

DESIGNED TO PROTECT
MADE TO LAST

CONTENTS

2022 HIGHLIGHTS.....	1	SECTION 2: INSPIRED BY HUMANS	24
INTRODUCTION	2	2A: How we are inspired by humans.....	25
Chairman's message	3	2B: How we work with our people	30
Sustainability governance.....	4	2C: How we protect our employees.....	31
How we engage with stakeholders.....	5	2D: By taking care of their well -being....	37
Identifying issues that are material to us	6	2E: By fostering a sense of belonging.....	39
How we protect business continuity	9	2F: How we support our communities.....	43
Socioeconomic performance	10	SECTION 3: RESPONSIBLE TO OUR PLANET ..	44
SECTION 1: MADE TO LAST.....	11	3A: How we minimise our impact on the environment.....	45
1A: How we select materials.....	12	3B: How we are helping minimise waste and closing the loop.....	47
1B: How we decide who we buy them from....	18	3C: How we minimise our water use.....	50
1C: Innovation for protection and how we design for durability.....	21	FINAL REMARKS	52
		Comments on methodology.....	53



SCAN THE QR
CODE TO VISIT
OUR WEBSITE

2022 HIGHLIGHTS

€276,438m

IN REVENUES

1,243

EMPLOYEES DISTRIBUTED
ACROSS 12 COUNTRIES

68

ATHLETES SPONSORED

1.4

RATIO OF WOMEN TO
MEN AMONG EMPLOYEES

230

CUSTOMERS INVOLVED
IN THE DAINESE
EXPERIENCES

50

OPERATING UNITS

40

PRODUCT CATEGORIES AND
3,500 PRODUCT QUALITY
TESTS PERFORMED





INTRODUCTION PROTECTION TO DARE

WE'VE BEEN SHAPING THE HISTORY OF PROTECTION SINCE 1972, TO MAKE A BRIGHTER FUTURE POSSIBLE.

IN THIS SECTION

Chairman's message	3
Sustainability governance	4
How we engage with stakeholders.....	5
Identifying issues that are material to us	6
How we protect business continuity.....	9
Socioeconomic performance.....	10



+50

YEARS IN OPERATION

+11%

VALUE DIRECTLY GENERATED





CRISTIANO SILEI
CHAIRMAN



CHAIRMAN'S MESSAGE

to our stakeholders

Significant external factors made 2022 a challenging year, as we faced conflicts on our doorstep, the ensuing energy crisis, inflation, and the residual effects of supply chain disruption. This situation meant that our maximum efforts were needed to sustain the positive momentum that we've built up over recent years of growth, within an increasingly complex and perpetually evolving global market.

Dainese tackled these challenges with the approach that has set it apart for over 50 years, concentrating its energies on two highly important aspects. The first is keeping people safe in the most extreme situations through innovative products. The second is executing a strategy to enhance the sustainability of these products, working comprehensively across the supply chain – from raw materials, through each supplier, to operations in factories and owned locations worldwide.

The 2022 Sustainability Report – the first in Dainese's history – served as a catalyst for a deeper and much-needed examination of ourselves and of our operations. It helped us to comprehend and enhance our positive influence on individuals, the society we belong to, and the environment we inhabit – the 'playground' that we are committed to preserving and protecting.

In 2023, despite facing even greater headwinds, we persist in following the course we've set. Among the most important challenges we are already tackling are conducting a more comprehensive mapping of the supply chain and its business impact, researching ways to make AGV helmets more sustainable, and developing recycled plastic materials that meet the highest protective standards.

We remain, as always, deeply aware of the leadership role we are expected to play – both for our customers and for our industry.

CRISTIANO SILEI



SUSTAINABILITY GOVERNANCE

GOVERNANCE AND ETHICS THE DAINESE GROUP: THE COMPANY AND ITS ACTIVITIES

Our business has expanded considerably since it was founded in 1972 and has gone on to become an international Group formed of various legal entities. The Group is itself controlled by a large corporate group, in which Darter Holding II, a company managed by the Investcorp investment fund, holds a majority stake¹.

THE STRUCTURE OF CORPORATE GOVERNANCE

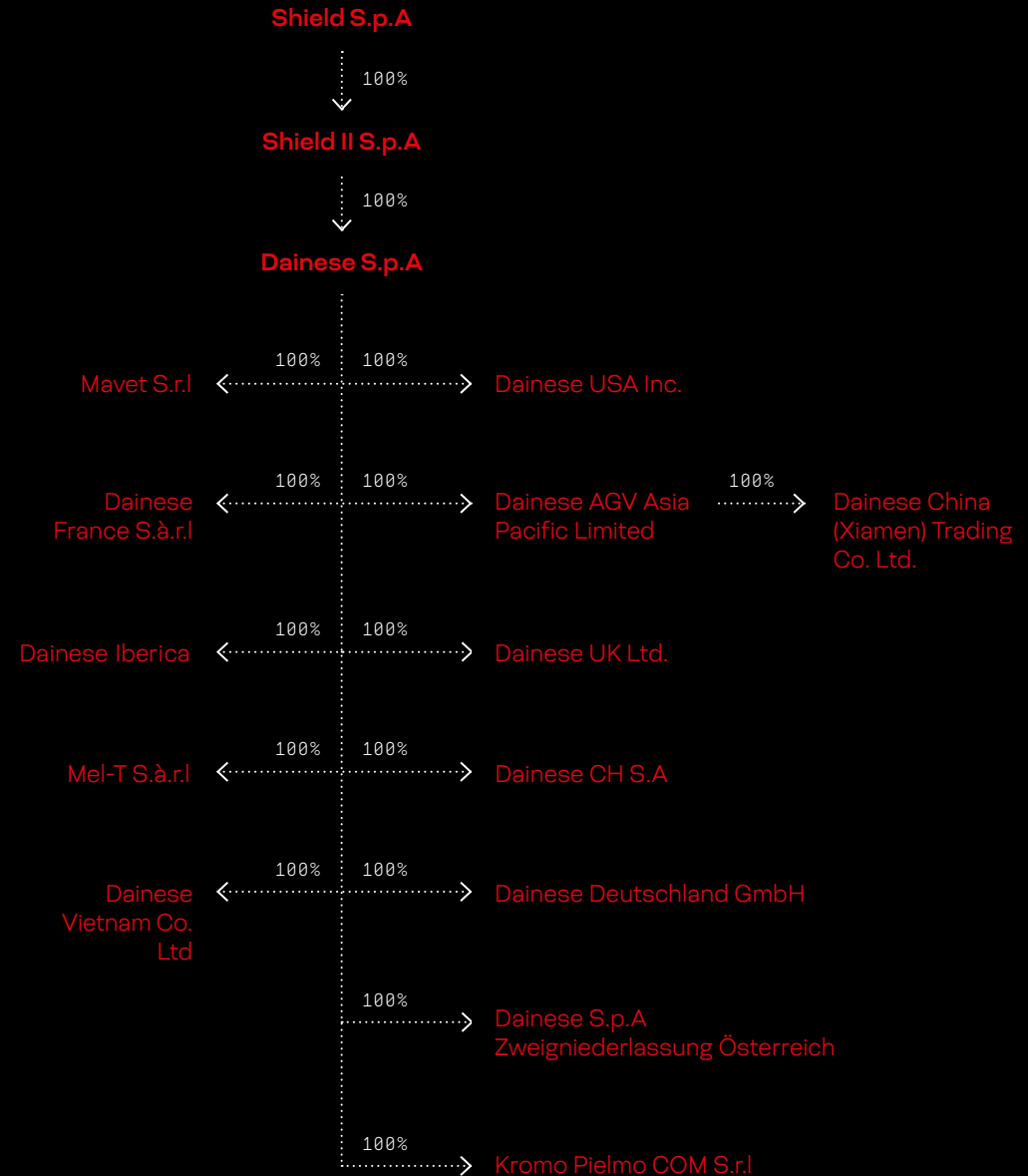
The Group created a system of Corporate Governance to facilitate all employees to act in compliance with current national and supranational laws and the most commonly applied ethical principles. The structure created is the foundation for responsible performance of company activities and for ensuring the creation of sustainable and shared value over the long term.

The central body of the Corporate Governance system is the Board of Directors, which is responsible for examining and approving strategic, industrial and financial plans and integrating guidelines for the promotion of a sustainable, long-term business model into them.

On 31 December 2022, the Board of Directors of Dainese S.p.A. was formed of 5 members, the totality of whom are men and over 50 years of age (4 out of 5).

The work of the Board of Directors is supervised by the Board of Auditors, formed of three statutory members and two alternate ones, and by an independent auditing firm.

The supervisory boards of the various Group companies also play an important role in supervision and are responsible for examining all possible improper conduct and for ordering the most appropriate investigations and checks, using the competent Group structures, in order to protect the interests of all stakeholders.



1. On May 24, 2022, the Carlyle Group acquired the ownership of the Dainese Group from the Investcorp Fund.



HOW WE ENGAGE WITH STAKEHOLDERS

WE VALUE ALL OUR STAKEHOLDERS AND ENGAGE WITH MOST ANNUALLY OR MORE FREQUENTLY.

There is formal engagement with employees and collaborators at least twice a year, through webinars dedicated to the presentation of Group developments and during the so-called CEO speech, where the Dainese CEO directly communicates to all employees in a town hall format. Communication is also informally developed on a day-to-day basis through meetings and the continuous collaboration that characterises company operations. Category interests are also formally discussed with the trade union organisations, who are invited to in-person or virtual round table discussions, indicatively around three times a year.

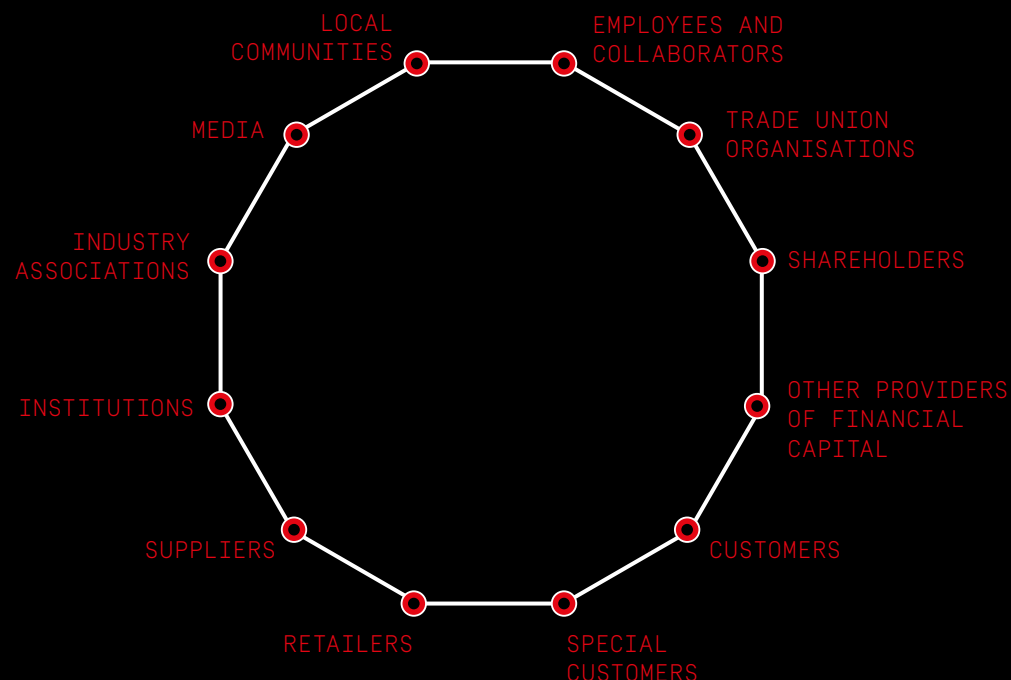
A system of communication with shareholders is in place, characterised by the monthly Corporate Advisory Panels, which are in-person or virtual meetings held to present Group results and to obtain any suggestions on operational and strategic directions. There is no set timetable for engaging with other financial capital providers, with whom dialogue is started if one of the two parties needs it.

We communicate frequently with our customers and have provided appropriate communications channels including one-way (e.g. website, newsletters) and two-way (e.g. customer service) channels. In order to create a closer relationship, we also organise genuine "experiences", through which customers are immersed in the Dainese world¹. Specific encounters are also arranged for dealers, by involving them in events specialised by sports area and brand, in order to update them on new Group products.

For suppliers, in addition to the day-to-day relationships associated with the purchasing processes², an annual D-Supplier Day is organised, at which the company objectives are shared. At the last D-Meeting in November 2021 we shared our objectives for a Sustainable Supply Chain Programme and which metrics we will collect going forward.

We have frequent communications with the media, managed by the marketing office, which organises Group communication campaigns. We also engage with different institutions, such as universities and industry groups to discuss issues around product safety and qualification. We engage regularly with local communities surrounding our production sites³.

OUR KEY STAKEHOLDERS ARE:



1. See "How we work with our people" on page 30 for more details.
 2. See the section on "Responsible Procurement" on pages 18 to 20 for more details.
 3. See "How we support our communities" on page 43 for more details.



IDENTIFYING ISSUES THAT ARE MATERIAL TO US

This year we have identified material topics through a double materiality assessment. This constitutes the starting point for reporting on our performance and our Group's growth strategy and objectives.

In our quest for continuous improvement, we updated the materiality assessment to align it with the new requirements of the GRI Standards 2021, which introduce the assessment of "impact" as a driver for identifying and prioritising material topics.

Following this approach, the first step was to conduct a context analysis to identify the impacts of the organisation's activities on the entire value chain. Specifically, the following analyses were carried out in this initial phase:

- a desk analysis aimed at investigating sustainability macro-trends, key challenges, risks and trends in the sector in which we operate; and
- benchmarking, both externally, by analysing the performance of peers and competitors, and internally, by reviewing available internal documentation, such as the Code of Ethics.

The heads of each area of Dainese S.p.A. were directly involved and were asked to describe the role of their function, the processes for monitoring ESG risks and the various initiatives carried out during the year and those to come. Following this preliminary

analysis, current or potential significant negative or positive impacts related to the Group's activities were identified, i.e. the effects the organisation has or could have on the economy, the environment and people, including human rights.

Below is the association, in order of priority, of material topics and impacts that emerged from the 2022 materiality update activity, shared and validated by the Group's top management.

MATERIAL TOPIC	TOPIC DESCRIPTION	ASSOCIATED IMPACT
Responsible procurement PAGES 18 TO 20	This topic relates to the monitoring of the organisation's sourcing processes, in order to obtain agreements with undertakings who are able to provide guarantees on their own environmental, social and human rights performance, in addition to financial and qualitative guarantees.	<ul style="list-style-type: none"> - Purchase of materials from production processes with a high environmental impact, such as leather tanning activities. - Inadequate sustainability performance for suppliers outside Dainese's area of influence. - Emissions due to intercontinental transport of materials and goods from suppliers based in remote geographical areas. - Promotion of high social and environmental standards for the supply chain.
Innovation and product safety PAGES 21 TO 23	This topic relates to continual research into innovative elements that allow an increase in the quality, reliability and safety of the company's products, also as a result of major research and development activities.	<ul style="list-style-type: none"> - High environmental impact of the materials used, necessary to guarantee product safety standards. - Solutions for reparability and product durability. - Increased safety standards for the consumer through the introduction of innovative products.



IDENTIFYING ISSUES THAT ARE MATERIAL TO US

continued

MATERIAL TOPIC	TOPIC DESCRIPTION	ASSOCIATED IMPACT
Economic performance and taxation PAGE 10	This topic relates to propriety and transparency in reporting on economic performance and in complying with fiscal obligations, as the starting points for establishing the value that the company distributes to its stakeholders.	<ul style="list-style-type: none"> - Economic value creation and increased employment due to business growth. - Increased productivity levels and increased skills. - High standards of fiscal transparency.
Development of the brand and customer relations PAGES 24 TO 43	This topic relates to the activities performed to develop and promote the organisation's brands and to improve relations with its customers, whether they are end consumers, special customers or intermediaries.	<ul style="list-style-type: none"> - Customer training and raising awareness of safety in sporting activities. - Lack of consumer awareness of product safety performance. - Inadequate training of store employees on the technical properties of products.
Governance and ethics PAGE 4	This topic relates to guaranteeing a good and solid corporate organisation that facilitates acting in compliance with current national and supranational laws and the most commonly applied ethical principles, which are adopted by the organisation itself.	<ul style="list-style-type: none"> - Vulnerability of the anti-corruption risk management and mitigation system. - Failure to integrate ESG practices into corporate governance. - Reducing the risk and costs of non-compliance with environmental, social and human rights laws and regulations.
Cyber security and data protection PAGE 9	This topic relates to the implementation and maintaining of efficient IT systems that protect both company continuity (e.g. offices and e-commerce websites) and the data of all stakeholders.	<ul style="list-style-type: none"> - Increasing the level of employee training in cyber security. - Deterioration in privacy and data protection standards. - Implementation of information courses on the correct use of social networks.
Local communities PAGE 43	This topic relates to the commitment to encourage, support and participate in the development of the communities in which the organisation operates and the non-governmental organisations with which it comes into contact.	<ul style="list-style-type: none"> - Training opportunities for young people and students. - Economic support for the local area.
Sustainable use of raw materials PAGES 11 TO 23	This topic relates to the attention focused on the selection and use of raw materials, in order to minimise the organisation's impact on the environment and to ensure the most efficient use of resources. In the selection phase, particular attention is focused on the impact of the materials in terms of circularity, pollution and biodiversity.	<ul style="list-style-type: none"> - Use of resources related to production processes with a high environmental impact. - Use of plastics and other materials of fossil origin in production processes and product packaging. - Limited use of recycled materials and limited product circularity.
Energy consumption and GHG emissions PAGES 44 TO 51	This topic relates to careful use of energy resources in the activities performed and to the adoption of behaviours and technologies that allow a reduction in the ensuing greenhouse gas emissions.	<ul style="list-style-type: none"> - Energy consumption due to particularly energy-intensive production processes, such as drying ovens. - Dust emissions in the atmosphere due to production processes such as painting and the use of solvents. - Energy consumption due to the running of offices and warehouses.



IDENTIFYING ISSUES THAT ARE MATERIAL TO US

continued

KEY

● ENVIRONMENTAL

1. Responsible use of raw materials
2. Energy consumption and GHG emissions
3. Waste management
4. Water resources

▲ SOCIAL

5. Work health & safety
6. Employment, training and well-being
7. Local communities

■ GOVERNANCE

8. Governance and Ethics with severity
9. Product innovation and safety
10. Brand enhancements and customer relations
11. Economic performance and taxation
12. Cyber security and data protection
13. Responsible sourcing



HOW WE PROTECT

BUSINESS CONTINUITY

CYBER SECURITY AND DATA PROTECTION

For us, enhancing cyber security and data protection means implementing and maintaining efficient IT systems that protect company continuity and the data of all stakeholders. We address this topic from a global perspective, considering that a potential breach would affect the entire Group and jeopardise various aspects of the organisation, even simultaneously, such as our value chain, reputation and branding and the privacy of our customers.

The central pillar of the strategy adopted by our Group is prevention: we appointed a Chief Information Officer (CIO), whose main aim is to limit, as far as possible, the potential perimeter of the attacks and thus reduce to a minimum the risk associated with "failure" of the cyber security systems that protect the organisation and its data. As part of our prevention strategy, we have also established specific procedures for managing data breaches and for assessing the severity of the personal data breach, in order to provide guidelines, even in worst-case scenarios. Dainese had no substantiated complaints regarding breaches of customer privacy, either from external parties or regulatory bodies.

We perform periodic vulnerability assessments and penetration tests to check the security level of the systems, identify any flaws and, if applicable, propose a "remediation plan" to enhance security.

Another element of the prevention strategy is data management, overseen by the CIO, with the support of an external Data Protection Officer (DPO). Data security risks are managed through the use of a range of tools, such as the manual "Assessment ENISA and ISDP 10003:2020", prepared with the support of the DPO and periodically monitored, which maps all actions taken to comply with the GDPR.

Ransomware attacks¹ increased by 151% in 2021¹, but the prevention policy adopted by our company has allowed excellent results to be achieved. Dainese had one cyber security incident in 2022, where an employee's laptop was stolen from their car; data leaks were prevented as all files were encrypted as per our policy.

Although these results are excellent, the management approach adopted by our Group is focused on continual improvement, with the aim of creating a system of protection to prevent new risks. In addition to periodic audits, such as the aforementioned penetration tests and the relative "remediation plan", the activation and/or updating of new services and capabilities is also envisaged. Over the coming years, we plan to perform identity protection initiatives, in order to increase the protection offered to users, and to formalise incident management and patch management procedures. From January 2022, we have provided training courses, at all levels of the Group, specifically on cybersecurity and phishing issues, in order to raise awareness and train employees given the recorded increase in hacker attacks on the company.

1. Ransomware is a type of malware designed to extort victims for financial gain. Once activated, the ransomware prevents users from interacting with their files, applications or systems until they have paid a ransom, usually in the form of an untraceable currency such as Bitcoin.



SOCIOECONOMIC PERFORMANCE

ECONOMIC PERFORMANCE AND TAXATION

The values of propriety, transparency and consistency guide everyone who works at Dainese. A healthy economic performance allows the company to continue investing in product technologies and materials to protect our customers in the pursuit of their passions in dynamic sports.

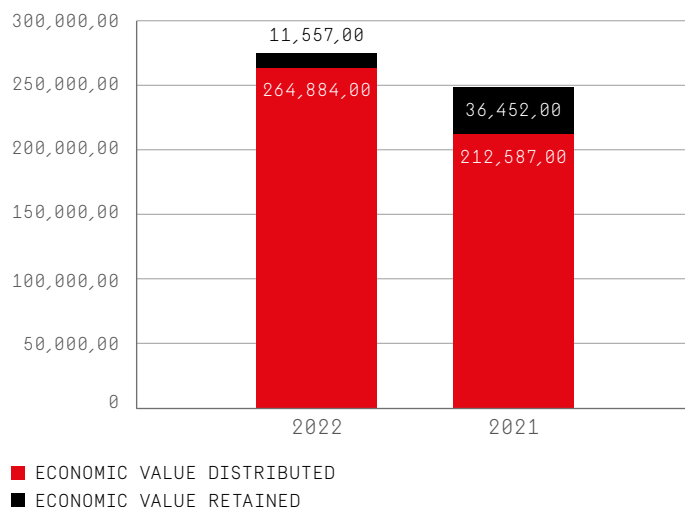
We carefully monitor our economic performance and prepare financial accounts on a monthly basis. The Administration, Finance and Audit departments contribute to the definition of balance sheet values (supply chain, sales, production, etc.) and are involved in analysing our financial results. An annual budget is prepared, containing the Group's planned targets. Any major deviations that emerge during the monthly review trigger a process of identification, mitigation and improvement actions.

In the reported period, we distributed our economic value as follows among the principal stakeholders:

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (€K)	2022	2021
Direct economic value generated	276,438	249,039
Economic value distributed	264,881	212,587
Operating costs	220,125	173,387
Salaries and employee benefits	30,541	30,486
Payments to capital suppliers	9,662	154
Payments to the public administration	4,538	8,555
Investments in the communities	15	5
Economic value retained	11,557	36,452

The increase in 2022 in the value directly generated is +11%, mostly linked to the acquisition of TCX, which took place in September 2020, as well as the opening of the new plant in Vietnam, which has enabled the Group to increase the production of thermoplastic helmets.

DIRECTLY GENERATED ECONOMIC VALUE (€)



The data reported reflects the data on the consolidated financial statements.

Taxes and fiscal strategy

We are aware of the risks associated with the topic of taxation and the important positive effects that are produced on the community by correct and prompt payment of taxes and we have therefore established an organisational structure and a fiscal strategy that allows for constant and careful monitoring of our tax obligations. The Group fiscal strategy is, in fact, based on minimisation of the tax risk and on the principles established in the 2011 edition of the "Guidelines for multinational enterprises" of the Organisation for Economic Cooperation and Development (OECD), the primary means for promoting responsible corporate conduct on the changing panorama of the global economy.

The Group's Chief Financial Officer (CFO) is responsible for taxation and for performing at least an annual formal review of the fiscal strategy. Specific assessments are also performed when there are changes associated with the implementation of new business strategies, in order to consider the fiscal implications and the resulting changes in the risk profile.





1 MADE TO LAST



IN THIS SECTION

- 1A: How we select materials14
- 1B: How we decide who we buy them from18
- 1C: Innovation for protection and how we design for durability21

+3,500

PRODUCT QUALITY TESTS PERFORMED

0

INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF OUR PRODUCTS AND SERVICES

+17%

IMPROVEMENT IN ENERGY EFFICIENCY AND GHG EMISSION INDICATORS COMPARED TO 2021 (IN COMPANY PLANTS AND OFFICES)¹

+350

SUPPLIERS OF RAW MATERIALS AND MARKETED PRODUCTS ASSESSED FOR ADHERENCE TO A RANGE OF SOCIAL AND ENVIRONMENTAL STANDARDS

1. See pages 45 to 47 for a breakdown of our energy consumption across the company.



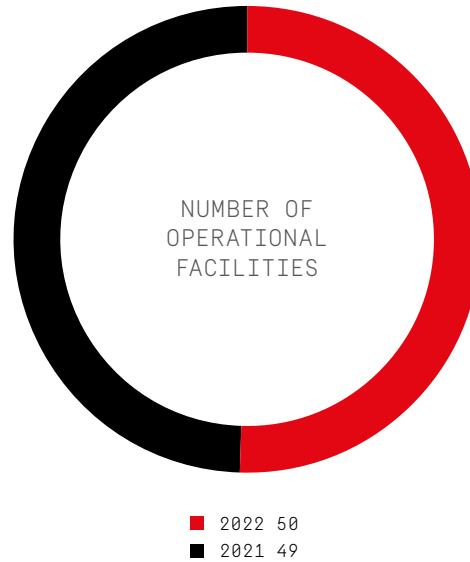


1A: HOW WE SELECT MATERIALS

The purpose of our products is to protect our customers from injuries doing the things they love: riding a motorcycle or racing down a ski slope. Most of the products for motorcycling are considered to be PPE (personal protective equipment) and are certified according to applicable CE Standards or approved in accordance with ECE Standards or other applicable international standards on the construction and protection characteristics with which motorcycle helmets must comply.

We have always performed research into excellent protection solutions. Our products are designed for athletes to serve them in situations in which the mind and body are challenged and pushed to their furthest limits: these range from motorcycle races, alpine skiing and mountain biking to yacht racing and even space exploration.

The head office of our company has always been in the town of Colceresa, in the province of Vicenza (IT), but we are now a worldwide company with production plants in four countries (Italy, Tunisia, Romania and Vietnam), a network of directly managed stores in seven countries (Italy, Germany, Austria, Switzerland, France, the United Kingdom and the United States of America) and a broad wholesale distribution network that reaches 97 countries. Where geographical limits on physical sale still exist, we seek to reach our customers through e-commerce channels, which are activated directly or managed by third-party e-tailers. In 2022, we have added a new operating facility in Vietnam.





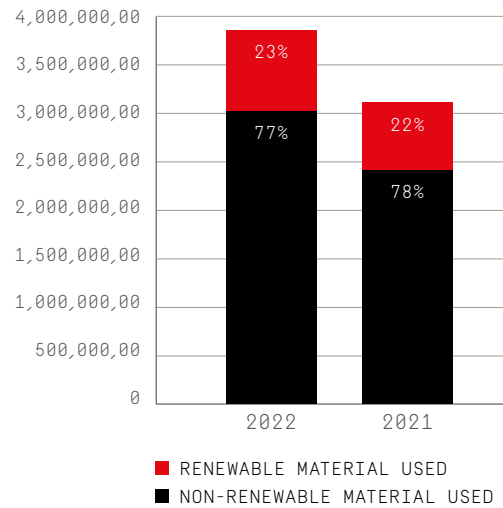
1A: HOW WE SELECT MATERIALS

continued

The raw materials selected must not only comply with current national and international standards, but also guarantee the manufacture of a quality product, in terms of both reliability and durability.

The performance of our products is closely linked to the technical characteristics of the materials of which they are made of. Leather, plastics, synthetic fibres and metals are the materials most heavily used in the manufacture of our products and therefore account for a sizeable part of the total amount of materials used (around 84%). The quantity of paper and cardboard used for product packaging accounts for around 14% of the materials used. In the reported period, there was an increase in consumption of raw materials (+26%), mainly due to the reduced production in 2020 and 2021 caused by the pandemic. The safety performance largely dictates which materials we can use. At the moment, 77% of our raw materials are considered non-renewable.

MATERIALS USED BY WEIGHT (KG)



MATERIALS USED BY WEIGHT (KG)	2022	2021
Non-renewable materials used	3,034,804	2,418,200
Plastics	1,611,158	1,302,493
Synthetic fibres – plastic	955,743	730,925
Metals	374,637	307,168
Glass fibres	40,877	29,211
Electronic components	10,056	13,067
Carbon fibres	1,310	1,333
Other ¹ (non-renewable)	41,024	34,002
Renewable² materials used	833,563	700,742
Paper and cardboard	529,762	399,958
Leather	334,890	278,242
Cotton	18,912	14,912
Silk	–	7,371
Wool	–	260
Total materials used	3,918,368	3,118,943

We are working to reduce the environmental impact of materials through R&D and innovation. We are exploring several circularity projects as well as working towards reducing pollution and energy consumption in our facilities.

1. The category "Other [non-renewable]" includes materials used for finishing products, such as varnishes and screen printing inks.
2. The GRI Standards define renewable materials as "material that is derived from plentiful resources that are quickly replenished by ecological cycles or agricultural processes, so that the services provided by these and other linked resources are not endangered and remain available for the next generation".





1A: HOW WE SELECT MATERIALS

continued

Part of the responsibility is assigned to four **Research and Development Centres** of the Dainese Group (each with the focus on a specific product category: Apparel, Boots & Gloves, Helmets and D-Air), who are tasked with identifying and validating the materials to be used from a technical and qualitative standpoint: the raw materials selected must not only comply with current national and international standards, but also guarantee the manufacture of a quality product, in terms of both reliability and durability. In 2022, the R&D function began to explore the performance of materials for which a lower environmental impact than standard materials can be demonstrated. The trade-off between the technical performance of materials, their environmental impact and the comfort of finished products is becoming one of the objectives of our new products.

Responsibility is then extended to the **Sourcing** functions, who, based on the purchasing specifications received, are tasked with finding the products (raw materials and finished products). Criteria for supplier selection include integrity, propriety and reliability, as well as criteria associated with occupational health and safety, respect for

human rights and protection of the environment. Our objective is to have a supply chain that shares our own principles and values, that adopts practices to ensure sustainable production and that guarantees compliance with national and international regulations. Reference should be made to the section "Responsible procurement" on pages 18 to 20 for further details on the selection process implemented and the requirements demanded of suppliers.

We are aware that it is currently not possible to exclude certain materials from our production process. To take this into account, we have developed our own **Environmental profit & loss (EP&L)** report in 2021. This EP&L helps us to allocate a cost to the environmental impact of manufacturing of our products. The purpose of this tool is to identify the products/materials/processes that have a higher environmental cost and then to develop and prioritise actions to reduce our negative impact.

Similar to other fashion companies that are using this methodology, the raw material with the highest environmental impact is our leather. The breeding and slaughtering of the animals and the tanning/finishing of the hides has larger environmental impact than other

materials. Leather materials are waste from the food industry and therefore we share the majority of the negative impact with other industries. However, we are keenly aware of our responsibility to purchase from suppliers that respect the environment and biodiversity. We have therefore started a process of detailed mapping of the leather procurement and processing chain, which will allow it to make more responsible choices. We have asked our major leather supplier to perform a specific environmental analysis of its products: the Environmental Product Declaration (EPD)¹. The short-term objective is to obtain specific criteria for ethical sourcing of leather and/or leather products, to be used alongside the E-rating, an environmental sustainability parameter that will be used by the company to perform a binding assessment of its supply chain, starting in 2023 (read more about "Responsible procurement" on pages 18 to 20).

The use of fossil-based raw materials (such as synthetic fibres and rubbers and fossil-based polymers) has proved to be the second largest source of environmental impact. We are currently largely unable to substitute these materials due to our duty to comply with product

homologation and certification standards and our internal safety requirements. In order to progress the field, we have started a collaboration with polymer manufacturers to develop recycled plastic materials that guarantee user safety and comply with requirements of current regulations. The initiative forms part of a broader plan for the gradual reduction of virgin fossil-based materials that the company intends to define during 2024.

We have started a project for gradual elimination of the plastic components during 2021. In certain cases, the plastic parts of the packaging have been replaced with recycled or FSC² (Forest Stewardship Council) certified paper. In other cases, in which the properties of the plastic products are essential for protection of the product, certified bio-plastic materials have been used. The objective of our Group is to complete the transition process by the end of 2023.

1. The Environmental Product Declaration consists of a declaration of objective and comparable data, verified by third parties, on the environmental performance of the products, adopting the life cycle prospective, in accordance with ISO 14025 "Environmental labels and declarations" [<https://www.environdec.com/home>] international standard.
2. FSC certification is an international, independent and third-party certification specific to the sector of forestry and wood/non-wood products obtained from forests [<https://it.fsc.org/it-it>].



1A: HOW WE SELECT MATERIALS

continued

Our objective is to have a supply chain that shares our own principles and values, that adopts practices to ensure sustainable production and that guarantees compliance with national and international regulations.

- EXPERIENCE TOUCHPOINTS
- ✕ FRANCHISE
- ▽ REGIONAL OFFICE
- DAINESE/AGV/TCX SALES





1A: HOW WE SELECT MATERIALS continued

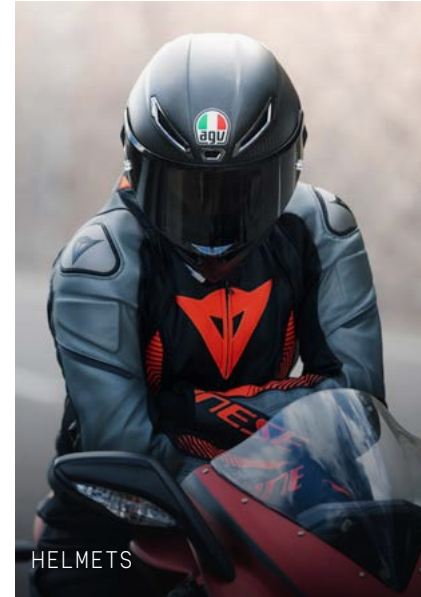
Our Group currently offers a portfolio of products associated with motorcycling, cycling and winter sports, comprising:



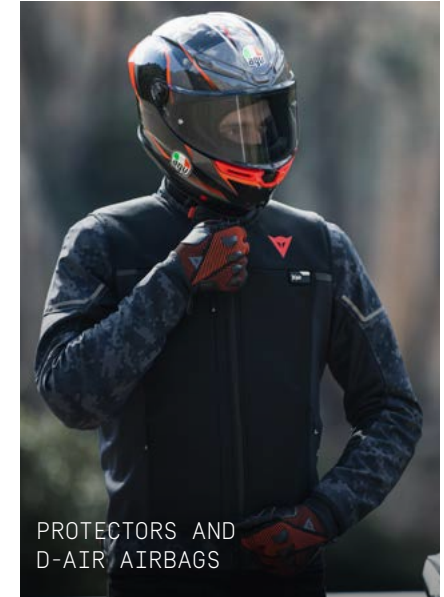
TECHNICAL CLOTHING AND ACCESSORIES



TECHNICAL FOOTWEAR



HELMETS



PROTECTORS AND D-AIR AIRBAGS

The various product categories are offered under the following brands:



DAINESE

Founded by Lino Dainese himself in 1972, this is the Group's flagship brand and offers products in all categories.



A brand specialised in the manufacture of motorcycle helmets (full-face, modular and jet), acquired by Dainese in 2007 and fulfilling Lino's original dream of: "Head-to-toe protection".

TCX

An Italian brand specialised in the development of innovative technologies in the motorcycle boots and footwear segment, acquired by the Dainese Group in 2020.



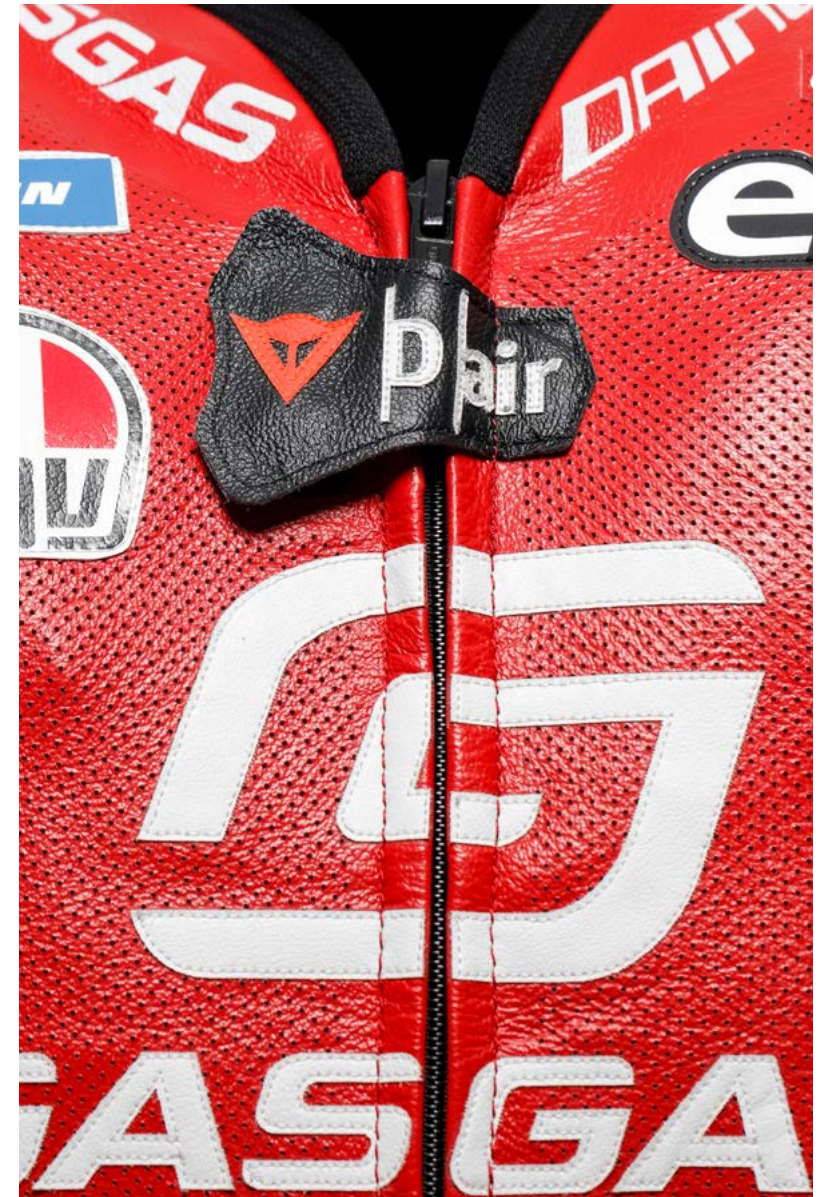
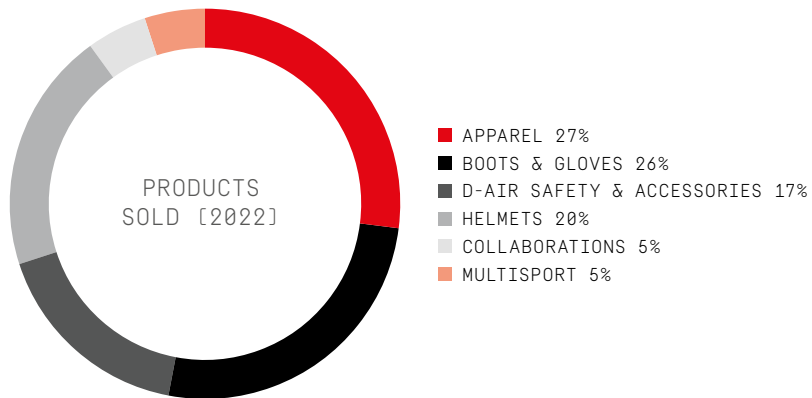


1A: HOW WE SELECT MATERIALS

continued

In the reported period, our brand grew in terms of products sold. We increased the number of units sold in 2021 by 20%, and in 2022 growth continued by 5%, despite the effects of Covid-19 which led to the closure of retail stores.

DIRECT ECONOMIC VALUE GENERATED AND DISTRIBUTED (€K)		
	2022	2021
Quantity of products sold (thousands of pieces)	2,790	2,654
Apparel	748	724
Boots & Gloves	726	676
D-Air Safety & Accessories	473	393
Helmets	548	586
Collaborations	144	115
Multisport	151	160





1B: HOW WE DECIDE

WHO WE BUY THEM FROM

RESPONSIBLE PROCUREMENT

We integrate care for the environment in our mission for safety. We believe that responsible procurement is a primary requirement for the selection of suppliers of both raw materials and finished products. We seek to obtain information from our suppliers about their environmental, social and human rights performance, as well as financial and quality guarantees.

Our supply chain comprises mainly of suppliers of raw materials¹, who supply our factories and production sites owned by third parties. There are also the finished product suppliers, who, in contrast, are directly responsible for purchasing and control of the raw material, which is purchased through their own suppliers and/or suppliers identified by our Group.

The supplier base for the Group's perimeter consists of 385 suppliers, divided into:

TESTS ON PRODUCT QUALITY	UM	2022	2021
Number of suppliers	No.	385	353
Direct suppliers	No.	381	348
External processing	No.	10	6
Finished products	No.	84	78
Raw materials	No.	287	264
Group companies	No.	4	5

OVERVIEW OF PRODUCTS AND SERVICES	UM	2022	2021
Number of products/services sold	No.	38	38
Number of countries in which the products/services are offered	No.	99	102
Turnover from the sale of products/services	€	276,438	249,039
Percentage of production sold in the EU	%	63%	67%

Almost all the companies involved have their headquarters in Europe or Asia.

1. Service providers and logistics partners of the Dainese Group are not considered within the "Responsible procurement" topic.





1B: HOW WE DECIDE WHO WE BUY THEM FROM

continued

RESPONSIBLE PROCUREMENT continued

We started a broader project for rationalisation of the supplier base of all companies in 2021, focusing on developing business with suppliers deemed strategic and relevant to Dainese which makes ESG engagement easier and more streamlined.

Selection of suppliers, the qualification process and monitoring of service/quality performance and compliance with contractual requirements are the responsibility of the sourcing area managers. This is divided into four areas (Boots, Apparel & Gloves, Helmets and Raw Materials), regardless of the brand, thus guaranteeing the utmost specialisation and skill. Monitoring and management of relations with suppliers is assigned to a dedicated function under the responsibility of the Motorbike Operations Manager. Each area adopts a systematic approach, complying with the principles of supplier relationship management (SRM), in order to create an assessment system that is tailored to the needs of the respective department and product, but also adopted throughout the entire organisation.

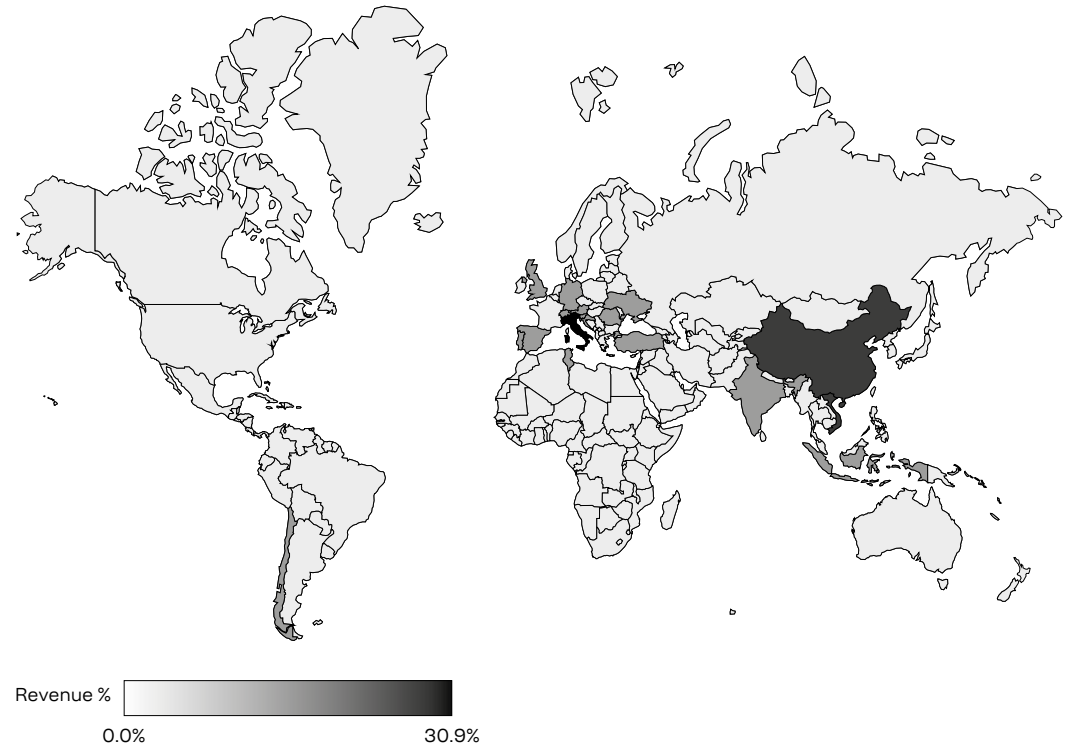
For management of procurement processes, we currently have various operating tools that serve to:

- assess the supplier's level of compliance with current regulations, including national and international regulations on workers' rights;
- assess the suitability of the production processes to our standards on technical and quality aspects;
- assess compliance with social and environmental aspects; and
- share principles and practices to guarantee sustainable production.

The selection process is managed in accordance with the "Supplier selection, validation, qualification and monitoring" procedure and the associated guidelines, including the one on "Monitoring and qualification of supply chain sustainability".

In the first place, during the negotiation phase, the supplier is asked to sign the Supplier Agreement and the Quality & Warranty Agreement, which govern compliance with technical and qualitative aspects, and the Supplier Code of Conduct, indicating all aspects associated with the product, the environment and social obligations that we consider essential for continuation of the contractual relationship and for which non-compliance will result in termination.

SALES REVENUE/PRODUCTION BY COUNTRY (%)





1B: HOW WE DECIDE WHO WE BUY THEM FROM

continued

RESPONSIBLE PROCUREMENT continued

Subsequently, in addition to audits on regulatory compliance and technical and qualitative controls, an assessment on compliance with several social parameters is performed, by having the suppliers fill out a "preliminary self-assessment". Building on existing supplier monitoring processes, we started a structured mapping of suppliers in 2020 through the adoption of the S-rating tool, which measures compliance in relation to five aspects:

- signing of the Supplier Code of Conduct;
- filling out of an assessment questionnaire;
- compliance with minimum requirements on health and safety and workers' rights¹;
- country risk²; and
- presence of certified management systems.

Subsequently, in 2022, we decided to extend the supplier assessment to include an environmental aspect as well, through the E-rating, which measures supplier compliance with various environmental criteria:

- traceability – traceability and internal and external transparency;
- chemicals – use and management of chemicals;

- planet – measurement, management and reduction of the organisation's environmental impacts;
- raw materials – procurement of sustainable raw materials; and
- circularity – practices and development of circular economy projects.

In a phased-in approach, we have so far assessed **280 suppliers, representing 87% of our total supply base**. The mapping of social aspects completed so far has resulted in the conclusion that our Group does not have relationships with suppliers who could present risks in terms of:

- freedom of association in collective bargaining;
- child labour; and
- forced and compulsory labour.

Our aim is to accompany technical and qualitative monitoring with recurrent monitoring of environmental and social performance that can identify potential critical aspects for which possible independent audits and improvement plans will be implemented.

In particular, the objectives that we have set ourselves are divided into two main strategic areas:

	TARGET	HOW WE HAVE RESPONDED
Responsible supply chain	<p>Check for anomalies and compliance with minimum requirements</p> <p>Increase the number of suppliers involved</p>	<p>Carry out a targeted follow-up of the assessments received with the aim of verifying the answers provided and finding solutions for any companies that do not meet the minimum requirements.</p> <p>Involve any suppliers not present, who are important for the Dainese growth plan, but to whom the questionnaire has not been sent yet or who have not filled it out and returned it, in addition to identifying an initial group of indirect suppliers to engage.</p>
Clean manufacturing	<p>Eliminating chemicals from production processes</p>	<p>Implementation of the ZDHC (Zero Discharge of Hazardous Chemicals) protocol on Italian suppliers of raw materials (26 companies), in order to reduce the risks associated with the presence of harmful chemicals in production processes and reduce the level of pollution of wastewater.</p> <p>Organisation of targeted training courses on other suppliers, to increase the level of understanding of topics associated with the use of chemicals.</p>

1. The minimum requirements on health and safety and respect for workers' rights include the basic requirements of complying with current legislation and general provisions on workers' rights, including child labour, forced labour, safety in the workplace, freedom of association, discrimination, workers' dignity, working hours and rest and wage guarantees.
 2. Calculated on the basis of the "Countries' Risk Classification" of Amfori and BSCI.





1C: INNOVATION FOR PROTECTION AND HOW WE DESIGN FOR DURABILITY

In product R&D, the person responsible for innovation is the CEO, who, with involvement of the Category Managers, personally identifies the innovation drivers to be followed. Category Managers are then responsible for new product development, while the R&D Manager is responsible for control of the safety and performance requirements of the project in the development phase.

We adopt the “inspired by humans” approach in all innovation-related processes. We work with a select group of customers, our so-called pioneers, in order to develop a product that satisfies users’ needs, even the most extreme ones, and that contributes to achieving the highest sporting goals. A source of inspiration for our brands are living legends, such as many-time world champions Valentino Rossi and Giacomo Agostini, the Emirates Team New Zealand, winner of the America’s Cup and the astronauts Andreas Mogensen and Thomas Pesquet, but our Group also focuses on the needs of all motorcyclists and athletes who choose Dainese throughout the world. The innovative technologies designed for the most extreme events are often transformed into everyday solutions, which guarantee the utmost safety for anyone who decides to rely on our products.

In the reported period, we increased annual investment in research and development (+1.2%).

INVESTMENTS IN RESEARCH AND DEVELOPMENT €M	2022	2021
Investments in research and development	7.96	7.87
Total revenues	276,438	249,039
Research and development investments as a percentage of revenue	2.9%	3.2%

QUALITY AND SAFETY: THE BASIS OF OUR PRODUCTS

At Dainese, we believe that innovation and quality are intertwined. Our mission is based on the utmost safety for the user, so offering high-quality products is the objective that guides day-to-day activities, in whatever area the company is operating.

Responsibility for this topic lies with the Quality Department, a centralised Group function that indicates the methods for management of control tests on the materials and finished products, and is responsible for guaranteeing high-quality levels at the plants of both the Group itself and of its external suppliers. External suppliers are, in turn, required to guarantee compliance with local standards and are fully liable for the products they manufacture themselves and those of third parties managed by them.

The quality system adopted by our Group has been ISO 9001 certified since 1999 and has evolved over the years to achieve the highest industrial standards. We adhere to the same standards as the automotive industry (ISO IATF 16949) to demonstrate our commitment to customer safety.

We dedicate major resources to implementing quality systems at our own plants, in order to make them independent in the use of PDCA tools. During 2020, Mel-t in Tunisia obtained ISO 9001, ISO 14001 and ISO 45001 certification, while the track helmet production site of Mavet, located at Campodoro in Italy obtained CCC (China Compulsory Certification) to satisfy Chinese safety standards.





1C: INNOVATION FOR PROTECTION AND HOW WE DESIGN FOR DURABILITY

continued

QUALITY AND SAFETY: THE BASIS OF OUR PRODUCTS continued

We have continued to integrate acquired companies such as TCX into our quality control activities. At Kromo Pielmo, the production site in Romania, which is already ISO 9001 and ISO 14001 certified, the constant presence of our personnel has allowed integration of the Group QMS to be started and this will continue throughout 2023.

During 2023, Dainese Group will also obtain ISO 14001 certification, extending the certification, already present at Mel-T and at the newly acquired TCX, to the Vicenza and Colceresa sites.

Our commitment to guaranteeing high-quality products is not limited to obtaining the principal certifications, but is an everyday process. A look at the tests performed on finished products gives an idea of the attention and commitment that our Group focuses on product quality and on the safety of users.

TESTS ON PRODUCT QUALITY	2022	2021
Routine tests	1,156	808
of which on Apparel/Boots/Gloves	379	212
of which on Helmets	700	425
of which D-Air	77	171
Physical/mechanical/chemical controls on raw materials	2,541	2,290

The number of tests performed by our Group in 2022, on both raw materials and finished products, is in relation to the volumes of product/purchases and to the number of new materials and products under development. The tests are performed internally by our staff at the Colceresa laboratory, which has the equipment needed for control of both quality and compliance of raw material being purchased (and developed) and of finished products, in accordance with the international standards applicable to the product category. The Colceresa laboratory assists R&D in the development of new products and innovative materials. Alignment tests with certified outside laboratories are performed with a planned frequency, in order to maintain high quality of procedures and the test outputs at all times.

Our commitment to preventive controls has allowed it to obtain excellent results in terms of reduction of the risk of non-conformities with potential impacts on health and product safety. Between 2021 and 2022, there was only one incident of non-compliance. There were no incidents of non-compliance in 2022.

INCIDENTS OF NON-COMPLIANCE CONCERNING THE HEALTH AND SAFETY IMPACTS OF PRODUCTS AND SERVICES	2022	2021
Incidents of non-compliance with regulations resulting in a fine or penalty	–	–
Incidents of non-compliance with regulations resulting in a warning	–	1
Incidents of non-compliance with voluntary codes	–	–
Total number of incidents of non-compliance	–	1

In the recorded incident, we were able to demonstrate the circumscribed perimeter of the episode:

- In 2021, the Assen motorcycle suit failed the tear resistance tests performed in France by the Market Regulator, as it presented tears on non-critical parts of the back: in this case as well, we demonstrated that the certification documentation was compliant, as were the quality controls performed in the production phase.





1C: INNOVATION FOR PROTECTION AND HOW WE DESIGN FOR DURABILITY

continued

DIALOGUE WITH CUSTOMERS

Due to the nature of the products, our Group is required to report on their intrinsic quality and safety through labelling. The user instruction leaflet of certified and approved Dainese products contains information on safe use of the product and its safety features. The labelling system also allows other information to be shared, such as sourcing of the materials and correct disposal of the products. The products sold on the US market also provide information on the potential content of harmful substances, in accordance with the P65 national regulation.

REQUIREMENTS FOR PRODUCT AND SERVICE INFORMATION AND LABELLING	2022		2021	
	No.	%	No.	%
Total number of product categories	7		7	
PRODUCT CATEGORIES FOR WHICH THE LABEL PROVIDES INFORMATION ON:	No.	%	No.	%
- Sourcing of the product components	7	100%	7	100%
- Content, particularly with regard to substances that might produce an environmental or social impact	-	-	-	-
- Safe use of the products	5	71%	5	71%
- Disposal of the products	5	71%	5	71%

Our enterprise has received no penalties associated with its labelling and no cases of non-compliance have been found in the reporting period.



2 INSPIRED BY HUMANS

VACATION SHARING POLICY

INTRODUCED TO ALLOW EMPLOYEES TO TRANSFER PART OF THEIR ACCRUED VACATION TIME TO EMPLOYEES WHO NEED IT

8,965hrs

OF TRAINING COMPLETED ACROSS THE GROUP
[21% MORE THAN IN 2021]

0

INCIDENTS OF DISCRIMINATION
[MATCHING 2021]

IN THIS SECTION

2A: How we are inspired by humans.....	25
2B: How we work with our people.....	30
2C: How we protect our employees.....	31
2D: By taking care of their well-being.....	37
2E: By fostering a sense of belonging.....	39
2F: How we support our communities.....	43





2A: HOW WE ARE INSPIRED BY HUMANS



This is a challenge that involves all of humanity. We are putting the planet at risk. We need to reconsider our way of life and the impact our actions have on the environment and the oceans, and ensure that the markets also adapt to more sustainable lifestyles.

Max Sirena





2A: HOW WE ARE INSPIRED BY HUMANS continued



There's no better office than being in the mountains. The mountains are where I live my passion, so I can't help but be in love with them. We can still do something. I, in my own small way, try to be mindful every day.

I value setting a good example because this means a lot to me. And just like skiing, to improve, we always start with small gestures. Everyone's contribution matters, and each of us must do their part.

Sofia Goggia



2A: HOW WE ARE INSPIRED BY HUMANS continued



We can feel that we are abusing our planet by a lot of consumption in many aspects. I definitely wish that a lot more people would realize that so that cycling could provide for future generations a better quality of life. Along with Dainese we're working to let people be safe and confident to ride, everyday, everywhere, in all conditions.

Fabien Barel



2A: HOW WE ARE INSPIRED BY HUMANS continued



As an athlete and a father I feel responsible in inspiring new generations and fellow athletes to adopt more sustainable practices and contribute to positive change. I'm fully involved in the effort Dainese is putting on the development of the protection of the future, focusing on the highest level of safety for the human being, with the lowest impact possible on our environment.

Joan Mir



2A: HOW WE ARE INSPIRED BY HUMANS continued



During the last 30 years of racing the safety of riders has become more and more the number one priority. Dainese crucially contributed since the '70s to this process, continuously innovating, inventing all of the protective gear that shortly became mandatory – a vital standard both on the racetrack and on the road. From the first ever back protector to the invention of the motorbike airbag system. I'm very proud of being part of this journey with Dainese, contributing through my entire career to test and improve protective technology to highest level.

Valentino Rossi



2B: HOW WE WORK WITH OUR PEOPLE

WE SUPPORT

>3,800

AUTHORISED DEALERS

8,637

CONTACTS IN 2022

CUSTOMER SERVICE

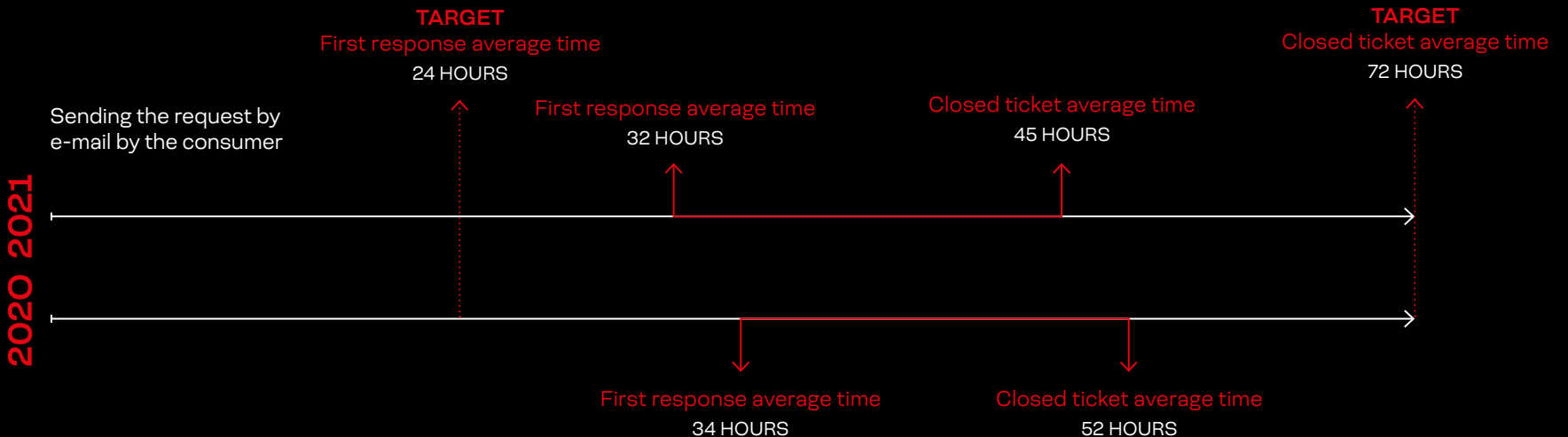
Quality and reliability are the most important considerations for our customers. That is why our commitment to our customers does not end when the sale has been made, but continues throughout the lifetime of the product. Our customer service supports the Group's more than 3,800 authorised dealers and its almost 5,000 consumers.

In both reporting years our customer service representatives handled more than 3,400 requests. We have 17 dedicated staff to handle dealers and 14 for after-sales and consumer care for end customers¹. The response of the customer service team is designed to be rapid and efficient.

Our average time for closing tickets opened via e-mail was well below 72 hours. Our target for the coming years is to respond under 24 hours. In 2021, we launched a live chat service on our website to further accelerate response time. We had over 8,637 contacts during 2022.

In addition to fielding administrative queries, for example about the purchasing process, the aim of our customer service is to support repair services that can lengthen the life cycle of our products and therefore reduce consumption and improve sustainability of our products.

Unless safety features are irredeemably damaged, we offer a garment repair service, which is managed directly by the dealers, or by head office when the damage requires a more complex intervention. Customers can activate this service both through direct channels (e-mail, live chat, telephone) and through the authorised dealers.



1. During 2021, the resources dedicated to customer service were, respectively, 17 for the dealer customer service and 13 for the end customer service.

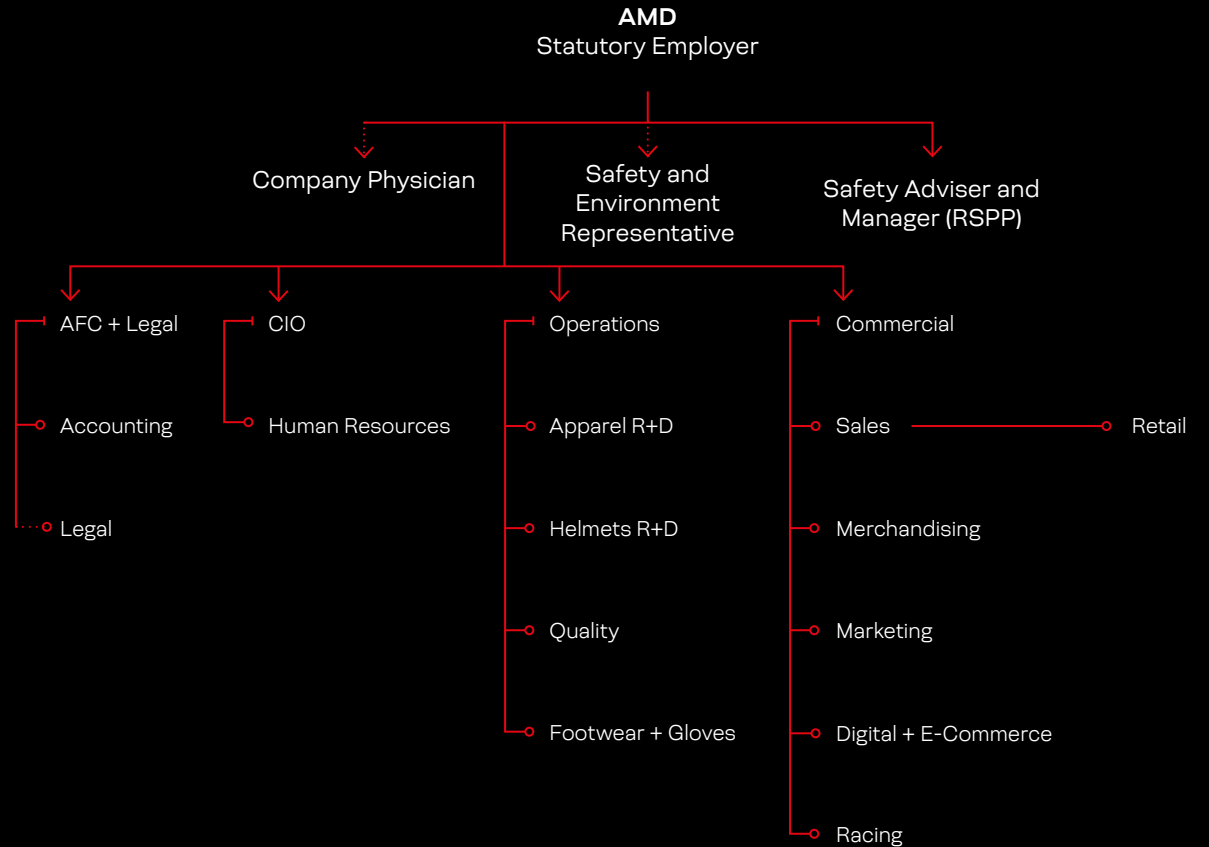


2C: HOW WE PROTECT OUR EMPLOYEES

THE HEALTH AND SAFETY MANAGEMENT SYSTEM

Our company mission of safety and protection extends equally to our colleagues working across all of our facilities. Our Group promotes safety in all workplaces, through careful assessment and management of risks. We provide health and safety training, promote responsible conduct and implement preventive actions. The below organisational model provides the necessary technical skills and powers to check, assess, manage and control risks.

DAINESE S.P.A SAFETY ORGANISATION CHART



2C: HOW WE PROTECT OUR EMPLOYEES continued



THE HEALTH AND SAFETY MANAGEMENT SYSTEM continued

In order to monitor this topic closely, our organisation has had a Safety Management System since 2018, based on the UNI/INAIL Guidelines, which is applied at all company facilities and at the stores in Italy. The Mel-T plant in Tunisia has been certified ISO 9001, ISO 14001 and ISO 45001 and in doing so we have included all employees in the country in our occupational health and safety system. The Kromo Piello overseas production site and the Group stores located outside Italy are currently excluded from the system and comply with binding local health and safety regulations. The management system formalises the company HSE policy, the set of active documentation, the organisational model and the roles and responsibilities of the key figures, guaranteeing a continuous and methodical approach to monitoring of this topic.

With a view to continual improvement, thanks to the collaboration between the Employer, the Prevention and Protection Service Officer (RSPP), the company doctor and the competent managers and representatives, we draft an annual improvement plan aimed at identifying and planning the actions needed to make the management system increasingly efficient; the associated investments are formally

inserted into the annual budget. We place particular importance on employee training on the topic and on the constant search for ergonomic and protective improvements, particularly in the production departments.

The results obtained are monitored through key performance indicators (KPIs), which are reviewed at least once a year, during the management review in line with our obligation under the Italian Regulations (Art. 35 of Leg. Decree no. 81/08). Indicators to monitor the efficacy of our management system and are based on four pillars:

1. number of cases of work-related injuries or work-related ill health;
2. reporting of near misses;
3. equipment breakdowns; and
4. employee training.

We also organise periodic audits to check correct functioning of the management system, through both internal functions and through independent outside entities.



2C: HOW WE PROTECT OUR EMPLOYEES continued

THE HEALTH AND SAFETY MANAGEMENT SYSTEM continued

WORK-RELATED INJURIES (EMPLOYEES) ¹	2022		2021	
	NO.	RATE	NO.	RATE
Recordable injuries at 31.12	9	4.42	5	2.81
Of which deaths	–	0.00	–	0.00
Of which serious injuries	–	0.00	–	0.00
Hours worked	2,034,906		1,779,674	

In the reported period, both the number of injuries and the injury rate increased slightly, due partly to the fact that the number of hours worked increased. Overall, it remained at a low level in both years.

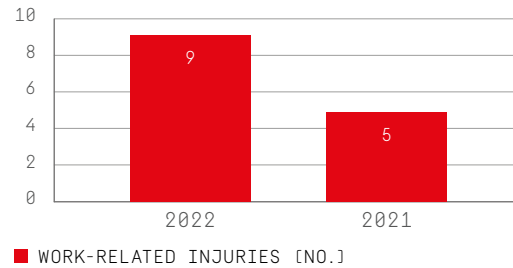
Specific procedures prepared by our organisation, on the basis of the UNI/INAIL guidelines, establish the actions to be taken for reporting and analysis of incidents, in order to:

- identify the factors that have caused them and the present of any non-compliance associated with the event;
- identify any corrective and/or preventive actions necessary to eliminate, or at least to reduce the possibility of reoccurrence of the event; and
- establish criteria for the management of any non-compliance identified and for management of the consequent actions.

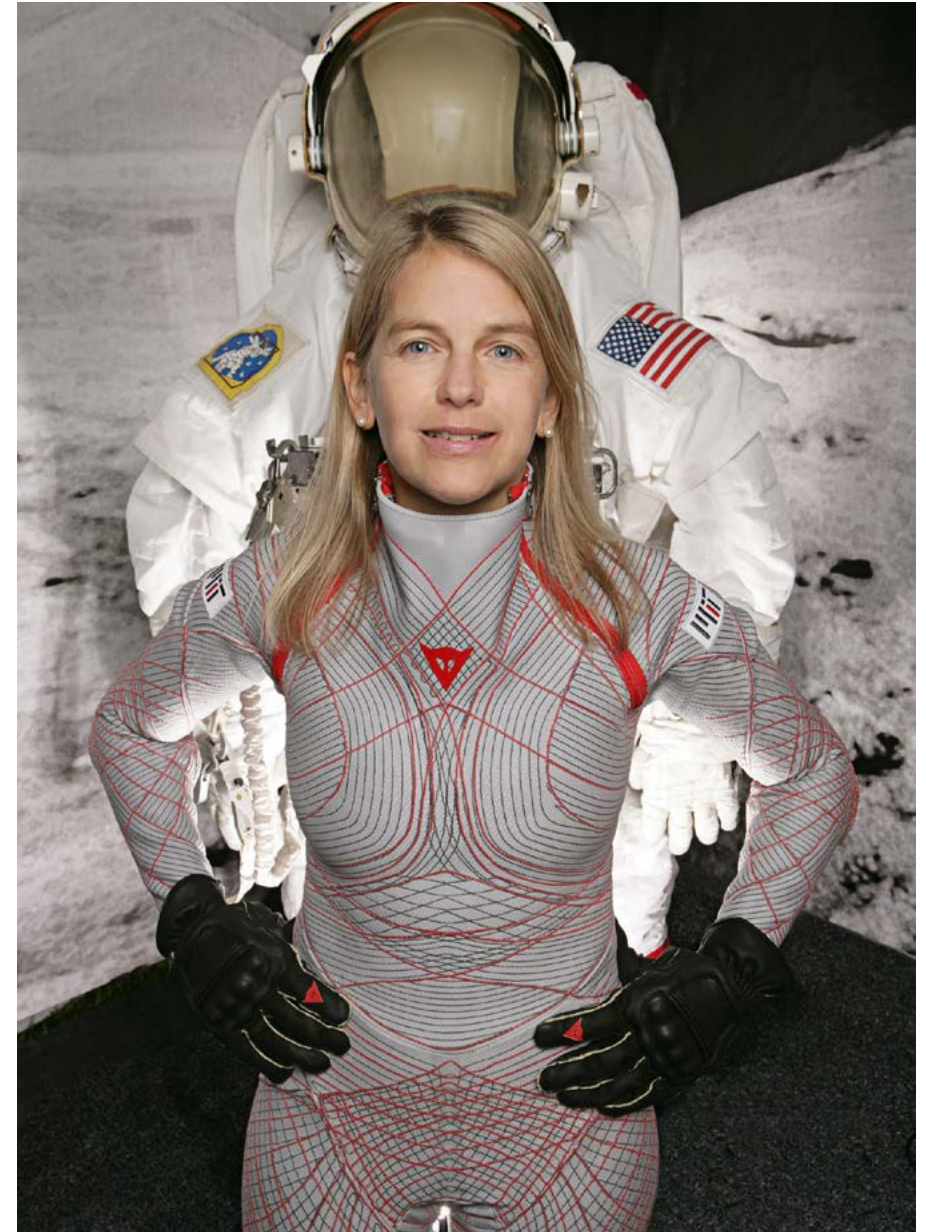
In the two-year period considered, the injuries may all be classified as “minor injuries caused by a mechanical risk (cuts, blows)”, with average recovery time of three days (the longest recovery time was seven days).

In the reported period, there were no injuries relating to other employees and events that caused reporting of work-related ill health for any type of employee.

WORK-RELATED INJURIES



1. Note that only the Mel-T, Kromo Pielmo, Dainese Vietnam, Mavet and Dainese S.p.A production sites fall within the scope of this indicator.



2C: HOW WE PROTECT OUR EMPLOYEES continued

ASSESSMENT AND COMMUNICATION OF RISKS

We follow the UNI/INAIL guidelines and applicable binding regulations in identification of occupational health and safety hazards and risks. Following the assessment, the necessary prevention and protection measures are defined, the relative documents are prepared and the appropriate responsibilities for performance, updating and checking the various risks are established. All the information is collected together in the risk assessment documents (DVR), which summarise the general and specific risks identified.

In order to identify the risks present in the Group's facilities and improve the occupational health and safety system itself, the employer, with the support of the appointed Prevention and Protection Service Officer (RSPP), is called upon every four years to carry out an analysis and considerations with respect to:

- the routine and non-routine activities ("duties") of all the people who have access to the workplace (including contractors and visitors);
- the hazards identified that originate outside the workplace, but nonetheless negatively influence the health and safety of the people working for the organisation in the workplace;
- the infrastructures, equipment and materials present in the workplace, provided both by the organisation and by third parties;
- changes or proposed changes in the organisation, in its activities, its materials, including temporary changes, and their impact on operations, on processes and on activities;
- design of the work areas, processes, installations, machinery/equipment, operating procedures and organisation of work; and
- management of every binding legal obligation applicable to the risk assessment and implementation of the necessary controls.

In order to reduce and control the risks from interference between activities, we also establish methods and responsibilities for management of third-party operatives (firms and/or freelancers, under contract or job contract) at the company facilities and at associated companies. For each third-party operative with whom our company enters into a contract, the necessary checks on technical and professional suitability, cooperation and coordination are performed, and are managed by the RSPP through a request for the necessary documentation. Once the documentation proving technical and professional suitability has been received, the RSPP delivers all the information needed to eliminate the risks due to interference with normal activity performed at Dainese, duly mapped in the Single Interference Risks Assessment Document (DUVRI).

The RSPP plans communication of the identified risks to employees, which is based on criteria of easy understanding, in collaboration with the HR Office, and usually addresses:

- the specific risks of the duties to which the employee is assigned;
- the first-aid, firefighting, evacuation and environmental protection procedures;
- the prevention and protection measures and activities adopted;
- the meaning and use of safety signs;
- the HSE hazards associated with use of the substances and products used in the production processes;
- the behaviour to adopt in performance of the duty; and
- any updates that emerge following monitoring activities and/or periodic and review meetings.

For training and communication activities, the main tools used are:

- direct verbal communication, which takes place at specific meetings, for which minutes are always kept;
- support materials, such as stores and information leaflets;
- the safety signs and markings positioned inside the company;
- the company notice boards, on which the company safety organisation chart is usually posted, showing all the figures responsible for safety, and the document containing the occupational health and safety policy;
- the company procedures relating to the topic, which are made available and explained to employees;
- the company internal e-mail system; and
- the portal present on the company Intranet.



2C: HOW WE PROTECT OUR EMPLOYEES continued

ASSESSMENT AND COMMUNICATION OF RISKS continued

In conclusion, the periodic audits mentioned on the previous page guarantee correct application and maintaining of all the measures identified in the DVR; the information obtained from control activities is, in fact, used for the revision and review of the risks assessment, as well as for measurement of the KPIs identified.

We have set up an employee health monitoring system, as required by regulations. The first step is to identify the employees who are subject to this monitoring. This means everyone who, regardless of contract type, performs activities at the organisation (direct employees, interns, temporary workers, etc.). The requirements of suitability to the work are then checked, through controls performed by the Occupational Doctor, chosen from the list of physicians accredited with the Health Ministry, and appointed through a "letter of appointment" satisfying the requirements of law (Art. 25 of Legislative Decree no. 81/2008). Based on the material received and after an initial inspection of the company workplaces, the Occupational Doctor, together with the RSPP assisted by the Human Resources Department, prepares the details of the medical examinations and/or diagnostic tests that must be given to each worker, also indicating their frequency. Subsequently, during periodic check-ups, the doctor provides all employees with a precise explanation of the results of the tests performed, information on damage deriving from exposure to occupational risk factors, information on the long-term effects of professional exposure, information on the need for health checks after ceasing work and any other information he/she considers useful.



PUSHING BOUNDARIES

OUR SAFETY MANAGEMENT KPIs

We review our safety management KPIs at least once a year in line with our obligation under the Italian Regulations (Art. 35 of Leg. Decree no. 81/08). We organise periodic internal functions and independent outside audits of the management system.

We monitor the efficacy of our management system using four pillars:

1. number of cases of work-related injuries or work-related ill health;
2. reporting of near misses;
3. equipment breakdowns; and
4. employee training.

3 DAY

AVERAGE RECOVERY TIME
FOR WORK-RELATED INJURIES

0

SERIOUS INJURIES
OR DEATHS IN 2022



2C: HOW WE PROTECT OUR EMPLOYEES continued

INVOLVEMENT OF EMPLOYEES AND TRAINING

We consider the active participation of employees in the management of health and safety in workplaces to be a fundamental element in increasing the efficacy of the measures put in place. That is why we work to increase their awareness through information, training and health monitoring.

The information tools used by our organisation to raise awareness of employees across the company are discussed on pages 34 and 35 (Assessment and communication of risks). Internal communication is divided between "top-down" (fixed notices, Intranet, meetings, etc.) and "bottom-up" (questionnaires, inspection reports, etc.) flows, in order to involve all company employees in the information process and to facilitate listening to any requests. At least once a year, the periodic prevention meeting is held as an opportunity for discussion and coordination between the persons involved in the management of the company's safety and employee representatives. Any issues that are raised are monitored through the work-related stress assessment that forms an integral part of the general risk assessment. In addition, there is a Workers' Safety Representative, i.e. a person elected or appointed to represent employees with regard to occupational health and safety matters. They supervise the quality of the working environment, i.e. the safety of premises; they participate in all stages of the occupational risk prevention process (from hazard identification to planning and implementation of prevention and protection measures); and they act as a point of reference between employer, employees, trade unions and institutions. Finally, employees themselves can report work-related dangers and dangerous situations to a third control body, the Supervisory Board.

Training on the processes and procedures that govern the SGSL is given to each employee, with a particular focus on new recruits and others that may be deemed in more high-risk categories. We also train external parties (suppliers, customers, visitors and others) about any risks associated with their presence at the company facilities. For people visiting or inspecting the facilities, this communication is made through direct information, safety signs and specific signs present in the workplaces, layout plans illustrating the evacuation methods in the case of serious and imminent danger, displayed in the workplaces, and by providing a specific information leaflet.



2D: BY TAKING CARE OF THEIR WELL-BEING

EMPLOYEE WELL-BEING AND SATISFACTION

Well-being in the workplace is guaranteed, first and foremost, by strict compliance with ILO International Conventions on workers' rights, collective bargaining and the administrative measures put in place by local entities.

In the reported period, the percentage of employees covered by a national collective employment contract was around 77%; this figure is the average value between countries in which this contract is efficiently used and applied and those that use other methods of protection. In the first case, our Group applies the contract to 100% of the employees hired by the specific legal entity (Italy, Austria, France, Germany, Tunisia).

Also, insofar as concerns the topic of contractual guarantees and rights, in each of the States where our employees are present, collaboration with local professional advisers on employment and payroll rights has been started, in order to guarantee continual updating and compliance in this area.

However, the level of well-being that we aim to maintain also depends on a set of tools that allow its "active" management, such as training, constant dialogue and implementation of welfare and work-life balance initiatives. At Dainese S.p.A, these initiatives include: the company canteen service, flexible working hours and the possibilities of remote work or a combination of remote/in-person work, where applicable. We explain our expectations and our culture to potential candidates during the recruiting phase. Rewards, welfare and work-life balance is either documented in the employee

contract or in our employee handbook. In addition to improving the well-being of current employees, these measures also represent a package of incentives through which the Group attracts new talent.

As part of its company welfare program, we also promote an environment in which its employees are aware of the importance of sharing and the concept of shared well-being; our Group introduced a "vacation sharing" policy that allows employees to transfer part of their accrued vacation time to other employees who need it.

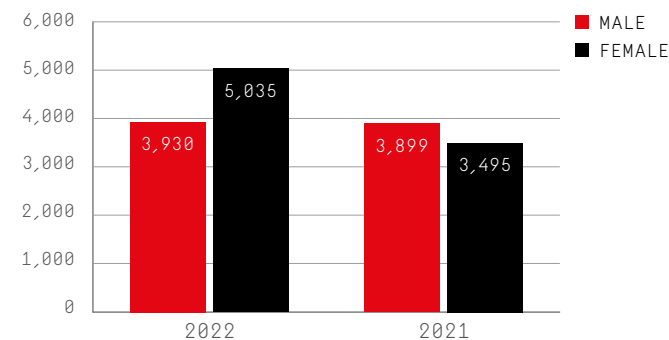
Training and professional development

Company training requirements are monitored by the HR department, which collects requests and contacts the various department managers with reference to the assigned employees. Collective and financed training initiatives are prioritised, often with technical content strictly associated with the professional capabilities concerned.

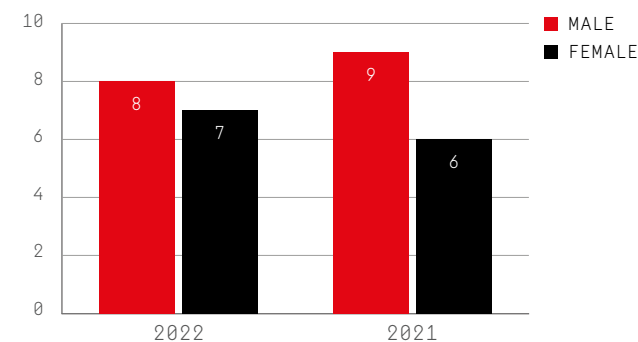
In the years being reported, the training programmes related primarily to quality, safety, company processes (with focus on supply chain management), company procedures (with focus on after sales and consumer care), sustainability topics and the IT applications used at our company (PLM, MRP and ERP). In order to improve the soft skills of Group managers, online English courses and individual coaching sessions have also been organised. In 2022, we held 8,965 total hours of training¹ courses, 21% more than last year.

All this has been made possible thanks to our online training platform Dainese Academy, which all employees are able to access on site and remotely. We also hold face-to-face training courses, such as the customer experience course for our retail colleagues.

HOURS OF TRAINING



AVERAGE HOURS OF TRAINING PER EMPLOYEE



1. It should be noted that the Kromo Pielmo and Dainese Vietnam sites are not included in the scope of this indicator.



2D: BY TAKING CARE OF THEIR WELL-BEING continued

EMPLOYEE WELL-BEING AND SATISFACTION continued

Training and professional development continued

Professional development is a core ingredient of a motivated workforce. We have an informal feedback programme that encourages conversations between line managers and employees. All employees have a conversation with their direct superior at least once a year.



PUSHING BOUNDARIES

DAINESE ACADEMY: OUR ONLINE TRAINING PLATFORM

In 2022, we held 8,965 total hours of training courses, which is a 21% increase from 2021. This has been made possible thanks to our online training platform Dainese Academy, which all employees are able to access on site and remotely. Training programmes range from quality and safety to sustainability topics.

7.5

AVERAGE HOURS OF TRAINING
PER EMPLOYEE IN 2022



2E: BY FOSTERING

A SENSE OF BELONGING

25%

INCREASE IN
WORKFORCE IN 2022

58%

OF OUR WORKFORCE
ARE WOMEN

EMPLOYMENT, TRAINING AND WELL-BEING

The excellence of our products is the result of the enthusiasm of our employees. Dainese aims to foster well-being inside the workplace and support in the professional development of employees. Respect for diversity, promotion of inclusive approaches and the fight against discrimination are cornerstones of our conduct. At Dainese, the differences, multiculturalism and uniqueness of people are considered to be essential elements in stimulating our innovation and growth. This applies to all of our facilities, without any geographical exception.

We strongly condemn offensive or discriminatory conduct and commit to assessing our employees, exclusively on the basis of their abilities and professional skills.

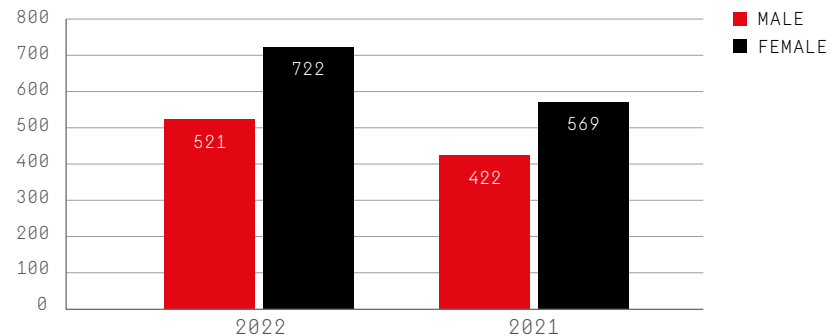
All employees have the ability to report improper conduct directly to the area manager, or in a protected manner through the active channels of the Supervisory Board.

Thanks to the policies and the actions taken, no incidents of discrimination were reported in the past two years.

Our employees

In December 2022, our Group had 1,243 employees (722 women and 521 men). Compared with 2021, the overall workforce has increased by 25%. This increase is partly related to the opening of the production site in Vietnam, which saw 126 women and 71 men join.

EMPLOYEES BY GENDER



2E: BY FOSTERING A SENSE OF BELONGING continued

EMPLOYMENT, TRAINING AND WELL-BEING continued

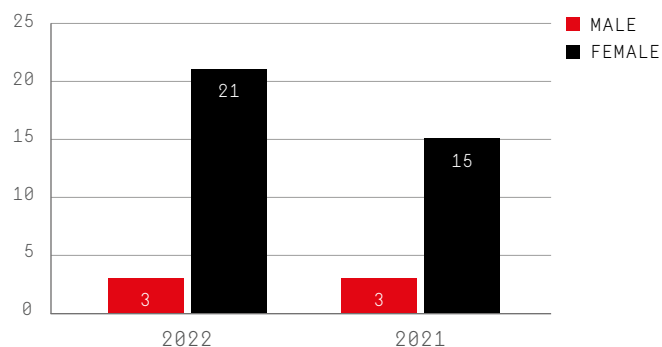
Our employees continued

Dainese's commitment to diversity can also be seen in the composition of its workforce, 58% of which is made up of women, a trend that has been growing steadily over the years.

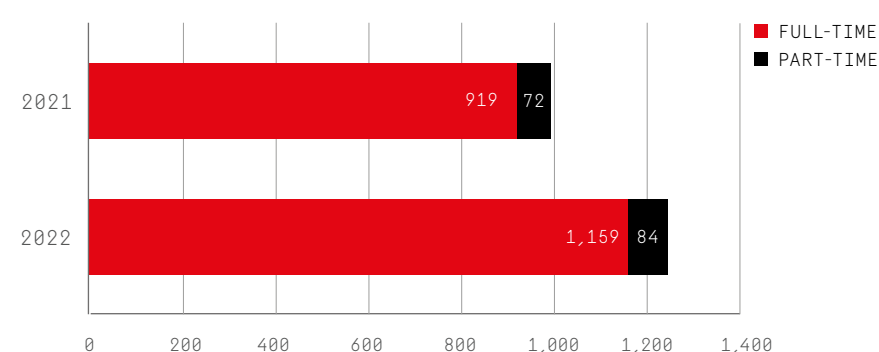
2022	UM	GROUP											
		30			30-50			50			TOTAL		
		MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
Executive	%	–	–	–	93%	7%	100%	86%	14%	100%	91%	9%	100%
Middle manager	%	71%	29%	100%	70%	30%	100%	76%	24%	100%	72%	28%	100%
White collar	%	50%	50%	100%	50%	50%	100%	63%	37%	100%	52%	48%	100%
Blue collar	%	26%	74%	100%	23%	77%	100%	33%	67%	100%	26%	74%	100%
Total	%	35.9%	64.1%	100.0%	42.6%	57.4%	100.0%	49.3%	50.7%	100.0%	41.9%	58.1%	100.0%

In addition to its employees, external collaborators also work for our Group (24 in 2022 and 18 in 2021). These workers are mainly present at Mavet; they are trainees/temporary workers who provide support activities in certain phases of the production process that are heavily influenced by seasonality or production peaks, during which flexible management of work is necessary.

NUMBER OF WORKERS WHO ARE NOT EMPLOYEES



EMPLOYEES BY TYPE OF CONTRACT



From a contractual standpoint, most workers (91%) are on a long-term contract and hired full-time (93%). In 2022, employees on short-term or part-time contracts were evenly distributed among men and women. Use of short-term contracts is linked to a phase of entry of the collaborator into positions or activities for which a stable, long-term timeframe has not been established; they may also be used in the retail area for a preliminary period prior to stable employment. The possibility of working part-time, on the other hand, is the response of the Group companies to specific requests of employees who, for various reasons, prefer this contractual option to achieve a better balance between the commitments of their personal and professional lives.



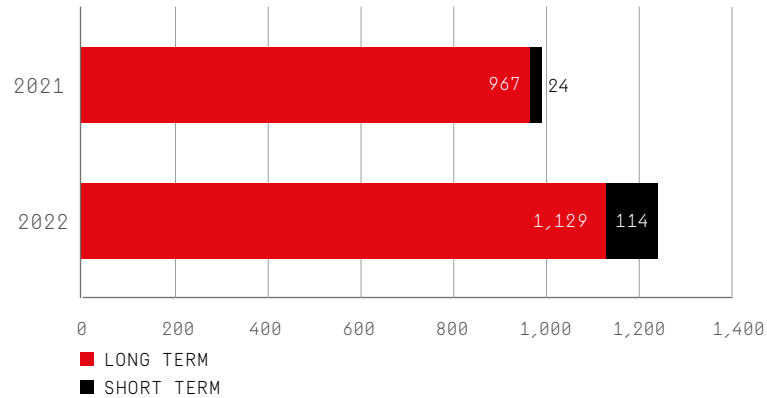
2E: BY FOSTERING A SENSE OF BELONGING continued

EMPLOYMENT, TRAINING AND WELL-BEING continued

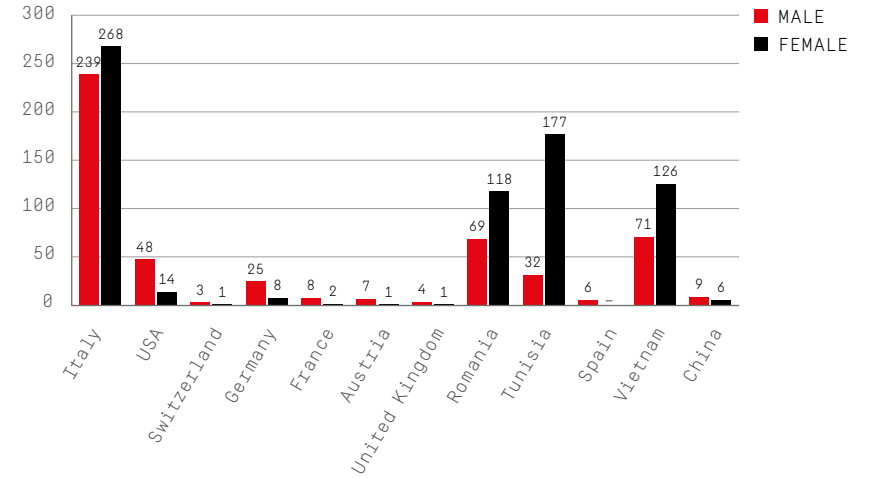
Our employees continued

Our employees are located in 12 different countries and their geographic origin is equally varied; there are currently 27 different nationalities present.

EMPLOYEES BY TYPE OF EMPLOYMENT



EMPLOYEES BY GEOGRAPHICAL AREA (WORKPLACE 2022)



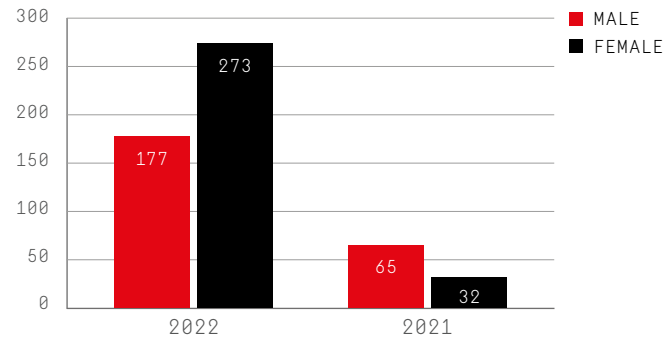
2E: BY FOSTERING A SENSE OF BELONGING continued

EMPLOYMENT, TRAINING AND WELL-BEING continued

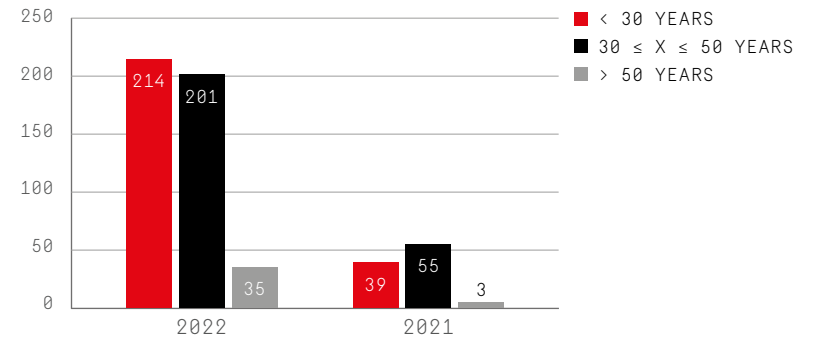
Our employees continued

Like most companies, we value continuity with our colleagues and are therefore monitoring our turnover rate. One tool in our toolbox in creating a supportive and inclusive culture is to enquire about reasons for leaving. We hold an exit interview with each leaver to discuss the reasons for the decision and develop corrective actions if necessary.

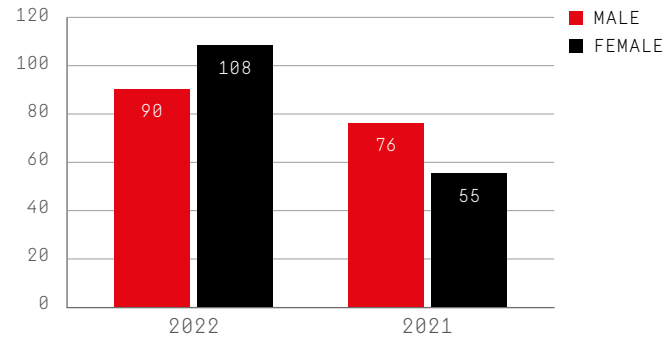
RECRUITMENT (GENDER)



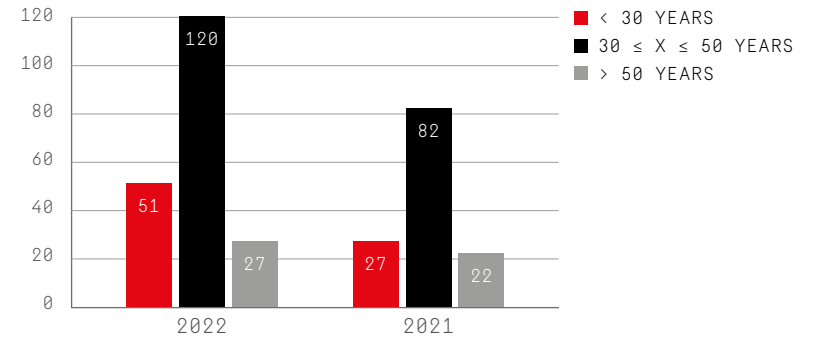
HIRES (AGE)



TERMINATIONS (GENDER)



GRI 401-1 TERMINATIONS (AGE)



2F: HOW WE SUPPORT OUR COMMUNITIES

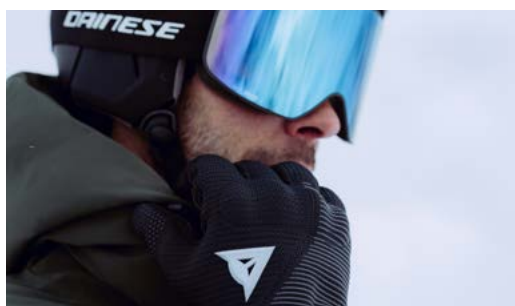
LOCAL COMMUNITIES

Based on the concept of being a “force for good”, we are strongly committed to encouraging and supporting the communities in which we operate and to participating in their development. Our aim is to create value for all the stakeholders around the company, adopting an altruistic approach that is entirely disconnected from an interest in any potential returns. Our initiatives are focused on Italy, specifically on our place of origin (town of Colceresa, province of Vicenza, in the Veneto region).

In order to respond flexibly to the needs, requests for initiatives or support are assessed on a case-by-case basis and, if they are approved, off-budget funding is set aside to respond to the needs in question. The absence of a structure does not influence our modus operandi in any way, which is based on the principles of propriety and transparency.

In addition to specific actions, we gave our support to continual initiatives, including:

- the funding and collaboration offered to the CUOA Foundation, a university-level management school located in Altavilla Vicentina, around five kilometres from the Dainese office, which has been supporting training excellence since 2017 and works, in turn, to support local enterprise, enriching the local economy; and
- the agreement with the canteen service provider, which has been in effect since 2019, for employment of people with disabilities in support of the workforce at the Colceresa plant, activated to promote their right to employment.





3 RESPONSIBLE TO OUR PLANET

IN THIS SECTION

3A: How we minimise our impact on the environment	45
3B: How we are helping minimise waste and closing the loop.....	48
3C: How we minimise our water use	50



IN 2022, WE:

- Extended our supplier assessment to include 'E-rating', which focuses on traceability, chemicals, planet, raw materials, circularity.
- Formalised our management of unsold or damaged products to minimise the production of waste.
- Started measuring water use across the Group, looking at total water withdrawal, water withdrawal from supply and total water withdrawal by type.



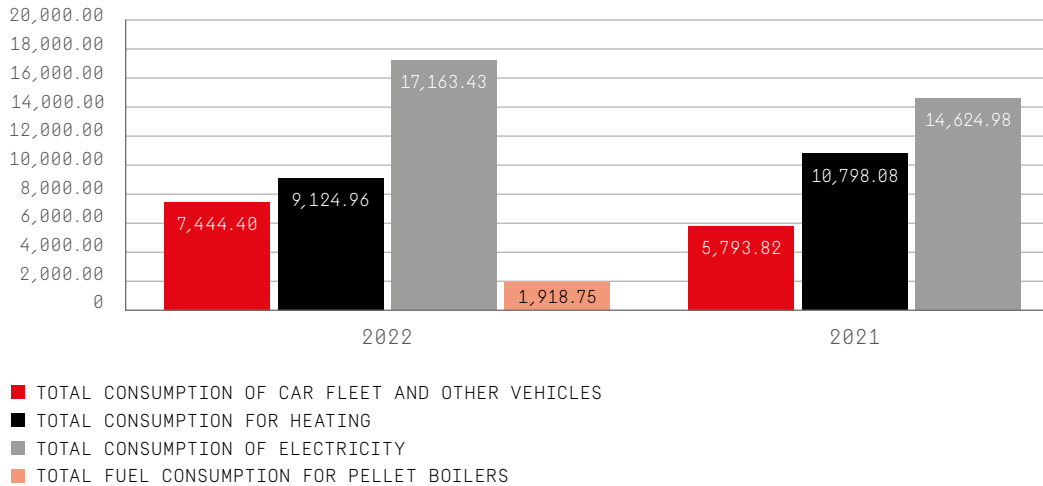


3A: HOW WE MINIMISE OUR IMPACT ON THE ENVIRONMENT

Although energy consumption at Group facilities is limited due to the type of activity performed, we are aware of the potential impacts of this topic and have therefore started a monitoring process to understand energy consumption and the relative emissions.

The data available¹ relating to the offices, production plants and stores directly controlled by the Group has been collected. The figure for total energy consumed is slightly higher (14%) than in 2021, due mainly to the gradual easing of the restrictions linked with the pandemic, which allowed Group employees to return to the office and to start business travel again and the opening of the new plant in Vietnam.

TOTAL ENERGY CONSUMED PER SOURCE (GJ)



1. The data does not include consumption for Dainese Iberica, Dainese China and Dainese and AGV Asia Pacific as this information is not currently monitored in a timely manner. This omission is not considered significant, in consideration of their size.





3A: HOW WE MINIMISE OUR IMPACT ON THE ENVIRONMENT continued

ENERGY CONSUMPTION WITHIN THE ORGANISATION	UM	2022	2021
Petrol consumption fleet cars and other vehicles (e.g. forklifts)	GJ	1,322.23	984.20
Diesel consumption fleet cars and other vehicles (e.g. forklifts)	GJ	6,122.18	4,809.62
Total consumption of car fleet and other vehicles	GJ	7,444.40	5,793.82
Natural gas consumption for heating	GJ	8,815.31	10,798.08
Heat purchased from the grid	GJ	309.65	–
Total consumption for heating	GJ	9,124.96	10,798.08
Consumption of electricity purchased from renewable sources	GJ	–	–
Consumption of electricity purchased from non-renewable sources	GJ	17,163.43	14,624.98
Total consumption of electricity	GJ	17,163.43	14,624.98
Total fuel consumption for pellet boilers	GJ	1,918.75	–
TOTAL ENERGY CONSUMED	GJ	35,651.55	31,216.88

Consumption of electricity accounts for around 50% of total energy consumption and this increased slightly in the reported period, for the reasons described on the previous page. In contrast, there was a reduction in consumption of gas, mainly due to elimination of consumption relating to the Vicenza warehouse, which, as a result of the logistics optimisation process, is no longer used by our Group.

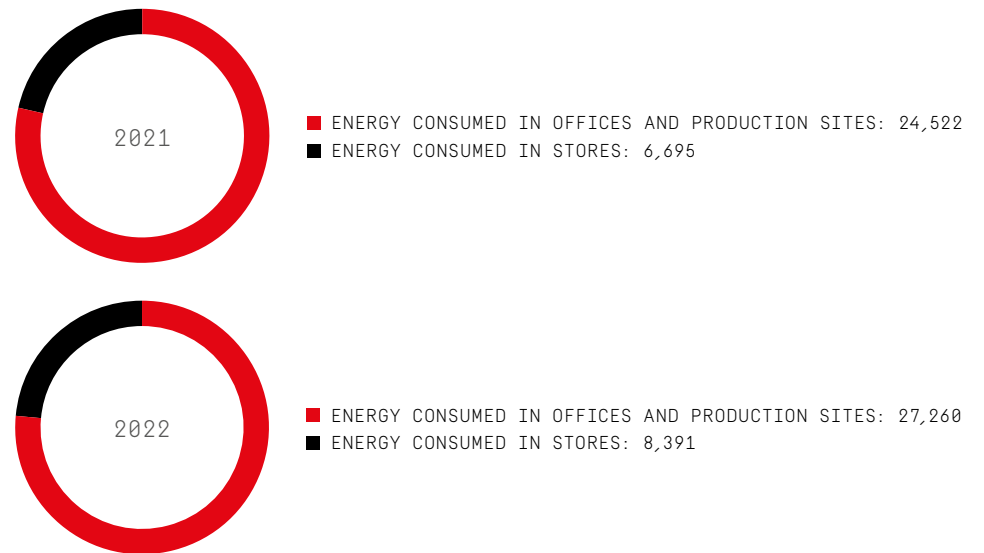
The larger size of the facilities, the use of energy in production processes and the higher number of users mean that around 76% of consumption comes from the Group offices and production plants.

1. The energy intensity and greenhouse gas emission indicators have been calculated, respectively, as the total energy consumption and total GHG emissions on square metres occupied by the offices, production plants and stores.

With particular reference to the production processes, it is specified that natural gas is also used at the Mavet plant to power the helmet drying furnace, on conclusion of the painting process. An outside laboratory performs and certifies annual controls on the associated emission point: the test reports received in the reported period did not reveal any value beyond the stable limits identified as ideal.

The energy intensity indicators, and therefore the greenhouse gas (GHG) emissions indicators¹, confirm a higher energy need of the offices and production plants, but also reveal a trend demonstrating greater efficiency and awareness in management of consumption: expansion of the facilities has, in fact, resulted in a lower than proportionate increase in consumption. This figure is even more significant if the gradual return to the office in 2021 and 2022 is considered.

TOTAL ENERGY CONSUMED PER LOCATION (GJ)



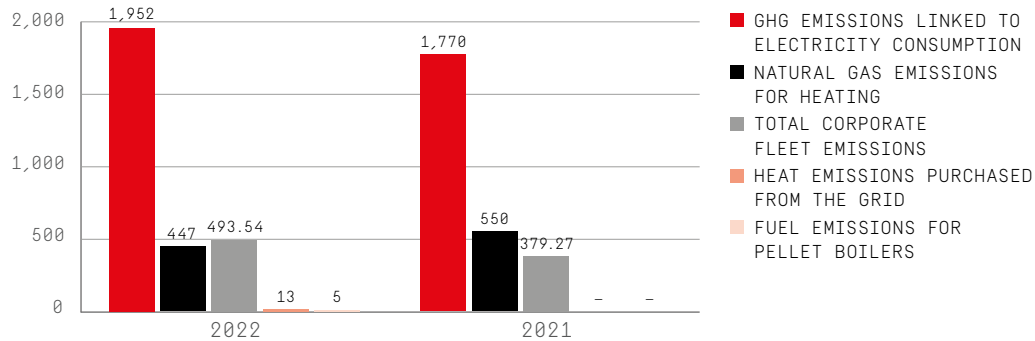


3A: HOW WE MINIMISE OUR IMPACT ON THE ENVIRONMENT continued

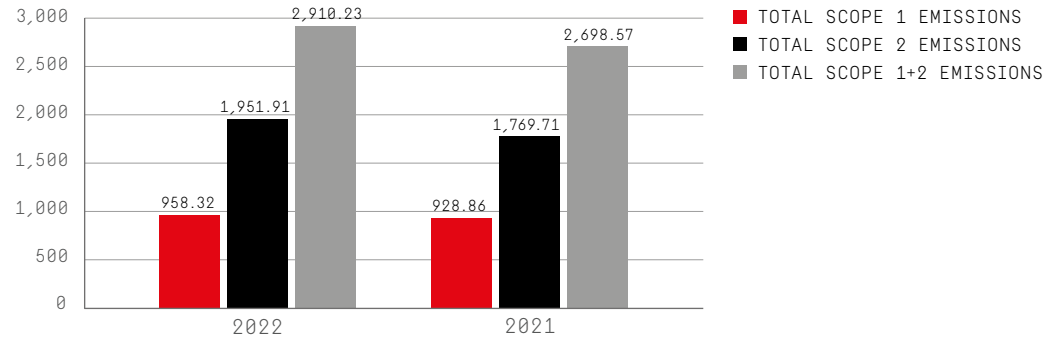
ENERGY INTENSITY GHG EMISSIONS INTENSITY	UM	OFFICES AND PRODUCTION PLANTS		STORES	
		2022	2021	2022	2021
Square metres	m2	52,726.04	39,452.00	13,152.00	12,480.00
Energy consumed	GJ	27,260.12	24,521.88	8,391.43	6,694.99
GHG emissions produced	tCO ₂ eq	2,163.35	2,005.04	746.88	693.53
Energy intensity	GJ/m ²	0.52	0.62	0.64	0.54
GHG emissions intensity	tCO ₂ eq/m ²	0.04	0.05	0.06	0.06

— The greenhouse gas emissions were calculated in line with the Greenhouse Gas Protocol¹.

TOTAL EMISSIONS PER CATEGORY (tCO₂)



TOTAL GHG EMISSIONS PER SCOPE (tCO₂)



DIRECT GHG EMISSIONS (SCOPE 1) INDIRECT GHG EMISSIONS FROM ENERGY CONSUMPTION (SCOPE 2) (tCO ₂)	2022	2021
Petrol emissions fleet cars and other vehicles (e.g. forklifts)	83.45	63
Diesel emissions fleet cars and other vehicles (e.g. forklifts)	410	316
Natural gas emissions for heating	447	550
Heat emissions purchased from the grid	13	-
Fuel emissions for pellet boilers	5	-
Total Scope 1 emissions	958.32	928.86
GHG emissions linked to electricity consumption	1,952	1,770
Total Scope 2 emissions	1,951.91	1,769.71
Total Scope 1 and 2 emissions	2,910.23	2,698.57

We believe climate action is a global need and have developed short-term carbon reduction targets that are linked to our financing.

1. See the "Comments on Methodology" on page 53 for further details on the calculation method.





3B: HOW WE ARE HELPING MINIMISE WASTE AND CLOSING THE LOOP

Our Group produces a limited quantity of waste that, considering its type, can be considered as having a low environmental impact. We nonetheless pay close attention to its treatment and have established procedures to guarantee correct management and minimisation of the associated impacts.

Production plants are one of the main sources of waste for our organisation, where the waste produced by production operations (packaging of raw materials and the products received and waste from production, packaging and finishing operations, etc.), the products used for testing, end-of-life components of production equipment (batteries, depleted gas containers, filtration materials, etc.) and obsolete IT tools are collected.

Our procedure involves annual categorisation of the types of waste produced, performed by a specialised outside laboratory and subsequent disposal according to the EWC codes indicated in the analysis.

In 2022, 65% of the waste produced was recovered and the remaining 35% was disposed. Only resources which meet our stringent quality criteria can be recycled. We have begun research to be able to improve the breakdown of each individual helmet material, so that we can recover as many resources as possible. Until now, this has been difficult due to the presence of certain materials, such as adhesives, which make the recovery of helmet materials not just difficult but almost impossible.

Management of unsold or damaged products is another important element and is carefully managed by the stores, in collaboration with head office. We have formalised specific procedures for management of these cases, in order to minimise the production of waste. In detail, unsold products in collections from previous seasons are sent by the various stores to head office, which markets them once again through an outlet store. Damaged products, on the other hand, are assessed to decide whether they are repairable; if the quality and safety of the product have not been compromised and only a minor repair is needed, this is performed directly by the store. Alternatively, if the operations to be performed are more technologically complex, or the product exceeds a certain threshold, any repair is managed directly by head office.





3B: HOW WE ARE HELPING MINIMISE WASTE AND CLOSING THE LOOP continued

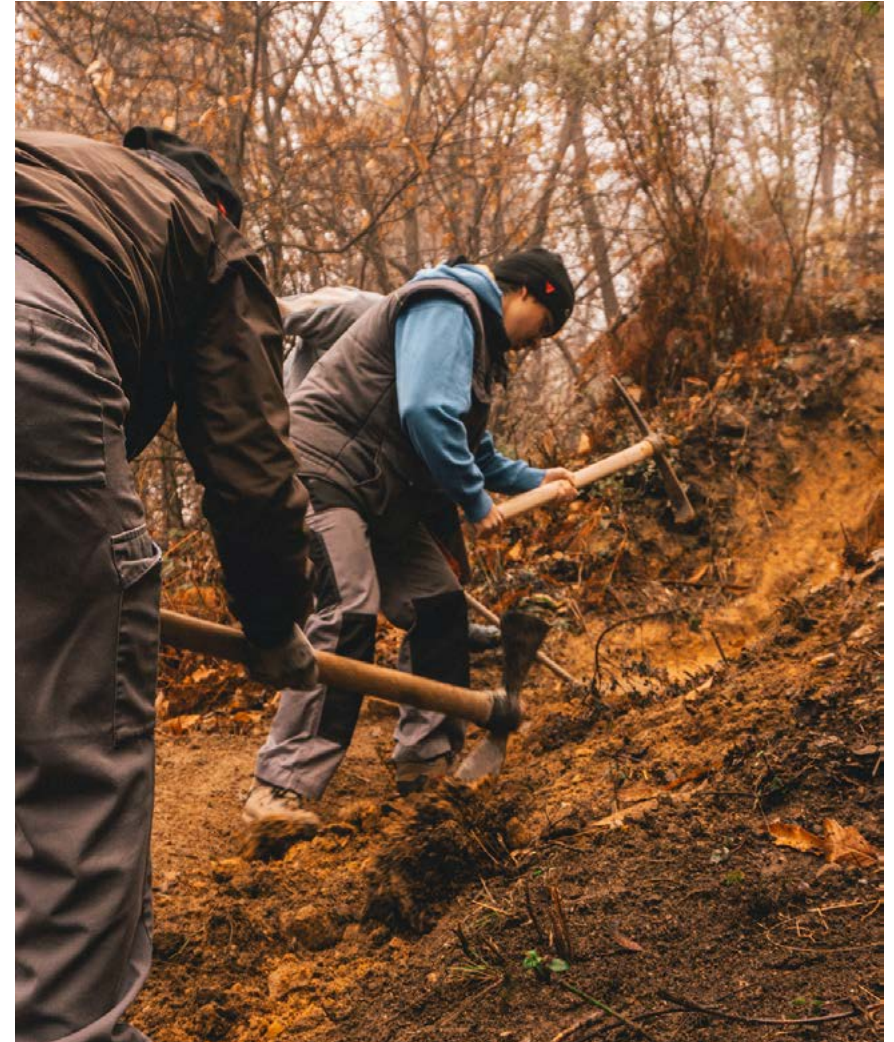
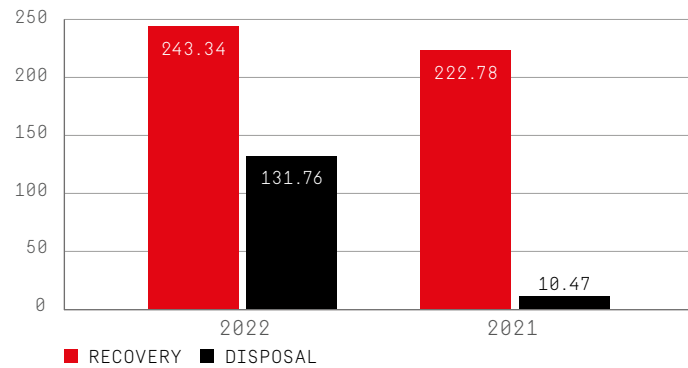
Waste production in the offices of all company facilities is more limited and is equivalent to the types and treatment envisaged for urban waste (paper, organic, plastic and aluminium, unsorted). Despite the small quantities, in 2019 we decided to start an initiative to reduce the consumption of "disposable" plastic (bottles, coffee stirrers and cups), by distributing reusable flasks to all employees and by entering into an agreement with the company that manages the vending machines (beverages and snacks) for replacement of the "disposable" plastic with paper (cups), compostable wood (stirrers) and aluminium (water).

In order to encourage employees to gradually reduce their purchases of water from the vending machines, and therefore consumption of aluminium, dispensers of hot/cold and sparkling water (taken directly from the mains supply) were installed, with free access for everyone.

1. Note that for this indicator, the perimeter only takes into account the production sites and not stores, as these are the sites that generate the most waste for the Group.

Below are the quantities of waste generated by destination, in tonnes.

WASTE GENERATED BY DAINESE BY DESTINATION¹ DESTINATION OF WASTE PRODUCED (TONNES)





3C: HOW WE MINIMISE OUR WATER USE

The fashion industry is responsible for the use of around 97 billion cubic metres of water a year, corresponding to approximately 4% of the fresh water drawn globally¹. We are monitoring the topic both internally and externally.

The production processes directly controlled by our Group use water resources to only a limited extent and, where possible, use closed loop systems to increase efficiency in use of the resource to the maximum, as in the case of the water filters used by Mavet in the painting phase. The other main sources of consumption are linked to sanitary uses, to filling of the fire prevention systems and to irrigation of the green areas around the facilities. Particular attention is focused on the discharge of water resources; due to the powders used in the painting process, the water used is considered to be wastewater and is therefore managed as waste, with disposal by a specialised firm that performs collection and disposal.

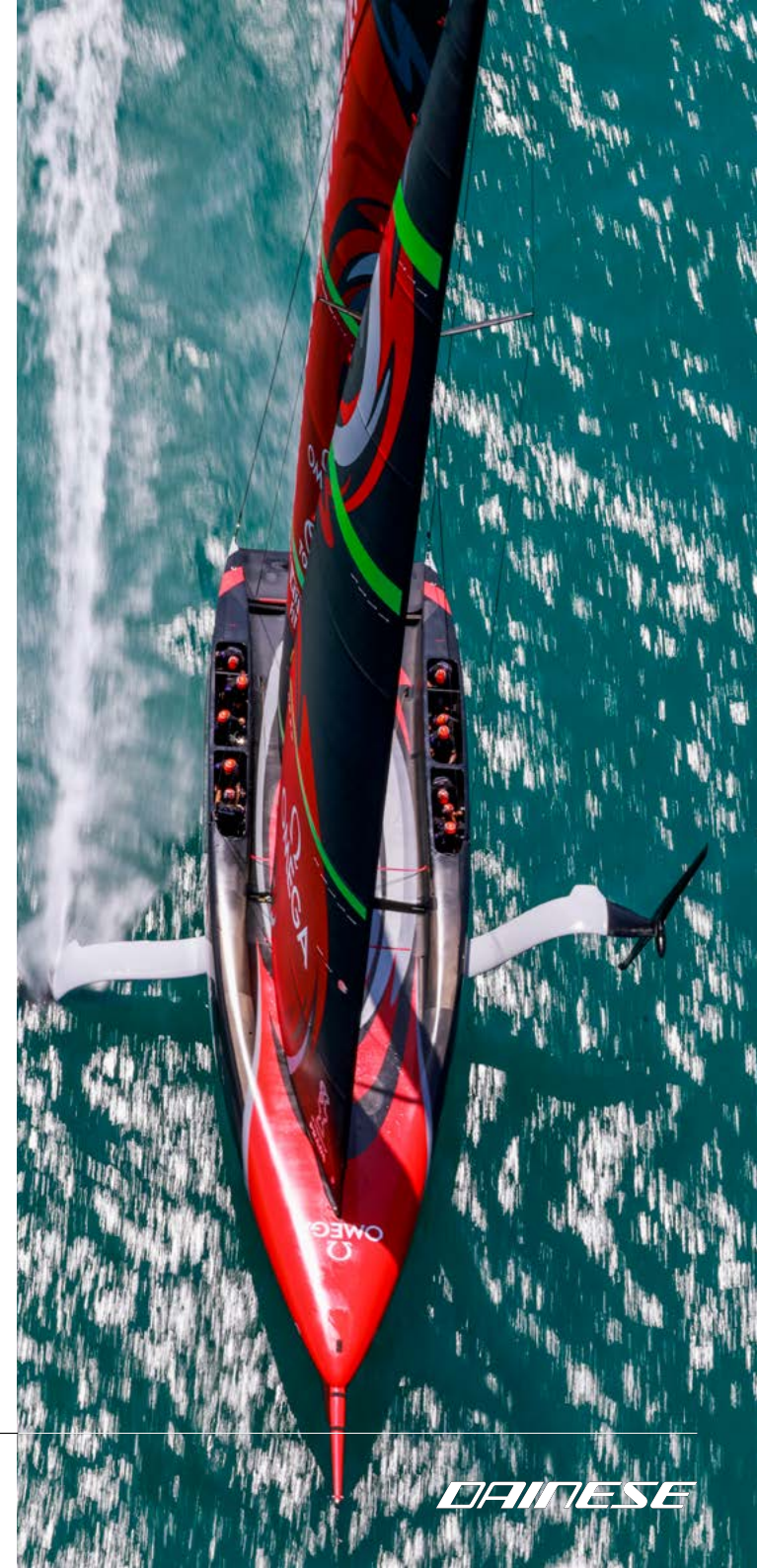
The Environmental Profit & Loss project revealed that most of the water consumption associated with our Group production takes place upstream on the supply chain. Through the supplier assessment activities described in the "Responsible procurement" section of this report, we have also started to monitor their approach to the water resource as part of the E-rating. As of 2023, following completion of the analysis and creation of the rating, good management of water resources will therefore become a binding parameter for qualification as a Dainese supplier.

Below is the consumption table for the two-year period; note that we started reporting this indicator in 2022 and therefore we used estimates to calculate the water consumption of various Dainese Group locations in prior years.

TOTAL WATER WITHDRAWAL ¹	UM	2022	2021
Total supplied – all areas	ML	16.59	6.76
Of which from water-stressed areas	ML	1.07	3.55

By water-stressed areas we mean the ability or inability to meet human and ecological demand for water. The water withdrawal data in these areas refer to the Kromo Pielmo site in Râmnicu Sărat in Romania.

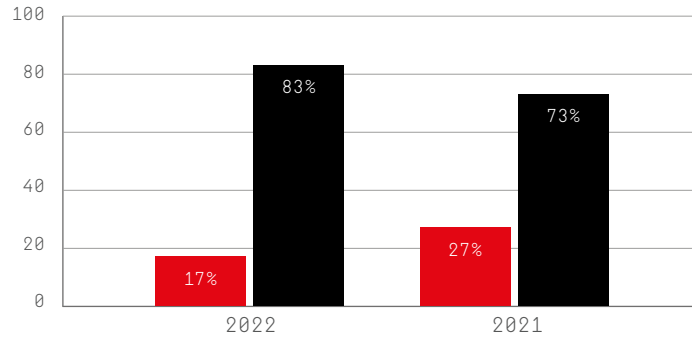
1. Note that all the water we use in the Group is fresh water, i.e. a water resource with a total dissolved solids concentration of 1,000 mg/l or less.





3C: HOW WE MINIMISE OUR WATER USE continued

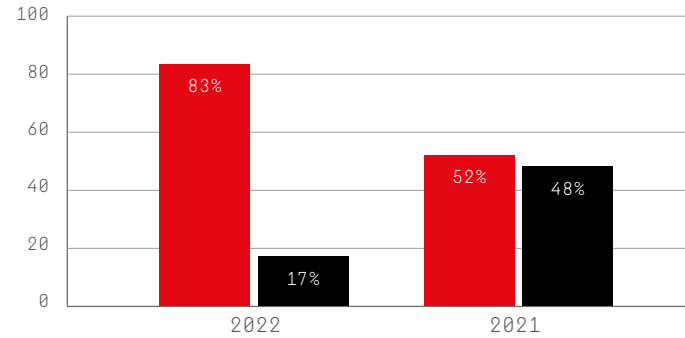
WATER WITHDRAWAL BY SUPPLY (%)



■ TOTAL WITHDRAWAL OF WATER SUPPLIED BY THE COMPANY
■ TOTAL WITHDRAWAL OF WATER SUPPLIED BY THIRD PARTIES

The numbers are low, and come mainly from third parties¹ (83%). In Vicenza and Colceresa, we do not use water in the production process but only for sanitary facilities, for loading the fire-fighting tanks (which are never emptied) and for the canteen. For this year in anticipation of the drought, we will increase underground stocks; indeed, the maximum containment levels of the water reservoir were shifted, resulting in ten more cubic metres of stored water.

TOTAL WATER WITHDRAWAL BY TYPE (%)



■ TOTAL WITHDRAWAL OF SURFACE WATER
■ TOTAL WITHDRAWAL OF GROUNDWATER

By surface water withdrawal we refer to the water present on the earth's surface in ice sheets, ice caps, glaciers, icebergs, swamps, ponds, lakes, rivers and streams. While groundwater includes that water resource that is conserved and can be recovered from an underground aquifer.

The increase in the water withdrawal for the Dainese Group in 2022 is due to the normal resumption of work in offices post the Covid-19 pandemic.

1. Third parties are defined as municipal water service providers and wastewater treatment plants, public or private utilities and other organisations involved in the supply, transport, treatment, disposal or use of water and wastewater.





FINAL REMARKS

LOOKING FORWARD

- NEXT GOALS



MADE TO LAST

- We will use the results of our detailed mapping of the leather procurement and processing chain to make more responsible choices.
- We have started a study in direct collaboration with the polymer manufacturers, for the development of recycled plastic materials that guarantee user safety and comply with the stringent requirements.
- We will work towards obtaining ISO 14001 certification at the Vicenza and Colceresa sites.



INSPIRED BY HUMANS

- In addition to improving safety by developing innovative products, Dainese intends to increase the promotion of safety, especially to end-consumers, in line with our mission, by increasing our activities in connection with the organisation of driving courses and experiences for motorcyclists from all over the world. Driving safely, with awareness of one's own abilities and the risks connected to driving a motorcycle, is the best protection for all motorcyclists and our communities.



RESPONSIBLE TO THE PLANET

- We will complete the packaging transition process by the end of 2023.
- Following completion of the analysis and creation of the rating, good management of water resources will become a binding parameter for qualification as a Dainese supplier in 2023.
- We will continue research to improve the breakdown of each individual helmet material, so that we can recover as many resources as possible.
- We will carry out a GHG Scope 3 Measurement Pilot Project on five Strategic Suppliers.





COMMENTS ON METHODOLOGY

The Sustainability Report has been prepared using the “With reference to” approach envisaged by the GRI Sustainability Reporting Standards, an internationally recognised tool published by the Global Reporting Initiative (GRI) in 2021. The revised versions of the standards have been used for certain topics: Occupational Health and Safety (2018), Water and Effluents (2018), Taxes (2019) and Waste (2020). The document has been drafted in accordance with the principles set forth in “GRI 1: Foundation 2021” namely:

- sustainability context;
- completeness;
- accuracy;
- balance;
- clarity;
- comparability;
- verifiability; and
- timeliness.

The Sustainability Report of our Group will be published annually; the information reported in this first edition relates to the period 01/01/2022–31/12/2022 (FY 2022), but it reports also information related to the FY 2021 (01/01/2021–31/12/2021) in order to ensure they are comparable; they are related to the following operations:

- the scope of the document includes all companies consolidated on a line-by-line basis. In consideration of the minority percentage of control in the company D-Air LAB and of the limited impact of the associated data, compared with the rest of the Group, this company has not been included in the scope of the 2022 Sustainability Report; and
- any emissions falling within the categories envisaged by “GRI 1: Foundation 2021” have been assessed to ensure that they have no relevant effect on the credibility of the report and on its usefulness for stakeholders; if present, there is a specific indication in the notes alongside the data presented and in the GRI Content Index on pages 6 and 7.



1. World Economic Forum in its annual report “The Global Cybersecurity Outlook 2022”.
2. Ellen MacArthur Foundation, “A New Textiles Economy: Redesigning fashion’s future” report.





DAINESE