	0.8	-	0.6	0.8	1.3	1.0
<b>Total</b>	<b>18.0</b>	<b>14.9</b>	<b>39.9</b>	<b>16.8</b>	<b>17.1</b>	<b>15.7</b>	<b>1.8</b>	<b>16.6</b>	<b>18.5</b>	<b>14.7</b>	<b>17.1</b>

## HEALTH AND SAFETY<sup>52</sup>

### Work-related injuries of employees

	2024	2023	2022
<b>Hours worked</b>	<b>24,023,349</b>	<b>22,967,724</b>	<b>21,783,510</b>
<b>Recordable work-related injuries</b>	<b>146</b>	<b>149</b>	<b>109</b>
of which injuries	146	148	109
of which high-consequence injuries	-	1	-
of which fatalities	-	-	-
<b>Rate of recordable work-related injuries<sup>53</sup></b>	<b>6.08</b>	<b>6.49</b>	<b>5.00</b>
<b>Rate of high-consequence injuries<sup>54</sup></b>	<b>-</b>	<b>0.04</b>	<b>-</b>
<b>Rate of fatalities<sup>55</sup></b>	<b>-</b>	<b>-</b>	<b>-</b>

52-Work-related injuries with at least one day lost were considered. Data on work-related injuries by external workers have not been reported, as the Prada Group does not have this information at the date of reporting. The Group is developing a more accurate data collection process to provide such detail in the future.

53-The rate is calculated as follows: number of recordable work-related injuries/hours worked \* 1,000,000.

54-The rate is calculated as follows: number of high-consequence work-related injuries/hours worked \* 1,000,000.

55-The rate is calculated as follows: number of fatalities as a result of work-related injury/hours worked \* 1,000,000.

## 7.4 Content Index

**Statement of use:** The Prada Group has reported in accordance with the GRI Standards for the period from January 1 to December 31, 2024.

**GRI 1 used:** GRI 1: Foundation 2021

**Applicable GRI Sector Standard(s):** N/A

### General disclosures

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission	
				Requirement(s) Omitted	Reason Explanation
GRI 2: General Disclosures 2021	2-1 Organizational details		P. 10, 145		
	2-2 Entities included in the organization's sustainability reporting		P. 145-146		
	2-3 Reporting period, frequency and contact point		P. 145, 179		
	2-4 Restatements of information		P. 145		
	2-5 External assurance		P. 176-178		
	2-6 Activities, value chain and other business relationships		P. 9-18, 31, 48, 52		
	2-7 Employees		P. 162-164		
	2-8 Workers who are not employees		P. 165		
	2-9 Governance structure and composition		P. 19-26		
	2-10 Nomination and selection of the highest governance body		P. 20, 22		
	2-11 Chair of the highest governance body		P. 21		
	2-12 Role of the highest governance body in overseeing the management of impacts		P. 20-28, 52, 57-58, 153		
	2-13 Delegation of responsibility for managing impacts		P. 7, 24, 27-28, 153		
	2-14 Role of the highest governance body in sustainability reporting		P. 24, 27-28, 153		
	2-15 Conflicts of interest		P. 26		
	2-16 Communication of critical concerns		P. 36-38		



GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission	
				Requirement (s) Omitted	Reason Explanation
GRI 2: General Disclosures 2021	2-17 Collective knowledge of the highest governance body		P. 20-21, 24, 27-28		
	2-18 Evaluation of the performance of the highest governance body		The Board of Directors is currently not subject to formal procedures of evaluation in overseeing the management of the organization's impacts on ESG topics.		
	2-19 Remuneration policies		P. 24		
	2-20 Process to determine remuneration		P. 24, 127-128		
	2-21 Annual total compensation ratio			2-21 a. 2-21 b. 2-21 c.	Confidentiality constraints.
	2-22 Statement on sustainable development strategy		P. 6-7		
	2-23 Policy commitments		P. 52, 57-58, 61, 73, 84, 90, 116		
	2-24 Embedding policy commitments		P. 52, 57-58, 61, 73, 84, 90, 116		
	2-25 Processes to remediate negative impacts		P. 40-45, 57-58, 60-65		
	2-26 Mechanisms for seeking advice and raising concerns		P. 36-38		
	2-27 Compliance with laws and regulations		In 2024, as in 2023, there were no significant instances of non-compliance with laws and regulations.		
	2-28 Membership associations		The Group's main memberships are: Camera Nazionale della Moda Italiana (CNMI), Assonime, Altagamma, Confindustria Toscana, The Fashion Pact, Sustainable Markets Initiative (SMI), United Nations Global Compact, Textile Exchange and Leather Working Group (LWG).		
	2-29 Approach to stakeholder engagement		P. 30		
2-30 Collective bargaining agreements		P. 124			

## Material topics

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 3: Material Topics 2021	3-1 Process to determine material topics		P. 31-35, 153-154			
	3-2 List of material topics		P. 32-35			
<b>ANTI-CORRUPTION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B7	P. 36-38, 45			
GRI 205: Anti-corruption 2016	205-3 Confirmed incidents of corruption and actions taken	KPI B7.1 KPI B7.2	In 2024, as in 2023, no incidents of corruption were detected.			
<b>BIODIVERSITY &amp; ANIMAL WELFARE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. A2 G.D. B5	P. 41, 83-92, 95-96			
GRI 301: Materials 2016	301-1 Materials used by weight or volume	KPI A2.5 KPI A3.1	P. 157			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	KPI B5.2 KPI B5.3 KPI B5.4	P. 60-65, 95-96			
<b>CLIMATE CHANGE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. A1 G.D. A2 G.D. A4	P. 41, 68-83			
GRI 302: Energy 2016	302-1 Energy consumption within the organization	KPI A2.1	P. 158			
	302-4 Reduction of energy consumption	KPI A2.3	P. 68-77			
GRI 305: Emissions 2016	305-1 Direct (Scope 1) GHG emissions	KPI A1.1 KPI A1.2	P. 149, 158			
	305-2 Energy indirect (Scope 2) GHG emissions	KPI A1.1 KPI A1.2	P. 149, 158			
	305-3 Other indirect (Scope 3) GHG emissions	KPI A1.1	P. 149-150, 159			
	305-5 Reduction of GHG emissions	KPI A1.5 KPI A4.1	P. 79-83, 85			

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission		
				Requirement(s) Omitted	Reason	Explanation
<b>WATER RESOURCES</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. A2 G.D. A3 G.D. B5	P. 43, 94-95			
GRI 303: Water and Effluents 2018	303-1 Interactions with water as a shared resource	KPI A3.1	P. 94-95			
	303-2 Management of water discharge-related impacts	-	P. 94-95			
	303-3 Water withdrawal	KPI A2.2 KPI A2.4	P. 159			
GRI 308: Supplier Environmental Assessment 2016	308-2 Negative environmental impacts in the supply chain and actions taken	KPI B5.2 KPI B5.3 KPI B5.4	P. 60-65, 95-96			
<b>WASTE MANAGEMENT</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. A1 G.D. A3	P. 43, 93, 95-96, 99-101			
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	KPI A3.1	P. 99-100			
	306-2 Management of significant waste-related impacts	KPI A1.6 KPI A3.1	P. 95-96, 99-100			
	306-3 Waste generated	KPI A1.3 KPI A1.4	P. 160			
	306-4 Waste diverted from disposal	KPI A1.3 KPI A1.4	P. 161			
	306-5 Waste directed to disposal	KPI A1.3 KPI A1.4	P. 161			
<b>PRODUCT END-OF-LIFE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics		P. 43, 96-98, 101			



GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission		
				Requirement(s) Omitted	Reason	Explanation
<b>EMPLOYEES WELLBEING &amp; SKILLS DEVELOPMENT</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B1 G.D. B3	P. 44, 117-121, 124-128			
GRI 401: Employment 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	G.D. B1	P. 106			
GRI 404: Training and Education 2016	404-1 Average hours of training per year per employee	KPI B3.1 KPI B3.2	P. 167			
<b>OCCUPATIONAL HEALTH &amp; SAFETY</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B2	P. 44, 122-126			
GRI 403: Occupational Health and Safety 2018	403-1 Occupational health and safety management system	G.D. B2 KPI B2.3	P. 123			
	403-2 Hazard identification, risk assessment, and incident investigation	G.D. B2	P. 123-124			
	403-3 Occupational health services	KPI B2.3	P. 123-126			
	403-4 Worker participation, consultation, and communication on occupational health and safety	-	P. 123-126			
	403-5 Worker training on occupational health and safety	KPI B2.3	P. 123			
	403-6 Promotion of worker health	-	P. 124-126			
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	KPI B2.3	P. 124-126			
	403-9 Work-related injuries	KPI B2.1	P. 167			

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission	
				Requirement(s) Omitted	Reason Explanation
<b>DIVERSITY &amp; INCLUSION</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B1	P. 37, 44, 52, 58, 104-105, 111-116, 129-131		
GRI 405: Diversity and Equal Opportunity 2016	405-1 Diversity of governance bodies and employees	KPI B1.1	P. 164-166		
	405-2 Ratio of basic salary and remuneration of women to men	G.D. B1	P. 166		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	G.D. B1	In 2024, as in 2023, there were no significant incidents of discrimination.		
<b>HUMAN RIGHTS</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B4 G.D. B5 KPI B4.1 KPI B4.2	P. 37, 44, 52, 60-63, 122-124		
GRI 406: Non-discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	G.D. B1	In 2024, as in 2023, there were no significant incidents of discrimination.		
<b>CONSUMER HEALTH &amp; SAFETY</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics		P. 45, 63-65, 95-96		
GRI 416: Customer Health and Safety	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	G.D. B6 KPI B6.1 KPI B6.2	In 2024, as in 2023, there were no incidents of non-compliance with regulations and/or voluntary codes concerning health and safety impacts of products and services.		
<b>MARKETING &amp; LABELING</b>					
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B6	P. 45, 63-65		
GRI 417: Marketing and Labeling 2016	417-2 Incidents of non-compliance concerning product and service information and labeling	G.D. B6 KPI B6.3	In 2024, as in 2023, there were no incidents of non-compliance concerning product and service information and labeling.		

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission		
				Requirement(s) Omitted	Reason	Explanation
<b>SUSTAINABILITY EDUCATION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A	P. 117-120, 136-141			
<b>ARTISTIC &amp; CULTURAL HERITAGE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B8 KPI B8.1	P. 134-136			
<b>CRAFTSMANSHIP &amp; SAVOIR-FAIRE</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	N/A	P. 44, 117-120			
<b>SCIENTIFIC EVOLUTION</b>						
GRI 3: Material Topics 2021	3-3 Management of material topics	G.D. B8 KPI B8.1	P. 142-143			

## Other additional Topics Disclosed

GRI Standards	Disclosure	Reference to HKSE ESG Reporting Guide	Location	Omission		
				Requirement(s) Omitted	Reason	Explanation
GRI 201: Economic Performance 2016	201-1 Direct economic value generated and distributed	KPI B8.2	P. 13, 156			
GRI 204: Procurement Practices 2016	204-1 Proportion of spending on local suppliers	KPI B5.1	P. 156			
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	KPI B6.2 KPI B6.5	In 2024, as in 2023, there were no substantiated complaints regarding breaches of customer privacy and leaks, thefts, or losses of customer data.			



# 8. Independent Auditor's Report





Deloitte & Touche S.p.A.  
Via Santa Sofia, 28  
20122 Milano  
Italia

Tel: +39 02 83322111  
Fax: +39 02 83322112  
www.deloitte.it

## INDEPENDENT AUDITOR'S REPORT ON THE SUSTAINABILITY REPORT

**To the Board of Directors of  
Prada S.p.A.**

We have carried out a limited assurance engagement on the Sustainability Report of Prada Group (hereinafter "Group") as of December 31, 2024.

### Responsibility of the Directors for the Sustainability Report

The Directors of Prada S.p.A. are responsible for the preparation of the Sustainability Report in accordance with the "*Global Reporting Initiative Sustainability Reporting Standards*" established by GRI – *Global Reporting Initiative* ("GRI Standards"), as stated in the chapter "Notes on the Methodology" of the Sustainability Report.

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

The Directors are also responsible for the definition of the Group's objectives in relation to the sustainability performance, for the identification of the stakeholders and the significant aspects to report.

### Auditor's Independence and quality control

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

Our firm applies *International Standard on Quality Management 1*, which requires the firm to design, implement and operate a system of quality management including policies or procedures regarding compliance with ethical requirements, professional standards and applicable legal and regulatory requirements.

Ancona Bari Bergamo Bologna Brescia Cagliari Firenze Genova Milano Napoli Padova Parma Roma Torino Treviso Udine Verona

Sede Legale: Via Santa Sofia, 28 - 20122 Milano | Capitale Sociale: Euro 10.688.930,00 i.v.

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### **Auditor's responsibility**

Our responsibility is to express our conclusion based on the procedures performed about the compliance of the Sustainability Report with the GRI Standards. We conducted our work in accordance with the criteria established in the “*International Standard on Assurance Engagements ISAE 3000 (Revised) – Assurance Engagements Other than Audits or Reviews of Historical Financial Information*” (hereinafter “*ISAE 3000 Revised*”), issued by the *International Auditing and Assurance Standards Board (IAASB)* for limited assurance engagements. The standard requires that we plan and perform the engagement to obtain limited assurance whether the Sustainability Report is free from material misstatement.

Therefore, the procedures performed in a limited assurance engagement are less than those performed in a reasonable assurance engagement in accordance with *ISAE 3000 Revised* (“*reasonable assurance engagement*”), and, therefore, do not enable us to obtain assurance that we would become aware of all significant matters and events that might be identified in a reasonable assurance engagement.

The procedures performed on the Sustainability Report are based on our professional judgement and included inquiries, primarily with Company personnel responsible for the preparation of information included in the Sustainability Report, analysis of documents, recalculations and other procedures aimed to obtain evidence as appropriate.

Specifically, we carried out the following procedures:

- 1) Analysis of the process relating to the definition of material aspects disclosed in the Sustainability Report, with reference to the methods of analysis and understanding of the context, identification, evaluation and prioritization of actual and potential impacts and to the internal validation of the process results;
- 2) comparison between the economic and financial data and information included in the chapter “The Prada Group” of the Sustainability Report with those included in the Group’s Financial Statements;
- 3) understanding of the processes underlying the origination, recording and management of qualitative and quantitative material information included in the Sustainability Report.

In particular, we carried out interviews and discussions with the management of Prada S.p.A. and we carried out limited documentary verifications, in order to gather information about the processes and procedures, which support the collection, aggregation, elaboration and transmittal of non-financial data and information to the department responsible for the preparation of the Sustainability Report.



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In addition, for material information, taking into consideration the Group's activities and characteristics:

- at the parent company and subsidiaries level:
  - a) with regards to qualitative information included in the Sustainability Report, we carried out interviews and gathered supporting documentation in order to verify its consistency with the available evidence;
  - b) with regards to quantitative information, we carried out both analytical procedures and limited verifications in order to ensure, on a sample basis, the correct aggregation of data.
- for entities Prada S.p.A., Prada USA Corp, Prada Fashion Commerce (Shanghai) Co. Ltd, Prada Japan Company Ltd, which we selected based on their activity, their contribution to the performance indicators at the consolidated level and their location, we carried out site visits and remote meetings, during which we have met the management and have gathered supporting documentation with reference to the correct application of procedures and calculation methods used for the indicators.

## Conclusions

Based on the work performed, nothing has come to our attention that causes us to believe that the Sustainability Report of Prada Group as of December 31, 2024 is not prepared, in all material aspects, in accordance with the GRI Standards as stated in the chapter "Notes on the Methodology" of the Sustainability Report.

## Other matters

The data for the year ended December 31, 2022, presented for comparative purposes in the Sustainability Report have not been subject to a limited or to a reasonable assurance engagement.

DELOITTE & TOUCHE S.p.A.



**Marco Ricci**  
Partner

Milan, Italy  
March 20, 2025



**Additional information on this  
Sustainability Report may be requested to:**  
Prada S.p.A.  
Via Antonio Fogazzaro, 28  
20135 Milan, Italy  
e-mail: [csr@pradagroup.com](mailto:csr@pradagroup.com)