

For Immediate Release

MARCOLIN OBTAINS THE GENDER EQUALITY CERTIFICATION

Longarone/Milan, March 7, 2024 - **Marcolin**, a worldwide leading group in eyewear, **has obtained the gender equality certification** issued by the certification bodies accredited with Accredia (pursuant to EC Regulation 765/2008), which operate based on the UNI/PdR 125:2022 guidelines. This acknowledgment, which was achieved after a challenging journey lasting a few years, endorses the Company's ongoing commitment to promoting an inclusive and fair Company culture.

The several initiatives in favor of Diversity & Inclusion (D&I) implemented over the past few years include advanced corporate welfare policies to facilitate work-life balance and parenting, including greater use of work-from-home and tools for flexible working time management. In terms of training, we have launched the *Leadership Academy*, a pathway for future managers, with the introduction of a session dedicated to women's leadership. Support for the psychological aspect was the subject of focus groups dedicated to new mothers, along with the introduction of a confidential psychology service, which is open to all employees every day. Measures for supporting parents also included broadening the scope for fathers to take leave when their child is sick and the conclusion of agreements with daycare centers. In addition, Marcolin has distinguished itself for the number of women in managerial and top management roles: the data collected (January-October 2023) show that 62% of Marcolin's people are women, of whom 40% occupy managerial positions and 50% have executive roles.

"Our journey starts from afar, where diversity, equity and inclusion are considered strategic levers for business development and the promotion of an equitable and gender-friendly culture. We are determined to do our part and will continue to work diligently to further implement these values through new projects and initiatives," said **Sabrina Paulon, Marcolin Group HR Director**.

The certifying body also considered Marcolin Group's establishment of a wide and structured strategic plan covering the period from now to 2025. Dedicated training on the topic, initiatives to promote gender equality in recruitment processes and career development, and additional support for parenting and work-life balance will be provided, along with the appointment of a gender equality officer who will monitor the progress of the strategic plan and related KPIs.

The process to obtain certification was carried out through an assessment of the Italian HQ, conducted based on specific indicators related to six assessment areas that characterize an inclusive and gender-responsive organization: culture and strategy, governance, Human Resources processes, opportunities for the growth and inclusion of women in the company, equal pay for both genders, parenting support and work-life balance. The certification is valid for three years and is subject to annual monitoring.

About Marcolin:

Marcolin is a worldwide leading group in the eyewear industry founded in 1961 in the heart of the Veneto district, Italy. It stands out for the unique ability to combine craftsmanship with advanced technologies through the constant pursuit of excellence and continuous innovation. The portfolio includes house brands (WEB EYEWEAR, ic! berlin), as well as licensed brands: TOM FORD, Guess, adidas Sport, adidas Originals, Christian Louboutin, Max Mara, Zegna, GCDS, MAX&Co., MCM, Tod's, Pucci, BMW, Kenneth Cole, Timberland, GANT, Harley-Davidson, Marciano and Skechers. Through its own direct network and global partners, Marcolin distributes its products in more than 125 countries. At the end of 2022, Marcolin Group counted about 2,000 employees and net sales of €547.4 million. www.marcolin.com

Marcolin Contacts:

Group Communication Director
Clara Magnanini
Ph. +39 02 76387611 – cmagnanini@marcolin.com

Corporate Communication
Davide Ghellini Sargenti
Ph. +39 02 76387611 – dghellini@marcolin.com

Community, Reputation Advisers
marcolin@community.it
Gianandrea Gamba Ph. +39 3404527349
Rebecca Orlandi Ph. +39 3351899228