



# ARTSANA

2024 Sustainability Report

# CEO MESSAGE

## Dear Stakeholder,

As the newly appointed CEO of Artsana, I am enthusiastic about the opportunity to lead such a dynamic and innovative organization. It is inspiring to collaborate with a talented team dedicated to improving the well-being of families through our products. I am eager to harness our rich heritage, confront new challenges, and drive growth while remaining firmly anchored in our values and our **Sustainability Strategy**. This strategy is structured around four pillars: social and human rights, responsible value chain, greenhouse gas (GHG) emissions and climate change, and environmental sustainability of product and packaging.

Building on its commitment to social and human rights, Artsana's mission centers on children and families; to fulfill this mission, the company is committed to a strategy that supports and empowers communities through a range of programs for employees, caregivers, and local stakeholders. A key aspect of this approach is fostering a supportive work environment, with a strong emphasis on employee well-being, the promotion of work-life balance, and inclusivity. As a leading group in the childhood sector, Artsana embraces both economic and social responsibility, working actively with all stakeholders to promote a sustainable approach that supports current and future families. This commitment stems from the awareness that every action can contribute to broader social and economic reflections, particularly on issues such as birth rates and demographics.

To reinforce this engagement, Artsana collaborates with the "**Rete Adamo**", a network of companies, organizations, and associations focused on addressing the issue of declining birth rates, particularly in Italy. By developing policies that support both parents and their workplaces, the network aims to enhance employee well-being, which may also contribute to long-term demographic sustainability.

Additionally, many of Artsana's subsidiaries are actively involved in **global corporate social responsibility (CSR)** initiatives aimed at supporting communities. Through these efforts, Artsana not only fosters employee welfare but also contributes to the broader well-being of the communities it serves.

In pursuit of a more responsible value chain, Artsana is dedicated to advancing ethical manufacturing by actively engaging in multi-stakeholder initiatives, including SEDEX. This participation offers a unified framework for addressing Environmental, Social, and Governance (ESG) criteria. Additionally, among other multi-stakeholder initiatives, Artsana supports the Bangladesh RMG Sustainability Council initiative, which focuses on enhancing sustainability within the ready-made garments sector.

The final two pillars – GHG emissions and climate change, and environmental sustainability of product and packaging – reflect Artsana's belief that caring for communities also means building and protecting the planet's prosperity to ensure a future for younger generations. Therefore, this year Artsana not only reaffirmed its strategic commitment, but also focused on reshaping it by introducing and setting new policies, initiatives, and targets. As part of this effort, and in the context of climate change mitigation, Artsana formally committed to the **Science Based Targets initiative (SBTi)**, setting near-term targets for GHG emissions reduction. In line with this commitment, in 2024, Artsana continued to invest in initiatives aimed at reducing GHG emissions and enhancing energy efficiency, as well as in the development of new products and packaging that also incorporate recycled and more sustainable materials. In particular, Artsana invested in two new photovoltaic plants and in the purchase of **Guarantees of Origin (GOs)** certificates for purchased

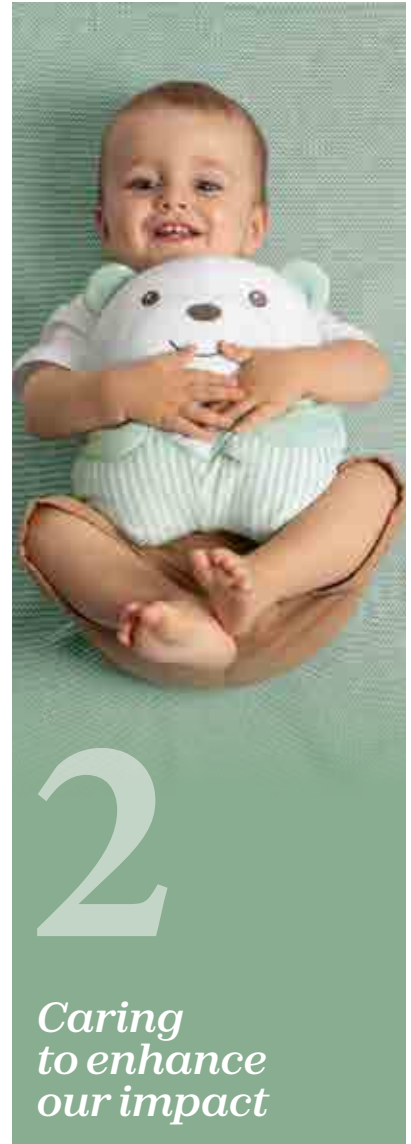
electricity, thereby ensuring that **100%** of electricity consumption is produced from, or certified as sourced from, renewable sources – in line with the approach adopted in previous years.

In 2024, Artsana received several recognitions for its approach to ESG: the company was included – for the third consecutive year – among the 150 “most climate-conscious” companies out of 600 large Italian companies, as ranked by Il Corriere della Sera, a renowned Italian newspaper, and Statista, the German digital platform that manages one of the world's leading portals for statistics and digital intelligence. Also, the Financial Times recognized Artsana, for the second time, as one of Europe's climate leaders, selecting it from a pool of 500 major European companies based on its progress in reducing carbon emissions. Additionally, Il Sole 24 Ore recognized Artsana for the second time as one of the country's sustainability leaders, among 200 large companies in Italy, based on a comprehensive assessment of achievements on ESG topics.

Despite these recognized successes, we acknowledge that advancing towards a more sustainable future is complex and requires continuous commitment to innovation and progress. For this reason, we reaffirm to our stakeholders our ongoing efforts to place sustainability at the heart of all our business processes. In addition, we would like to express our sincere gratitude to everyone who has collaborated with us in building a supportive, inclusive, and sustainable community. Artsana stands alongside families, communities, and all stakeholders to support the well-being of children and their families.

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**Alberto Rivolta**  
Artsana CEO



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# ARTSANA GROUP

It should be noted that all the information reported in this chapter refers to the whole Group, which at a consolidated level also includes Prénatal Retail Group S.p.A. and its subsidiaries (hereinafter also Prénatal Retail).

## Timeline

Since its founding in Italy in 1946, Artsana has steadily deepened its expertise by observing how care providers operate and fulfill their responsibilities. Over the decades, the company has not only expanded its knowledge but also built a diverse brand portfolio tailored to the evolving needs of caregiving professionals. By doing so, Artsana has strengthened the support systems that surround and empower caregiving communities.

1946

Pietro Catelli founds Artsana

1958 

Chicco is born

1967

International expansion begins in Europe

1975 

NeoBaby mass market retail brand is born

1977 

Entry into the Condom market through the acquisition of Control

Prénatal 1996

Prénatal joins the Group

1998

Opening of US and Turkey branches

 2008

Acquisition of The Boppy Company

2011

Opening of new branches in India, Mexico, Russia and Poland

  2016

Investindustrial acquires 60% of Artsana, the Catelli family holds 40%.  
The Group acquires Fiocchi di Riso and Fisiolact.

 2017

Artsana takes over 100% of control of Prénatal Retail Group

2023

Sale of Goovi, Control, Prénatal NL and KingJouet

2024

Focus on the core baby sector

# THE GROUP AS OF TODAY

Since 2016, Artsana S.p.A. is owned by two major shareholders: (i) Baby Care International Development Sarl with a 60% shareholding under the indirect control of funds managed by Investindustrial, and (ii) Catelli S.r.l. with a 40% shareholding.



Artsana S.p.A. is the parent company of the Artsana Group, which at a consolidated level also includes Prénatal Retail Group S.p.A. and its subsidiaries.

## ARTSANA GROUP WORLDWIDE



**43**  
Subsidiaries Worldwide



**€ 1,306 mln**  
Direct Economic Value distributed



**€ 1,334 mln**  
Net Revenues



**5,800**  
People Employed Worldwide

*Consolidated financial statement data of Artsana Group, including Prénatal Retail Group S.p.A. and its subsidiaries*

# Our market presence

At December 31, 2023, the **Artsana Group** had a total of 43 subsidiaries worldwide, including the brands covered in Artsana's Sustainability Report and the

brands under the Prénatal Retail umbrella. More precisely, 29 subsidiaries are directly owned by Artsana and the remaining 14 by the Prénatal Retail Group.

Artsana has more than 150 directly operated Chicco stores and over 550 belonging to the Prénatal Retail Group.

## Artsana subsidiaries and distributors worldwide

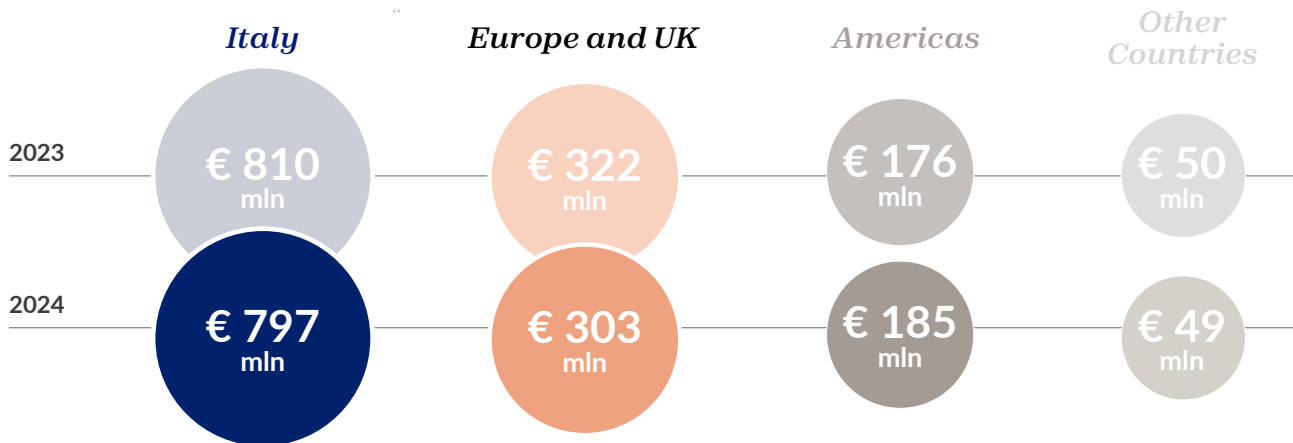
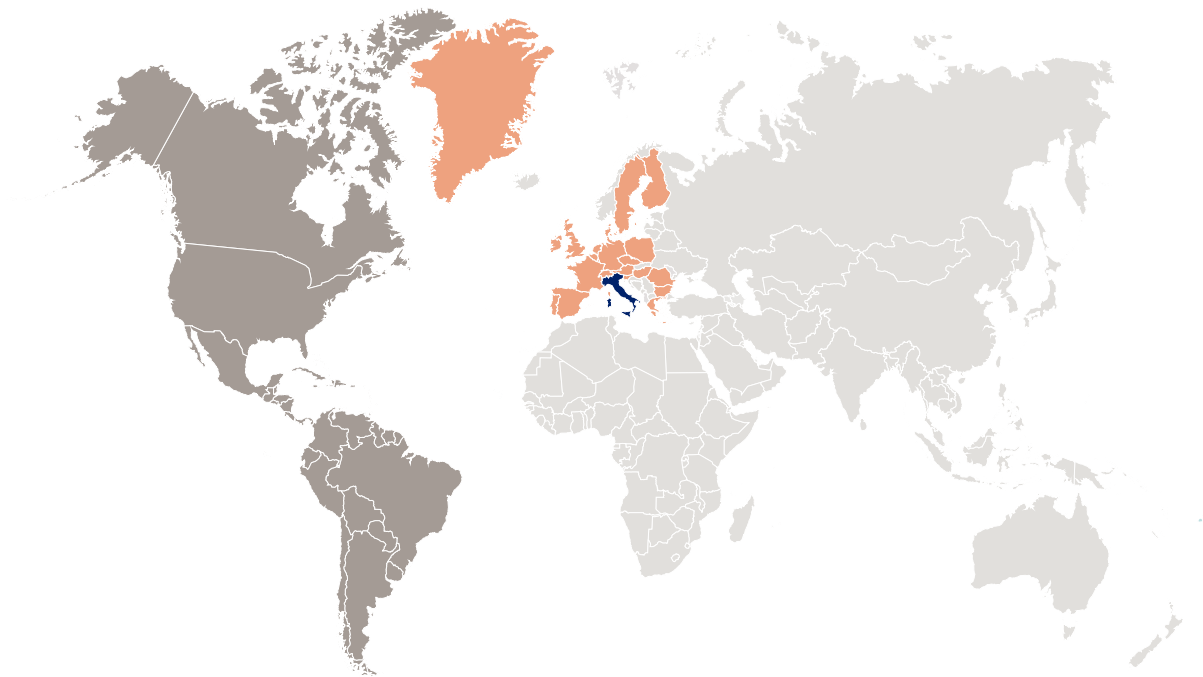


With its extensive array of brands and products, the Artsana Group operates globally in all the **main channels of distribution**. This includes specialty baby stores, pharmacies, international distributors, mass-market retailers, online marketplaces, and its own network of brick-

and-mortar retail stores. In recent years, Artsana has been observing changes in the distribution landscape along with a fast growing trend of online retail, which made it intensify its commitment to e-commerce. The Company is focused on continuous improvement of the online experience of all

countries where distributor to customer is active (United States, Italy, Spain, Portugal, France, Belgium, Turkey, and India), launching running services and working on personalized content.

## Net sales by region



At the Group level, direct economic value generated and direct economic value distributed amounted to €1,371,636 and €1,306,332, respectively.

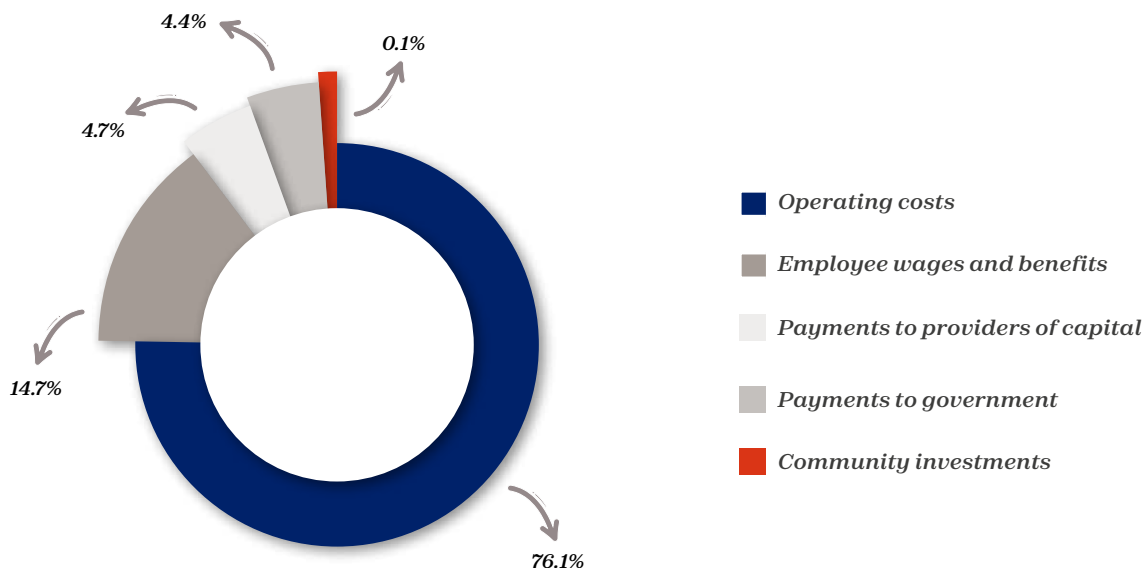
	2022	2023	2024
Direct economic value generated [k€]	1,960,952	1,410,406	1,371,636
Direct economic value distributed [k€]	1,816,383	1,360,973	1,306,332
Operating costs	1,400,286	1,023,945	994,500
Employee wages and benefits	275,943	219,798	192,169
Payment to capital providers	53,215	52,171	61,754
Payments to government	85,636	64,104	57,013
Community investments	1,303	955	897
Economic value retained [k€]	144,568	49,433	65,304

The direct economic value generated and distributed by Artsana represents the wealth the company creates for its stakeholders. Specifically, the distribution of this value is as follows: the majority is allocated to suppliers through operating

costs, accounting for approximately 76.1%; a substantial portion goes to employees in the form of salaries and benefits, making up 14.7%; a share is directed to governments as taxes; capital providers and shareholders receive their portion

through financial interests and dividends; and lastly, the community benefits from the company's contributions to sponsorships and voluntary donations.

## 2024 Distribution of Direct Economic Value



## Scope of the report

This report refers to the period from January 1, 2024, to December 31, 2024, and provides an overview of Artsana's sustainability initiatives, comparing current data with values from the previous years to give a more complete picture of the company's sustainability performance and trends.

The sustainability report period coincides with the fiscal year. The report is published every year and the 2023 Sustainability Report has been made available on the Company's website in July 2024.

The sustainability report's scope covers the entire Artsana Group except for Prénatal Retail Group. Therefore, the Report encompasses the following brands: Chicco,

NeoBaby, Boppy, Fiocchi di Riso and Fisiolact.

The Report takes into account the business activities and production sites located in Italy, as well as the sales subsidiaries in various countries including Argentina, Brazil, Belgium, China, France, Germany, India, Mexico, Poland, Portugal, Russia, Spain, Switzerland, Turkey, and the US. It also includes the Grandate (Como) headquarters and the company-run stores in Italy.

The economic, social and environmental details provided in the Report pertain to the specified scope. Any deviations from the scope are clearly indicated in the text.

From this point, the terms "Artsana Group,"

"Artsana," or "Group" in the context of sustainability reporting will exclusively refer to Artsana S.p.A. and its subsidiaries, excluding Prénatal Retail Group S.p.A. and its related entities.

Artsana's reporting approach is consistent with the operational control criteria outlined in the GHG Protocol Corporate Accounting and Reporting Standard for the disclosure of greenhouse gas emissions.

For a detailed overview of Prénatal Retail Group's sustainability strategy, reference should be made to Prénatal Retail Group's annual Sustainability Report.

# Our Sustainability Reporting



€ 595 mln  
Net Revenue



2,120  
Workforce

## Empowering communities to nurture our future



>10,000

Online and in  
presence family  
course  
attendees



≈4,000

members of Artsana  
Open Innovation  
Platform



>1,500

products distributed  
thanks to "Baby Spesa  
SOSpesa"

## How we care for the Artsana community



62%

of the workforce  
are women



95%

employees with  
permanent contract



19%

Hiring rate



26,706 h

of training  
for employees

## How we care for the planet and the future



910 tCO<sub>2</sub>

avoided CO<sub>2</sub>  
emissions from  
projects



100%

non-hazardous waste  
sent to recycling and  
energy recovery



10,828 GJ

energy savings  
from projects



100%

finished product  
suppliers facilities  
assessed for  
qualification



# 1 Empowering communities to nurture our future

Caring for families and children has been at the heart of Artsana's mission since its founding in 1946.

Over the years, this commitment has evolved alongside societal transformations, expanding into a broader vision of care—one that now embraces both people and the environment.

Artsana's philosophy is rooted in caring for both **people** and the **planet**, embedding sustainability as a core value and actively promoting it through daily operations. This longstanding commitment extends across all its brands, spanning the health and beauty sectors as well as baby care,

including Chicco, NeoBaby, Fiocchi di Riso, Boppy, and Fisiolact. For Artsana, "caring" is not just a value—it is a way of doing business that extends beyond parents and children to include the entire community. The goal is to foster a sense of **support, empowerment, and inclusion**.

This approach is made possible by the Company's extensive expertise across a broad portfolio of product categories, from child car safety and dermocosmetics to feeding and clothing.

## 1.1 The values for a sustainable community

*Rooted in a rich heritage and supported by deep expertise and a diverse portfolio of brands, Artsana remains close to people by continuously promoting the well-being of parents, families, and children at every stage of life.*

Artsana's global success is driven by a blend of **passion, responsibility, curiosity**, and a constant **commitment** to expanding knowledge and capabilities to benefit broader society. Its brands **span multiple categories** - from Nursing and Juvenile products to Clothing, Footwear and Toys - all united by a shared purpose: to provide children and their communities with solutions that support their well-being. This vision is deeply embedded in Artsana's daily operations and long-term strategies, where **sustainability** plays a significant role. With over 75 years of **specialized**

**expertise**, the Company leverages its know-how to reinforce its commitment to people and the planet. At the core of its brand ecosystem lies a single, unifying value: holistic care for individuals and for the planet's future. To pursue this, each brand contributes to the mission in its own unique way, addressing the specific needs of a global community focused on caring for children. Building on this foundation, Artsana reaffirms its mission with a clear and enduring focus: placing communities at the heart of its strategy. This commitment

is the result of a collective effort that engaged all subsidiaries worldwide, through questionnaires and workshops, fostering a shared understanding of the Company's values, mission, and vision. Today, this alignment is reflected in every aspect of the Company's operations — from product innovation to social impact — guided by the values of care, sustainability, and collective responsibility. This cohesive approach continues to shape the Company's direction and inspire meaningful action across all its brands.

### Empowering communities to nurture our future.

#### Mission

By listening passionately to our customers and going above and beyond, we're on a mission to create the trusted solutions needed to support you, your families and our future.

#### Vision

To create a global community where everyone taking care of our children feels empowered, supported and heard.

#### Values

**We Are Driven  
By Passion**

**We Build  
Together**

**We Care For  
The Community,  
Planet And Future**

**We Act  
to Improve**

**We Are Consumer  
And Customer  
Centric**

## 1.1.1 Our Brands

Artsana boasts a diversified brand portfolio that reflects its **core value of care**, which is deeply embedded as a guiding principle

throughout the company's organizational structure. This commitment is evident in the Group's presence across multiple

market sectors, highlighting its multi-specialist approach and strong adaptability to evolving consumer needs.



Chicco is a multi-specialist parenting brand, united by a shared vision that permeates all its business segments, including juvenile products, nursing, toys, fashion, and baby footwear. Chicco has an advanced Research Center, underscoring the brand's strong focus on innovation. It is present in over 120 countries.



In 2008, Artsana Group acquired Boppy, the leading brand in nursing pillows, with over 30 years of expertise. In the United States, the Boppy Original Support has been awarded "Children's Product of the Year" more than 15 times.



NeoBaby is the market leader in the mass market channel, with a complete range of nursing products dedicated to babies' and parents' first needs.



Flocchi di Riso is a cosmetic line formulated for infants and children, with a brand promise centered on maintaining the skin's physiological balance. This is achieved through the complete absence of substances that hinder skin perspiration or cause dehydration and irritation.



Fisilact provides professional electric breast pumps for both hospital and home use, designed to mimic the natural sucking rhythm of a baby.



## 1.1.2 Our governance

The parent Company Artsana S.p.A. has a **Board of Directors** (BoD) composed of seven board members (including the CEO), the majority of whom are aged between 30

and 55 years, and the remaining are over 55 years. The Chair of the BoD is not a senior executive within the organization. Moreover, none of the BoD members

holds other relevant positions that could compromise their ability to dedicate sufficient time and attention to Artsana's governance activities.

GENDER		2022	2023	2024
Executive members	Men (CEO)	1	1	1
	Women	0	0	0
	<b>Total</b>	<b>1</b>	<b>1</b>	<b>1</b>
Non-executive members	Men	7	7	4
	Women	1	1	2
	<b>Total</b>	<b>8</b>	<b>8</b>	<b>6</b>

The BoD meets at least every quarter and holds office for three years; it is responsible for overseeing strategic decision-making processes and their related impacts. There are currently no ad hoc committees appointed by the BoD. During its regular meetings, the CEO informs the Board about all the **topics classified as relevant and critical**, such as energy cost trends, utilities, logistics costs, and the socio-economic impact of conflicts.

All members of the Board are nominated and appointed by the **Shareholders' Meeting**, following an assessment of their skills and understanding of the Company's operations and impact areas. The Shareholders' Meeting also deliberates on matters reserved for its authority by-law and the Company's by-laws. The Company's by-laws provide for the use of voting lists, unless otherwise decided by the members. During the selection and appointment process, the Shareholders' Meeting reviews all relevant documentation concerning the candidates, including any offices or roles they currently hold, to ensure transparency and the prevention of potential conflicts of interest.

The Shareholders' Meeting is responsible for determining the total **remuneration** of the BoD members. The executive remuneration policy consists of both fixed and variable components, with the latter linked to corporate objectives approved by the CEO and primarily focused on financial and operational performance indicators. The CEO is responsible for determining salary increases, which are based on performance evaluations and benchmarked

against relevant market standards. Executive employment contracts also include access to dedicated health and retirement plans, with the Company providing additional healthcare coverage as part of its commitment to employee well-being. Employee remuneration, on the other hand, is calculated based on applicable national collective labor agreements, base pay, and market benchmarks. Managers can make proposals for employee salary increases and discuss them with Human Resources, taking into consideration the allocated annual budget cost. The summary is reported to the CEO, who provides final approval or suggests adjustments.

At Artsana, **sustainability** plays a strategic role across all levels of the organization, actively supporting the implementation of sustainability-oriented initiatives and contributing to impact assessment, management, and data collection processes.

The Board of Directors addresses sustainability topics at least twice a year, sharing strategic decisions, targets, and communications with both stakeholders and senior management. In alignment with Model 231, the Board, the CEO, and the Supervisory Body jointly oversee due diligence processes related to the Company's economic, environmental, and social impacts. This governance is further supported by external experts and informed by the materiality analysis conducted as a part of the sustainability reporting process. Sustainability-related matters are regularly included in the Board's agenda, with biannual updates or more frequent

discussions when specific initiatives require timely decision-making.

To manage the company's impacts, the CEO is supported by the **Sustainability Committee**, a non-executive body composed of members of Artsana's management team, and a core group dedicated to project coordination and priority setting. Chaired by the Sustainability Director, the committee usually meets twice a year to address all ESG-related topics, or in dedicated meetings to deal with specific topics.

In addition to these plenary meetings, smaller working groups may be convened as needed to address targeted matters or provide progress updates. While these do not require the full participation of the management team, the latter continues to play a key role in drafting the sustainability report, working in close coordination with the Sustainability and Finance departments; final responsibility for the report rests with the CEO.

To better understand and manage its impacts and identify areas for improvement, Artsana organizes regular meetings to promote awareness and share ongoing updates on sustainability throughout the organization. The CEO keeps the Board informed about sustainability developments, ensuring strategic alignment with evolving priorities and recognized best practices. Ultimately, the Shareholders are responsible for evaluating the Board's performance in achieving results and in effectively managing the Company's impacts.

## 1.1.3 Our ethical and regulatory framework

Artsana reaffirms its commitment to responsible business conduct through a structured and evolving regulatory framework, guided by key policies available on the corporate website<sup>1</sup>, including the **Code of Ethics, the ESG policy, and the Code of Conduct for Suppliers**, which incorporate international principles established by bodies such as ILO (International Labour Organization) and UNGC (United Nations Global Compact). While the Code of Ethics and the ESG policy apply to the whole organization, the Code of Conduct for Suppliers specifically governs business relationships with suppliers.

In 2024, Artsana carried out a comprehensive revision of its internal regulatory structure, introducing a **new multi-tiered governance model**. At the highest level are **corporate policies**, followed by **process-specific regulations** that provide operational guidance. With the support of external consultants, the Group developed a new procedural framework covering key areas such as supplier qualification, human resources, and environmental management, building on existing processes and management systems.

This renewed structure is grounded in Artsana's strong commitment to the protection and promotion of **human rights**, which serves as the foundation of all its policies. Particular attention is given to key stakeholder groups such as workers, consumers, children, and individuals in all their diversity – reflecting the ethical principles of conduct approved by the Board of Directors and implemented through the CEO.

To ensure compliance with the principle of **“administrative responsibility,”** Artsana updated its Organizational, Management and Control Model (pursuant to Italian Legislative Decree No. 231/2001) in June 2024, following a **new risk assessment** conducted with external experts. This assessment identified areas requiring updates, and a training campaign was launched to raise awareness of the new Model 231 and related procedures across the organization. The **Whistleblowing Policy**, introduced in late 2023, remains in force and applies to all Artsana Group companies operating in EU Member States. It is supported by a secure internal reporting system that guarantees confidentiality through cryptographic protections for the whistleblower, the individuals involved, and

any related documentation. This initiative reinforces Artsana's ongoing efforts to strengthen internal protocols on anti-corruption and whistleblowing.

In 2022, the Board of Directors adopted a revised version of the **Code of Ethics**, reaffirming Artsana's commitment to ethical business practices. The document defines the principles and standards of conduct that guide all Group companies in their operations, relationships with customers and suppliers, and overall business behavior. It is available in all the languages of the countries where Artsana operates and is accessible to employees through internal communication channels and the Company's website<sup>2</sup>.

By early 2023, all Group subsidiaries had formally adopted the updated Code of Ethics, establishing a unified ethical framework across the organization. That same year, Artsana launched its **Global Compliance Program**, supported by a set of policies designed to promote ethically sustainable behavior among all stakeholders acting on behalf of or in the interest of the Company.



<sup>1</sup> [www.artsana.com](http://www.artsana.com)

<sup>2</sup> <https://www.artsana.com/code-of-ethics/>



The program aims to harmonize compliance practices across the Group, mitigate the risk of corporate criminal liability, and foster a consistent, global approach to preventing misconduct.

As part of its commitment to legal integrity, Artsana received the highest score in the Legality Rating issued by the Italian Competition and Market Authority in 2022—an acknowledgement of strong adherence to high compliance standards. These efforts were further consolidated in 2024 through the implementation of a new high-level governance framework, designed to translate the Group's ethical and compliance principles into a structured, multi-layered regulatory system. This evolution reflects Artsana's long-term vision of embedding integrity, accountability, and sustainability into its global operations through a coherent and integrated model of corporate governance.

However, a limited number of **non-compliance cases** (five) were reported during the 2022–2024 period:

- In 2022, an administrative fine was issued in Italy due to a deviation from Legislative Decree No. 276/2003 concerning service supply contracts.

- In 2023, a case in Russia involved a deviation from local regulations on garment composition labeling. As a precautionary measure, Artsana voluntarily withdrew one model of shoes and one jumpsuit from the market.
- In 2024 Artsana S.p.A. finalized a settlement procedure with the Italian Tax Authority, in relation to the challenges raised against Artsana S.p.A. by the Tax Police of Como. The challenges against Artsana S.p.A. were related to corporate income tax (IRES), regional tax on productive activities (IRAP), and value-added tax (IVA) for the fiscal year 2017. Similar challenges were identified for the fiscal years from 2018 to 2022, even if they have been considered minor and not significant. In all cases, Artsana promptly implemented corrective actions and reinforced its internal compliance controls.

In all cases, Artsana promptly implemented corrective actions and reinforced its internal compliance controls. These events highlight the Group's commitment to transparency, accountability, and continuous improvement in its compliance practices. Artsana is also committed to ensuring **data protection**. To this end,

and with a view to combating possible cyberattacks such as the one suffered in 2022, the Company updated its **Privacy Policy** in compliance with the provisions of EU 2016/679 General Data Protection Regulation (**GDPR**). Moreover, the Group has appointed a Data Protection Officer (DPO) to inform both the Board of Directors and the Board of Statutory Auditors about the activities carried out.

Ultimately, in terms of **privacy governance**, a strengthening of internal oversight began in late 2024. New personnel from across the Group (PRG) will join the privacy function, and a dedicated training program—including final assessments—is scheduled for 2025. During the reporting period, the Company did not receive any substantiated complaints concerning breaches of customer privacy.

Looking ahead, Artsana plans to further enhance its approach to international compliance and risk management. In 2025, new measures are expected to be introduced to regulate operations in high-risk geopolitical areas, including updated procedures for managing import-export activities, payment flows, and potential sanctions exposure.

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# 1.2 Our sustainability commitment

## 1.2.1 How we manage our impacts

At Artsana, sustainability is embedded in daily operations and business processes. The Group's values place sustainability at the heart of its strategy, with a long-term vision focused on supporting communities and the planet, while fostering a more sustainable value chain for future generations.

Since 2016, Artsana has voluntarily published its **Sustainability Report** on an annual basis, providing stakeholders with transparent updates on progress, priorities, and goals along its sustainability roadmap. In 2017, to further reinforce its

commitment, Artsana joined **the United Nations Global Compact (UNGC)**, the world's largest corporate sustainability initiative, adopting its Ten Principles on human rights, labor rights, environment, and anti-corruption, and integrating them into its corporate strategy.

Recognizing that sustainability is a collective effort, Artsana also became a member of the **Global Compact Network Italy Foundation**. Through this network, the Company actively participates in local working groups, roundtables, and collaborative initiatives aimed at advancing

the **Sustainable Development Goals (SDGs)** through cross-sector cooperation.

In alignment with the 17 SDGs adopted by the United Nations General Assembly in 2015, Artsana has promoted initiatives across multiple sectors to help eradicate extreme poverty and hunger, and to fight climate change—addressing the most pressing economic, social, and environmental challenges of our time. Artsana's impact is particularly notable on four specific SDGs – SDG 3, SDG 4, SDG 12, and SDG 13 – which closely resonate with its core mission and focal areas:



### ENSURE HEALTHY LIVES AND PROMOTE WELL-BEING FOR ALL AT ALL AGES

Guided by strong and shared values, Artsana has always had the health and well-being of the individual at its heart. Empowering communities to nurture our future summarizes the Group's mission with sustainability as a daily promise to nurture children, families, and communities.



### ENSURE INCLUSIVE AND EQUITABLE QUALITY EDUCATION AND PROMOTE LIFELONG LEARNING OPPORTUNITIES FOR ALL

Artsana has 65 years' experience in the world of baby care and it continues to build on this expertise to understand and support children through every stage of their development with professionalism, passion and dedication in everything it does.



### ENSURE SUSTAINABLE CONSUMPTION AND PRODUCTION PATTERNS

Meeting the needs of the present whilst helping future generations to do the same is a great challenge that, as a group and as individuals, motivates Artsana to lay down deep roots in order to support a more sustainable future and to be considered with renewed awareness.



### ENSURE A WORLD FOR FUTURE GENERATIONS, MITIGATING CLIMATE CHANGE IMPACTS

Climate change is and will be one of the most critical challenges of the 21<sup>st</sup> century. Artsana has concentrated efforts on reducing energy consumption and improving energy efficiency and will maintain its commitment to this topic in order to preserve the world for future generations, mitigating the severe effects of this phenomenon.

Artsana is deeply committed to advancing sustainable development on a global scale. As part of this commitment, the Company has implemented a comprehensive **ESG Policy** that is uniformly applied across all subsidiaries and operational areas, reinforcing its dedication to ethical, responsible, and forward-looking business practices.

This commitment encompasses environmental stewardship – through the ongoing measurement, monitoring, and reduction of the Company's **environmental footprint** – as well as the integration of

social and governance principles into core business operations. The ESG Policy is publicly available on the Company's website, ensuring full transparency and accessibility for all stakeholders; its key principles are also reaffirmed in this Sustainability Report.

In 2020, the Group introduced four **ESG Pillars** as the foundation of its Sustainability Strategy, strengthening its focus on critical areas of environmental, social, and governance responsibility. These pillars provide a strategic framework for reporting,

enabling the Company to monitor progress, communicate results, and define forward-looking objectives in each area.

The following pages present a summary of the results achieved in 2024, alongside ongoing initiatives and future targets for each ESG Pillar and related topics. This overview is intended to ensure transparent, consistent communication with all stakeholders, and to highlight Artsana's continued efforts to embed sustainability into its long-term strategic direction and day-to-day operations.



# GHG Emissions & Climate Change

KEY TOPICS & APPROACH	RESULTS ACHIEVED IN 2024	PLANS AND FUTURE TARGETS
<b>ENERGY USE AND EFFICIENCY</b>	<p><b>10,828 GJ and 910 tonCO<sub>2</sub>e saved as a result of the implementation of new energy-efficiency initiatives</b></p> <p>Overall reduction in energy consumption by 6% and in natural gas consumption by 6% vs 2023, due to operational changes in the Romania Plant and energy efficiency initiatives</p>	<p>Implementation of an Energy Management System (SGE) in accordance with ISO 50001 standards planned for the period 2027-2029.</p> <p>Reduction of natural gas consumption in the logistics area of UP10 Grandate by 25% by 2028 (vs. 2022-2024 average), through replacement of the current thermal oil boiler system with distributed condensing boiler modules – estimated savings of ~125,000 Smc and ~240 tons of CO<sub>2</sub>.</p>
<b>RENEWABLE ENERGY</b>	<p>"100% of electricity was generated from renewable sources through the purchase of GOs/I-RECs, in all the countries in which Artsana operates, ahead of target year 2026</p> <p>Two new photovoltaic systems put into operation on the Grandate Shopping Centre and in Verolanuova</p> <p>736 MWh of electricity generated by Artsana photovoltaic systems (+820% increase vs 2023)"</p>	<p><b>Increase in self-produced renewable energy</b> by 20% by 2028, equivalent to the installation of approximately 200 kWp of photovoltaic panels.</p> <p>Commitment to maintain the purchase of renewable energy and increase renewable energy generation to support CO<sub>2</sub> reduction targets.</p>
<b>GHG EMISSIONS</b>	<p><b>100% reduction in Scope 2 emissions (Market Based approach) in the 2022-2024 period</b></p> <p><b>28% reduction in Scope 1 and 2 emissions* in the 2022-2024 period</b></p> <p>Formalized commitment to the Science-Based Targets Initiative (SBTi) and launched internal roadmap for SBTi target submission within 24 months, reinforcing alignment with the Paris Agreement and net-zero ambitions.</p>	<p>Progress in planned initiatives and technological improvements to reduce energy consumption and related GHG emissions.</p> <p>Integration of science-based targets into the climate strategy, adopting SBTi methodology for near-term target setting, aiming at a reducing combined Scope 1 and Scope 2 emissions by 2030.</p> <p>Full electrification of all energy uses at the Grandate shopping area by 202, <b>aiming to eliminate approximately 70 tons of CO<sub>2</sub> emissions.</b></p>
	<p><b>60% reduction from 2019 in emission intensity</b> (Scope 1 and Scope 2, tonCO<sub>2</sub>e/Mln€ revenues), from 30,85 tonCO<sub>2</sub>e/Mln€ to 12,39 tonCO<sub>2</sub>e/Mln€</p>	<p>Measure and report on the emission intensity to obtain reductions in the upcoming years</p>
	<p>Scope 3 GHG emissions: measurement and reporting on 8 categories of Scope 3 GHG emissions, including Cat. 1 on the whole product range for the period 2022-2024</p> <p>Scenario analysis for the possible integration of targets for Scope 3 GHG emissions in climate strategy following science-based criteria</p>	<p>Complete measurement and reporting on all relevant categories of Scope 3 GHG emissions (11 applicable categories out of 15)</p>
	<p>Offsetting of residual GHG emissions (Scope 1 and Scope 2 Market Based) through carbon credits from certified projects</p>	<p>Maintain offsetting of residual GHG emissions (Scope 1 and Scope 2 Market Based)</p>

# Environment Product & Packaging

KEY TOPICS & APPROACH	RESULTS ACHIEVED IN 2024	PLANS AND FUTURE TARGETS
<p><b>PRODUCT &amp; PACKAGING</b></p>	<p>Continued efforts in the application of eco-design principles, with special reference to design and testing for product integrity and durability, and to the <b>introduction of more sustainable materials in products and packaging</b>, such as recycled plastics, plant-based plastics, organic cotton and materials (paper, cardboard, cotton) sourced through responsible sourcing schemes.</p> <p>Maintained <b>ISCC PLUS</b> and <b>RED CERT 2</b> certifications at Artsana UP80 manufacturing plant, for the use of bio-based and renewable raw materials (plastics and silicone) in nursing and toys product range.</p> <p>Continued active participation in the Erion Textiles consortium in Italy (part of the Erion multi-consortium system), contributing to the ongoing development of future Extended Producer Responsibility (EPR) obligations for the apparel industry.</p> <p>As a result of multiple actions, the following results were achieved on packaging and products:</p> <ul style="list-style-type: none"> <li>• <b>Shoes packaging:</b> 65% paper from responsibly managed forests; 30% recycled polyethylene</li> <li>• <b>Clothing packaging:</b> 100% FSC-certified, including both incoming and outbound cardboard boxes; 52% recycled polyethylene</li> <li>• <b>Clothing polybags:</b> 100% recycled material</li> <li>• <b>Clothing products:</b> 68% cotton is organic/recycled/from responsible sources; 26% polyester is recycled</li> <li>• In 2024, 3 new products added to the <b>Eco+ Toys</b> list, made with recycled materials</li> <li>• Significant increase in the use of Oekotex-certified fabrics for Chicco products, rising from 50% in the Spring/Summer 2023 collection to 66,3% in Spring/Summer 2024</li> <li>• Take back initiative: 77% (on Spring/Summer collection 2024) of store hangers reused equivalent to <b>2,068 kg of plastic saved</b></li> <li>• <b>Boppy pillows:</b> &gt;95% recycled polyester fibers in US</li> </ul> <p>Overall, in 2024 Artsana used <b>1.057 ton recycled plastic materials in own factories (+28% vs 2023)</b></p> <p>More details and other initiatives are described in chapter 4 of this Report"</p>	<p>Monitor and adopt emerging approaches and standards to evaluate and measure sustainability of products in the relevant categories</p> <p>Evaluate and adopt certification schemes applicable to materials and/or products supporting Artsana's commitment to environmental sustainability of products</p> <p>Continue studies and tests to increase use of recycled materials while maintaining the established high quality and safety requirements</p> <p>Mapping sustainability attributes in the company reporting, to support measurements and performance review. For product packaging, introduce by end of 2025 new reporting system for the whole set of environmental attributes.</p> <p>Implement Extended Producer Responsibility schemes applicable to product categories and distribution activities</p> <p>For Hard Goods 4 directions have been identified:</p> <ol style="list-style-type: none"> <li>1. <b>FSC massive usage</b> both for paper/carton boxes and wood across categories, moving into wood segment for Juvenile Indoor and Toys</li> <li>2. recycled plastic has different impacts and aspects</li> <li>2.a: reduce usage of virgin plastic and <b>move to full recycled bottles in toiletries and home care Made In Italy</b></li> <li>2.b increase usage of recycled polyester and in textile and padding, mainly juvenile products</li> <li>3. increase consciousness of reducing extra packaging</li> <li>4. carefully select and evaluate spare parts</li> </ol>

# Social & Human Rights

KEY TOPICS & APPROACH	RESULTS ACHIEVED IN 2024	PLANS AND FUTURE TARGETS
OUR PEOPLE'S WELL-BEING, WORK-LIFE BALANCE AND DEVELOPMENT OF PROFESSIONAL SKILLS	<p><b>26,706 hours of total training hours</b>, from 8.4 in 2023 to 13.5 training hours per capita in 2024</p> <p>Rollout of the Artsana Learning Platform to several countries, with access to +250,000 open contents</p> <p>Artsana Learning Platform extended to warehouse workers</p>	<p>Restyling and new UX experience for Artsana Learning Platform (main focus Italy). Progressively extend to subsidiaries.</p>
	<p><b>4,133 hours of health and safety training for our people</b></p>	<p><b>20% increase in HSE training hours per employee by 2027</b>, rising from 4.7 hours in 2024 to 5.64 hours in 2027</p>
	<p>New trainings exclusively for warehouse and plant workers including multiple courses such as: English, supply chain, and Excel use</p> <p>Adoption of a coaching program called, LEADERSHIP LABORATORY -Individual Boosting at the Grandate plant focusing on the development of one's own leadership style</p>	<p>Keep and increase the involvement of our people to grow and continuously move forward in our sustainability roadmap through the engagement of our people, leveraging the international culture and footprint of the company and fostering inclusive leadership and equal opportunities</p>
	<p>Rollout of the Welcome Back Coaching project, which supports mothers returning to work after maternity leave by offering them 3 individual coaching sessions. The employee initiatives introduced in 2023 continued in 2024 focusing on two pillars: support for parents and caregivers, and health and lifestyle.</p> <p>Concerning health and lifestyle, Artsana continued its offer of benefits to foster employees' physical and mental health.</p> <p>Artsana continued its involvement in Adamo Network. In 2024, it launched a 'Charter of Intent,' aiming at co-designing joint initiatives to support parenthood and underscore the societal value of new births for Italy's future.</p>	<p>Rollout of the Welcome Back Coaching project, which supports mothers returning to work after maternity leave by offering them 3 individual coaching sessions.</p> <p>The employee initiatives introduced in 2023 continued in 2024 focusing on two pillars: support for parents and caregivers, and health and lifestyle.</p> <p>Concerning health and lifestyle, Artsana continued its offer of benefits to foster employees' physical and mental health.</p> <p>Artsana continued its involvement in Adamo Network. In 2024, it launched a 'Charter of Intent,' aiming at co-designing joint initiatives to support parenthood and underscore the societal value of new births for Italy's future.</p>
CONSUMERS' AND FAMILIES' GOOD HEALTH AND WELL-BEING	<p>Active contribution to the development of multiple new childcare safety standards in the EU and all over the world, including EN/ASTM/ISO standards</p>	<p>Maintain and leverage expertise for innovative, effective and safe solutions</p>
	<p>4,000+ members in the Open Innovation Platform</p>	<p>Continuously researching and developing projects to support and advance innovation</p>
	<p><b>Over 10,000 participants have attended family courses</b> (2,450 online and 7,588 in-person). The courses cover a wide range of important topics such as breastfeeding, postpartum, safe transport of children in the car rs. Artsana's objective through these courses is to provide information, education, and as much support as possible to families.</p>	<p>Further increase the number of courses, expanding their topics based on feedbacks from families, in order to enhance and broaden these services to better support families</p>
SUSTAINABILITY CULTURE AND EDUCATION	<p>Focus on car safety in 2024 combines innovative products with education, including 84 nationwide courses across Italy to promote safe transportation for children. Furthermore in 2024, a project with SIN was launched to raise healthcare professionals' awareness about counseling parents on proper car seat use</p>	<p>Continue to enhance courses for families and expand collaborations and projects to educate and inform as many people as possible, including caregivers and not just parents, on the important topic of car safety</p>
	<p>Greater importance was given to training on diversity, inclusion, and equal opportunities (<b>+654% training hours vs 2023</b>)</p> <p>Ongoing participation to the Global Compact Network Italy Foundation, whose purpose is to share and enhance the commitment to sustainability of the Italian members of the UN Global Compact</p>	<p>Progress in promoting diversity, equal opportunities and inclusion, introducing documented management system for gender equality, in line with UNI pdr125 in headquarter in Italy</p> <p>Actively participate in round tables and peer groups on sustainability topics, contribute to and acquire knowledge on sustainability</p>
COMMUNITIES AND SOLIDARITY	<p>Continued support to established CSR initiatives, close to the company's purpose, as detailed in this Sustainability Report.</p>	<p>Ongoing support and commitment to CSR initiatives aligned with the company's purpose and the needs of the communities, both at the corporate level and in the local subsidiaries in the countries, where the company is keen to support and invest</p>

# Responsible Value Chain

KEY TOPICS & APPROACH	RESULTS ACHIEVED IN 2024	PLANS AND FUTURE TARGETS
ESG RATING	<p>ESG assessment on the <b>EcoVadis platform</b> with an increase in the overall score vs 2023, with positive results on all ESG dimensions and particularly high performance score on Environment, Human Rights and Ethical Manufacturing in the supply chain; with new revised rules on medals, this allowed to be assigned a <b>Bronze Medal</b></p> <p>Multiple awards and recognitions on ESG by authoritative observers:                      - <b>Climate Conscious Company</b>, assigned for the third year in Italy by Corriere della Sera and Statista, and ranking 150 Italian companies based on the screening of 2020-2022 GHG emissions intensity reduction by 600 large companies                      - <b>Leaders in Sustainability</b>, assigned for the second year in Italy by Il Sole 24 ore, the most important financial newspaper in Italy, upon research by Statista and based on 360° assessment of ESG indicators;                      - <b>Europe's Climate Leaders</b>, assigned for the third year by the Financial Times based on the reduction of GHG emissions &amp; intensity in period 2017-2022 by participating European companies and listing 500 companies (33 in Italy) "doing better than others in reducing carbon footprint"</p> <p>Maintenance of the ""Legality Rating"" (issued in 2022 by the Antitrust Authority to companies that are ethical, transparent and operate in compliance with the law) with the highest score</p>	<p>Participate in selected initiatives dealing with ESG performance rating to continuously track progresses, identify improvement opportunities and benchmark performances on key sustainability topics</p>
ESG GOVERNANCE AND MANAGEMENT SYSTEMS	<p>Review, update and issue of a new Organisational, Management and Control Model that refers, inter alia, to anti-bribery laws and regulation</p> <p>Development of the training project extended to all directors and employees on the Organisational, Management and Control Model, including anti-corruption, through a dedicated e-learning platform</p> <p>Enhancement of the Global Compliance Program by drafting a new set of Policies and Process Guidelines aimed at ensuring ethically sustainable behaviour by all stakeholders acting on behalf of or in the interest of the Company</p>	<p>Maintenance and continuous improvement of management systems according to best practices dealing with quality management, laboratory quality management, environmental management, good manufacturing practices, health &amp; safety, human rights and cyber security.</p> <p>Certification of Environmental Management System of Artsana headquarter according to ISO 14001 by end of 2025</p>
WASTE AND WATER	<p><b>11% decrease in total waste generation</b> between 2023 and 2024</p> <p><b>100% non-hazardous waste sent to energy recovery or recycled</b></p> <p>Multiple initiatives to reduce the carbon footprint through waste reduction/reuse/recycling/recovery, as detailed in chapter 4 of this report</p> <p>Benefits from the installation of the new, more efficient <b>reverse osmosis plant</b> at the Gessate facility:                      - a significant boost of the water purification efficiency rate to 80%                      - 34% decrease of volume of discharged water between 2023 and 2025</p>	<p><b>30% reduction in water consumption</b> from the aqueduct at UP14 site by 2028, compared to the 2020-2023 average.</p> <p><b>Reduction of aqueduct water consumption</b> at HQ by approximately 15,000 m<sup>3</sup> by 2028 through the installation of a dedicated well.</p> <p><b>Overall ratio of unsorted waste on total waste of ~20% by 2027</b> across UP10 and UP14.</p> <p><b>Non-hazardous waste:</b> Maintain high levels, averaging ~88% across UP10, UP14 and UP80.</p> <p><b>Waste recovery:</b> Maintain recovery rate above ~84% group-wide across UP 10, UP14 and UP80.</p>
TRANSPORT AND DISTRIBUTION	<p>Continuous efforts to mitigate the negative environmental impacts associated to logistics and distribution by finding the best balance between product costs and production proximity to distribution markets. Introduction of intermodal transport solutions to reduce footprint.</p>	<p>Develop and implement initiatives to strengthen supply chain resilience and agility to support business growth and grant distribution efficiency</p> <p>Revision of the production and logistics footprint to reduce time-to-market, the impacts of the increased operational costs and the environmental impacts of upstream and downstream distribution</p>
SUPPLIERS' ETHICAL MANUFACTURING AND ENVIRONMENTAL FOOTPRINT	<p>Established and continued participation to multi-stakeholder initiatives dealing with Ethical Manufacturing.  <b>Became SEDEX member in Q4 2024</b> for a common framework dealing with ESG topics across the business areas.</p> <p>Continued support to industry specific initiative Bangladesh RMG Sustainability Council for ready-made garments.</p> <p>Ongoing monitoring of the adoption of Code of Conduct for Suppliers in the supply chain.</p>	<p>Maintain systematic (100%) adoption and verification of Artsana's Code of Conduct applied to suppliers and qualification through social and environmental criteria</p> <p>Update of the due diligence process on human rights and climate change in the value chain (2022-2025)</p> <p>Maintain a risk-based approach for the assessment of suppliers based on criteria relating to human rights and environmental protection in the supplier selection and qualification process</p> <p>Extend the scope and update the model for suppliers' engagement on ESG topics</p>

## 1.2.2 How we care for our stakeholders



Artsana engages with a wide range of stakeholders who may be significantly impacted by its operations or whose actions could influence the Company's ability to execute its strategy. To identify these groups, Artsana has conducted a comprehensive mapping of its stakeholder ecosystem, analyzing business relationships across the entire value chain. This process directly involves the management team and

promotes transparent, ongoing dialogue with stakeholders.

The Sustainability Committee plays a central role in this process, continuously monitoring changes in stakeholder dynamics and developing targeted tools to support engagement.

This approach ensures that the entire value chain is actively involved in sustainability

matters and that a broad spectrum of perspectives is systematically integrated into decision-making.

The table below presents Artsana's main stakeholder groups, together with the communication channels and engagement mechanisms used to foster mutual understanding and long-term collaboration.



MAIN STAKEHOLDERS		ENGAGEMENT	
	<b>Consumers &amp; Families (including consumer associations)</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Company website/e-commerce</li> <li>• Brochures</li> <li>• Customer service</li> </ul>	<ul style="list-style-type: none"> <li>• Courses at points of sale</li> <li>• Exhibitions and events</li> <li>• Focus Group</li> <li>• Social media</li> </ul>
	<b>Employees</b>	<ul style="list-style-type: none"> <li>• Intranet</li> <li>• Conventions and meetings</li> <li>• Trade unions</li> <li>• Conferences</li> <li>• Benefits</li> <li>• Working groups</li> </ul>	<ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Training</li> <li>• Surveys</li> <li>• Direct communication (email)</li> <li>• Policies</li> <li>• Annual Report</li> <li>• Sustainability Report</li> </ul>
	<b>Suppliers (including suppliers of finished products, logistic operators and contractors)</b>	<ul style="list-style-type: none"> <li>• Code of Ethics</li> <li>• Exhibitions and meetings</li> <li>• Company website</li> </ul>	<ul style="list-style-type: none"> <li>• Audits</li> <li>• Improvement plan</li> <li>• Collaborations and projects</li> </ul>
	<b>Retailers, Trade &amp; Shops</b>	<ul style="list-style-type: none"> <li>• Meetings and events</li> <li>• Company website</li> <li>• Brochures and catalogues</li> </ul>	<ul style="list-style-type: none"> <li>• Exhibitions</li> <li>• Training</li> <li>• Targeted communication</li> </ul>
	<b>Distributors</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• Company website</li> </ul>	<ul style="list-style-type: none"> <li>• Training</li> <li>• Events</li> <li>• Brand portal</li> </ul>
	<b>Shareholders</b>	<ul style="list-style-type: none"> <li>• Meetings</li> <li>• ESG Summit</li> </ul>	<ul style="list-style-type: none"> <li>• Collaborations</li> </ul>
	<b>Regulators, Authorities and Institutions</b>	<ul style="list-style-type: none"> <li>• Round table</li> <li>• Initiatives and projects</li> </ul>	<ul style="list-style-type: none"> <li>• Follow-up on request</li> </ul>
	<b>Competitors</b>	<ul style="list-style-type: none"> <li>• Round table with traders and industry trade groups</li> </ul>	<ul style="list-style-type: none"> <li>• Company website</li> <li>• Exhibitions</li> </ul>
	<b>E-commerce intermediaries</b>	<ul style="list-style-type: none"> <li>• Projects</li> <li>• Meetings</li> </ul>	<ul style="list-style-type: none"> <li>• Shopping assistance</li> </ul>
	<b>Social media (including social media platforms and users)</b>	<ul style="list-style-type: none"> <li>• Posts on social media</li> <li>• Campaigns</li> </ul>	<ul style="list-style-type: none"> <li>• Projects</li> </ul>

Artsana has implemented dedicated services that function as direct interfaces between the Company and its customers, providing support in the application of responsible business conduct principles and offering confidential channels for reporting concerns and potential misconduct.

Among these, the recently enhanced **whistleblowing** channel and the **customer service** platform are particularly noteworthy. The latter allows for the

systematic collection and classification of complaints, which are then forwarded to the appropriate departments to ensure timely and proportionate resolution, whether immediate or long-term, depending on the complexity of the issue.

In addition, Artsana S.p.A. actively engages in a wide range of industry and trade associations, multi-stakeholder platforms, and ethical manufacturing programs, with the goal of contributing to the broader

ecosystem committed to childcare and of promoting reliable and socially responsible product solutions.

The Company plays an active role in several international technical committees and working groups, including those coordinated by the European Committee for Standardization (CEN) and the Juvenile Products Manufacturers Association (JPMA) in North America, thereby contributing to the development of industry-wide standards and best-practices.

# 1.3 A sustainable supply chain

Artsana is committed to cultivating supplier **relationships based on trust** and mutual respect. The Group acknowledges the strategic relevance of responsible supply chain management – not only to ensure the

consistent delivery of high-quality products and services, but also as a lever to uphold workers' rights and minimize environmental impact. This approach is firmly anchored in Artsana's core value: caring. Accordingly,

supplier engagement goes beyond transactional dynamics and is rooted in shared responsibility to foster and advance **ethical and sustainable business practices** throughout the entire value chain.

## 1.3.1 Business continuity in our value chain

During the 2022-2024 three-year period, which initially experienced partial shortages in raw material availability, the situation progressively stabilized. By 2024, the supply of raw materials remained largely in line with 2023 levels. However, global logistics faced renewed disruptions: reduced traffic through the Suez Canal due to conflicts in the Middle East, along with the collapse of the Baltimore bridge in the United States, extended shipping routes – resulting in longer delivery times and increased emissions. Although these events did not significantly affect supplier availability, they led to higher transportation

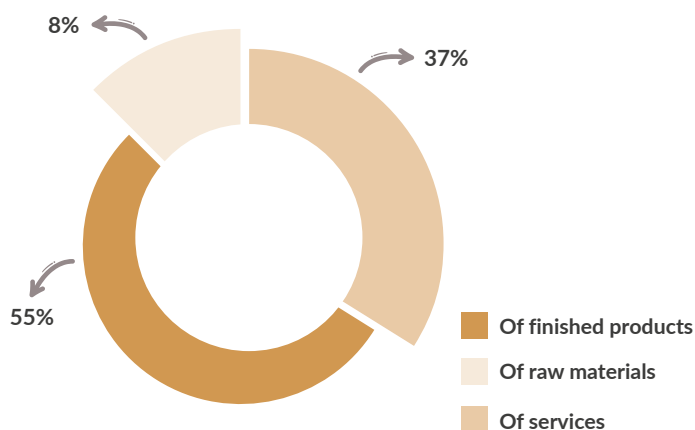
costs and added complexity to inbound logistics.

To address these uncertainties and improve supply chain efficiency, Artsana continued in 2024 to implement two key strategies to manage volatility: **available-to promise (ATP) management and multi-country sourcing**. ATP management refers to the portion of inventory that the Company can reliably commit to delivering within a defined timeframe. Multi-country sourcing involves a strategic evaluation of the supply chain to optimize total product cost, working capital, agility, and resilience. In parallel, investments in integrated **Sales**

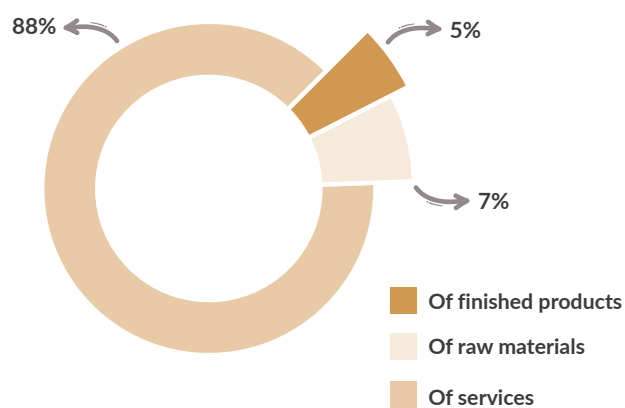
**and Operations Planning (S&OP)** systems are enabling Artsana to better analyze customer demand and align production and procurement planning accordingly.

In 2024, Artsana procured goods from 3,813 suppliers, for a total value of € 365 million. Of this amount, 55.3% was allocated to suppliers of finished products, which represent approximately 5% of the total supplier base. Artsana continues to rely on a limited number of trusted and qualified partners for product manufacturing. The majority of suppliers, however, are service providers, accounting for 36.4% of total procurement value in 2024.

**Purchased value in 2024, by suppliers**



**Number of suppliers in 2024, by category**



SUPPLIERS CATEGORY BY NUMBER AND BY SPENDING		UNIT	2022	2023	2024
Of finished products	suppliers (n.)	suppliers (n.)	214	211	198
	spending (%)	spending (%)	53%	54%	55%
Of raw materials	suppliers (n.)	suppliers (n.)	357	357	265
	spending (%)	spending (%)	11%	9%	23%
Of services	suppliers (n.)	suppliers (n.)	2,363	3,428	3,350
	spending (%)	spending (%)	36%	36%	36%
<b>Total</b>	<b>suppliers (n.)</b>		<b>2,934</b>	<b>3,996</b>	<b>3,813</b>

Artsana distributes its products through two **primary go-to-market strategies**. The first involves direct engagement with end consumers, mainly through the Group's subsidiaries, company-owned and franchised retail stores, and official e-commerce websites. The second strategy relies on indirect channels, including intermediaries such as distributors or

traders, alongside the increasing relevance of third-party e-commerce platforms. For this reason, Artsana has decided to strategically enhance its online platforms to accommodate consumer requests and concurrently focus on its digital identity, navigating the opportunities of social media and other platforms. In response to evolving consumer behaviors, Artsana has

strategically expanded its digital presence, upgraded its online platforms, and strengthened its digital identity through social media and other digital touchpoints. Through the ongoing optimization and exploration of new channels, Artsana ensures its distribution strategy remains resilient, future-ready, and aligned with its long-term vision.

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## 1.3.2 Our commitment for an environmentally and socially sustainable supply chain

Artsana is strongly committed to cultivating **supplier relationships** grounded in trust, excellence, and collaboration, continuously striving to enhance sustainability practices in its supply chain while ensuring the delivery of high-quality products and services.

Building on this foundation, the Group actively works to integrate environmental, social, and ethical considerations into its procurement processes, making them key criteria in supplier selection. This approach is supported by regular audits and targeted awareness-raising initiatives, which form an integral part of the Group's responsible sourcing approach.

Artsana believes that fostering a shared commitment to ethical and sustainable values is fundamental to building long-term partnerships. For this reason, all suppliers are required to comply with the Company's **Code of Ethics**, which outlines the ethical principles, rights, duties, and responsibilities that must be upheld to foster a positive impact across all stakeholders involved in the Group's operations. Furthermore, compliance with **Artsana's Code of Conduct** is a contractual requirement for all suppliers of products and components. This ensures **the respect of fundamental human rights**, including the protection of employees' health and safety, fair working hours and wages, the prohibition of child labor, and **environmental protection**. To further advance these objectives, Artsana actively promotes a culture of sustainability across its supply chain, by sharing best practices and encouraging

suppliers to adopt responsible behaviors. This collaborative approach supports the achievement of shared goals and reinforces the Group's long-term commitment to sustainable development.

In December 2024, Artsana joined **SEDEX**, a global technology company that specializes in data, insights, and professional services to empower supply chain sustainability. SEDEX provides practical tools, services, and a community network to support companies in enhancing their responsible business practices and sourcing ethically. With over 75,000 members in 180 countries and across 35 industry sectors, SEDEX enables companies to work together to better manage their social and environmental performance and to protect the rights and well-being of workers throughout the supply chain. As a SEDEX member, Artsana is committed to being a responsible business, sourcing responsibly, and continuously improving ethical standards and working conditions across its supply chain. This membership enables the Company to map its supply chain, assess risks using structured criteria, and define priorities for improvement through targeted audit planning and monitoring activities.

Indeed, Artsana conducts **rigorous and periodic audits** based on the supplier's category and country of origin, unless the supplier holds an ethical certification recognized by the Group (such as ICTI, SA8000, or BSCI), which confirms that ethical standards are embedded throughout

their value chain. The audit process follows a risk-based approach and includes both third-party assessments and direct inspections. Onsite audits are conducted every two years for suppliers located outside Italy and Europe. Conversely, in countries identified as higher risk in terms of human rights, audits and inspections are carried out at least annually. In specific countries such as India, Bangladesh, and Egypt, Artsana commissions third-party audits focused on building integrity and electrical safety, following protocols that voluntarily extend the principles of the Bangladesh Accord. These audits cover 100% of relevant suppliers in those regions. Logistics represents another key operational area for Artsana, which primarily relies on **trucks and cargo** ships to move materials between its production sites and warehouses. Recognizing the strategic importance of a reliable and efficient distribution network, the Company is continuously committed to its optimization—both to reduce costs and to minimize environmental impact. To this end, Artsana has implemented a **structured and efficient logistics system** designed to optimize transportation routes and maximize load capacity.

With the aim of minimizing the environmental impact of its global operations, Artsana has developed a **distribution network** that integrates every stage of the supply chain—from suppliers to production sites—within the framework of its broader sustainability strategy. As part of this approach, the Group evaluates

the sustainability performance of its partners, including third-party logistics providers (3PL), as a key criterion in the supplier selection process. In addition, Artsana leverages local partnerships when production is located near destination markets, helping to reduce emissions

associated with upstream and downstream distribution. A tangible example of this strategy is the local manufacturing of selected cosmetic products in India, which significantly reduces the environmental footprint associated with long-distance transportation.

Building on long-standing collaborations with its suppliers, Artsana is committed to further strengthening its supplier engagement program, with the goal of promoting the adoption of ESG criteria throughout the supply chain in the coming years.

## 1.4 Materiality analysis

Artsana continues to align its reporting with the 2021 GRI Standards, while proactively preparing to comply with the forthcoming requirements of the Corporate Sustainability Reporting Directive (CSRD). In this context, the company has undertaken a preliminary financial materiality assessment as part of the double materiality approach mandated by the European Sustainability Reporting Standards (ESRS), required under the directive and developed by the European Financial Reporting Advisory Group (EFRAG).

Through its 2024 Sustainability Report, Artsana continues to identify and

communicate the most significant impacts generated by its value chain on the economy, the environment, and society. The report has been prepared in accordance with the GRI Standards (2021 version), which require organizations to assess both direct and indirect **impacts** across their value chain. In line with this methodology, Artsana conducted an in-depth analysis of its operations and business relationships to identify material topics based on the Group's actual and potential, positive and negative, impacts on people, the environment, and the economy; these impacts were then prioritized based on their **relevance**.

Negative impacts were evaluated using two criteria—**severity** (considering scope, scale, and irremediability) and **likelihood** (for potential impacts only)—while positive impacts were assessed based on their **significance** (scale and scope). A materiality threshold was then applied to determine the relevance of each impact, which was subsequently grouped into material topics for reporting purposes.

This assessment resulted in the identification of 12 material topics, which represent material impacts that the Group has or could potentially have along its value chain:

### Artsana's material topics:

MATERIAL TOPIC	IMPACT DESCRIPTION	FIELD
<b>ENERGY EFFICIENCY AND CLIMATE CHANGE</b>	The consumption of energy from non-renewable sources has a negative impact on climate change. For this reason, Artsana commits to fostering energy-efficient solutions and spreading an energy-saving culture within and outside the Organization to decrease the overall impact on climate change (e.g., GHG emissions reduction programs).	<b>ENVIRONMENT</b>
<b>WATER MANAGEMENT</b>	The manufacturing processes are responsible for the consumption of significant amounts of water every year. Aware of this impact, Artsana optimizes the consumption and management of water resources, by reducing water spills or losses during the production processes and incentivizing the reuse of water through dedicated investments for the installation of state-of-the-art plants.	
<b>WASTE MANAGEMENT</b>	The manufacturing sector is responsible for significant amounts of waste produced every year. Therefore, Artsana commits to ensuring efficient waste management, as well as disposal procedures, by complying with all local laws and regulations. Artsana is engaged in constant and continuous efforts to reduce the amount of waste produced.	
<b>PRODUCT ECO-DESIGN</b>	When designing its products, Artsana also takes into consideration the environmental impact throughout their life cycle. Artsana is committed to focusing on durability, correct waste disposal, and the use of more sustainable materials in products, including materials from sources managed responsibly.	

MATERIAL TOPIC	IMPACT DESCRIPTION	FIELD
<b>PRODUCT SAFETY AND RESPONSIBLE COMMUNICATION AND LABELING</b>	Defective products could have negative impacts on customer health and safety. This is why Artsana is deeply committed to ensuring high standards of quality and safety for its products, also through responsible communication. As part of this commitment, Artsana's experts regularly participate in technical committees, working teams, and standardization projects worldwide for the development of future safety standards and requirements.	<b>PEOPLE</b>
<b>OCCUPATIONAL HEALTH AND SAFETY</b>	Inadequate health and safety policies can increase the risk of employees incurring injuries and/or professional diseases. This is why Artsana works every day to ensure a safe and healthy workplace, by promoting structured safety management procedures and programs to spread the knowledge of a safety culture.	
<b>PRIVACY AND DATA SECURITY</b>	The exponential growth of personal data collected by companies increases the risk of breaches of consumer privacy. To mitigate this risk, Artsana has implemented a Privacy Policy for the protection of personal data in compliance with the provisions of EU Regulation 2016/679 General Data Protection Regulation (GDPR).	
<b>RESPECT FOR HUMAN AND LABOR RIGHTS ALONG THE VALUE CHAIN</b>	Lacking control over the work conditions along the entire value chain could have negative impacts on people and cause the violation of their fundamental rights. To mitigate this risk, Artsana has identified the values that should guide all the Group's internal and external relations in its Code of Ethics. In addition, Artsana participates in initiatives and programs involving different categories of stakeholders to promote ethical manufacturing, such as the ICTI Ethical Toy Program, the RMG Sustainability Council, and the Sustainable Apparel Coalition.	
<b>PERSONAL AND PROFESSIONAL DEVELOPMENT</b>	By delivering courses and classes to its employees, Artsana can positively contribute to improving their skills and professional development. For this reason, every year, Artsana offers its employees both technical and non-technical training courses on various subjects to upgrade their competencies.	
<b>DIVERSITY AND INCLUSION</b>	Artsana is committed to establishing a welcoming, inclusive, positive, and stimulating working environment, by guaranteeing equal opportunities, combating all forms of discrimination, providing welfare programs and benefits, and ensuring proper training and people empowerment.	
<b>VALUE CREATION FOR COMMUNITIES AND STAKEHOLDERS</b>	Artsana makes an active and positive contribution to the development of the local communities in which it operates, by keeping alive its ties with the territory also through the organization and sponsorship of cultural and solidarity initiatives and events.	<b>BUSINESS</b>
<b>INNOVATION</b>	Artsana can have a positive impact on the lives of caregivers and the general public by meeting different needs through innovation and customized solutions, products, and services targeting the whole community taking care of the children.	



# 2 Caring to enhance our impact

Artsana's mission is to support babies and their caregivers, as well as future generations, by creating the most trusted solutions through high-quality, sustainable, and value-driven products and services tailored for both parents and children. This purpose guides the Group's strategic direction and daily operations, shaping its role as a reliable partner in the journey of care and growth.

At the heart of this ambition lie Artsana's global brands, which serve as the foundation for delivering on this promise. Through these brands, the Group channels its efforts into **innovation-led sustainability**, ensuring that every solution is not only effective but also environmentally and socially responsible.

Building on this foundation, Artsana invests in **research-based innovation** aimed at supporting the physiological, emotional, and practical needs of children and parents. Every product is the result of thoughtful design and collaboration, developed through the Group's internal expertise and its extensive network of professionals,

including pediatricians, universities, and design institutions. The **Chicco Research Center**, based in Italy, stands as a tangible expression of this commitment, enabling the Group to deliver science-based solutions that are safe, effective, and aligned with the real needs of families.

Sustainability remains a key pillar of the Group's strategy, reflected in a comprehensive approach that encompasses the careful selection of materials – from plastic to paper and fabric – with a particular focus on reducing the use of virgin plastics. This commitment not only aligns with global sustainability goals but also resonates with the values of

today's consumers, who increasingly seek responsible and conscious choices, making Artsana a trusted and forward-thinking brand that combines care for people with care for the planet.

At the same time, Artsana integrates a long-term commitment to social responsibility into its brand strategy. Through impactful initiatives—such as educational programs, digital campaigns, and community engagement—the Group addresses key issues such as self-esteem, safety, and parenting. These actions are not peripheral but central to the company's identity, reinforcing its role as a partner that listens, supports, and empowers families.

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## 2.1 Baby Care

Artsana's mission is to provide products that promote the well-being of children while protecting the planet they will inherit. This commitment is embedded in the Group's strategic vision and is reflected in its consistent focus on safety and sustainability across the entire product lifecycle.

**Safety First:** Children's safety is a fundamental priority for Artsana and informs every phase of product design and manufacturing. This commitment is translated into stringent testing protocols, full compliance with international safety regulations, and the meticulous selection of materials that are free from hazardous substances. Families can trust Artsana's products, knowing that safety is deeply integrated into every stage of development and production.

**Sustainability at the Core:** Artsana's approach to sustainability is systemic and proactive. The Group prioritizes the use of sustainable materials, implements waste reduction strategies throughout its production processes, and designs products with durability, reparability, and recyclability in mind. By reducing its environmental footprint, Artsana not only meets the expectations of today's families but also contributes to the long-term preservation of natural resources for future generations.

**Innovative Design for a Better Future:** Innovation is a cornerstone of Artsana's product development strategy. The Group is committed to creating solutions that harmonize functionality, aesthetics, safety, and sustainability. From strollers to toys and other essential items, each product embodies Artsana's vision of a healthier, more sustainable future for children.

**Responsibility in Action:** Beyond the products themselves, Artsana engages in responsible business practices that support communities and promote transparency throughout its supply chain. This holistic approach ensures that the Group not only addresses the immediate needs of families but also contributes to a brighter, more sustainable world for future generations.

By placing safety and sustainability at the core of its operations, Artsana reaffirms its role as a responsible brand that supports today's families while helping to shape a more conscious and sustainable tomorrow.

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# TRAVELING SAFELY WITH CHICCO

Road accidents remain **the leading cause of death among children in Europe**, underscoring the urgent need for more effective and comprehensive safety measures. While regulatory compliance is essential, ensuring a child's safety during travel involves more than simply meeting legal standards—it also requires careful consideration of their **physiological and ergonomic needs**.

In response to this critical issue, the **ECE R129 regulation** — Europe's latest standard for child car seat safety—came into effect on September 1, 2024, replacing the previous ECE R44 standard.

This regulation introduces substantial improvements aimed at reducing misuse and enhancing child safety in vehicles. Key updates include the classification of car seats based on a child's **height rather than weight**, making it easier for parents to select the appropriate seat. It also mandates rear-facing installation for children up to at least 15 months of age and introduces side-impact testing in addition to frontal and rear crash assessments. These enhancements are designed to provide better **protection for a child's head and neck** in the event of a collision. It is within this evolving regulatory context that Chicco, a brand

long committed to child safety, is actively responding through continuous innovation and product development.

The launch of the **First-Seat Recline i-Size** and the **Chicco Seat105** exemplifies this commitment: both models are designed not only to comply with the latest safety standards but also to offer **ergonomic support and adaptability** as children grow. While the First-Seat Recline i-Size features a versatile design suitable for multiple usage scenarios, the Chicco Seat 105 emphasizes adaptability, with multiple reclining positions and the capacity to accommodate children from birth up to approximately 4 years of age.



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## FIRST-SEAT RECLINE & CHICCO SEAT105 i-SIZE

The **First-Seat Recline i-Size** car seat is thoughtfully engineered to ensure **correct posture** for newborns in every situation—whether in the car, on a stroller, at home, or even during air travel. Its ergonomic design supports the baby's comfort and safety across all daily routines.

Approved under the latest **ECE R129 regulation**, it is suitable from birth up to 15 months (40-87 cm / 13 kg max) and functions as a reclined cradle in compliance with EN12790 standards. Its compatibility with most Chicco strollers—particularly

the **Mysa** and **Bellagio** models—makes it a practical and flexible travel solution.

Designed with a strong focus on posture, the seat includes an ergonomic reducer made of **breathable, bamboo fabric**, providing optimal support for infants during the earliest stages of growth. An adjustable headrest evolves with the child, ensuring continuous comfort and alignment. The reclining function, 90° rotation system, and flexible installation options—via Isofix base or vehicle seat belt—enhance everyday usability. An extendable UV50+ canopy

completes the system, offering protection and comfort in any setting. Similarly, the **Chicco Seat105 i-Size** offers long-term support from birth to approximately four years of age. It features a dedicated infant reducer, multiple reclining positions, and an adjustable headrest—elements that reflect the same attention to posture and comfort over time. The seat also integrates a 90° rotation system, extended rear-facing configuration, and a Fast-Fit installation system, along with ventilation channels designed to improve airflow in warmer conditions.

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# POSTURE & COMFORT: ERGONOMIC DESIGN FOR SAFER EVERYDAY MOBILITY

Maintaining proper posture is essential not only for comfort, but also for ensuring children's safety and supporting their healthy physical development. In response to this, Chicco adopts a developmentally informed design approach—particularly in the creation of car seats—by incorporating ergonomic testing at multiple stages of the design process. This work is carried out in close collaboration with **the R&D team** and the **Chicco Research Center**, ensuring that each product supports children's growth while meeting the highest standards of safety and comfort.

This commitment extends beyond car seats to include mobility systems such as the **Bellagio modular system**, introduced in 2024. This new Trio with a variety of configurations, is designed for one-handed use, allowing you to close the stroller even while holding your child thanks to the innovative One Touch folding system: just

one click on the back of the seat and the stroller folds up by itself, in both directions. And once closed, the stroller stands on its own and has a practical carrying handle. Designed to support everyday routines with ease and comfort, Bellagio features breathable bamboo-lined fabrics, UV50+ protection, and compatibility with ergonomic carrycots.

These elements ensure optimal posture and well-being for newborns during travel, reinforcing Chicco's holistic approach to comfort and safety. A concrete example of this evidence-based approach is the **First Seat Recline i-Size car seat**, which underwent an observational study titled "Assessment of Well-Being and Posture of Infants in Car Seats," conducted by Dr. Valentina Carugo (Pediatric Physiotherapist), Prof. Luana Nosetti (Pediatrician), and Prof. Massimo Agosti (Neonatologist and Pediatrician).

This study, which involved a sample of 30 healthy newborns and infants, demonstrated that the First Seat Recline car seat maintains optimal postural alignment across three planes, helping reduce the risk of musculoskeletal issues and contributing to the stabilization of respiratory parameters for children in both supine and 30° reclined positions. Similarly, the **Mommy Pod**, an ergonomic crib reducer developed in collaboration with pediatricians and physiotherapists, reflects the same attention to postural support and infant well-being. Designed for newborns aged 0 to 3 months, it promotes proper head alignment and helps reduce the risk of positional plagiocephaly and reflux. While originally intended for home use, its ergonomic features make it a valuable complement to Chicco's broader commitment to safe positioning and comfort during the earliest stages of life.





## Did you know?

### COMFORT THROUGH NATURE: CHICCO'S USE OF NATURAL MATERIALS

Chicco prioritizes comfort for babies and toddlers by using **natural materials** in several of its products.

- **BAMBOO FABRIC:** The interiors of the Gran Comfort and Flexi carrycots (compatible with Bellagio and Mysa), the Cushy Hug reducer of the Mysa, and the seats of the One4ever, First Seat Recline, and Seat105 are all made from **soft bamboo fibers**. This material is especially suitable for direct contact with a newborn's delicate skin. Bamboo is also breathable and has excellent moisture-absorbing properties, allowing sweat to evaporate quickly and helping to regulate the child's temperature.
- **ORGANIC COTTON:** Products like the Mommy Pod, the mini reducer Polly Armonia, as well as the Zen Bouncer feature **organic cotton**, providing an additional layer of comfort and safety for the baby.

These thoughtful choices ensure that Chicco products not only support safety but also enhance the overall comfort of children during travel and rest.

## BEYOND PRODUCTS: ARTSANA'S COMMITMENT TO QUALITY AND SAFETY

Artsana designs and develops its products not only to meet regulatory standards, but often exceed them, delivering solutions that anticipate future needs and ensure high levels of quality, safety, and innovation. The company's operations are meticulously aligned with **ISO standards**, such as ISO 9001 and ISO 13485 when applicable to its manufacturing facilities. A **risk-based approach** is applied from the initial design phase to ensure product quality and safety, including thorough evaluations of materials and finished goods.

Dedicated to maintaining the highest standards, Artsana's experts actively participate in international technical committees, contributing to the development of future safety regulations

and standards. A prime example of this commitment is the **Crash Test Laboratory**, established in 2019 in Verolanuova, Italy. This state-of-the-art facility is equipped with advanced technologies for simulating various collision types, ensuring that Chicco's car seats meet the latest standards and undergo rigorous testing protocols. The lab's team continuously tests new designs and ongoing production items to guarantee consistent quality.

Additionally, Artsana has expanded its **ClearTex®** car seat range in the U.S., which complies with federal flammability requirements without the use of fire-retardant chemicals. As of 2024, 52% of all Chicco USA car seats are part of the Clear line, reflecting a 12% increase

in SKUs and an 18% growth across the platform from 2023 to 2024. In 2025, Artsana plans to further extend this initiative with the introduction of ClearLux, a new product featuring a blend of **merino wool** and polyester. This premium fabric not only complies with federal car safety flammability standards without the use of fire-retardant chemicals, but **also appeals to environmentally conscious consumers** seeking natural fibers.

The **ClearLux** line exemplifies Artsana's commitment to child safety and sustainability, offering naturally fire-resistant materials that eliminate the need for chemical treatment, ensuring a safer, healthier environment for infants during travel.



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# FROM AWARENESS TO ACTION: SAFETY EDUCATION FOR PARENTS AND PROFESSIONALS

One of the key areas where Artsana is deeply engaged is education—not only for new parents, but also for **healthcare professionals** who play a crucial role in early-life prevention. In 2023, a board of five representatives from leading pediatric societies,

**Italian Society of Neonatology (Società Italiana di Neonatologia, SIN)**, **Italian Society of Perinatal Medicine (Società Italiana di Medicina Perinatale, SIMP)**, **Italian Society of Pediatrics (Società Italiana di Pediatria, SIP)**, and the **Italian Federation of Pediatricians (Federazione Italiana di Medici Pediatrici, FIMP)**, met to discuss the necessity to address the pressing issue of child road safety. In 2024, the initiative launched in 2023 through this collaboration with the **Chicco Research Center** finally took shape under the title **"The safe transport of newborns and infants"** (Il trasporto sicuro del neonate e del lattante). The project aimed to raise awareness among **healthcare professionals** regarding the importance of counseling parents on the correct use of car seats.

Throughout the year, the contents of the initiative were developed in collaboration with SIN, SIP, FIMP, and SIMP, resulting in a comprehensive vademecum titled **"Prevention of Childhood Trauma in Road Accidents: Car Safety Education and Protective Equipment"**. This guide includes scientific research outcomes, expert guidelines, and the board's recommendations aimed at updating medical professionals and empowering healthcare workers to effectively counsel parents. Alongside the professional guide, Chicco also developed a dedicated resource specifically for parents, offering clear and practical advice to promote safe travel habits from the earliest stages of a child's life. This consumer-focused guide translates technical recommendations into accessible tips, helping families make informed decisions about child car safety in everyday situations.



A training plan for 2025 was also established, involving neonatologists, pediatricians, midwives, physiotherapists, and speech therapists. The sessions cover essential topics such as:

- The importance of safety in child transportation;
- The role of healthcare providers in early-life prevention;
- Safe transportation practices and proper positioning for infants and young children;
- Guidelines and regulations for secure car travel;
- Specific risks and recommendations for transporting preterm infants;
- The significance of maintaining clear airways and assessing tongue position, including the benefits of pacifier use.

These initiatives are vital in addressing child road safety, as traffic accidents remain a leading cause of death and disability among children. By integrating road safety education into healthcare practices, Chicco empowers professionals to guide families with confidence and clarity.

Chicco has long been committed to educating parents and caregivers, ensuring they are equipped to make informed decisions about children's safety during travel. In 2024, in collaboration with Quattroruote, a leading Italian automotive

magazine, Chicco launched a survey involving over 1,800 participants to better understand public awareness and needs. The results revealed a strong demand for more information: **94%** of respondents expressed interest in additional courses. While **98%** acknowledged the importance of always using a car seat, only **43%** knew that the correct seat should be chosen based on height, not weight. Moreover, **25%** mistakenly believed that car seats are no longer needed after age 12, despite the legal requirement being based on a child reaching **150 cm** in height.

In response to the findings of the survey, Chicco reinforced its commitment to parental education across Italy throughout 2024.

The brand expanded its training efforts through in-store sessions—both in Chicco stores and other baby shops—and by participating in major public events such as Bimbiniera and the Turin Auto Show. These initiatives allowed Chicco to engage directly with nearly **1,800 parents**, offering practical guidance on child car safety and fostering a culture of prevention.



## Chicco Physioforma®: a little help to feed our children

The **Chicco Research Center** continues to play a central role in developing solutions that promote the well-being of children—physically and emotionally—while also supporting parents in their everyday choices.

This commitment is reflected in the development of innovative products

designed to meet the needs of infants. Among these is the **Dual Soft**, the latest addition to Chicco's PhysioForma® soother line.

Featuring a unique anatomical-functional design, it supports physiological breathing and oral development from the earliest months. Its double softness—achieved

through **bi-injection technology**—combines different silicone densities into a single, compact piece. The soft, thin shield is gentle on the baby's face, ensuring comfort during use. Available in various colors and finishes, the Dual Soft caters to different preferences while maintaining its functional benefits.

### PHYSIOFORMA™: the unique and exclusive shape of Chicco soothers



**A thin, concave shape that points upwards:** leaves room for the natural position of the tongue



**Special tiny ridges:** reproduce the natural ridges of the palate, and serve as a point of reference to guide the tongue into the correct position



**Lateral curves:** distribute the pressure of the tongue on the palate, allowing it to develop correctly



## Did you know?

In 2024, a team of experts—Prof. Luca Levrini, Engineer Luigi Paracchini, and Prof. Luigia Ricci—conducted a scientific study titled “Biomechanical Analysis of Different Pacifiers and Their Effects on the Upper Jaw and Tongue.” The research aimed to simulate and predict how six different pacifier designs interact with the tongue and palate, and how these interactions may influence orofacial development in newborns.

Using **Finite Element Analysis (FEA)**, a mathematical modeling technique widely used in biomechanics, the study evaluated the functional behavior of each pacifier in contact with the oral structures. This approach allowed the researchers to analyze stress distribution and deformation patterns, offering a detailed understanding of how each shape affects the upper jaw and tongue.

Key findings revealed that:

- The geometry of the pacifier plays a critical role in shaping the tongue and influencing the development of the palate.
- Some designs may exert uneven pressure or fail to support natural oral movements, potentially impacting craniofacial growth.
- Conversely, well-designed pacifiers can help stimulate proper oral functions, such as suction, which are essential for healthy development.
- Specifically, PhysioForma® pacifiers demonstrated a favorable interaction with the tongue and a homogeneous distribution of stress on the palate, reducing the risk of adverse effects.

These insights underscore the importance of choosing the right pacifier during infancy—not only to avoid negative effects on craniofacial growth, but also to support the child’s physiological development.

Ultimately, the study reinforces Chicco's commitment to developing products that align with the natural needs of children, promoting optimal growth from the earliest stages.



# SUSTAINABLE MATERIALS: THE ECO+ LINE

Chicco's **Eco+ line** embodies the belief that nurturing children involves a responsibility to protect the planet they will inherit.

Inspired by the colors and shapes of **nature**, Chicco's **Eco+ toys** range is designed in Italy with a modern aesthetic, featuring simple, ergonomic shapes that cater to the developmental needs of infants. Launched in 2019, **Chicco's Eco+ Toys** reflect the brand's commitment to reducing environmental impact by utilizing **recycled materials**, including **plastics and polyester**, as well as **bioplastics**, derived from **renewable resources** like plant fats, corn, and wood shavings. Moreover, the packaging is designed to be recyclable and made from **FSC® certified paper**, supporting the preservation of forests, biodiversity, and the ecosystems that depend on them. The product range dedicated to infants is broad and continues

to expand in 2024, with three new toys made from recycled materials added to the collection: the **Maracas Eco+**, made of 60% recycled plastic, features fun monkey shapes that are easy to grasp and shake, creating delightful sound and visual effects.

The **Tamburello Eco+**, shaped like a cheerful hedgehog, is made in Italy with 75% recycled plastic and bioplastics, and it stimulates children's auditory and sensory development through its various jingles. Lastly, **Drillo, the Trainable Crocodile**, encourages active play and supports crawling and early walking, and is made with 55% recycled plastic.

This expansion of the Eco+ product line reflects Chicco's commitment to using recycled plastic, with a total of 25 eco-friendly products now available out of 226, representing 11% of the entire assortment.



## Did you know?

The packaging of the Eco+ toys features the FSC logo, reflecting Chicco's decision to use paper packaging solutions sourced from supply chains that respect forests and the life within them. Moreover, in 2024, Artsana obtained FSC certification

for its wooden toys product range. The **FSC (Forest Stewardship Council®)** is a non-profit organization internationally recognized as the most credible solution for responsible forest resource management. It ensures not only the preservation of

biodiversity and environmental values but also serves social purposes by respecting the rights of indigenous peoples and the needs of local communities, supporting economic sustainability by preventing profit from compromising forest heritage.

# SUSTAINABILITY IN CLOTHING PRODUCT RANGE

Alongside the Eco+ products, Chicco's **Spring/Summer 2024** and **Autumn/Winter 2024-2025** collections include denim items made from recycled yarns and outerwear produced with **recycled polyester**. Each piece is crafted from BCI-certified organic cotton and complies with international **OEKO-TEX standards**. Notably, the use of OEKO-TEX certified fabrics has increased from 50% in the Spring/Summer 2023 collection to 66.3% in the Spring/Summer 2024 collection,

with further growth anticipated in 2025. The outerwear features **DuPont™ Sorona® Aura filling**, a high-performance fiber partially made from renewable plant-based materials. This innovative thermal insulation not only enhances the breathability and durability of the garments, but also supports environmental sustainability by reducing energy consumption by 30% and greenhouse gas emissions by 63% compared to traditional nylon production. In particular, the Spring/

Summer 2024 layettes are **OEKO-TEX 100 certified** and designed to withstand the challenges of **outdoor play**, ensuring safety for delicate newborn skin. Ultimately, in continuity with the previous year, in 2024 all Chicco swimwear was produced from recycled polyester, while the Eco+ capsule in the footwear collection continued to feature styles with recycled materials and organic cotton insoles, reinforcing Artsana's commitment to sustainable fashion practices.

## ERION TEXTILES: a step forward towards textile waste management

In 2024, Artsana continued its active participation in the **Erion Textiles consortium**, part of the Erion multi-consortium system, Italy's leading **Extended Producer Responsibility (EPR)** organization. Over the past year, the consortium has grown, welcoming new members alongside existing partners like Artsana. Within this framework, Artsana actively contributed to the development of an effective system for textile waste management by participating in technical discussions and working groups promoted by the consortium. The company supported the formulation of operational and strategic proposals aimed at fostering the adoption of a circular economy model in the textile sector, in line with its long-standing environmental and social values.

Although the national regulatory framework is still under development, Artsana has already begun preparing for the upcoming textile EPR scheme, with the goal of being ready for its implementation.

The company intends to continue playing an active role in shaping a harmonized and sustainable system, promoting concrete solutions for the responsible end-of-life treatment of textile products.

## CERTIFICATIONS

Chicco's dedication to promoting **sustainable fashion** is also embedded in the policy **prohibiting** the use of **animal furs** in its products. In line with its ethical commitment,

Chicco actively participates in fur-free initiatives in collaboration with organizations such as **LAV** and the **Fur Free Alliance**. Furthermore, Chicco has achieved **OEKO-TEX® Standard**

**100 certification**, which underscores its commitment to product safety and the reduction of hazardous chemicals in the textile production processes of its items.



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## 2.2 Parent Care

Artsana is committed to delivering exceptional care and well-being to parents, positioning itself as a trusted partner through collaboration, shared vision, and long-standing expertise. With a deep understanding of the evolving needs of

caregivers, the Group embraces a holistic approach that integrates scientific research, innovation, and attention to everyday experiences.

Its solutions are designed not only for functionality but also to support the

emotional, physical, and practical aspects of parenting. Every initiative reflects a commitment to enhancing and simplifying family life, ensuring safety, comfort, and trust at every stage.

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### INTIMATE CARE: FIOCCHI DI RISO'S KALIBIOTIC INTIMATE LINE

As part of its broader commitment to health, science, and family well-being, Artsana continues to invest in the development of cosmetic solutions that are both effective and respectful of the skin's natural balance. In line with this vision, the Group has maintained a sustainability-driven approach in the production of its cosmetic lines, paying close attention to formulations and packaging, without compromising on quality or safety. In 2024, Fiocchi di Riso launched the **Kalibiotic™ intimate line**, a new generation of intimate cleansers designed to support the physiological well-being of the whole family—particularly during sensitive life stages such as pregnancy and post-partum. The line is built around a patented postbiotic complex (Lactobacillus ferment), which plays a key role in restoring

the balance of the intimate microbiota and strengthening the skin's natural defenses. As highlighted by Prof. Maria Rescigno, biologist and researcher at Humanitas University, postbiotics offer a scientifically advanced alternative to pre-and probiotics, helping to reduce inflammation, reinforce mucosal barrier function, and protect against infections.

Kalibiotic™ includes **three targeted cleansers**, each formulated to respect the natural pH of intimate areas and address specific needs—from daily hygiene to moments of increased sensitivity. The line reflects a dermo-scientific approach that combines clinical testing with functional medicine, ensuring safety, efficacy, and skin compatibility.

In addition to its commitment to supporting

the community, Fiocchi di Riso integrates sustainability into every stage of product development. Its products are packaged in bottles made from **100% recycled plastic and use FSC-certified paper**, reinforcing the brand's commitment to reducing environmental impact.

Moreover, Fiocchi di Riso combines a craft-inspired dermocosmetic philosophy with continuous research, resulting in unique, skin-affine formulations that promote the skin's functional and physiological activities. Each product is designed to address specific skin needs while respecting the natural balance of the skin. The brand's ethos "*Dermocentric by nature, Fiocchi di Riso is also responsible by nature*" encapsulates its dual commitment to skin health and environmental responsibility.



# BREASTFEEDING SUPPORT

## Chicco's Stimolatte

In line with its science-driven approach to caregiving, Artsana, through its brand Chicco, also focuses on supporting mothers during one of the most delicate and essential phases of early parenthood: breastfeeding. Recognizing the physical and emotional demands of this experience, the Group has developed solutions that combine physiological understanding with technological innovation.

Among these, the **Stimolatte Breast Pump** stands out as an intuitive and effective ally for milk extraction. Designed to mimic the natural rhythm of a baby's suckling, it

offers a gentle yet efficient massage that promotes breast stimulation and comfort. Indeed, the Stimolatte cup can rotate up to 180°, allowing it to replicate various breastfeeding positions and ensure optimal emptying across all breast areas while protecting sensitive zones. Its unique design features thicker silicone in the cup structure and non-massage zones, while thinner silicone enables targeted stimulation. Moreover, Stimolatte offers **three modes of use**—stimulation, standard expression, and intense expression—along with ten adjustable intensity levels to suit

individual needs. After two minutes of stimulation, it automatically transitions to the standard expression phase, while the intense expression mode is ideal for mothers who need to empty their breasts more thoroughly.

With its ergonomic design, customizable settings, and rechargeable motor, Stimolatte reflects Artsana's commitment to combining scientific insight with practical functionality, empowering mothers with reliable, user-friendly tools that support both their well-being and daily routines.



### Did you know?

In 2024, a clinical study was initiated at the **Neonatology Unit** of the **Bambino Gesù Pediatric Hospital** in Rome, titled "Evaluation of the Effectiveness and Efficiency of a Breast Pump with a Massaging and Rotating Cup Designed to Mimic the Physiological Suckling of a Baby in Various Natural Breastfeeding Positions". The study aims to enroll at least **38 breastfeeding women** who predominantly use breast pumps, randomly assigned to two groups:

Stimolatte versus a traditional electric breast pump. The primary endpoints of the study include:

1. Evaluating overall breast emptying effectiveness compared to traditional breast pumps by measuring the quantity extracted and analyzing the lipid fraction in the milk.
2. Monitoring changes in milk production by tracking the daily volume of milk extracted throughout the study period.

3. Measuring extraction efficiency, defined as the amount of milk expressed per unit of time.
4. Assessing stimulation capacity, measured by the time to first milk ejection.

Secondary endpoints focus on the selective emptying efficiency of specific breast quadrants (through self-assessment) and on evaluating maternal perceptions of comfort and effectiveness.



Did you know?



## Boppy's commitment for more sustainable products

Beginning in 2019, Boppy has expanded its product assortment to include a wider selection of organic options, now featuring 15 products in its **Organic collection**, including Nursing Support and **100% Organic** Pregnancy Pillow Covers. In 2024, Boppy launched **two new pillow styles**, further enriching its offerings. That same year, its U.S. manufacturing operations reached a key milestone by using **100% recycled fibers**, which now represent over 95% of total production volume. The company is also working to convert the remaining 5% to recycled materials. In parallel, Boppy is

redesigning its e-commerce packaging by eliminating plastic bags—an initiative expected to save approximately 45 tons of polyethylene. Moreover, in February 2022, **American Society for Testing and Materials (ASTM)** set up a subcommittee to develop a **voluntary standard for nursing pillows**, co-chaired by Boppy's Quality & Compliance Director and First Candle (NGO). Over an 18-month period, the subcommittee, which included professionals from non-profits, testing labs, manufacturers, healthcare specialists, and government agencies, held more than 40 meetings to establish the standard's

scope, performance requirements, and labeling guidelines. Boppy was the only nursing pillow manufacturer to actively participate in the process, which impacts every nursing pillow on the market, which marks the relevance of its leadership role in shaping industry standards and its commitment to infant safety and product responsibility. The standard was promulgated in September 2024, coinciding with the Consumer Product Safety Commission's (CPSC) proposed Federal Rule, which closely mirrors the ASTM standard and was published in October 2024.

## LEARNING TOGETHER

Artsana places strong emphasis on maintaining continuous dialogue with parents, recognizing its importance in understanding their needs and desires, as well as those of their children. This engagement allows the company to

provide valuable **advice and support** to help families navigate everyday challenges. To facilitate this **communication**, Artsana utilizes various channels, including online platforms, social media, physical stores, and educational initiatives.

By integrating these diverse touchpoints, Artsana ensures broad and meaningful engagement with parents and caregivers throughout the different stages of child-rearing.

### NUMBER OF COURSES CARRIED OUT IN ITALY

	2022	2023	2024
<i>Pharmacies</i>	245	214	212
<i>Baby Shops</i>	274	182	222
<b>TOTAL</b>	<b>519</b>	<b>396</b>	<b>434</b>

In 2024, through a combination of in-person and online training initiatives, **Artsana reached over 10,000 participants**, with 2,450 attending digital courses and 7,588 taking part in face-to-face sessions.

In continuity with previous years, several Artsana Group brands—including Chicco, Fiocchi di Riso, and Boppy—developed a series of educational videos covering a wide range of parenting topics, such as weaning, breastfeeding, safe sleep practices, and car safety. Delivered by professionals – including pediatricians, midwives, educators, and certified associations – these materials are designed to inform and support parents throughout the different stages of their parenting journey.

The **Chicco website** is a pivotal resource

for Artsana to share knowledge with its consumers. It serves as a platform where the Chicco Research Center, in collaboration with its expert team, featuring articles and videos that explore various aspects of child and parental well-being. Topics include breastfeeding, weaning, safety measures, colic prevention, proper sleep practices, nutrition during pregnancy, postnatal recovery, and more. All content is freely accessible to the public, ensuring broad access to reliable and practical information. In addition to online resources, Chicco hosts **in-person training** sessions at various locations, including **Chicco stores** in Milan and the **Chicco Village** in Grandate. These sessions are led by trained store consultants, psychologists, and specialists from certified

associations, and cover essential topics such as dislodgment maneuvers and early childhood care, offering parents hands-on guidance in a trusted environment. As previously mentioned, Artsana also dedicates efforts towards professional development, organizing training **for healthcare professionals** on the correct use of its products.

Dedicated training is also provided to sales staff and retail partners—particularly in pharmacies and specialized outlets—to ensure that customers receive accurate, personalized advice tailored to their specific needs. This commitment to education and support underscores Artsana's dedication to enhancing the parenting experience and promoting informed, responsible caregiving.

## 2.3 Artsana for the community

In 2024, Artsana reaffirmed its long-standing commitment to supporting charitable initiatives that promote the well-being of children and families in vulnerable situations. The Group continued its collaboration with non-profits and local organizations across the regions where it operates, fostering long-term partnerships grounded in shared values and measurable impact. Among these, the partnership with the CAF Association remained active through

the enduring **Chicco di Felicità** initiative. Launched in 2010, this project has become a symbol of Chicco's dedication to supporting children in need. Since 2017, it has specifically supported CAF's Foster Care Service, which provides targeted psycho-pedagogical support to help restore parental skills and guide families through the foster care process. In 2024, proceeds from the sale of the Chicco di Felicità charm continued to fund these

essential services, ensuring continuity of care for children, biological families, and foster carers alike. In parallel, Artsana also contributed to the **"Scintilla Project,"** a broader initiative aimed at supporting disadvantaged children both in Italy and internationally, through sustainable partnerships defined by clear objectives and measurable outcomes. This approach further reinforces the Group's commitment to social responsibility and inclusive growth.

### THE "SCINTILLA" PROJECT CHICCO IN FAVOUR OF MISSION BAMBINI FOUNDATION

In 2024, Chicco renewed its long-standing collaboration with **Mission Bambini** by supporting the **Scintilla Project**, an initiative aimed at expanding access to early childhood education for families in vulnerable situations. In Italy, nearly **25% of children under the age of three** still face barriers to accessing early childhood services. These challenges stem from factors such as the uneven distribution of available spots, bureaucratic hurdles, and access criteria that disadvantage unemployed parents.

The Scintilla Project addresses these issues by creating inclusive educational centers—called "Stelle Mission Bambini"—in underserved areas. These facilities offer high-

quality early education and care, often free of charge or at reduced rates, to children who are excluded from public services. In 2024, Chicco supported five of these centers—located in Milan, Rome, Naples, Catania, and Bari—which together accommodate over 200 children and provide essential support to their families.

Moreover, to further strengthen this commitment, Chicco launched a special edition of the **Chicco di Felicità Campaign** in 2024: for every pacifier, bottle, or nipple purchased from a selected range, **€1 was donated to Mission Bambini** to help sustain the five Scintilla centers. In addition, Artsana supported the organization

through the Spesa Sospesa initiative—encouraging customers to donate essential products to families in need—and the Giocattolo Sospeso campaign, which allowed shoppers to leave a toy "on hold" for a child from a disadvantaged background. These toys were distributed by the same Mission Bambini centers involved in the food donation program.

Through this integrated approach, Chicco reaffirmed its long-standing commitment to standing beside families, helping to ensure that all children—regardless of their background—have access to quality early education, essential resources, and the joy of feeling seen and supported.



### Did you know?

In 2024, Boppy reinforced its commitment to infant health and safety through its continued partnership with **First Candle**, a nonprofit organization dedicated to eliminating Sudden Infant Death Syndrome (SIDS) and other sleep-related infant deaths.

With over 35 years of experience in advocacy, education, and bereavement support, First Candle works to ensure that every baby reaches their first birthday. Boppy supported First Candle's community-based outreach and education

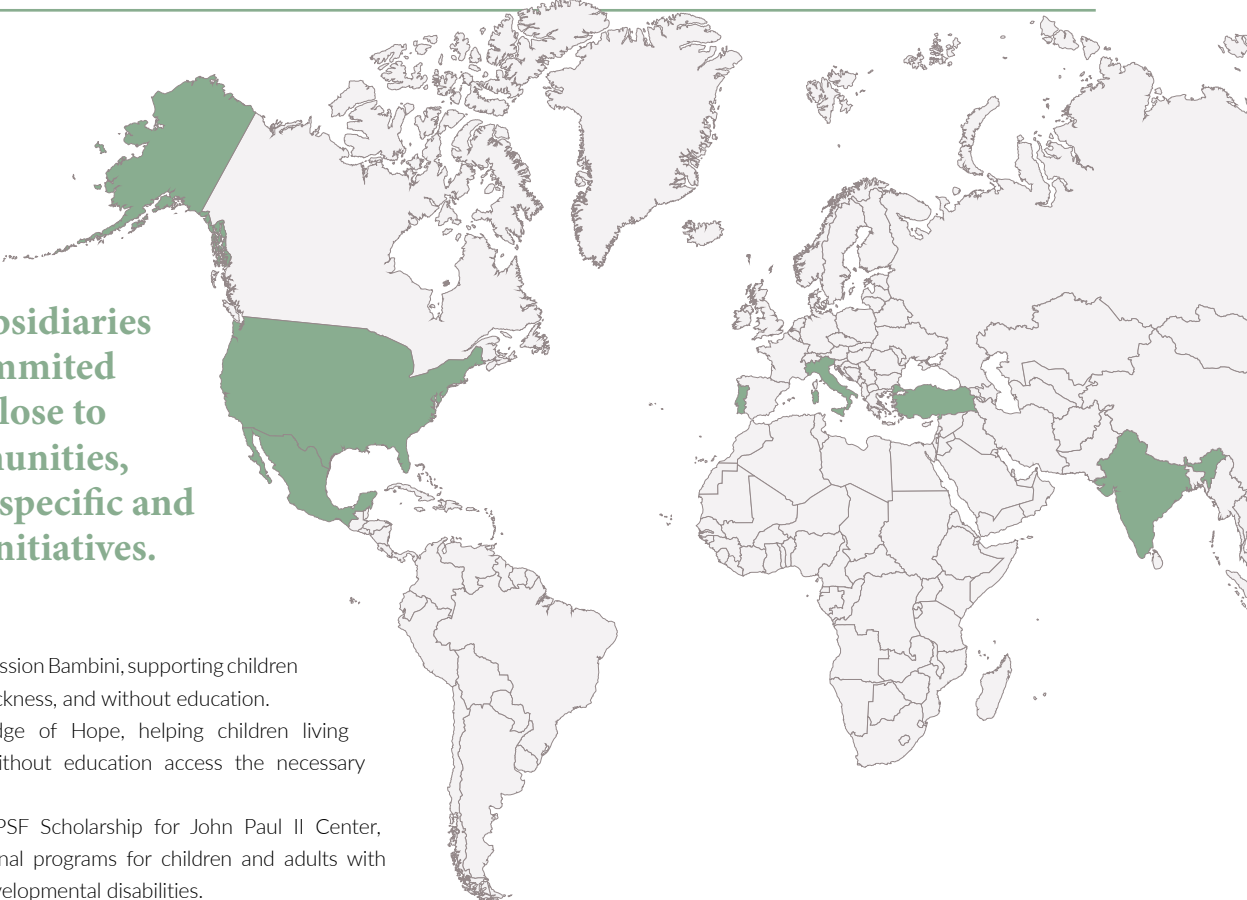
programs, which include safe sleep and breastfeeding awareness events in underserved communities. Through product donations—such as nursing pillows—and fundraising initiatives, Boppy helped amplify First Candle's efforts to promote safe sleep practices aligned with AAP and CDC guidelines, reduce health disparities, and provide comfort to grieving families.

Boppy also maintains ongoing partnerships with local organizations dedicated to the care and wellness of parents, newborns,

and NICU babies through product donations and volunteer efforts. For example, in response to the California wildfires, Boppy collaborated with retailers such as Babylist to donate nursing pillows to families affected by the disaster, helping them rebuild their essential baby gear.

Through these initiatives, Boppy reaffirms its dedication to supporting new parents by providing meaningful resources, promoting health equity, and enhancing the overall well-being of families.

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**Artsana subsidiaries are also committed to staying close to their communities, promoting specific and local CSR initiatives.**

**USA**

- Contributions to Mission Bambini, supporting children living in poverty, sickness, and without education.
- Donations to Bridge of Hope, helping children living in poverty and without education access the necessary resources.
- Support to the EPSF Scholarship for John Paul II Center, providing educational programs for children and adults with intellectual and developmental disabilities.
- Support to The Momkind Project, empowering and educating mothers on mental health, postpartum care, and safe parenting practices, through product donations and partnerships with nonprofit organizations.
- Donations to MotherWise by Thriving Families, supporting women and families during and after pregnancy through coaching and workshops.
- Supported local expecting and postnatal moms with self-care and product donations in the Bump & Breath event.
- Smaller monetary and product donations to various associations and charities, including youth sports, hospitals, local schools, community centers, Kidz in Motion (child passenger safety awareness), and more, promoting health, development, learning, and financial security to those in need.

**MEXICO**

- Product donations to different non-profit association with the aim of supporting low-income children by helping cover basic needs.

**ITALY**

- Spesa Sospesa and Gioco sospeso initiatives were carried out in Chicco stores to donate products and toys to families and children in need through the project Scintilla.
- Donations and support to CAF and Mission Bambini “Scintilla” program.

**PORTUGAL**

- Chicco Dá Vida is a long-standing project launched in Portugal in 2006 to improve the quality of life of newborns in need of intensive care. In 2024, it reached Hospital de Braga, donating essential medical equipment to improve care for newborns in need. Funded through 1% of Chicco store sales, the initiative has now supported over 15 hospitals across the country, providing advanced equipment and contributing to the renovation of NICUs to ensure better conditions for babies and their families.

**INDIA**

- Product donations to underprivileged children to promote their wellbeing.

**TURKEY**

- Collaborated with child growth experts to explain the benefits of consistent routines for babies and better understand their patterns.
- Cooperated with doctors throughout 2024, visiting state and private hospitals, pharmacies, and newborn nurses to explain the physical benefits of using the right soothers and bottles.

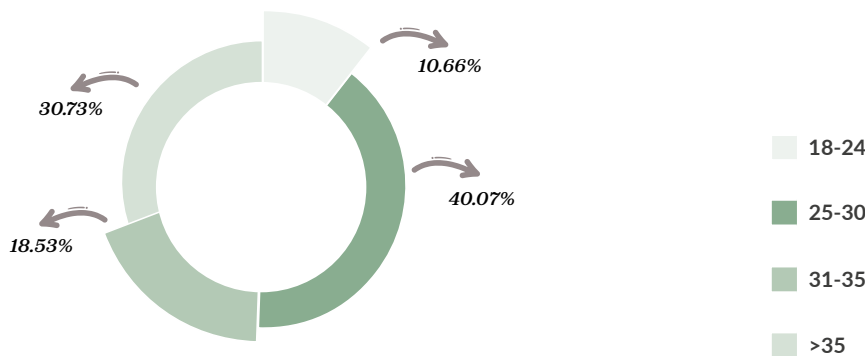
## 2.4 Always a step ahead in innovation

For over 70 years, **innovation** has been a cornerstone of Artsana, with its products benefiting millions of families. At Artsana, innovation thrives on a forward-thinking mindset and a strong foundation of research. The company embraces diverse perspectives and believes in the strength of collective intelligence to drive meaningful progress. By fostering a culture of knowledge sharing, encouraging voluntary contributions, and

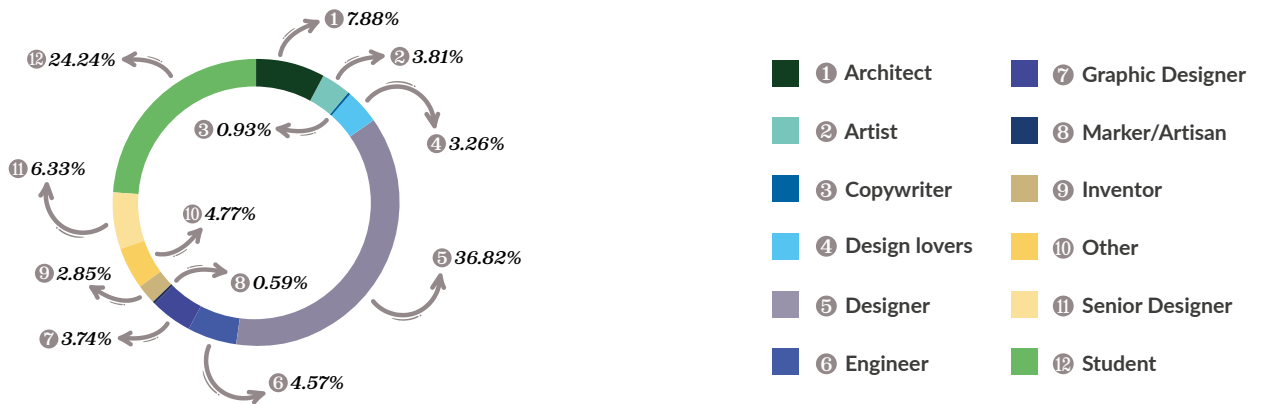
connecting with creative minds worldwide, Artsana cultivates an environment where ideas can grow, and innovation can flourish. In line with this vision, in 2018 Artsana launched an international **Open Innovation Platform** dedicated to **design and innovation**, welcoming a wide range of contributors from around the world. The platform brings together individuals with diverse experiences, cultural backgrounds,

and professional expertise—including designers, architects, engineers, and other creative talents—to co-develop solutions that respond to the complex and evolving needs of parents and their children. Its purpose is to gather high-value contributions across disciplines, transforming them into effective, user-centered innovations that enhance the parenting experience.

### Artsana Open Innovation Platform: Members by Age



### Artsana Open Innovation Platform: Profiles



Since its launch, the platform has attracted more than 4,000 members, ranging from students and budding designers to experienced professionals. In 2024, the **Evolutive Ride-On** contest—launched in 2023—reached its conclusion, marking a significant milestone for Chicco and its commitment to design-led innovation. Thanks to this initiative, designers and innovators had the opportunity to create a transformable ride-on toy that stimulates

motor skills at various stages of child development. Artsana also demonstrates its dedication to **research and development (R&D)** by consistently filing a significant number of **patents** each year. Between 2023 and 2024, the Group submitted 37 patent applications worldwide, 23 of which were successfully granted—an upward trend that reflects the growing strength and effectiveness of Artsana’s

innovation strategy. This result confirms the company’s commitment to developing forward-thinking solutions that improve the everyday lives of families. Through continuous investment in R&D, Artsana reinforces its role as a trusted leader in designing products that combine functionality, safety, and innovation, while responding to the evolving needs of parents and children.



## How we care for the Artsana community

Artsana takes utmost care of its communities, including clients and its people while promoting growth and well-being.

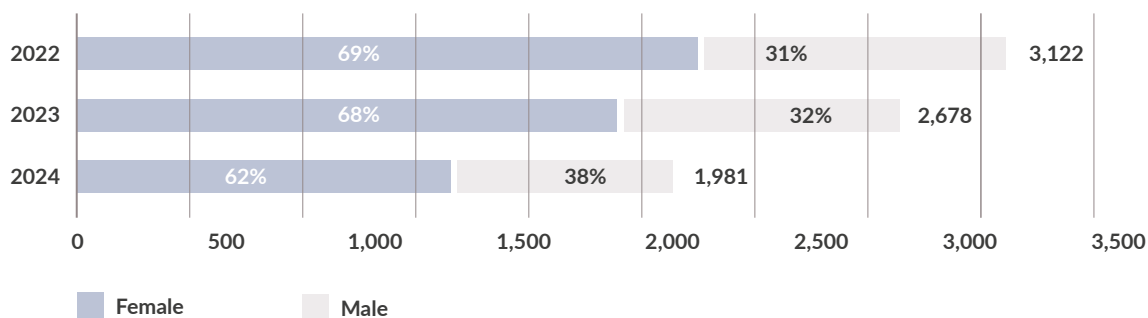
Artsana has always been committed to its employees and communities, promoting welfare, professional advancement, well-being and safety while fully acknowledging employees' vital role in building the Group's success. Alongside this ongoing

commitment, the composition of the workforce naturally evolves over time: as of the end of 2024, the Group—including interns and agency staff—counted 2,120 individuals, reflecting a 25% decrease compared to 2023.

This shift is partly attributable to an internal strategy of industrial restructuring that began in 2023 and continued into 2024, which involved the closure of a plant in Romania and the introduction of early retirements.

TOTAL HEADCOUNT		UNIT	2022	2023	2024
TOTAL		n.	3,311	2,814	2,120
Of which	Employees	n.	3,122	2,678	1,981
	Agency workers	n.	149	99	111
	Interns	n.	41	36	24
	Others	n.	0	1	4

## Total employees by gender in 2024 (%)

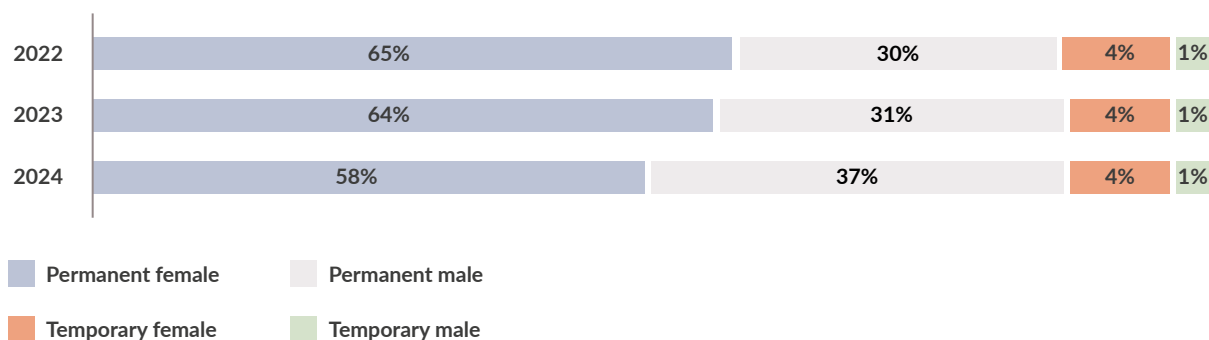


Artsana's **international** character is evident in its workforce, which is distributed across various countries. The majority employees (over 81.6%) are based in strategic regions such as Italy, Portugal, Spain, China, and India, which host a significant share of the Company's operations – including its headquarters, manufacturing facilities,

warehouses, and a wide retail network. In 2024, the Company reported no instances of discrimination based on ethnicity, color, gender, religion, political affiliation, or national and social background, as defined by the International Labor Organization, thus maintaining a record of zero incidents. In 2024, 95% of the global workforce

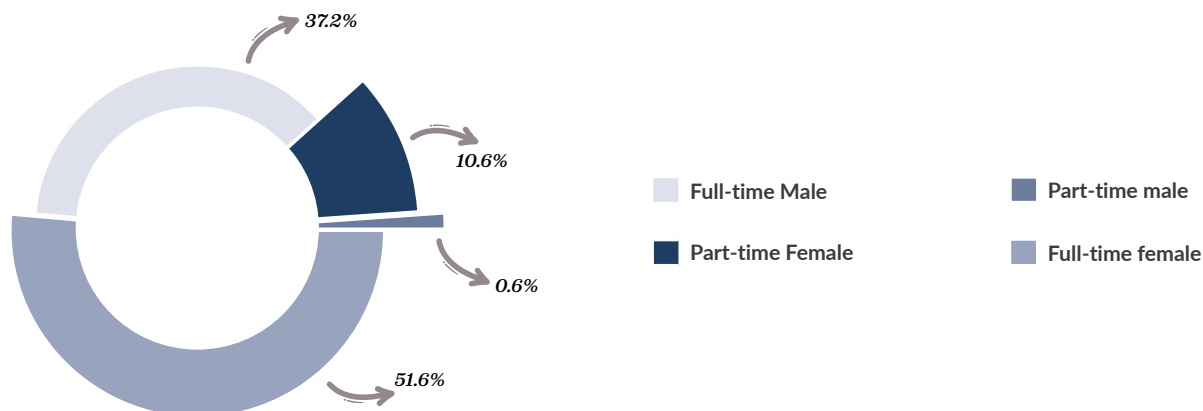
held permanent **contracts**, consistent with trends from previous years, while the remaining 5% were employed under temporary contracts. Considering the total workforce, more than 11% of employees worked on a part-time basis.

## Employees by type of contract in 2024 (Permanent vs temporary)<sup>1</sup> (%)



<sup>1</sup> Please, note that the sum of the percentages might differ from 100% because of approximations.

## Employees by type of employment in 2024 (full-time vs part-time)<sup>2</sup> (%)

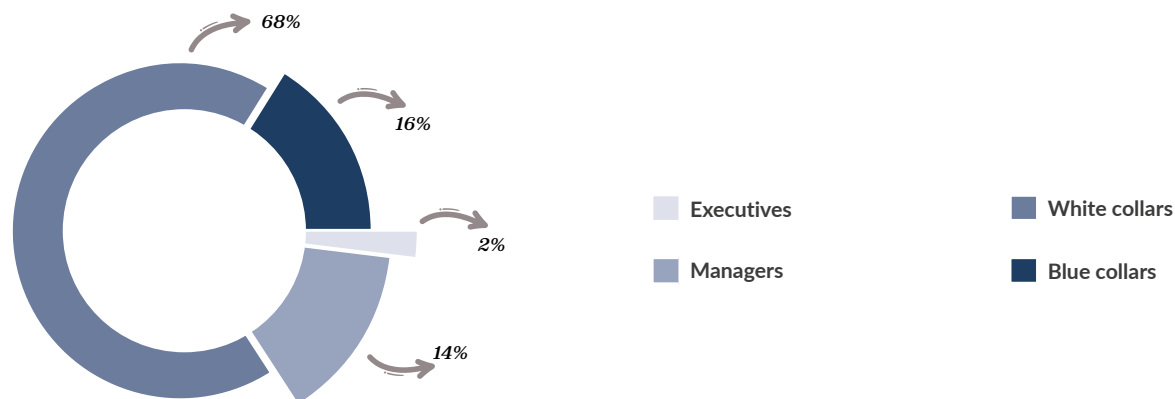


In the same year, 74% of the workforce was covered by **collective bargaining agreements**, with this percentage differing by country based on national regulations.

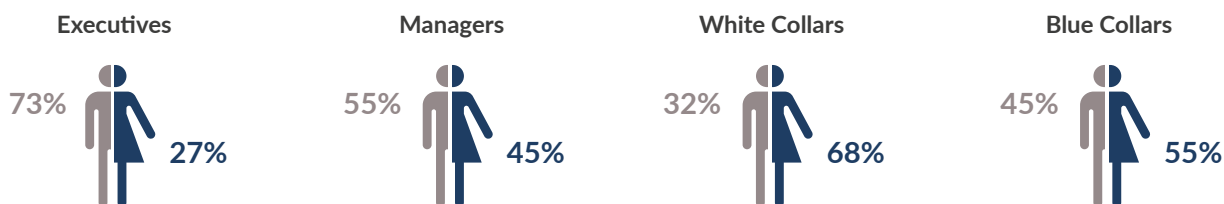
In countries such as Italy, France, Belgium, Germany, and Portugal, the coverage rate is 100%. Regarding employee classifications, 16% are executives and managers, while

the remaining 84% consists of blue-collar and white-collar workers.

## Employees by professional category in 2024 (%)<sup>3</sup>



## Employee category by gender in 2024 (%)



The **age distribution** of employees at Artsana is predominantly within the 30-50 age range, which accounts for 57% of the total workforce.

The younger demographic (under 30 years old) represents 12%, while employees over 50 make up 31% of the total employee count. A notable shift was observed in the

**turnover rate**, defined as the ratio of both voluntary and involuntary terminations during the reporting period to the total number of employees at the end of that period; this rate increased<sup>2</sup> from 31% in 2023 to 52% in 2024, primarily due to the Company's internal reorganization. Artsana remains committed to integrating young

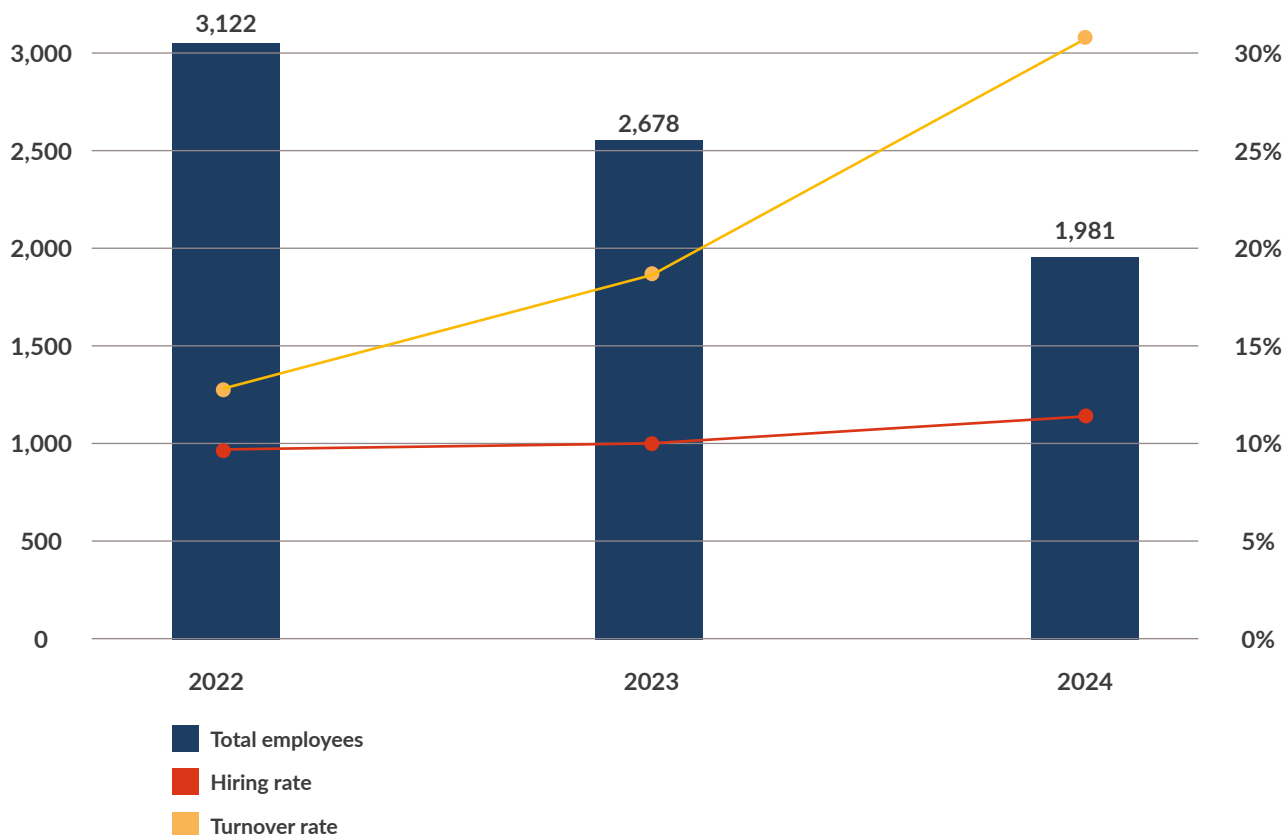
talent into its workforce, which is reflected in the global **hiring rate** increase from 16% in 2023 to 19% in 2024.

This rate is calculated as the number of new hires during the period relative to the total employee count at the end of the reporting period.

<sup>2</sup> Please, note that the sum of the percentages might differ from 100% because of approximations.

<sup>3</sup> Please, note that the sum of the percentages might differ from 100% because of approximations.

## Employee hiring and turnover rates



## 3.1 Taking care of Artsana people

Throughout the years, the Company has promoted participation in training programs and offered a range of benefits and incentives to ensure a healthier **work-life balance**. In 2024, Artsana continued to provide services in Italy under the #Conciliamo project – an initiative aimed at fostering work-life balance – which concluded in December of the same year. The initiatives implemented by Artsana in 2024 focused on **two key pillars**: support for parents and caregivers, and health and lifestyle. Regarding the first pillar, Artsana provided a Baby Welcome Kit to all employees in Italy who welcomed a newborn. This kit included two virtual cards allowing parents to select baby care products free of charge from any Chicco store, along with complimentary diapers for the first six months following the child's birth. Additionally, parents

could participate in courses designed to help them navigate this new life stage. Mothers based in Italy were offered the opportunity to join a coaching program –**Welcome Back Coaching**– to support their return to work after maternity leave. The program consisted of three one-hour individual coaching sessions with an ICF (International Coaching Federation) accredited coach specialized in parent coaching. The coach helped mothers identify parenting-acquired skills that could be transferred to their professional roles, turning them into strengths. Per Artsana: Si suggerisce di eliminare la frase ripetuta: Support is also extended to parents with children of various ages, who can access a package of affiliated tutoring services for kids aged 4 to 12. Through its caregiver policy, Artsana also provided structured support to employees caring for

dependent family members, including elderly relatives or individuals with disabilities.

The policy introduced the **ARTSANA CARES** program in Italy, offering a variety of services such as:

- an online guidance platform where employees could consult with a family manager and access the Jointly Care Map;
- assistance in identifying local public care solutions through the Jointly Care network;
- up to three days of paid caregiver leave per year;
- and a training program aimed at raising awareness among employees and managers about caregiving responsibilities and promoting the use of available resources.

## The Adamo Project

In 2024, Artsana, through its Chicco brand, continued its involvement in the “**Rete Adamo**” (Adamo Network), a collaborative platform of companies, organizations, and associations committed to addressing Italy’s declining birth rate. This initiative emphasizes the importance of supporting parenthood through a comprehensive approach.

The project focuses on three main areas:

- **Support for Parents:** Providing assistance with time management, financial aid, and dedicated services.
- **Work-Life Balance Initiatives:** Promoting policies that facilitate a better integration of professional and family life.
- **Child-Rearing Training:** Offering resources and training to support

effective child-rearing practices.

In 2024, the Adamo Network launched a “**Charter of intent**” (**Carta degli Intenti**) aiming at co-designing joint initiatives to support parenthood and underscore the societal value of new births for Italy’s future. The document highlights the need for a shared commitment to promoting organizational policies that benefit both parents and their workplaces.

Chicco’s participation in this initiative aligns with the Company’s broader commitment to enhancing the role of children in society and supporting families. By collaborating with institutions and raising awareness, Chicco aims to implement **large-scale actions** across both the public and private

sectors. Ultimately, the Charter of Intent outlines the shared values of the Adamo Network, emphasizing inclusivity, open dialogue, and a commitment to welcoming new stakeholders from diverse sectors—including Kraft Heinz with Plasmon and Edenred Italia. Valuing the positive impact of these policies also entails the development of a data-driven model capable of monitoring parenthood-related trends and demonstrating how such policies can influence them. Data thus becomes a key enabler for informed decision-making. By working collectively, the network seeks to promote virtuous organizational practices that contribute to societal well-being and support for families.

Regarding the second pillar – **health and lifestyle** – Artsana maintained all the benefits that were introduced in previous years to support employees’ physical and mental well-being. These included webinar courses on digital well-being, nutrition, and postural gymnastics, as well as access to medical teleconsultations, including services provided by mental health professionals. The Company’s portfolio of benefits and incentives is designed to support not only parents but the entire workforce. Additionally, in 2023, Artsana developed an intranet platform to enhance internal communication by sharing valuable information with all employees. In 2024, the Company achieved its goal of expanding access to this platform across all nine countries in which it operates, compared to only five in 2023. In 2024, the Group extended its efforts beyond the #Conciliamo project, reaffirming Artsana’s commitment to providing meaningful benefits that promote employee well-being. Performance bonuses can be converted into “Flexible Benefits,” allowing employees to access discounts on a wide range of products and services, including personal training, yoga and wellness activities, supermarkets, and technology.

Employees in Italy also have access to the “**Corporate Benefits**” platform as well as other dedicated platforms which enables them to purchase discounted goods and services through dedicated agreements between Artsana and various providers. In addition, employees benefit from nationwide gym membership discounts via the “**WellHub**” application. Finally, all employees are entitled

to discounts on all of the Company’s brands and products. Additional initiatives active throughout the year included the opportunity for employees to utilize the “Children Village,” a nursery school designed to meet the needs of both Artsana employees and local families. This corporate daycare service was available to children of Artsana staff residing in Grandate and surrounding areas. Furthermore, within the #Conciliamo project, Artsana provided vouchers to facilitate access to nursery schools, school canteens, recreational and sports activities, and summer camps across Italy, as well as reimbursements for public transport subscriptions. In the United States, Artsana updated and continued the “**International Volunteer Work for a Day**” program, which allows employees to dedicate one paid day per calendar year to volunteer activities. In 2024, U.S.-based employees used this time to engage in a variety of community outreach initiatives, including medical mission trips, fundraising for local children’s hospitals, cancer awareness events, food bank support, police fundraising efforts, youth summer programs, veteran support events, and residential home repairs for individuals in need. Additionally, Artsana introduced a new social health support initiative in the U.S., offering financial assistance for maternity leave to both mothers and fathers. This benefit is available to employees with over one year of service and provides up to twelve weeks of fully paid leave within the first twelve months following the birth or adoption of a child. Both parents are eligible to use this leave to bond with or care for the

child, either on a continuous or intermittent basis. In previous years, Artsana conducted the “**Artsana Voice**” climate survey to gather employee feedback and strengthen internal communication. The survey focused on two key dimensions: **Internal Reputation** and **Strategic Alignment**. Employees perceived the Company as innovative and responsive to change, with inclusiveness emerging as the most recognized aspect of the Leadership Model—although other areas for improvement were also identified. Although the “Artsana Voice” survey was not conducted in 2024, the Group plans to relaunch it in the near future. In the meantime, Artsana continues to carry out regular internal surveys among headquarters staff to ensure that employee voices are heard. For example, in 2024, a survey was conducted in connection with the change of canteen service.

Moreover, Artsana launched again in Italy a comprehensive training course in February 2024 focused on the principles of inclusive leadership, involving over one hundred employees. This initiative is part of a structured learning pathway designed to address and mitigate cognitive biases that may arise in the workplace, particularly among leadership roles. The course explores both explicit biases—such as those related to gender and nationality—and implicit ones, including assumptions about an individual’s prioritization of career over family, or vice versa. By fostering awareness and understanding of these dynamics, Artsana aims to cultivate a more equitable, inclusive, and bias-conscious organizational culture.

## 3.2 Improving our people knowledge

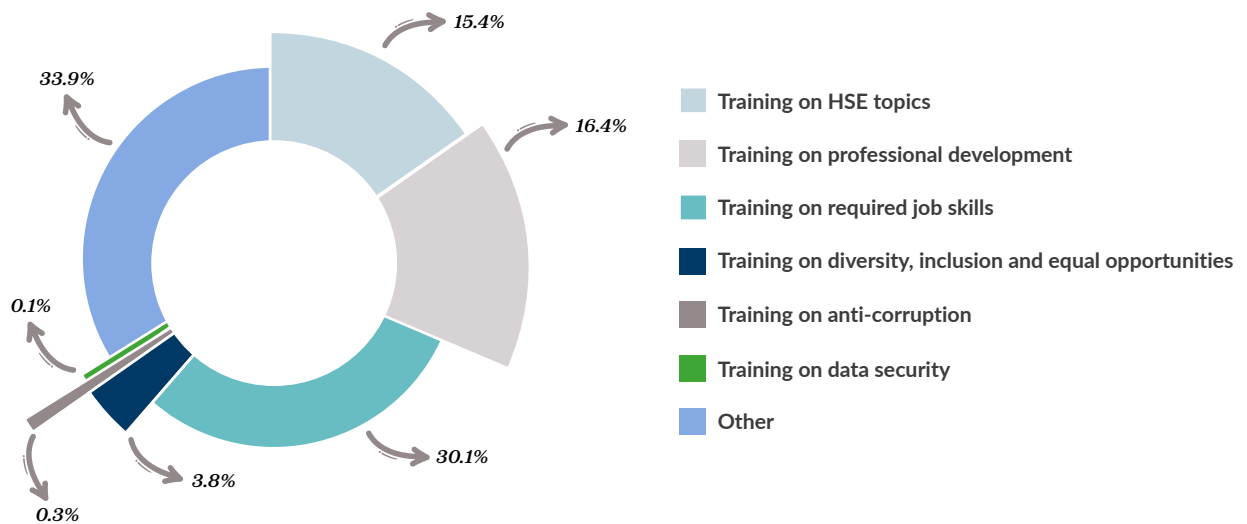
Artsana places significant emphasis on the mental and physical well-being of its employees, promoting both **personal and professional growth** by offering a wide range of training programs and resources for skill development.

To foster greater engagement in learning, Artsana launched a new e-learning platform in 2022 - **Artsana Learning** -

which provides access to self-directed courses and training modules. In 2024, the platform was expanded to several countries, offering a vast library of open content (over 250,000 resources), primarily sourced from reputable providers and organized by theme and language. Each category features a curated and regularly updated selection of titles in

specific areas, enabling employees to build a personalized learning journey tailored to their individual needs and interests. The platform is accessible from any internet-connected device, supporting a flexible balance between professional development and personal commitments.

### 2024 Percentage of training hours by topic<sup>4</sup>



In 2024, training hours increased on the global scale from 22,524 in 2023 to 26,706 in 2024, leading to a rise in the number of training hours per employee. This indicates a positive growth trend that started in 2022 with 6.8 hours, continued in 2023 with 8.4 hours, and persisted into 2024 with 13.5 hours.

In 2024, Artsana maintained its focus on enhancing employees' **soft skills**, particularly among younger staff, by tailoring training programs to align with

their career development paths within the organization. Junior employees participate in a structured three-year training program designed to strengthen both soft and hard skills, such as problem-solving and time management. This approach enables young professionals to better identify their strengths and areas for improvement while learning how to thrive in their roles. A new feature introduced in 2024 was the implementation of a final evaluation at the end of the three-year cycle.

Artsana also developed a dedicated training program for warehouse workers and employees at the Verolanuova site. This program includes multiple courses—English language, supply chain fundamentals, modules available on the Artsana Learning platform, and Excel training. The Excel course involved 30 warehouse workers and 10 employees at the Verolanuova site with the objective of equipping them with proficiency in one of the most commonly used digital tools, such as Excel.



In 2024, Artsana adopted a coaching program for employees at Grandate, **Coaching program - Individual boosting**, which focuses on the development of

one's own leadership style and areas of improvement. The main objectives of this program are to challenge routine behaviors and encourage change, stimulate individual

responsibility (self-development), and support the employee in finalizing a specific individual development plan.

<sup>4</sup> Please, note that the sum of the percentages might differ from 100% because of approximations.

### 3.3 Creating a culture for a safe and healthy work environment

Personal and professional development can only take place when employees are guaranteed a **healthy and safe** working environment. These priorities are fundamental to Artsana and have been formalized in the Company's **HSE Policy**, which was updated in 2024 and incorporated into the Group's values and vision. **Artsana is committed to providing continuous training and information** to raise employee awareness and prevent health and safety-related incidents, which are often caused by human error—such as slips, trips, bumps, uncoordinated movements, improper lifting, and falls.

In April 2024, the Company introduced more interactive and innovative training formats, including a three-part video course on warehouse safety at the Casnate site. The videos simulate three potentially hazardous scenarios in a warehouse setting: the first video demonstrates the correct

and responsible use of forklifts to prevent accidents; the second emphasizes the importance of following signaling protocols and maintaining focus while navigating the warehouse; the final video highlights the need for vigilance during loading and unloading operations at the warehouse quay, in line with company procedures.

In addition to these new formats, Artsana continues to offer traditional health and safety training programs. In 2024, the Company delivered a total of 4,133 hours of health and safety training globally, corresponding to 2 hours per employee.

Preventive measures and training proved effective, as by the end of 2024, 29 injuries were reported, marking a reduction of 10 cases compared to 2023. The injury rate remained stable at 8.2, consistent with the previous year.

Artsana closely monitors injury data and intervenes in areas where the

Group has direct control, with the goal of identifying and eliminating the root causes of workplace accidents. Most work-related injuries occurred in Italy, Spain, and Portugal, primarily during activities involving manual handling of boxes, sudden movements, and falls.

In addition, Artsana continuously evaluates the safety conditions of third-party workers—such as carriers, maintenance personnel, cooperative members, and visitors—who are not directly employed by the Company, in order to gain a comprehensive understanding of the overall work environment.

Compared to the previous year, the high-consequence injury rate for external workers dropped significantly, from 7 in 2023 to 0 in 2024, due to the absence of any high-consequence work-related injuries.



In January 2024, the **Agenzia di Tutela della Salute (ATS) – Health Protection Agency** – of Insubria, in collaboration with the University of Insubria, launched the **“Targeted Plan for the Prevention of Accidents in the Use of Forklifts.”**

This initiative aims to share strategies, best practices, interventions, tools, and methodologies to reassess companies' risk

management systems when necessary and implement appropriate solutions to ensure a safe working environment, compliant equipment, and practices that prioritize workers' health and safety.

Artsana was invited to contribute alongside representatives from **the National Institute for Occupational Accident Insurance (INAIL)** and various industry

stakeholders, presenting its internal traffic risk assessment methodology and the measures implemented in 2023 to prevent workplace injuries.

Some of these measures included the development of a site-specific traffic plan, the installation of traffic signage, and the use of safety barriers on vehicles.

HEALTH AND SAFETY - EMPLOYEES		UNIT	2022	2023	2024
Number of injuries		n.	59	39	29
Injury rate [number of injuries/hours worked x 1,000,000]		n.	9.6	8.2	8.2
Number of high-consequences work-related injuries		n.	0	0	2
High-consequence injury rate [number of injuries/hours worked x 1,000,000]		n.	0	0	0.6
Number of fatalities		n.	0	0	0
Fatality rate [number of fatalities/hours worked x 1,000,000]		n.	0	0	0
Hours worked		n.	6,129,583	4,787,164	3,515,902

**Note:** 2022 hours worked in Portugal have been estimated.

HEALTH AND SAFETY - OTHER WORKERS		UNIT	2022	2023	2024
	Number of injuries	n.	5	4	4
	Injury rate [number of injuries/hours worked x 1,000,000]	n.	25.5	28.0	77.0
	Number of high-consequences work-related injuries	n.	1	1	0
	High-consequence injury rate [number of injuries/hours worked x 1,000,000]	n.	5.1	7.0	0
	Number of fatalities	n.	0	0	0
	Fatality rate [number of fatalities/hours worked x 1,000,000]	n.	0	0	0
	Hours worked	n.	196,214	142,897	51,968

**Note:** 2022 hours worked in Brazil, China Caben AP, Italy, Japan, and Portugal have been estimated.  
2023 hours worked in Italy have been estimated.  
2024 hours worked in Italy, China Art Commerce and Portugal have been estimated.



In 2024, Artsana continued its **microclimate assessment** activities at the headquarters and warehouses in Grandate (to be completed in 2025), and finalized the investigation initiated in 2023 at the Casnate (Como) plant.

The objective of this initiative is to evaluate **environmental quality** and **employee well-being** in the workplace by analyzing various physical parameters—such as temperature and humidity—that

characterize the local environment, along with personal factors—such as metabolic rate and clothing—that influence thermal exchanges between individuals and their surroundings. The goal is to assess individual thermal comfort or discomfort in relation to heat or cold stress, with the aim of preventing conditions that could impair normal physiological functions, such as syncope or heat stroke. The first investigation of 2024, conducted in July,

focused on evaluating the heat stress index in Grandate and revealed values within the limits established by the ISO 7243 technical standard. The second investigation, carried out in December, assessed the microclimate conditions in Grandate and found that most workstations provided a “neutral” thermal sensation, indicating an overall balanced indoor climate.

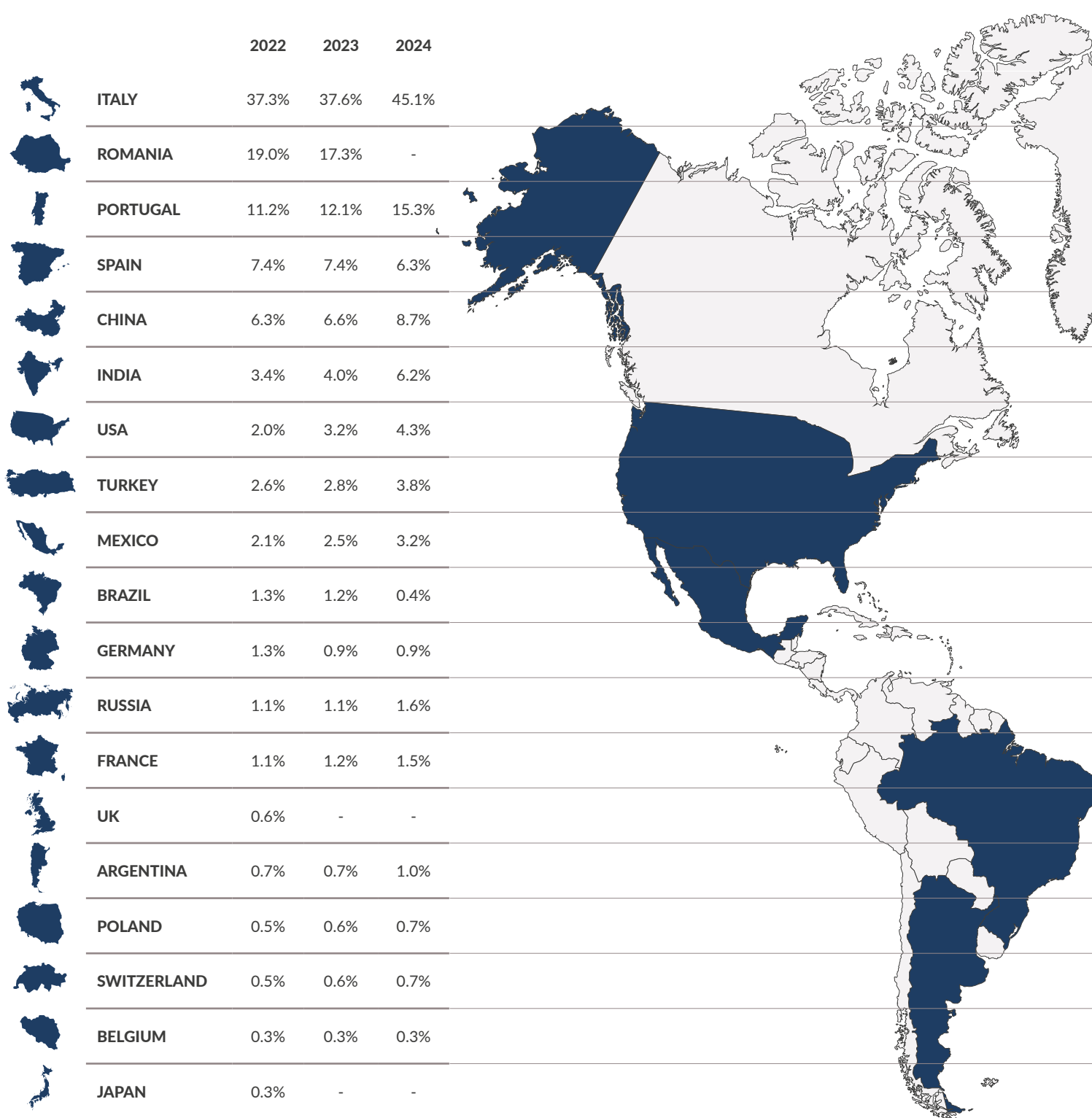
## Human resources data appendix

### DIVERSITY

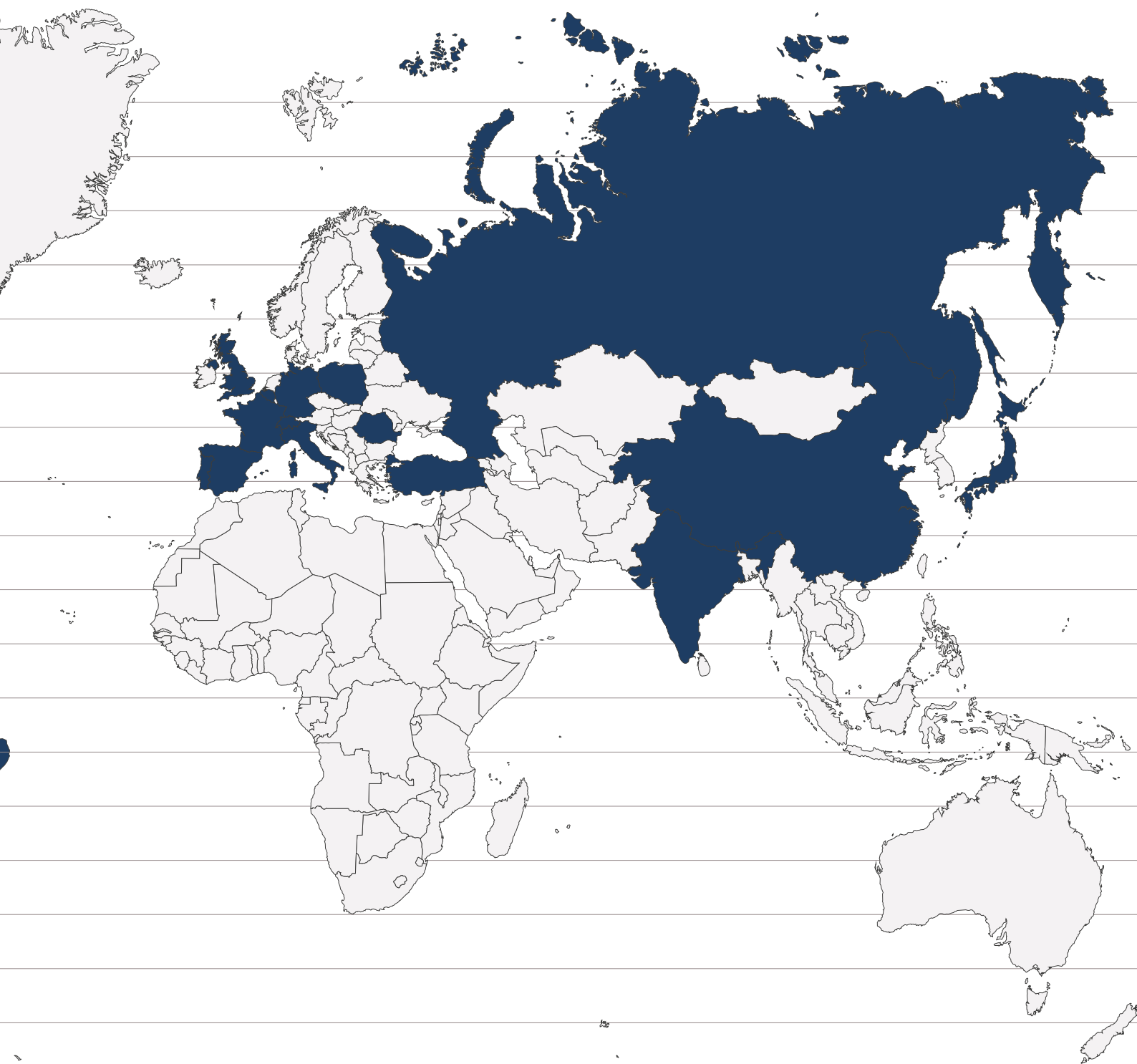
EMPLOYEES PER CATEGORY	U.M.	2022	2023	2024
EXECUTIVES	n.	49	45	41
MANAGERS	n.	321	298	277
WHITE COLLARS	n.	1,775	1,524	1,356
BLUE COLLARS	n.	977	811	307
<b>TOTAL</b>	<b>n.</b>	<b>3,122</b>	<b>2,678</b>	<b>1,981</b>

	2024			TOTAL
	<30 Y.O.	30-50 Y.O.	>50 Y.O.	
EXECUTIVES	0	15	26	41
MANAGERS	6	174	97	277
WHITE COLLARS	200	804	352	1,356
BLUE COLLARS	25	143	139	307
<b>TOTAL</b>	<b>231</b>	<b>1,136</b>	<b>614</b>	<b>1,981</b>




















# Employees by country<sup>4</sup>



USA data includes both Artsana USA and Boppy employees.  
Please, note that the sum of the percentages might differ from 100% because of approximations.



# Hirings and terminations

	Unit	HIRINGS			TERMINATIONS		
		2022	2023	2024	2022	2023	2024
WOMEN	n.	370	316	276	498	627	469
MEN	n.	113	99	108	193	209	562
Less than 30 years old	n.	241	217	179	222	219	173
From 30 to 50 years old	n.	225	174	186	326	434	753
More than 50 years old	n.	17	24	19	143	183	105
 ARGENTINA	n.	6	3	3	4	5	2
 BELGIUM	n.	0	2	0	1	1	3
 BRAZIL	n.	9	7	0	8	14	26
 CHINA	n.	31	10	12	36	31	14
 FRANCE	n.	9	4	14	5	5	17
 GERMANY	n.	5	0	5	5	0	7
 INDIA	n.	41	25	43	39	25	27
 ITALY	n.	114	135	106	191	295	219
 JAPAN	n.	0	0	0	0	0	
 MEXICO	n.	38	21	34	45	21	37
 POLAND	n.	5	4	6	5	6	7
 PORTUGAL	n.	101	103	110	119	129	130
 ROMANIA	n.	43	6	0	130	137	463
 RUSSIA	n.	9	9	8	12	12	6
 SPAIN	n.	41	58	22	63	92	50
 SWITZERLAND	n.	2	1	0	1	2	2
 TURKEY	n.	12	19	11	10	25	12
 UK	n.	8	0		10	19	
 USA	n.	9	8	10	7	17	9
<b>TOTAL</b>	<b>n.</b>	<b>483</b>	<b>415</b>	<b>384</b>	<b>691</b>	<b>836</b>	<b>1,031</b>



## Training

TOTAL TRAINING	UNIT	2022	2023	2024
<b>TOTAL HOURS</b>	h	21,346	22,524	26,706
Average hours	h/employee	6.8	8.4	13.5

TRAINING <sup>5</sup> – AVERAGE TRAINING HOURS BY GENDER AND EMPLOYEE CATEGORY	UNIT	2022	2023	2024
Men	h/employee	8.2	10.7	11.4
Women	h/employee	6.2	7.3	14.7
Training delivered to Executives	h/employee	11.1	10.8	12.4
Training delivered to Managers	h/employee	5.8	10.4	8.3
Training delivered to White collars	h/employee	6.5	7.8	14
Training delivered to Blue collars	h/employee	7.5	8.6	15.8

<sup>5</sup> Due to more accurate data retrieved, 2022 data were modified compared to the values published in the 2022 Sustainability Report

# Work-related injuries:

Employee data by region:

2024	Number of Injuries	Number of high-consequence work-related injuries	Work-related fatalities
UNIT	n.	n.	n.
ARGENTINA	0	0	0
BELGIUM	0	0	0
BRAZIL	0	0	0
CHINA	0	0	0
FRANCE	0	0	0
GERMANY	0	0	0
INDIA	0	0	0
ITALY	5	0	0
MEXICO	0	0	0
POLAND	0	0	0
PORTUGAL	15	0	0
ROMANIA	0	0	0
RUSSIA	0	0	0
SPAIN	9	2	0
SWITZERLAND	0	0	0
TURKEY	0	0	0
USA	0	0	0
<b>TOTAL</b>	<b>29</b>	<b>2</b>	<b>0</b>



## Other workers data by region:

### Work-related injuries, other workers data by region

2024	Number of injuries	Number of high-consequence work-related injuries	Work-related fatalities
UNIT	n.	n.	n.
 ARGENTINA	0	0	0
 BELGIUM	0	0	0
 BRAZIL	0	0	0
 CHINA	0	0	0
 FRANCE	0	0	0
 GERMANY	0	0	0
 INDIA	0	0	0
 ITALY	4	0	0
 MEXICO	0	0	0
 POLAND	0	0	0
 PORTUGAL	0	0	0
 ROMANIA	0	0	0
 RUSSIA	0	0	0
 SPAIN	0	0	0
 SWITZERLAND	0	0	0
 TURKEY	0	0	0
 USA	0	0	0
<b>TOTAL</b>	<b>4</b>	<b>0</b>	<b>0</b>

## 2024 FTE data

HUMAN RESOURCES	UNIT	MALE	FEMALE	TOTAL
<i>Total number of employees</i>	FTE	741.4	1,148.5	1,889.9
<i>Number of permanent employees</i>	FTE	720.4	1,076.9	1,797.3
<i>Number of temporary employees</i>	FTE	21	71.6	92.6



# 4 How we care for the planet and the future

Artsana is deeply focused on pursuing environmental sustainability.

One of the guiding principles of Artsana's business philosophy is its commitment to **environmental stewardship** and the recognition of the impacts of its operations. The Group actively engages in continuous monitoring and strives to reduce its environmental footprint across

the entire value chain, encompassing all operational phases as well as upstream and downstream activities.

For Artsana, the responsibility of caring for the planet also means promoting the well-being and prosperity of both present **communities** and **future generations**.

This mission is pursued through the implementation of sustainable practices, fully integrated into the fabric of the Company's activities, thereby reinforcing its commitment to nurturing a thriving and enduring legacy for everyone.

## 4.1 A sustainable production

*Artsana Group's production activities take place in two manufacturing facilities, located in Italy.*

All Artsana processes are subject to strict quality regulations in compliance with the highest international standards: the entire Artsana quality management system is certified according to ISO 9001:2015 and ISO 13485:2021.

Artsana operates two proprietary production plants:

- **Verolanuova (Brescia, Italy):** this site manufactures juvenile and nursing products, toys and medical devices. It operates under management systems certified according to the international standards ISO 14001:2015 (environment), ISO 9001:2015 (quality) and ISO 45001 (health and safety). In addition to its manufacturing and production facilities, the Verolanuova plant houses a **Crash Test Lab** for car seat testing, certified according to ISO 9001:2015 and accredited by homologation authorities

for witnessed approval testing (NSAI) and for conformity of production testing (NSAI, RDW).

- **Gessate (Milan, Italy):** this site focuses on the production of cosmetic products and medical devices. It implements management systems certified according to the international standards ISO 14001:2015 (environment), ISO 13485:2016 (quality for medical devices), ISO 9001:2015 (quality), and ISO 22716:2007 (good manufacturing practices). Moreover, at the end of 2024, the Gessate plant obtained the ISO 45001 (health and safety) certification.

- **Grandate/Casinate (Como, Italy):** this site includes a laboratory for finished products testing and quality control inspection, as well as a workshop for mechanical and textile prototyping dedicated to the development of juvenile, nursing and toy

products.

Not all products in these categories are manufactured internally; Artsana also relies on a network of qualified external suppliers, ensuring that all externally sourced products meet the same rigorous quality and safety standards.

The Group also operates three **warehouses** in Italy: **Casinate** for the storage of raw materials, finished and semi-finished products prior to international distribution; and **Reggio Emilia** and **Verolanuova** dedicated to garments, shoes, and juvenile products.

In June of 2024, the Group closed the production plant located in **Botosani** (Romania), which produced both finished products and semi-finished textile components; this decision was part of a broader redesign of the industrial footprint in the Juvenile category.



### Did you know?

At the end of 2023, Artsana successfully completed the process of obtaining the **ISCC PLUS** (International Sustainability & Carbon Certification) and the **REDcert<sup>2</sup>** certifications, both of which remained valid throughout 2024.

These international voluntary schemes promote the circular economy by emphasizing the traceability of **biobased**, **bio-circular**, and **circular materials**. Specifically, the ISCC PLUS certification

applies to the bio-based plastic materials used in the production of Artsana's childcare products, whereas the **REDcert<sup>2</sup>** pertains to bio-based silicone. Both certifications enable companies to use certified materials while ensuring compliance with traceability and mass balance requirements throughout the entire production chain.

In addition, in 2024, Chicco's crib **Next2Me Essential** received the **ClimatePartner**

**certified label**, qualifying it for Amazon's Climate Pledge Friendly program – an initiative that highlights products with trusted third-party sustainability certifications to help consumers make more conscious choices. The certification is based on a comprehensive carbon footprint analysis covering the entire product life cycle—from raw materials to delivery and end-of-life. The assessment, conducted using high-quality primary

data and without significant assumptions or data gaps, revealed that the most impactful phases are the *use of production materials* and the *end-of-life stage*. Energy consumption at the production site also contributes to the product's overall carbon footprint; however, this impact is actively

mitigated through concrete reduction measures. Notably, **32% of the electricity** used is generated on-site through **solar panels**, significantly reducing reliance on conventional energy sources; the remaining demand is met via the national grid. This approach reflects Artsana's

broader decarbonization strategy, which goes beyond measurement to include the progressive reduction of virgin materials, the optimization of production processes, and the compensation of residual emissions through certified carbon credits—ensuring full climate neutrality.

IN CONTINUITY WITH PREVIOUS YEARS, IN 2024 ARTSANA RECEIVED IMPORTANT RECOGNITIONS AND AWARDS THAT UNDERSCORE ITS ENGAGEMENT IN SUSTAINABILITY:

## Climate Conscious Company Award

For the third consecutive year, Artsana secured a place in the "**Climate Conscious Company**" ranking, under the "finished products and consumer goods" category. This recognition is the result of a collaboration between the esteemed Italian newspaper **Corriere della Sera**, its sustainability-focused supplement **Pianeta 2030**, and **Statista**, a leading German

digital platform known for managing one of the world's foremost portals for statistics and digital intelligence. Statista evaluated 150 top Italian companies from a pool of over 600, identifying those that made significant efforts in reducing their carbon footprint during the period 2020-2022, for the 2024 edition of the Award. Eligibility required companies to

be headquartered in Italy or listed on the Italian stock exchange. For international groups, only Italian operations were considered. While the assessment focused on both Scope 1 and Scope 2 CO<sub>2</sub> emissions relative to revenue, the ranking also highlighted companies that disclosed their Scope 3 emissions too.

## Leaders in sustainability 2024

Artsana was recognized for the second consecutive year in the "**Leaders in Sustainability**" ranking published by **Il Sole 24 ore**, one of Italy's leading financial newspapers, in collaboration with **Statista**.

In this analysis, Statista evaluated over 1,500 companies using Environmental, Social, and Governance (ESG) indicators by analyzing the released sustainability reports and financial statements.

The final list of 240 companies is the result of a rigorous selection process and reflects data from 2022, due to the time required for the data collection and analysis.

## Europe's Climate leaders 2024

Another significant recognition came from the **Financial Times**, which included Artsana in its "**Europe's Climate Leaders**" ranking. This list highlights the top European companies that achieved the greatest reduction in Scope 1 and

2 greenhouse gas emissions intensity between 2017 and 2022. Now in its fourth edition, the ranking is the result of a collaboration between Statista and the Financial Times, lending it additional credibility due to the prestige

of both organizations. The evaluation also considered other factors, such as transparency on Scope 3 emissions and collaboration with sustainability assessors like the Science Based Targets initiative (SBTi).

## 4.2 Monitoring our environmental footprint

Artsana is committed to reducing its environmental impact. To achieve this goal, the Company focuses on lowering energy consumption, using raw materials more efficiently, and adopting effective water management practices; the Group

also invests in new initiatives aimed at decreasing greenhouse gas (GHG) emissions and enhancing overall process efficiency – particularly in terms of material usage and waste reduction. In recent years, Artsana has successfully implemented

**environmental management systems (EMS)** across its production facilities: the Group firmly believes that these systems foster a culture of **continuous improvement**, reinforced through internal audits and regular management reviews.

## 4.2.1 Energy consumption and efficiency

Artsana acknowledges the carbon footprint associated with its operations, beginning with energy consumption across its own facilities and offices. The Company remains steadfast in its commitment to minimizing its impact on energy resources by consistently implementing and integrating **energy-efficiency measures and innovations**.

The majority of Artsana's energy consumption – approximately 75% - comes from natural gas, which is used for heating production units and offices, generating steam at the Gessate site and powering the trigenerator plant in Verolanuova as well as the newly operational co-generator plant at the headquarters.

Of the Group's energy consumption, around 33% is derived from electricity purchased from the national grid; the remaining share includes petrol, diesel and LPG, in addition to natural gas. Compared to the previous year, Artsana recorded an **overall reduction in energy consumption of approximately 6%** in 2024. This decrease is attributable not only to operational changes following

the closure of the Romania plant, but also to energy-efficiency initiatives – such as the installation of new thermal modules in Casnate, which now use condensing boilers instead of thermal oil boilers.

Notably, 2024 marked the first full year of operation for the Casnate thermal power plant which, thanks to its modular design, enabled a reduction in natural gas consumption from 27,771 GJ to 17,557 – a **36%** decrease compared to the previous year.

Reinforcing its commitment to continuously reduce reliance on fossil energy sources, in 2024 Artsana brought **two new photovoltaic plants** into operation – one at the **Grandate Shopping Centre** and another in **Verolanuova**. These additions joined the existing installations in Casnate and Gessate (the latter activated in 2023), further increasing energy generation from renewable sources.

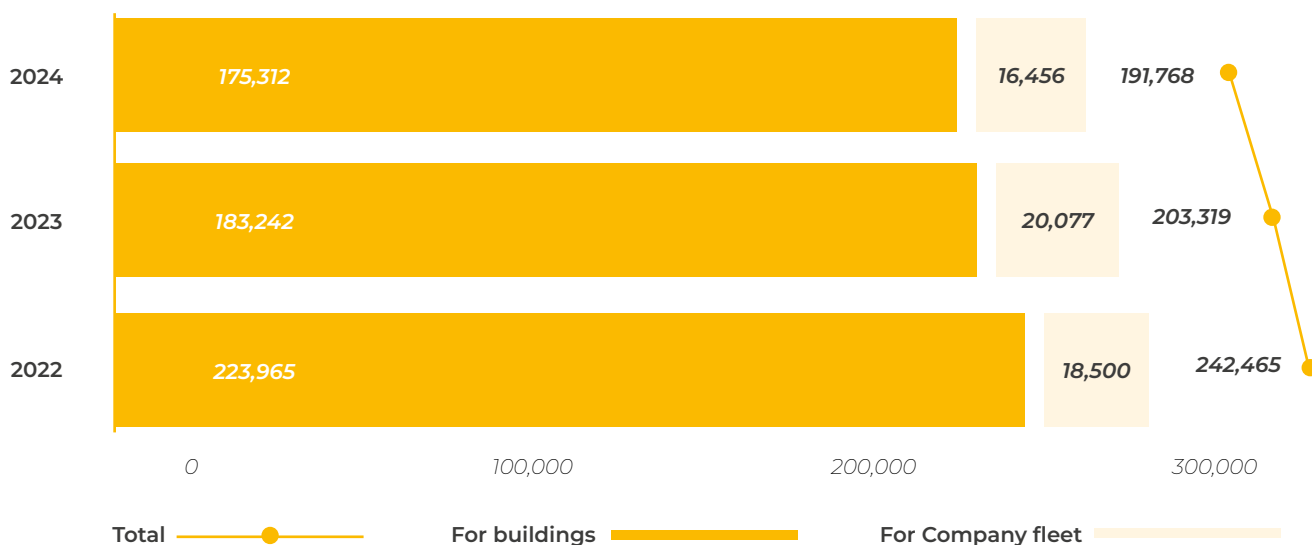
During the year, Artsana also secured the electrical workshop license, enabling the **cogeneration unit** at the Grandate plant

to begin operations in the final months of 2024. This unit is expected to enhance energy efficiency and save approximately 440 ton of CO<sub>2e</sub> every year. Initiated in 2022, the project was designed to partially meet the company's energy needs through the self-generation of heat and electricity. Although the license was initially expected in 2023, it was ultimately granted in 2024, allowing the unit to become operational.

Additionally, the Group completed a **relamping** project at the Gessate facility's warehouse, which is now almost entirely illuminated by **LED lighting** – an upgrade estimated to save 160 tons of CO<sub>2</sub> every year.

Looking ahead, two new relamping projects are scheduled to begin in 2025: one at the logistics warehouse in Casnate, and another involving the offices and outdoor areas in Verolanuova. In this latter site, lighting in the production areas and warehouse had already been upgraded in 2017, resulting in an annual energy savings of approximately 500 MWh.

### Energy consumption (GJ)



**Note:** the sum might differ from the exact total due to approximations.

Additionally, a preliminary study was completed to assess the potential replacement of evaporative cooling towers in the trigeneration plant with geothermal wells. The table below outlines the main energy-efficiency initiatives implemented during the 2022–2024 period, along with the corresponding annual energy and CO<sub>2</sub> savings expected.

MAIN ENERGY EFFICIENCY INITIATIVES IN 2022/2024	LOCATION	ENERGY SAVINGS (GJ/y)			CO <sub>2</sub> SAVING (ton CO <sub>2e</sub> /Y)		
		2022	2023	2024	2022	2023	2024
Relamping of manufacturing department	Italy (Gessate)	433	584	263	29	39	39
Energy switch from steam to electric warm rooms	Italy (Gessate)	975	975	975	85	85	85
Photovoltaic system installation	Italy (Gessate)	-	1,177	1,050	-	170	152
	Italy (Verolanuova)	-	-	575	-	-	83
	Italy (Grandate - Shopping)	-	-	846	-	-	122
Installation of a condensation boiler	Italy (Grandate)	838	907	838	60	65	60
Free cooling plant	Italy (Verolanuova)	959	823	585	64	55	39
Redesign Thermal Power Plant	Italy (Casnate)	-	5,609	5,609	-	320	320
Cogeneration plant for the replacement of existing diesel boilers	Italy (Grandate)	-	-	87	-	-	10
<b>TOTAL</b>		<b>3,205</b>	<b>8,899</b>	<b>10,828</b>	<b>238</b>	<b>734</b>	<b>910</b>

## 4.2.2 Greenhouse gas (GHG) emissions

Recognizing that its environmental impact extends beyond direct operations, Artsana acknowledges its contribution to climate change through GHG emissions generated across its entire value chain—both upstream and downstream. In response, the Group is committed to actively monitoring and reducing greenhouse gas emissions at every stage of the value chain.



In 2024, for the second consecutive year, Artsana achieved full coverage of electricity consumption across all its production facilities and subsidiaries through the use of **Guarantees of Origin (GOs)**, which certify that the electricity

consumed is sourced from renewable energy.

This commitment led to the avoidance of approximately 8,378.19 tons of CO<sub>2e</sub> emissions in 2024, based on the market-based approach.

By combining on-site photovoltaic electricity generation with the purchase of GOs, Artsana ensured that **100% of its electricity consumption** in 2024 came from renewable sources—continuing the achievement first reached in 2023.

In line with its sustainability strategy, Artsana joined the Climate Ambition Accelerator at the beginning of 2022. This six-month programme, launched by the United Nations Global Compact, is designed to equip companies with the essential knowledge and tools needed to accelerate the development of science-based emissions reduction targets aligned with the 1.5°C pathway—ultimately guiding them toward achieving net-zero emissions by 2050.

The insights and foundations established during the programme continue to benefit Artsana over time, providing access to global best practices, peer-to-peer learning opportunities, and capacity-building through the Global Compact Local

Networks worldwide. These resources empower participating companies to effectively manage and respond to the challenges posed by climate change.

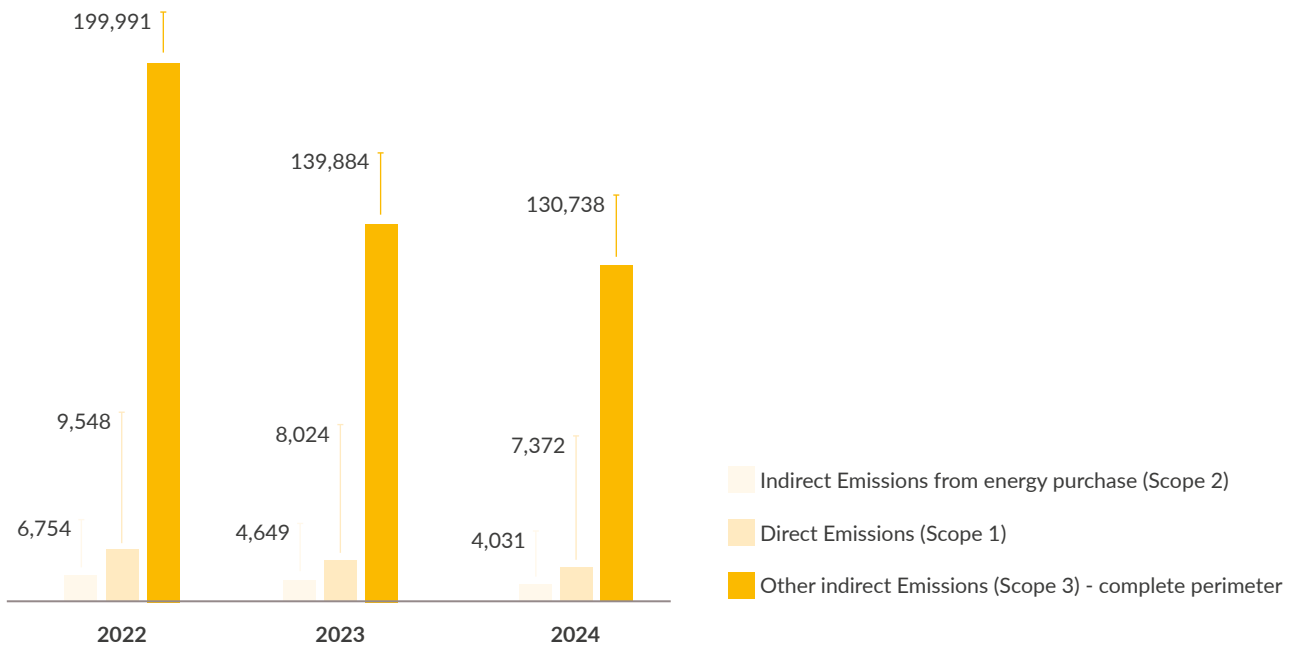
For the ninth consecutive year, in 2024 the Group conducted a thorough analysis of its carbon footprint to enhance its overall understanding of the impact on climate change. This was carried out through a **GHG Inventory** developed in accordance with the guidelines of the Greenhouse Gas Protocol, one of the most important and internationally recognized standards for the accounting and reporting of GHG emissions. In line with this standard, Artsana assesses its direct greenhouse gas emissions (Scope 1), which are associated with direct energy consumption across buildings, production

facilities, and the Company's vehicle fleet, as well as emissions from refrigerant gas refills in air-conditioning systems. The Company also evaluates its indirect emissions from purchased energy (Scope 2), primarily related to electricity sourced from the national grid.

Beyond these categories, Artsana calculates other indirect GHG emissions (Scope 3). Among the 15 Scope 3 categories defined by the GHG Protocol, 8 were fully or partially assessed in 2024, 4 were considered either not applicable or irrelevant, and 3 categories have been earmarked for inclusion in future GHG inventories. The table below outlines the scope considered for each Scope 3 category.

EMISSIONS CATEGORY		2024
Scope 1		Totally calculated
Scope 2		Totally calculated
Scope 3	1. Purchased goods and services	Totally calculated
Scope 3	2. Capital goods	Not relevant
Scope 3	3. Fuel- and energy-related activities	Totally calculated
Scope 3	4. Upstream transportation and distribution	Totally calculated
Scope 3	5. Waste generated in operations	Totally calculated for production sites
Scope 3	6. Business travel	Totally calculated
Scope 3	7. Employee commuting	Partially calculated only for Italian scope
Scope 3	8. Upstream leased assets	Partially calculated only for Italian scope
Scope 3	9. Downstream transportation and distribution	Not relevant
Scope 3	10. Processing of sold products	Not applicable
Scope 3	11. Use of sold products	Applicable but not calculated yet
Scope 3	12. End-of-life treatment of sold products	Applicable but not calculated yet
Scope 3	13. Downstream leased assets	Applicable but not calculated yet
Scope 3	14. Franchises	Partially calculated only for Italian scope
Scope 3	15. Investments	Not applicable

### GHG emissions (tCO<sub>2</sub>e)

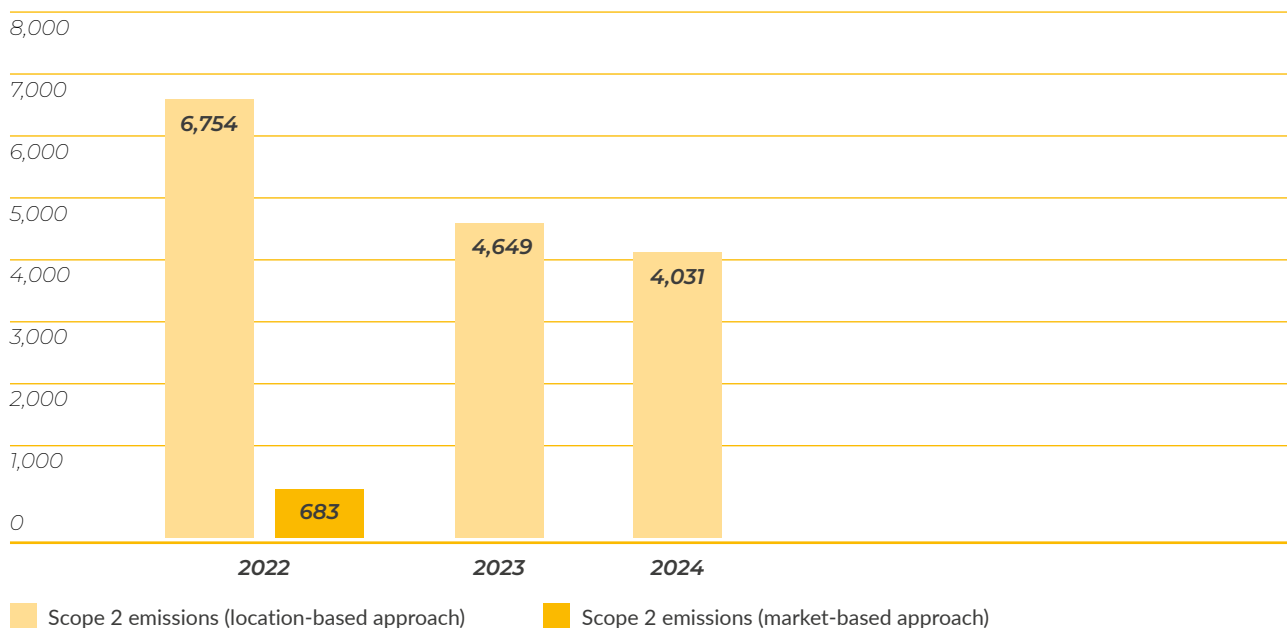


In 2024, Artsana recorded an 8% reduction in **Scope 1** GHG emissions compared to 2023. This improvement is attributable to various factors, including operational changes and a decrease in natural gas consumption resulting from

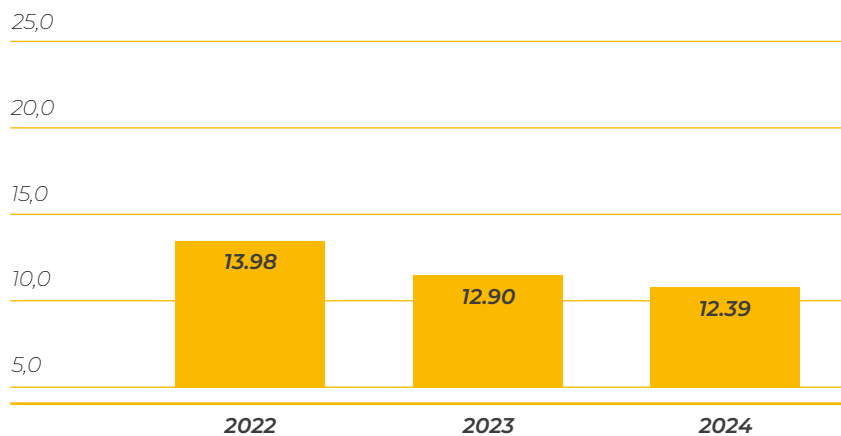
the implementation of energy efficiency measures. Over the three-year period from 2022 to 2024, **Scope 2** GHG emissions showed a consistent downward trend, considering both location-based and market-based methodologies. When

focusing exclusively on market-based Scope 2 emissions, Artsana maintained an emission level of 0 tCO<sub>2</sub>e, thanks to its continued purchase of 100% certified energy from renewable sources—consistent with its performance in 2023.

## Comparison between Location-Based and Market-Based approach (tCO<sub>2</sub>e)



## Emission intensity 2022-2024 (tCO<sub>2</sub>e /M€)



The Group is also committed to monitoring its **emission intensity**, calculated as the ratio of total Scope 1 and market-based Scope 2 emissions to the Company's annual revenues.

The further 4% decrease in emission intensity compared to 2023 highlights the effectiveness of the initiatives implemented by Artsana to enhance its environmental performance and reduce its carbon footprint.

Key contributors to this reduction include lower natural gas consumption and increased generation of electricity from renewable sources.

Over the three-year period from 2022 to 2024, Artsana recorded a 30% reduction in Scope 3 emissions in 2023, followed by an additional 7% decrease in 2024. The chart below clearly illustrates that emissions linked to **purchased goods and services** represent the largest share, accounting for approximately 88% of Artsana's total measured Scope 3 emissions.

This category experienced a 4% decline compared to 2023, attributable to several factors, including changes in production

volumes and initiatives aimed at reducing the use of plastic materials in manufacturing and logistics.

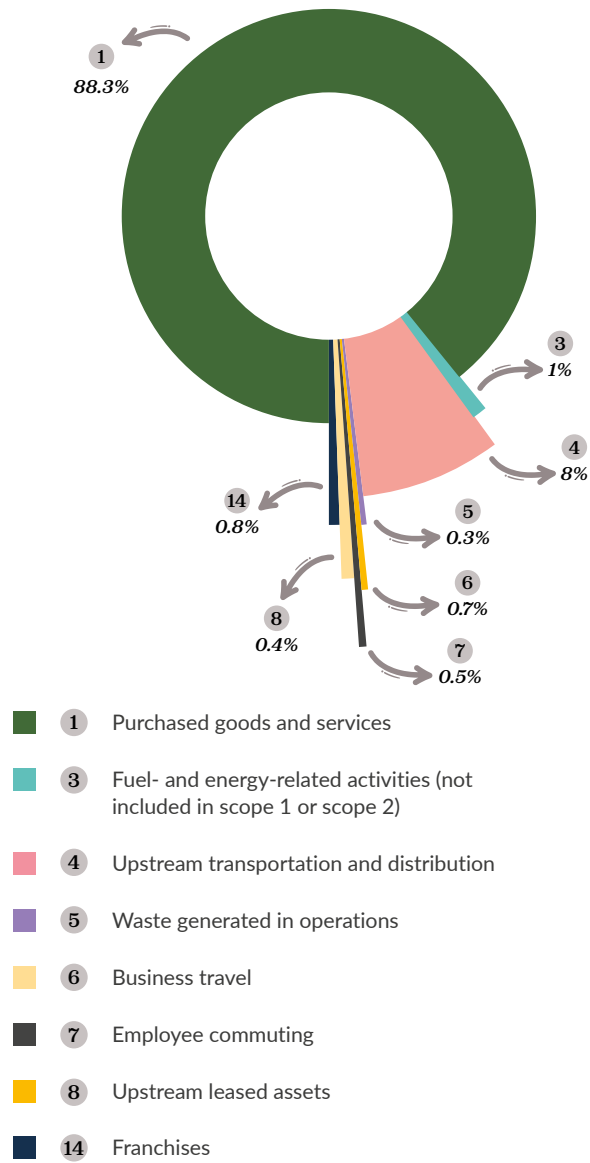
Among the other categories, emissions from Fuel- and energy-related activities (not included in Scope 1 or Scope 2) decreased by 9% compared to 2023, in line with the overall trend of reduced energy consumption observed in Scope 1 and Scope 2 emissions.

Notably, the Upstream transportation and distribution category also saw a 26%

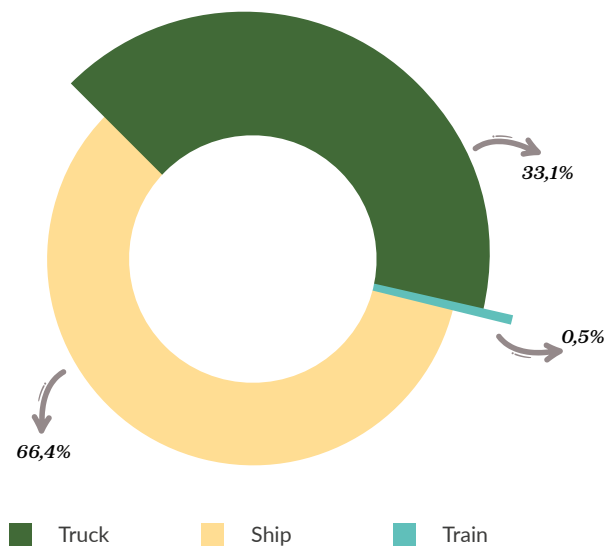
reduction in emissions, driven by variations in production volumes and calculation methodologies (see Chapter 5.1 "GHG Calculation Methodologies" for more information).

A detailed analysis of this category reveals that maritime shipping is the predominant mode of transportation, accounting for approximately 66% of related emissions, while trucking contributes around 33%, and rail transport generates less than 1%.

### Scope 3 GHG emissions by category (%)



### 2024 Upstream T&D emissions, by means of transport (%)



# SCIENCE-BASED TARGET: TAKING PART TO AMBITIOUS CORPORATE CLIMATE ACTION

The Science Based Targets initiative (SBTi) is an organization focused on corporate climate action, empowering companies and financial institutions globally to contribute to addressing the climate crisis. The initiative provides standards, guidance, and tools that enable organizations to establish **GHG emissions reduction targets** aligned with the necessary measures to keep global warming below critical thresholds and achieve net-zero emissions by 2050 at the latest, in line with the Paris Agreement guidelines. SBTi

collaborates with prominent partners in the non-governmental organization (NGO) sector, including CDP, the United Nations Global Compact, the We Mean Business Coalition, the World Resources Institute (WRI), and the World Wide Fund for Nature (WWF). In August 2024, Artsana formalized its commitment to the initiative and is now working **on submitting its near-term target within 24 months**. Submitting an SBTi target presents a significant opportunity not only for Artsana but also for other stakeholders in its value chain to

further reduce their environmental impact. The targets for emissions reduction are designed to set goals for both the near-term (5–10 years from the submission date) and the long-term (beyond 10 years), emphasizing the urgent need for action in this decade to prevent the devastating effects of climate change and to align with the Paris Agreement's objectives: to hold the increase in the global average temperature to well below 2°C above pre-industrial levels and to pursue efforts to limit the temperature increase to 1.5°C.

## Carbon Neutral Programme

As a complement to Artsana's initiatives to manage and reduce its absolute greenhouse gas ("GHG") emissions, the Company has since (2020) purchased carbon credits to neutralize ("offset") its residual Scopes 1 and 2 operational emissions. The Company's primary climate mitigation approach is to reduce its absolute carbon emissions over time. Through the purchase of carbon credits,

Artsana also provides carbon financing to climate mitigation projects beyond its value chain. As each credit corresponds to the removal of one ton of CO<sub>2</sub> equivalent (CO<sub>2e</sub>), the Company can – under voluntary carbon market standards and guidance – claim it has reached carbon neutrality (Scope 1 and 2) in a given year by purchasing credits to offset its residual emissions. From the outset, the

two projects from which Artsana has purchased carbon credits are the "Great Bear Forest Carbon" and the "Guatemalan Conservation Coast" projects. These two projects were chosen because of their strong credentials on environmental and biodiversity issues as well as their social initiatives.

## Great bear forest carbon project<sup>1</sup>, Canada

The Great Bear Rainforest is one of the world's largest remaining, intact rainforests. Stretching across 6.4 million hectares on British Columbia's northern coast, it contributes to carbon absorption on a massive scale. This landscape is home to diverse wildlife, including the rare Spirit Bear. First Nations communities have protected and cared for this rainforest

for over 14,000 years. The Great Bear Forest Carbon Projects protect the ecological and cultural integrity of the Great Bear Rainforest and Haida Gwaii. Revenue from these projects funds vital initiatives such as forestry planning, marine and biodiversity management, and investment in sustainable industries – including renewable energy, tourism,

shellfish aquaculture, and non-timber forest products. By purchasing carbon offsets from the Great Bear Forest Carbon Projects, buyers contribute to a globally recognized conservation effort that safeguards ancient forests, upholds Indigenous rights, and supports resilient communities.

## Guatemalan conservation coast project<sup>2</sup>, Central America

The Guatemalan Conservation Coast programme works to address the drivers of deforestation through effective law enforcement, land-use planning, education, economic opportunities, and sustainable

agroforestry initiatives. Some of the most important project achievements to date are the protection of 30 threatened tree species including the Baird's tapir and West Indian manatee, the protection of

54,157 hectares of threatened forest in the Mesoamerican Biological Corridor and the creation or support of 487 jobs for indigenous and local communities.

<sup>1</sup> The Great Bear Forest Carbon project is registered on the British Columbia Registry under three different projects: Great Bear (South Central Coast) 104000000011319, Great Bear (Haida Gwaii) 104000000011559 and Great Bear (North and Central-Mid Coast) 104000000012798 aims to generate Improved Forest Management and reforestation-based carbon credits.

<sup>2</sup> The Guatemalan Conservation Coast project is registered on the Verra registry, REDD+ Project for Caribbean Guatemala: The Conservation Coast 1622, applies Verra's Verified Carbon Standard (VCS Standard v4.3 VM0015) and the Climate, Community and Biodiversity Standards v.3.1, and will generate carbon credits from avoided unplanned deforestation representing c. 22 million tonnes of CO<sub>2e</sub>.

## 4.2.3 Raw materials and packaging

In 2024, Artsana continued to focus on the environmental impact associated with raw material consumption in both production processes and packaging.

As part of this commitment, the Company is working to reduce the use of virgin materials and increase the adoption of recycled alternatives. The Group classifies materials used in its production facilities into three categories: plastics and metals, primarily used in manufacturing at the Verolanuova plant; chemicals, predominantly utilized in cosmetic

production at the Gessate facilities; and textiles, used for producing various products such as linings. In 2024, Artsana used a total of 5,338 tons of **materials for production purposes**, marking a slight 7% increase compared to the previous year. This reflects the development and introduction of a new and more detailed monitoring system for the use of recycled plastics, as well as higher consumption of ingredients for cosmetic production, in line with the 2022–2023 trend. The Group continuously implements various

initiatives and practical measures to reduce the environmental consequences associated with the consumption of materials. These efforts are targeted at the increased use of recycled materials, on the one hand, and at the reduction of the overall quantity of materials used – as can be seen from the 18% decrease in the materials used for packaging between 2023 and 2024. Indeed, in addition to the materials used in manufacturing, Artsana also uses **cardboard, pallets**, and other materials for the distribution of its products to clients.

MATERIAL USED <sup>3</sup>	UoM	2022	2023	2024
Plastics	ton	3,921	1,907	1,991
Chemicals	ton	2,063	2,111	2,397
Metal components	ton	900	431	363
Textiles	ton	212	53	41
<b>TOTAL</b>	<b>ton</b>	<b>7,096</b>	<b>5,002</b>	<b>5,338</b>
MATERIAL USED	UoM	2022	2023	2024
Cardboards	ton	3,004	2,614	2,354
Pallets	ton	1,787	1,450	1,072
<b>TOTAL</b>	<b>ton</b>	<b>4,791</b>	<b>4,064</b>	<b>3,426</b>

In 2024, with the goal of guiding improvements in environmental performance while reducing indirect emissions (Scope 3/Category 1 of GHG inventory), Artsana reinforced its commitment to using more **sustainable and recycled materials**. During the year, for both packaging and product materials,

the Company avoided the use of around 1,030 tons of raw virgin plastic, by using bioplastic, recycled plastic (RPET), and plastic and silicone certified by ISCC+ and RedCert<sup>2</sup>.

Finally, to encourage proper **waste disposal** and enhance the end-of-life management of its products, Artsana

expanded the information available on packaging materials. This initiative aims to assist consumers in accurately identifying packaging types and understanding their specific disposal requirements. Additionally, comprehensive guidelines and information are available on Artsana's website to further support these efforts.

### ARTSANA'S COMMITMENT: FEWER TRADITIONAL MATERIALS AND MORE SUSTAINABLE MATERIALS

Artsana is dedicated to reducing the use of raw materials while simultaneously promoting sustainable alternatives across its **retail and fashion** operations, from production to sales. In recent years, the use of paper bags has steadily declined as a result of the introduction of a fee for paper shopping bags to encourage customers to seek alternative ways to carry their purchases, ultimately aiming to reduce waste. Moreover, the **TakeBack program** for reusable clothing hangers in Chicco stores, an initiative launched in 2022, allowed Artsana to retrieve almost 80% of all plastic

hangers that were sent or given to clients in 2024, therefore enabling their reutilization. Furthermore, with the aim of offering customers a sustainable alternative, in 2024 Chicco reached the goal of providing a format of shopping bags made entirely from recycled plastic—an initiative first introduced in 2022 with 50% recycled content. Artsana also promotes sustainable forestry practices by increasing its use of FSC (Forest Stewardship Council) certified materials in packaging, reaching in 2024 **100% FSC-certified paper** for consumer packaging across its

entire fashion line. Moreover, in the Fashion business unit, the proportion of **recycled materials in polybags** increased from 50% in 2023 to 100% in 2024.

Beyond retail initiatives, the Group is actively exploring solutions to reduce the environmental impact of its operations through the materials used in its products. The Company has steadily increased the percentage of cotton sourced from more sustainable origins, reaching **65.2% of total cotton procurement** in 2024 (up from **40.5% in 2023**), alongside **2.4% organic cotton**.

1 Data on plastic usage for 2022-2023 and 2024 are not directly comparable due to updated calculation methodologies introduced in 2024.

2 ISCC PLUS is a voluntary certification scheme designed to validate sustainability characteristics of alternative feedstocks. ISCC PLUS certified alternative feedstocks can be handled as physically segregated, or can be mixed with conventional feedstocks via a controlled blending or mass balance approach.

The REDcert<sup>2</sup> scheme is a certification scheme for sustainable biomass production for the food and animal feed industry as well as the use of biomass as a raw material. The scope of the scheme can be expanded to include processing (conversion) and supply/trade. For the chemical industry, it is a scheme used to show that fossil-based raw materials have been replaced by certified sustainable biomass using the mass balance approach.

3 Data on plastic usage for 2022-2023 and 2024 are not directly comparable due to updated calculation methodologies introduced in 2024.

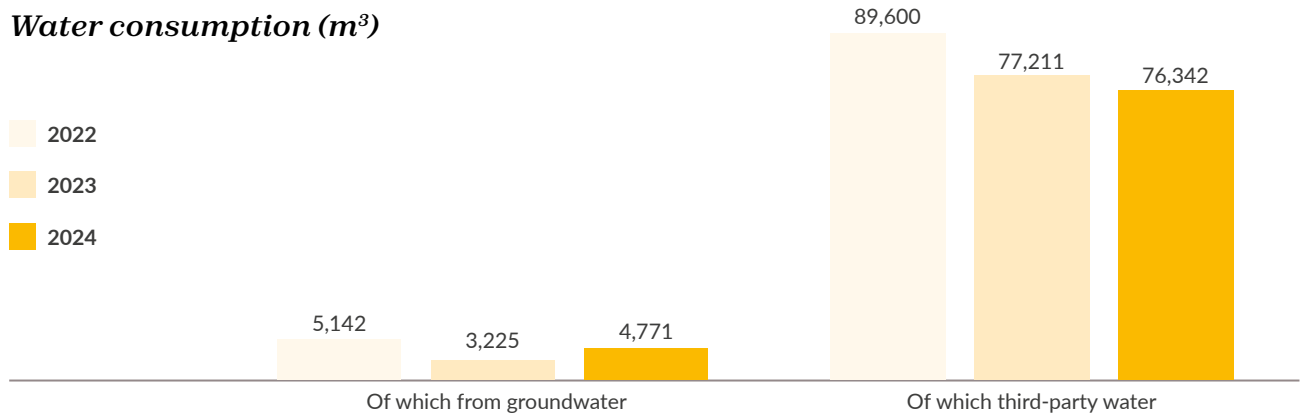
## 4.2.4 Other environmental aspects

Beyond its efforts to manage energy consumption, GHG emissions, and material usage, Artsana is also addressing additional critical factors in its manufacturing processes. To support this commitment, the Group systematically monitors water usage and waste production across all its production sites, striving for continuous improvements in efficiency.

**Water consumption** is primarily linked to manufacturing activities, including operations such as equipment and machinery cleaning. In 2024, Artsana used water exclusively in its plants located in Italy (60% at the Grandate plant, 24% at the Gessate plant, and 16% at the Verolanuova site), while the plant in Romania accounted for 0%, as it was shut down during the

year. At Group level, 94% of the water was sourced from third-party supply systems and 6% from groundwater (e.g., wells). It is exclusively fresh water, with  $\leq 1,000$  mg/l of total dissolved solids, and, most importantly, it does not originate from water-stressed regions.

### Water consumption (m<sup>3</sup>)



**NOTE:** The perimeter of the 2022-2023 data reported in the charts in this chapter (4.2.4 Other environmental aspects) only includes the production plants of Verolanuova, Gessate and Grandate/Casinate (Italy), Botosani (Romania), and the production plant in Spain. The perimeter of the 2024 data is limited to the three Italian plants, since the other two plants were no longer operational during the reporting period. The 2023 water consumption of Verolanuova from public networks was estimated through internal measurements.

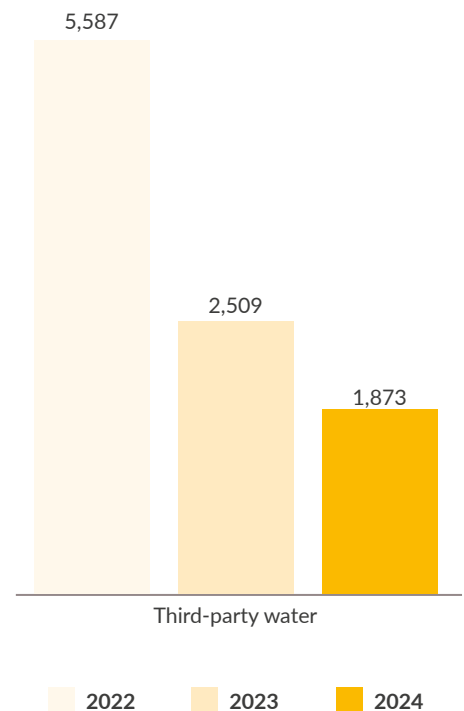
Artsana took significant steps to reduce its water footprint by installing a cutting-edge **reverse osmosis plant** at the Gessate facility, which became fully operational by the end of 2022. After two years of operation, the plant began delivering tangible benefits, utilizing a specialized membrane that enhances water purification. This advancement resulted in a substantial increase in purification efficiency, reaching 80%. Moreover, the wastewater produced by the new system is now recyclable and can be repurposed for secondary applications, such as cleaning machinery.

When it comes to wastewater management, the Gessate plant, which manufactures cosmetic products, stands out as it is equipped with an **industrial water discharge system**. In line with Italian regulations, the plant has obtained an environmental authorization (AUA – Autorizzazione Unica Ambientale) which requires Artsana to continuously monitor the quality of the discharged water. This monitoring involves specific tests

that assess parameters such as pH and Chemical Oxygen Demand (COD). Additionally, the Gessate plant features a water treatment system designed to purify water, contributing to a reduction in the overall volume of wastewater sent for disposal, which is always managed through third-party treatment facilities. In terms of performance, the volume of discharged water saw a 34% decrease between 2023 and 2024, primarily due to the benefits of the osmosis system and the decommissioning of the production plant in Romania.

In 2024, the Group conducted a preliminary study to revamp the wastewater treatment plant. The project involves replacing the current ultrafiltration and reverse osmosis systems with identical but more efficient units and introducing an additional filtration tank equipped with advanced membranes.

### Water discharged (m<sup>3</sup>)



Moreover, the Company is dedicated to implementing effective waste management practices by tracking **waste production** data during its management review meetings, where potential waste reduction strategies are discussed. Indeed, efficient waste management is crucial not only for minimizing

environmental impacts but also for reducing resource depletion, thereby supporting the overall well-being of individuals. Furthermore, a robust waste management system can help prevent the release of harmful pollutants and contaminants into the environment, leading to cleaner air,

water, and soil. This, in turn, plays a vital role in protecting public health and fostering a healthier living environment for local communities. In 2024, Artsana's industrial processes predominantly generated non-hazardous waste, which accounted for 91% of the total waste produced.

WASTE PRODUCTION	UOM	2022	2023	2024
Hazardous waste	ton	254	255	224
Non-hazardous waste	ton	2,565	2,549	2,274
<b>TOTAL WASTE</b>	<b>ton</b>	<b>2,820</b>	<b>2,804</b>	<b>2,498</b>

Artsana's waste management strategy is characterized by a strong commitment to enhancing waste recovery, emphasizing recycling and energy conversion while aiming to reduce dependence on landfilling.

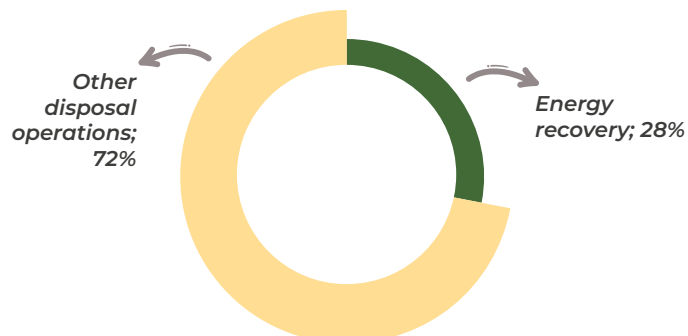
In 2024, the Company successfully recycled about 46% of its non-hazardous waste and directed approximately 54% toward energy recovery processes, resulting in zero non-hazardous waste requiring alternative

disposal methods, particularly avoiding landfilling. For hazardous waste, Artsana converted 28% into energy, while the remaining 72% was managed through other disposal methods.








### Non-Hazardous Waste



### Hazardous Waste



The table below summarizes some examples of waste management projects currently underway:

WASTE MANAGEMENT PROJECT	FACILITY	ACHIEVED RESULT IN 2024
 In collaboration with the CORIPET consortium, a plastic bottle compactor was installed in 2022 to support collection and recycling efforts at the Grandate store, including the canteen and warehouse areas. To promote consumer engagement and raise awareness about responsible waste sorting, Chicco offers product discounts to customers who deposit their plastic bottles into the compactor.	Chicco Village in Grandate (Italy)	296,141 bottles recycled in two years
 Implementation of a plastic stretch film collection system.	Grandate and Verolanuova (Italy)	9.8 tons of plastic extensible collected in two years in Verolanuova 11.0 tons of plastic extensible collected in 2024 in Grandate
 Collection of plastic toys free from electronic and electrical components	Grandate (Italy)	3.9 tons of plastic toys collected
 Separation of mixed stroller waste in the logistics warehouses: the iron structure, with fabric removed, is disposed of separately, and the recovered iron is reused for smaller castings.	Grandate (Italy)	22.4 tons of iron were recovered
 Use of washable rags with the objective of reducing the production of hazardous special waste.	Verolanuova (Italy)	5.7 tons of rags produced in the span of four years (2020-2024), compared to 5.9 tons all produced in one year (2019)
 Reuse of drums separated from general waste, which would otherwise be sent for recovery.	Verolanuova (Italy)	422 drums for a total weight of 10.2 tons
 Separation and recovery of electrical and electronic waste in logistics warehouses.	Grandate (Italy)	8.6 tons of electronic and electric components recovered

The Group's vision is centered on consistently identifying initiatives and opportunities to reduce waste generation and improve waste management practices. This includes engaging in consortia focused on the end-of-life management of specific materials. In May 2024, an improvement plan for separate waste collection was rolled out at the Headquarters, where dedicated waste sorting systems were

activated. Through the municipal urban waste collection service, the following waste streams are gathered: plastic, paper and cardboard, and residual (non-recyclable) waste.

Additionally, the fully operating osmosis system is already providing substantial advantages for production, as it allows for the on-site treatment of effluents, thereby contributing to wastewater reduction.

The byproducts from the reverse osmosis process are repurposed for non-critical applications, such as rinsing equipment and systems.

This approach also reduces the overall amount of water extracted from the supply network, leading to cost savings. Furthermore, there is a decrease in the volume of water directed to the external treatment system.



## Did you know?

In 2024, Chicco continued its commitment to sustainability through its partnership with **FabScrap**, a charitable organization dedicated to addressing New York City's commercial textile recycling needs. This collaboration ensures that materials which would typically end up in landfills are properly diverted for recycling and reuse. As part of this initiative, Chicco **donated a total of 1,268 lbs of fabric**, which included

unused sample yardage and sewing room scraps collected in designated FabScrap donation bags. This effort resulted in a significant impact on waste reduction, with 41.6% of the materials recycled, 38.1% reused, and only 11.6% landfilled. By reducing landfill waste and avoiding new material production, these recycling efforts contribute to environmental sustainability and **help prevent approximately 9.32**

**tons of CO<sub>2</sub> emissions** — the equivalent of planting 140 trees. Chicco's branded bags, showcased at events like the Prego Expo, exemplify the brand's dedication to ethical sourcing and sustainable practices, reinforcing its commitment to creating a positive environmental impact while supporting families.



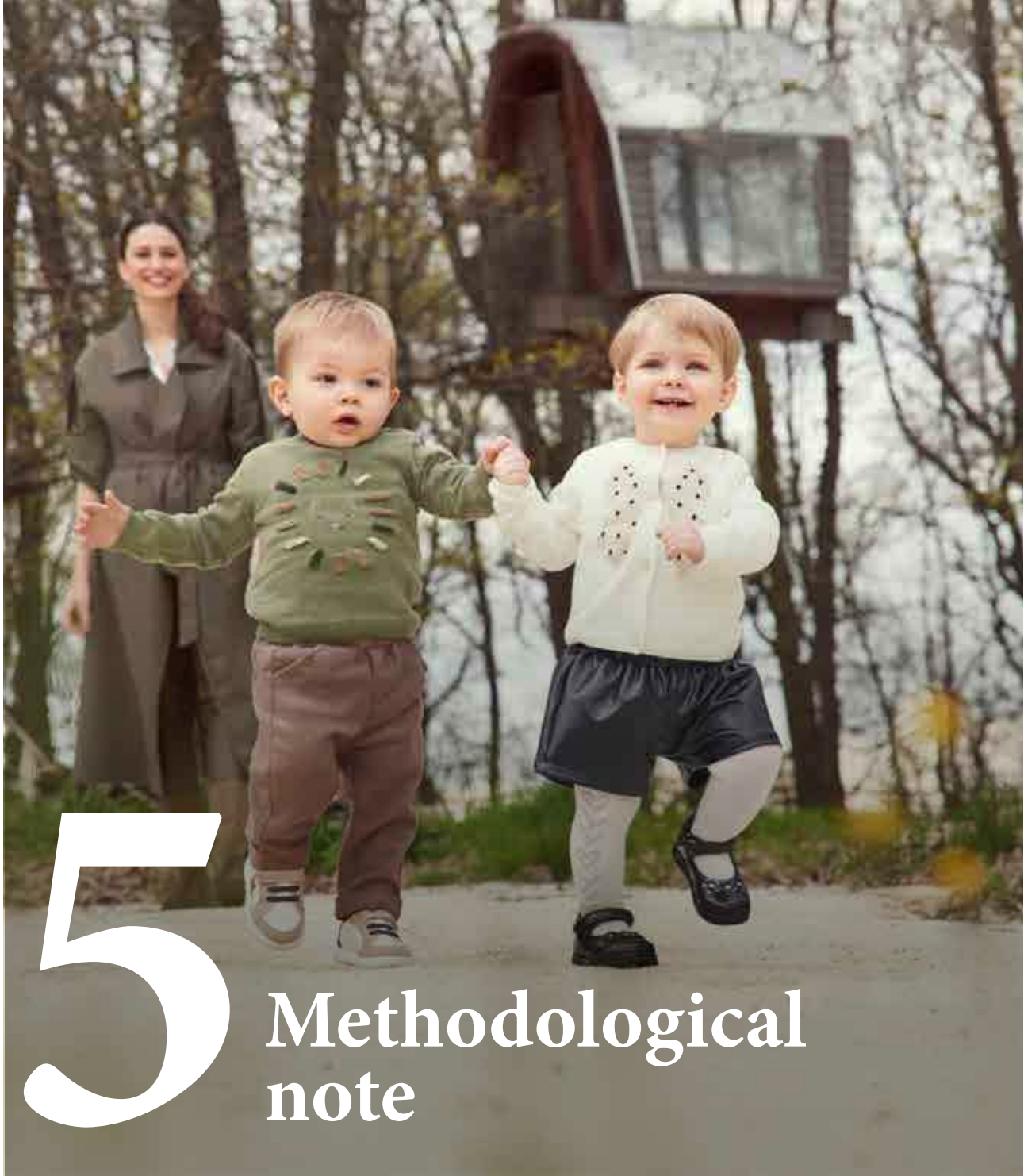
# Environmental data appendix

	ENERGY CONSUMPTION	UoM	2022	2023	2024
Energy consumption - for buildings	GJ		223,965	183,242	175,312
Of which from natural gas	GJ		144,994	116,805	109,983
Of which from diesel	GJ		28	72	253
Of which from LPG	GJ		52	21	40
Of which from petrol	GJ		159	-	-
Of which electricity from the national grid	GJ		78,504	66,055	62,577
Of which auto-produced from electricity from renewable sources	GJ		228	289	2,459
Energy consumption - for Company fleet	GJ		18,501	20,077	16,456
Of which diesel fueled vehicles	GJ		15,094	16,129	11,409
Of which gasoline fueled vehicles	GJ		3,406	3,949	5,047
<b>TOTAL</b>	<b>GJ</b>		<b>242,465</b>	<b>203,319</b>	<b>191,768</b>

NOTE: The sum might differ from the exact total due to approximations.

	GHG EMISSIONS	UoM	2022	2023	2024
Direct Emissions (Scope 1)	tCO <sub>2e</sub>		9,548	8,024	7,372
emissions from fuels for heating and other purposes	tCO <sub>2e</sub>		8,062	6,475	6,136
emissions from fuels used for Company's car fleet	tCO <sub>2e</sub>		1,369	1,484	1,217
emissions from refrigerant gases refilling of air-conditioning systems	tCO <sub>2e</sub>		118	65	20
Indirect Emissions from electricity purchased from national grid "Location-based approach (Scope 2)	tCO <sub>2e</sub>		6,754	4,649	4,031
Indirect Emissions from electricity purchased from national grid "Market-based approach (Scope 2)	tCO <sub>2e</sub>		683	0	0
Other indirect Emissions (Scope 3)	tCO <sub>2e</sub>		199,991	139,884	130,738
Purchased goods and services	tCO <sub>2e</sub>		178,419	120,666	115,408
Fuel- and energy-related activities (not included in scope 1 or scope 2)	tCO <sub>2e</sub>		1,880	1,436	1,311
Upstream transportation and distribution	tCO <sub>2e</sub>		16,528	14,161	10,494
Waste generated in operations	tCO <sub>2e</sub>		416	435	433
Business travel	tCO <sub>2e</sub>		341	992	922
Employee commuting	tCO <sub>2e</sub>		769	746	618
Upstream leased assets	tCO <sub>2e</sub>		703	567	496
Franchises	tCO <sub>2e</sub>		935	882	1,056
<b>TOTAL (location-based approach)</b>	<b>tCO<sub>2e</sub></b>		<b>216,293</b>	<b>152,557</b>	<b>142,142</b>
<b>TOTAL (market-based approach)</b>	<b>tCO<sub>2e</sub></b>		<b>210,222</b>	<b>147,908</b>	<b>138,110</b>

NOTE: The sum might differ from the exact total due to approximations.



# 5 Methodological note

Artsana's Sustainability Report has been prepared *In accordance* with the GRI Standards 2021.

The reporting principles applied for the interpretation of Artsana's Sustainability Report are indicated by *GRI 1: Foundation 2021*: accuracy, balance, clarity, comparability, completeness, sustainability context, timeliness and verifiability.

At the end of the Report, a GRI Content Index is presented: this index describes the content of the Report, as requested by GRI Standards.

The contents of this report reflect the results of the

materiality analysis, as required by GRI Standards 2021 and described in Chapter 1.

Any restatements of information will be reported in the Sustainability Report.

Sums reported in the Sustainability Report could differ from the exact total due to approximations.

This Sustainability Report has been drafted with the methodological support of qualified external advisors.

This report is not subject to external assurance.

# 5.1 GHG Calculation Methodologies

OUR MATERIAL ASPECTS	GRI MATERIAL TOPICS
Energy efficiency and climate change	GRI 302: Energy 2016 GRI 305: Emissions 2016 GRI 308: Supplier environmental assessment 2016
Water management	GRI 303: Water and effluents 2018 GRI 308: Supplier environmental assessment 2016
Waste management	GRI 306: Waste 2020 GRI 308: Supplier environmental assessment 2016
Diversity and inclusion	GRI 405: Diversity and Equal Opportunity 2016 GRI 406: Non-discrimination 2016
Personal and professional development	GRI 404: Training and Education 2016
Occupational Health and Safety	GRI 403: Occupational Health and Safety 2018 GRI 414: Supplier social assessment 2016
Privacy and data security	GRI 418: Customer privacy 2016
Product Eco-design	GRI 301: Materials 2016 GRI 308: Supplier environmental assessment 2016
Product safety and responsible communication and labeling	GRI 416: Customer Health and Safety 2016 GRI 417: Marketing and Labeling 2016
Respect for human and labor rights along the value chain	GRI 408: Child Labor 2016 GRI 409: Forced or Compulsory Labor 2016 GRI 414: Supplier social assessment 2016
Value creation for communities and stakeholders	GRI 201: Economic performance GRI 401: Employment 2016
Innovation	-

In order to calculate GHG indicators included in our Sustainability Report, Artsana has used the methodologies and assumptions described in this section.

Conversion factors used in emissions calculations:

<b>Fuel density</b>	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024, 2023, and 2022
<b>NCV (Net Calorific Value)</b>	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024, 2023, and 2022

Greenhouse gas emissions calculations have been carried out based on principles included in the GHG Protocol Corporate Accounting and Reporting Standard.

GHG EMISSIONS SCOPE 1			
SOURCE	ACTIVITY DATA	EMISSION FACTOR	GWP
Diesel, natural gas and LPG for heating and other purposes	Fuel consumption	MATTM (Ministero dell'Ambiente e della Tutela del Territorio e del Mare), Tabella parametri standard nazionali, 2022, 2023, 2024	Only CO <sub>2</sub> emissions were considered
Company's car fleet	Fuel consumption	MATTM (Ministero dell'Ambiente e della Tutela del Territorio e del Mare), Tabella parametri standard nazionali, 2022, 2023, 2024	Only CO <sub>2</sub> emissions were considered
Leakages from air-conditioning systems of refrigerant gases	F-Gas Leakage	Intergovernmental Panel on Climate Change (IPCC) Fifth Assessment Report (AR5) over a 100-year period.	CO <sub>2</sub> equivalent emissions were considered

GHG EMISSIONS SCOPE 2			
SOURCE	ACTIVITY DATA	EMISSION FACTOR	GWP
Electricity purchased from national grid – location-based method	Electricity consumption	For European countries: EEA, 2023. For non-European Countries: Terna, Confronti Internazionali, 2019 (Total gross production)	Only CO <sub>2</sub> emissions were considered
Electricity purchased from national grid – market-based method	Electricity consumption	For European countries: AIB - European Residual Mixes, 2023, 2022, 2021. For non-European Countries: Terna, Confronti Internazionali, 2019 (Total gross production). For USA: E-Grid data provided by US Environmental Protection Agency, (2022, 2023, 2024 emissions data)	Only CO <sub>2</sub> emissions were considered

### GHG EMISSIONS SCOPE 3

SOURCE	ACTIVITY DATA	EMISSION FACTOR	GWP
Purchased Goods & Services (GHG Protocol Cat.1)	Weight of purchased raw, process and packaging materials. For 2023 and 2024, emissions data for this category were calculated based on real weight data for 2022 and economic trend data.	Ecoinvent v.3.9.1	CO <sub>2</sub> equivalent emissions were considered
Fuel and Energy related activities (GHG Protocol Cat.3)	Fuel and electricity consumption	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024. For country-specific upstream emissions of purchased electricity and upstream emissions associated with electricity transmission and distribution losses, DEFRA 2021 emission factors have been considered.	CO <sub>2</sub> equivalent emissions were considered
Upstream Transportation & Distribution (GHG Protocol Cat.4)	For 2022 and 2024, distance covered by plane, truck or ship and transported weight. For 2023, the activity data from 2022 have been repropotioned on the basis of economic data of 2023.	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024	CO <sub>2</sub> equivalent emissions were considered
Waste generated in operations (GHG Protocol Cat.5)	Weight of disposed waste.	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024 Ecoinvent v.3.11	CO <sub>2</sub> equivalent emissions were considered
Business Travels (GHG Protocol Cat.6)	Distance travelled per business by plane or train.	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024	CO <sub>2</sub> equivalent emissions were considered
Employee Commuting (GHG Protocol Cat.7)	Distance travelled by employee in commuting. For 2023 and 2024, only Italian HQ data have been considered and were estimated based on the activity data from 2022, repropotioned on the number of employees for 2023 and 2024.	DEFRA (Department of Environment, Food & Rural Affairs), Conversion factors - Full set, 2024	CO <sub>2</sub> equivalent emissions were considered
Upstream Leased Assets (GHG Protocol Cat.8)	Surface of each leased assets.	EEA, 2023. AIB - European Residual Mixes, 2023	CO <sub>2</sub> equivalent emissions were considered
Franchises (GHG Protocol Cat. 14)	Surface of each franchising.	EEA, 2023. AIB - European Residual Mixes, 2023	CO <sub>2</sub> equivalent emissions were considered

As for 2022 and 2023, Scope 3 emissions comprise a selection of categories chosen according to criteria of relevance, data availability and improvement potential for future initiatives. The calculations carried out relied on the following assumptions:

- Purchased goods and services (Cat. 1): for the three-year period, the emissions data for this category were calculated based on purchased volumes and economic data. For 2023 and 2024, the real weight data from 2022 have been repropotioned on the basis of economic data of 2023 and 2024.
- Upstream Transportation & Distribution

(Cat. 4) includes data related to transportation paid by Artsana (considering both inbound and outbound logistic activities). Transport associated with logistic activities paid by the suppliers are considered only for raw, process, and packaging materials transportation occurring in Europe. For 2023, the activity data from 2022 have been repropotioned on the basis of economic data of 2023.

- Business Travel (Cat. 6) data does not include emissions associated with overnight hotel accomodation.
- Employee Commuting (Cat. 7) data

consider only commuting information related to a portion of Italian HQ employees, as 2022 and 2023. The Group aims at enlarging the scope of this category in the following years.

- Upstream Leased Assets (Cat. 8) and Franchises (Cat. 14) emissions have been calculated estimating the energy consumption for each shop/building, since the only available data were the building surfaces.

## 5.2 GRI Content Index (with reference to UNGC)






Statement of use	Artsana has submitted a report in accordance with the GRI Standards 2021 for the period 01.01.2024-31.12.2024.
Title of GRI 1 used	GRI 1 - Foundation 2021
GRI Sector Standard(s) that apply to the organization's sector(s)	N/A

GRI Standard	Disclosure	Location	Omission		
			Requirement(s) omitted	Reason	Explanation
<b>General Disclosures</b>					
<b>GRI 2 - General disclosures 2021</b>	2-1	Organizational details			
			The Group as of today Scope of the report Contacts Our market presence		
	2-2	Entities included in the organization's sustainability reporting			
			Scope of the report		
	2-3	Reporting period, frequency and contact point			
			Scope of the report Contacts		
	2-4	Restatements of information	5.		Methodological note
	2-5	External assurance	5.		Methodological note
	2-6	Activities, value chain and other business relationships	1. 1.1.1 1.3.1		Empowering Communities to nurture for Our Future Our brands Business continuity in our value chain
	2-7	Employees	3.		How we care for the Artsana community
	2-8	Workers who are not employees			Human resources data appendix
	2-9	Governance structure and composition	1.1.2		Our governance
2-10	Nomination and selection of the highest governance body	1.1.2		Our governance	
2-11	Chair of the highest governance body	1.1.2		Our governance	
2-12	Role of the highest governance body in overseeing the management of impacts	1.1.2		Our governance	



GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation
2-13	Delegation of responsibility for managing impacts	1.1.2	Our governance		
2-14	Role of the highest governance body in sustainability reporting	1.1.2	Our governance		
2-15	Conflicts of interest	1.1.2	Our governance		
2-16	Communication of critical concerns	1.1.2	Our governance		
2-17	Collective knowledge of the highest governance body	1.1.2	Our governance		
2-18	Evaluation of the performance of the highest governance body	1.1.2	Our governance		
2-19	Remuneration policies	1.1.2	Our governance		
2-20	Process to determine remuneration	1.1.2	Our governance		
2-21	Annual total compensation ratio	1.1.2	Our governance		
2-22	Statement on sustainable development strategy	1.1.2	Our governance		
2-23	Policy commitments	1.1.2	Our governance		
		1.2.1	How we manage our impacts		
2-24	Embedding policy commitments	1.3.2	Our commitment for an environmentally and socially sustainable supply chain		
		1.2.1	How we manage our impacts		
2-25	Processes to remediate negative impacts	1.3.2	Our commitment for an environmentally and socially sustainable supply chain		
2-26	Mechanisms for seeking advice and raising concerns	1.2.2	How we care for our stakeholders		
2-27	Compliance with laws and regulations	1.2.2	How we care for our stakeholders		
2-28	Membership associations	1.1.2	Our governance		
		1.2.2	How we care for our stakeholders		



GRI Standard	Disclosure	Location	Omission
General Disclosures		Requirement(s) omitted	Reason Explanation
	2-29	Approach to stakeholder engagement	1.2.2 How we care for our stakeholders
	2-30	Collective bargaining agreements	3. How we care for the Artsana community
<b>MATERIAL TOPICS</b>			
	3-1	Process to determine material topics	1.4 Materiality analysis
	3-2	List of material topics	1.4 Materiality analysis
 <b>ECONOMIC PERFORMANCE</b>			
GRI 3 – Material topics 2021	3-3	Management of material topics	1.4 Materiality analysis
GRI 201: Economic Performance 2016		Our market presence	Our market presence
	201-1	Direct economic value generated and distributed	Our market presence
 <b>MATERIALS</b>			
GRI 3 – Material topics 2021	3-3	Management of material topics	1.4 Materiality analysis 4.2.3 Raw materials and packaging
GRI 301: Materials 2016	301-1	Materials used by weight or volume	4.2.3 Raw materials and packaging
 <b>ENERGY</b>			
GRI 3 – Material topics 2021	3-3	Management of material topics	1.4 Materiality analysis 4.2.1 Energy consumption and efficiency
GRI 302: Energy 2016	302-1	Energy consumption within the organization	4.2.1 Energy consumption and efficiency Environmental data appendix
 <b>WATER AND EFFLUENTS</b>			
GRI 3 – Material topics 2021	3-3	Management of material topics	1.4 Materiality analysis 4.2.4 Other environmental aspects

GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation
<b>GRI 303: Water and Effluents 2018</b>	<b>303-1</b>	Interactions with water as a shared resource	<b>4.2.4</b>	Other environmental aspects	
	<b>303-2</b>	Management of water discharge-related impacts	<b>4.2.4</b>	Other environmental aspects	
	<b>303-3</b>	Water withdrawal	<b>4.2.4</b>	Other environmental aspects	



## EMISSIONS

<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b>	Materiality analysis
			<b>4.2.2</b>	Greenhouse gas (GHG) emissions
<b>GRI 305: Emissions 2016</b>	<b>305-1</b>	Direct (Scope 1) GHG emissions	<b>4.2.2</b>	Greenhouse gas (GHG) emissions Environmental data appendix
	<b>305-2</b>	Energy indirect (Scope 2) GHG emissions		Greenhouse gas (GHG) emissions Environmental data appendix
	<b>305-3</b>	Other indirect (Scope 3) GHG emissions		Greenhouse gas (GHG) emissions Environmental data appendix



## WASTE

<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b>	Materiality analysis
			<b>4.2.4</b>	Other environmental aspects
<b>GRI 306: Waste 2020</b>	<b>306-1</b>	Waste generation and significant waste-related impacts	<b>4.2.4</b>	Other environmental aspects
	<b>306-2</b>	Management of significant waste-related impacts		Other environmental aspects
	<b>306-3</b>	Waste generated		Other environmental aspects
	<b>306-4</b>	Waste diverted from disposal		Other environmental aspects
	<b>306-5</b>	Waste directed to disposal		Other environmental aspects

GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation



### SUPPLIER ENVIRONMENTAL ASSESSMENT

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis
			1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain
GRI 308: Supplier Environmental Assessment 2016	308-1	New suppliers that were screened using environmental criteria	1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain



### EMPLOYMENT

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis
			3.	How we care for the Artsana community
GRI 401: Employment 2016	401-1	New employee hires and employee turnover	3.	How we care for the Artsana community Human Resources data appendix



### OCCUPATIONAL HEALTH AND SAFETY

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis				
			3.3	Creating a culture for a safe and healthy work environment				
GRI 403: Occupational Health and Safety 2018	403-1	Occupational health and safety management system	3.3	Creating a culture for a safe and healthy work environment				
			403-2	Hazard identification, risk assessment, and incident investigation	3.3	Creating a culture for a safe and healthy work environment		
					403-3	Occupational health services	3.3	Creating a culture for a safe and healthy work environment
							403-4	Worker participation, consultation, and communication on occupational health and safety

GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation
403-5	Worker training on occupational health and safety	3.3	Creating a culture for a safe and healthy work environment		
403-6	Promotion of worker health	3.3	Creating a culture for a safe and healthy work environment		
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	3.3	Creating a culture for a safe and healthy work environment		
403-9	Work-related injuries	3.3	Creating a culture for a safe and healthy work environment Human Resources data appendix		



### TRAINING AND EDUCATION

GRI 3 - Material topics 2021	3-3	Management of material topics	1.4 3.2	Materiality analysis Improving our people knowledge
GRI 404: Training and Education 2016	404-1	Average hours of training per year per employee	3.2	Improving our people knowledge



### DIVERSITY AND EQUAL OPPORTUNITY

GRI 3 - Material topics 2021	3-3	Management of material topics	1.4 1.1.2 3.	Materiality analysis Our governance How we care for the Artsana community
GRI 405: Diversity and Equal Opportunity 2016	405-1	Diversity of governance bodies and employees	1.1.2 3.	Our governance How we care for the Artsana community

### NON DISCRIMINATION

GRI 3 - Material topics 2021	3-3	Management of material topics	1.4 3.	Materiality analysis How we care for the Artsana community
GRI 406: Non discrimination 2016	406-1	Incidents of discrimination and corrective actions taken	3.	How we care for the Artsana community

GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation



### CHILD LABOUR

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis
			1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain
GRI 408: Child Labor 2016	408-1	Operations and suppliers at significant risk for incidents of child labor	1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain



### FORCED OR COMPULSORY LABOR

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis
			1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain
GRI 409: Forced or Compulsory Labor 2016	409-1	Operations and suppliers at significant risk for incidents of forced or compulsory labor	1.2.1	How we manage our impacts
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain



### SUPPLIER SOCIAL ASSESSMENT

GRI 3 – Material topics 2021	3-3	Management of material topics	1.4	Materiality analysis
			1.3.2	Our commitment for an environmentally and socially sustainable supply chain
GRI 414: Supplier Social Assessment 2016	414-1	New suppliers that were screened using social criteria	1.3.2	Our commitment for an environmentally and socially sustainable supply chain

GRI Standard	Disclosure	Location	Omission		
General Disclosures			Requirement(s) omitted	Reason	Explanation
<b>CUSTOMER HEALTH AND SAFETY</b>					
<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b> <b>2.1</b> <b>2.2</b>	Materiality analysis Baby care Parent care	
<b>GRI 416: Customer Health and Safety 2016</b>	<b>416-2</b>	Incidents of non-compliance concerning the health and safety impacts of products and services	<b>2.1</b> <b>2.2</b>	Baby care Parent care	
<b>MARKETING AND LABELING</b>					
<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b> <b>2.1</b> <b>2.2</b>	Materiality analysis Baby care Parent care	
<b>GRI 417: Marketing and Labeling 2016</b>	<b>417-1</b>	Requirements for product and service information and labeling	<b>2.1</b> <b>2.2</b>	Baby care Parent care	
<b>CUSTOMER PRIVACY</b>					
<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b>	Materiality analysis	
<b>GRI 418: Customer Privacy 2016</b>	<b>418-1</b>	Substantiated complaints concerning breaches of customer privacy and losses of customer data	<b>1.4</b> <b>1.1.2</b>	Materiality analysis Our governance	
<b>INNOVATION AND R&amp;D</b>					
<b>GRI 3 – Material topics 2021</b>	<b>3-3</b>	Management of material topics	<b>1.4</b> <b>2.1</b> <b>2.2</b>	Materiality analysis Baby care Parent care	

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