

## ***The Safilo Way***

At Safilo, we are convinced that our tradition and our long-standing history in the Italian eyewear industry are the foundation on which we can build a common and sustainable future, continuously creating shared value for all of our stakeholders. From the start, Safilo has been committed to investing in environmental and technological innovation in order to achieve constant and sustainable growth, and to operate as a reliable partner of trust for all of its customers and suppliers.

Safilo is committed to protecting and preserving the eyesight of people around the world, not only with its eyewear, but also by promoting healthy lifestyles and behavior. We actively endorse a vision of 'progress for all' that aims to prevent potential eyesight damage through a product offering of high-quality sunglasses and optical frames. Our Group actively sponsors awareness campaigns aimed at those who need help most in terms of eye care solutions. For this reason, Safilo is, for example, an historic partner of the non-profit organization Special Olympics, contributing to visual screenings and donating optical frames and sunglasses to athletes with intellectual disabilities.

During this last particularly difficult year, Safilo has undertaken all possible actions to implement the prevention and safety measures necessary to respond to the exceptional emergency health circumstances, scrupulously applying Safilo's "Workplace Safety Protocol" throughout its entire production chain, from production facilities to the distribution network. The goal was to protect our people and our product, minimizing the risks and impacts on customer service, and, at the same time, ensuring continuity of business activities.

Since the beginning of the pandemic, Safilo has actively continued its commitment to support the territory and local communities, launching the #united4eyecare initiative and repurposing some manufacturing lines at its industrial sites in Santa Maria di Sala and Bergamo to produce protective eyewear and face shields - certified personal protective equipment (PPE) - which were initially donated to Italian hospitals in difficulty. In the following months, Safilo continued to produce additional PPE to support healthcare workers in Italy and abroad on the front line in the fight against Covid-19. At the same time, Safilo also launched the new line of Polaroid Stay Safe products for protection and personal safety, responding to the sentiment and real needs of customers and end consumers.

The smart working project, which was already in place well before Covid but which was necessarily accelerated due to the health emergency, is an important part of Safilo's evolution as an increasingly agile and dynamic company. We have embraced agile work, involving an increasing number of workers and making it even more flexible, giving each single worker the possibility to choose when and where to smart work from. Smart working has helped us to react with agility to moments of emergency, safeguarding the health of our workers without compromising business continuity, with direct and positive effects not only on productivity but also on the well-being of our workers as it allows the best reconciliation of work and free time. The Group has decided to continue the smart working project even once the Covid-19 emergency has ended.

Safilo's attention to the environment and materials led, in 2020, to the collaboration with The Ocean Cleanup, a Dutch non-profit association, for the creation and production of sunglasses made with plastic recovered from the Great Pacific Garbage Patch (GPGP). Safilo's innovation and design teams have worked to best combine our long manufacturing tradition with cutting-edge technological solutions in an innovative upcycling process capable of reusing heterogeneous plastics that have traditionally proved more difficult to recycle, transforming them into safe and high-quality products.

In search of increasingly sustainable and advanced materials, and with a view to contributing to the reduction of environmental impact by creating products without using new resources, in 2020 we also announced a pioneering partnership with Aquafil for the use of ECONYL® within our eyewear collections, a material obtained through regeneration processes of synthetic material waste (nylon) that can be recycled again at the end of its life.

Our commitment to the three fundamental pillars of our business strategy – **People, Product and Planet** – is outlined and continuously updated within our Worldwide Business Conduct Manual, which outlines the individual

responsibilities of each of us and is aimed at supporting the Group's commitments to responsible business. We stay true to our values and our history, rooted in the strength of our products, but at the same time we transform ourselves, balancing our portfolio, strengthening our proprietary brands and embarking on a strong path of digital transformation, to build a sustainable future in the long term for the company and for all our stakeholders.

We are therefore proud to present this new edition of our Consolidated Non-Financial Statement, based on the reporting standards of the Global Reporting Initiative (GRI) applied to 16 topics organized into 6 areas: governance and compliance, craftsmanship and product innovation, integrity in the workplace, responsible partnerships, social responsibility and environmental responsibility.

We want to thank all of our stakeholders for their continuous support and trust, without which we could never hope for the success of our responsible path that is involving each one of us, with great passion and determination. We are proud to be able to continue this journey together towards a more sustainable future by effectively contributing to sustainability goals and creating shared value for the communities in which we operate.

A handwritten signature in blue ink, appearing to read 'Angelo Trocchia', is positioned above the printed name and title.

Angelo Trocchia

CEO, Safilo Group