

MIRIADE

Sustainability *for* future

OUR ESG COMPANY PROFILE 2022 

**BE THE CHANGE YOU
WANT TO SEE IN THE
WORLD**

Gandhi

LETTER TO STAKEHOLDERS

Miriade approaches the topic of "being sustainable" in a proactive way to boldly decide which direction to go in.

In this context, we participate in creating a different world with the goal of helping to make the future better for everyone.

With this aim, we have started a path to improve our sustainability profile to make our planet our people, and therefore us, well.

We are starting in 2023 with the publication of our ESG company profile, a commitment we have decided to make in order to promise and transmit to you all our attention to social and environmental topics, on a par with economic ones.

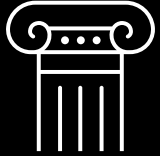
It will be our care to communicate to you in an increasingly transparent and structured way the objectives and goals we have achieved in the near future.

Aware that we are at the beginning of a great challenge that must necessarily be met, we are confident that we will be able to maintain this commitment thanks to the love and passion with which we dedicate ourselves to our work every day.

The President

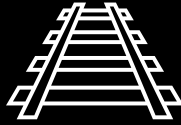
R. Carlino

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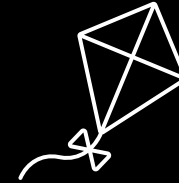
WHO WE ARE

- **Corporate profile**
- **Business model**
- **Governance & Ethics**



APPROACH TO SUSTAINABILITY

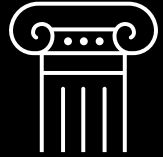
- **Our journey**
- **Materiality analysis**
- **Sustainability Action Plan**



OUR COMMITMENT TO...

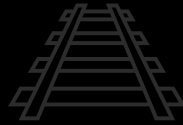
- **Environment**
- **People**
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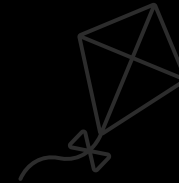
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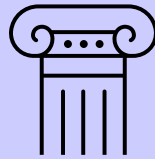
APPROACH TO SUSTAINABILITY

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OUR COMMITMENT TO...

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- **Community**



WHO WE ARE

CORPORATE PROFILE

A WORLD OF ACCESSIBLE LUXURY...

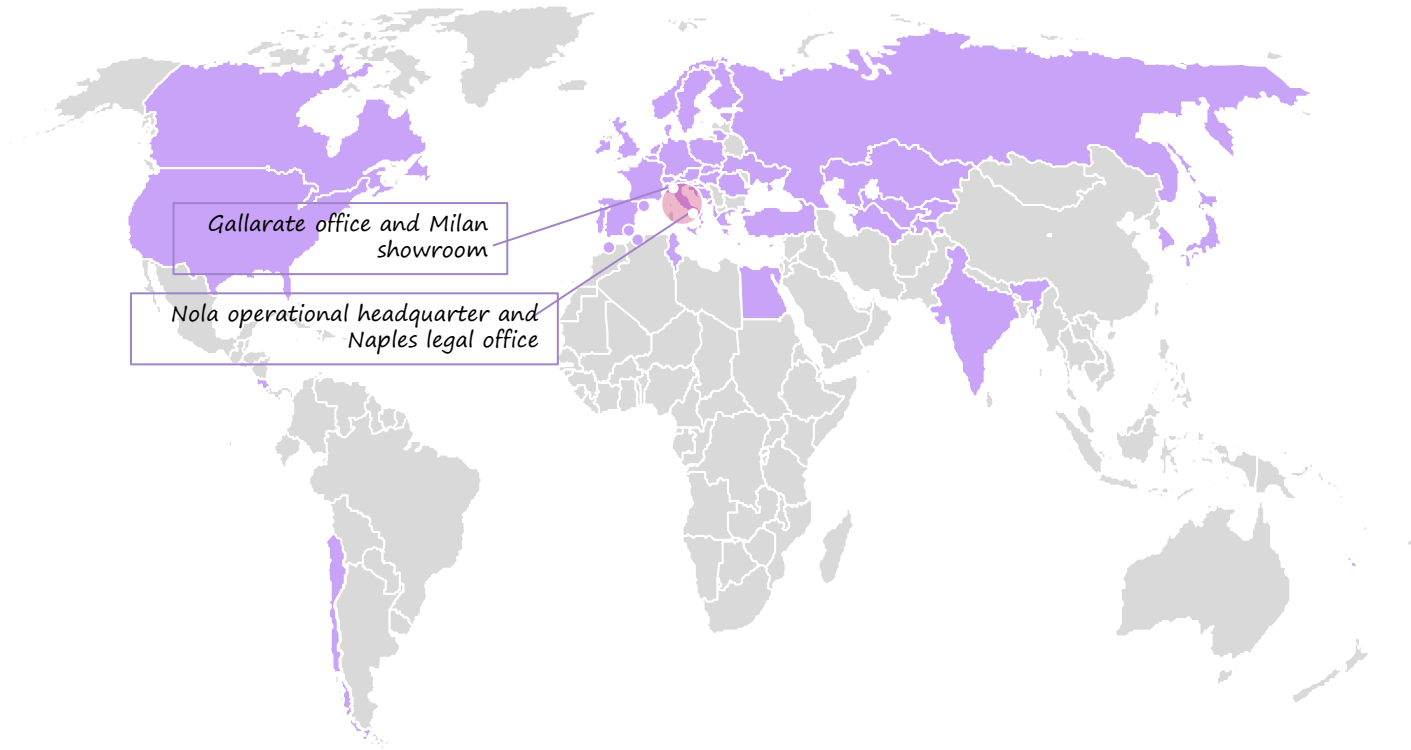
The Miriade brand was born in 1997 from the initiative and creativity of the **partners** who saw the opportunity to exploit their respective entrepreneurial experiences synergistically, creating a leading company in licensing as well as in the management of proprietary brands with particular reference to leather goods, then expanded to technical sportswear given the recent acquisitions.

Miriade meets the needs of a **transversal customer base** with lines of accessories with **high fashion content**.

The Miriade team has achieved in a short time a fast and international expansion of the managed brands whose exponential growth in sales has also supported the opening of single-brand stores and dedicated corners, in Italy and abroad.

A success story testified by positive results, continuously growing turnover trends and constant expansion of product lines.

M I R I A D E



WHERE WE ARE

BUSINESS MODEL

"We have always invested in the history, spirit and specific values of each brand, moreover through the combined action of creativity, research, materials and structures we offer glamorous but always highly accessible fashion accessories."

The Company operates in the ("wholesale") market in the ("retail") through direct stores and a network of affiliates (in Italy and abroad) and has invested in strategies based on omnichannel, which currently have also led to growth in the e-commerce channel. Each of the company's brands has a dedicated e-commerce channel.

Miriade S.p.A. is present in the market with its own brand of the same name (Miriade), with brands acquired under ownership over time (Jaked, Francesco Biasia, kuvè), an additional brand (v73) of which Miriade indirectly holds the majority of the ownership company and, brands held under exclusive license such as Mario Valentino.

Miriade exports its brands to **more than 50 countries** around the world. The products can be found in **more than 2,000** selected retail stores.

Miriade collections are distributed in top department stores, and specialty stores through a network of **more than 50** exclusive agents and distributors worldwide.

WHOLESALE MARKET



More than 50 countries around the world



Presence in more 2000 stores



More than 50 exclusive agents and distributors

RETAIL MARKET



70 stores with Miriade sign (brands: Miriade, Valentino, V^o73, Kuvè)



10 stores with Jaked sign



1 store with V^o73 sign

E-COMMERCE MARKET

4 e-commerce:



www.miriade.com



www.jaked.com



www.V73.it



www.biasia.it

BRAND PORTFOLIO

VALENTINO

Mario Valentino, a reference brand in the luxury shoes sector with a handcrafted cut, entrusts Miriade S.p.A., in 2000, with the brand license that allows it to make bags and small leather goods. A collaboration that has enhanced even more the distinctive marks of Mario Valentino and especially the leadership of Miriade as a brand container.

The Valentino style is for a refined and sophisticated woman who wears her accessories with class, yet allows for contemporary style.

KUVÈ

KUVÈ was born at the end of the 1980s from an idea of Raffaele Carlino, President of Miriade, it was his entrepreneurial intuition and knowledge of the female universe that guided him to a new challenge, to interpret the eclectic style of women through a mix & match of materials, creating a unique and original product. In 2009, Kuvè became a brand owned by Miriade.

V°73

The brand V° 73 is the result of an idea of designer Elisabetta Armellini. Elisabetta attended the Academy of Arts in Venice and began working as a consultant in the style offices of important Italian brands, until in 2012 she gave birth to the brand V° 73: V like Venice - 73 like its year of birth. In July 2019, Miriade acquires its license and indirectly holds the majority of the owning Company.

BIASIA

Francesco Biasia was founded in 1977 as a brand of creative artisan in the entrepreneurial fabric of Vicenza. A small boutique that already contains the imagination that has designed women's dreams to this day. A tribute to the small company's ability to know how to combine quality, flexibility, personalized service, and garrison of international markets.

In July 2019, Miriade acquired the brand, totally revolutionizing it. Biasia is inextricably linked to the artistic dimension, interpreting and translating cultural evolution through the codes of the past. The celebration of contemporary craftsmanship through innovation, modernity, creativity and style. Biasia products are 100% Made in Italy.

JAKED

Jaked was born in 2008 with a project dedicated to swimming and based on the fusion of two winning factors: advanced construction technology and Italian genius in knowing how to rewrite the rules.

In 2019, Miriade acquired the brand with an ambitious project: the opening and evolution of the brand towards the sportswear and lifestyle world while keeping its DNA, water, unchanged. Jaked products are designed for people focused on sports. Performance clothes, "smart fabrics" and technical details: the collections are transversal and designed specifically for active people who like to wear clothing that is both sporty and fashionable with distinctive Italian design.

BRAND PORTFOLIO

MIRIADE

V°73

VENEZIA

Jaked

VALENTINO

BIASIA

KUVÈ

GOVERNANCE & ETHICS

WE ARE CONVINCED THAT A **GOOD GOVERNANCE** IS THE BASE OF BUSINESS SUCCESS

Our Corporate Governance Model

The Company operates on the basis of a so-called **traditional system of administration**, which includes a **Board of Directors**, with administrative functions, an executive **General Management** with special operational powers, and a **Board of Statutory Auditors**, with supervisory functions over the administration, both of which are appointed by the shareholders.

BOARD OF DIRECTORS



4 members (including President and CEO), all men with ages > 50 years old

*President: Carlino Raffaele
CEO: Galiano Gregorio*

BOARD OF STATUTORY AUDITORS



5 auditors (including 2 substitutes), all men aged > 50 years

In terms of its strategic approach to sustainability issues, the Company has formalized an initial **Sustainability Action Plan** (see the section "Sustainability Action Plan" in this document for details) and noted the need to define a **sustainability governance structure**, as well as to assign clear responsibilities for implementing the goals included within the Action Plan and coordinating the underlying actions.

Business ethics, before everything...

Aware that we have responsibilities, not only legal but also **ethical-moral and social responsibilities** in conducting our business, Miriade has a Code of Ethics.

"We believe that adherence to the principles of transparency, honesty, fairness and integrity are the fundamental condition for business success."

In addition to the Code of Ethics, as of 2017, Miriade has also adopted a **Management and Control Organization Model** (hereinafter also just "the 231 Model" or "the MOG") pursuant to Legislative Decree 231/20011.

The Model 231 was approved by the Board of

Directors on 09/25/2017 together with the Code of Ethics, which is an integral part of the Model. The activity of updating the Model 231 is carried out in consultation with the Supervisory Board (hereinafter also only "SB"), which in Miriade turns out to be an external monocratic body.

- ✓ Presence of a 231 Model and a Code of Ethics
- ✓ Presence of a Supervisory Board that carries out an annual plan of periodic audits in risk areas, as provided for in the special part of the OMC
- ✓ Delivery of training, in e-learning mode, in the area of "compliance 231"

² Legislative Decree N. 231 of June 8, 2001, provided for the first time for the administrative liability of entities, with or without legal personality, for crimes committed to their advantage or interest by their representatives, directors or those who exercise, management and control functions and by persons subject to their supervisory management.

GOVERNANCE & ETHICS

The protection of information assets and respect for privacy

Business ethics and integrity are also reflected in how the Company manages its **information assets** as well as **data protection**.

Miriade has equipped itself with a "Privacy Management System" (in compliance with **GDPR**³ regulations) that defines the criteria and operating methods for the proper and effective management of privacy compliance. The management of this issue is the responsibility of Miriade's IT Department, which relies on the collaboration of an external company in the area of **DPO (Data Protection Officer)** Service. Monitoring in the area of privacy is ensured by carrying out specific periodic assessments.

Cybersecurity also turns out to be an important topic for Miriade, which it always oversees thanks to its IT Department, as well as by specific external consultancies. Monitoring on the effectiveness of the actions put in place is ensured by carrying out periodic **VAPT** (Vulnerability Assessment and Penetration Test).

Training and information on these topics, with

regard to all personnel, play a crucial role. To this end, in order to increasingly spread the importance of a **culture on information security and data-privacy**, Miriade has made available to its employees **12 training modules** on these aspects, in e-learning mode.

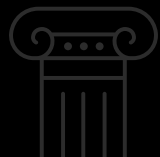
Finally, in order to convey to all personnel the importance of **correct management of company devices**, the Company has formalized and disseminated an "**Internal Discipline**" outlining the main rules of business behavior that its resources must keep.

- ✓ Presence of a privacy management system
- ✓ Presence of an internal specification for proper use of company devices
- ✓ Provision of 12 e-learning modules in the areas of cybersecurity and data-privacy
- ✓ Implementation of phishing campaigns
- ✓ Conduct of VAPTs



³ General Data Protection Regulation, officially Regulation (EU) N. 2016/679.

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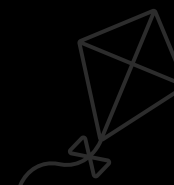
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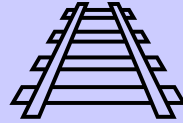
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- Materiality analysis
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OUR COMMITMENT TO...

- Environment
- People
- Supply chain
- Clients
- Community



APPROACH TO SUSTAINABILITY

OUR JOURNEY

ALONE WE CAN'T DO ANYTHING, BUT TOGETHER WE CAN MAKE THE DIFFERENCE TO CONTRIBUTE TO THE CREATION OF A MORE SUSTAINABLE WORLD

What we have done to date...

The main steps of the path defined by Miriade, which began in September 2022, included:

- ✓ the conduct of an **ESG** (Environment, Social and Governance) **benchmarking** activity and analysis of the main sustainability trends in the fashion industry;
- ✓ the identification **a list of material topics** for the Company (for details, please refer to the "Materiality Analysis" section of this document);
- ✓ the carrying out of **an assessment in the ESG area**, with the aim of understanding the degree of maturity of Miriade with respect to sustainability issues, as well as defining its positioning with respect to the market and reference peers;
- ✓ the definition of a **Sustainability Action Plan** (hereafter also "ESG Action Plan"), i.e., a multi-year action plan in the ESG sphere, structured in 4 macro areas/pillars broken down into objectives/actions (for details see the section "Sustainability Action Plan" of this document):



Planet



People and Community

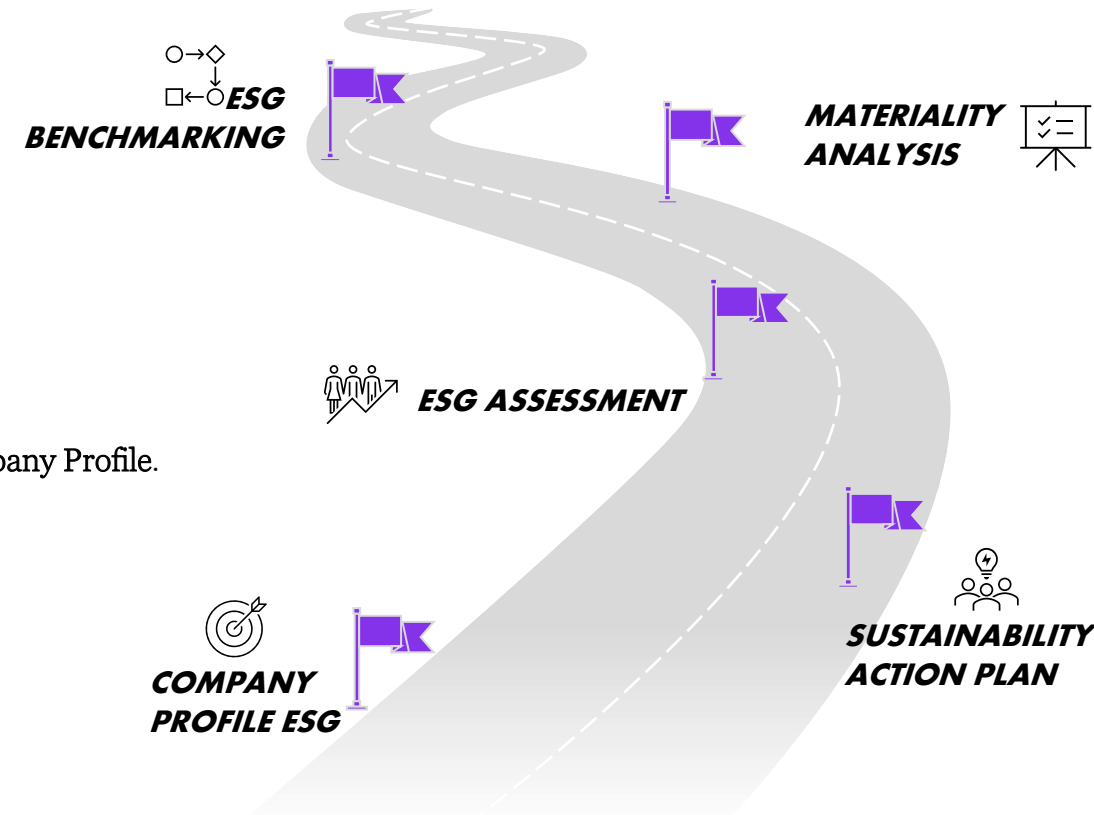


Supply chain & Product



Prosperity

- The preparation of this **ESG Company Profile**.



MATERIALITY ANALYSIS

The definition of the Miriade material topics list

As mentioned above, as part of its sustainability journey, Miriade decided to prepare its first **materiality analysis**, as the basis for the contents of this document and a starting point for initiating more structured analyses in the near future. The methodology adopted is inspired by the new "GRI" (Global Reporting Initiatives) Reporting Standard, specifically **GRI 3: Material topics 2021**.

For each aspect/topic in the ESG area, identified from the context and benchmark analysis, **impacts** (current and potential, positive or negative) were identified according to the "inside-out" logic, i.e., the impacts that **the Company has on the economy, environment and society, including those on human rights**. All identified impacts were rationalized and grouped into **potentially relevant issues** for assessment by company

management through one-to-one interviews. Each respondent was therefore asked to rate the significance of each theme based on the identified impacts, according to a **four-level scale** from 0 (no significance) to 4 (very high significance).

The ratings were then prioritized to arrive at a list of material topics for Miriade.

CLUSTER	PRIORITIZED LIST OF MATERIAL TOPICS
	CUSTOMER CENTRICITY
	BRAND REPUTATION AND RESPONSIBLE MARKETING
	EXCELLENCE, QUALITY AND SAFETY OF PRODUCTS
	CIRCULAR ECONOMY & SUSTAINABLE PACKAGING
	TALENT ATTRACTION AND DEVELOPMENT
	DIVERSITY, INCLUSION, AND COMBATING ALL FORMS OF DISCRIMINATION
	BUSINESS ETHICS AND INTEGRITY
	SUPPORTING COMMUNITIES AND TERRITORY
	CLIMATE CHANGE AND ENERGY CONSUMPTION
	HEALTH, SAFETY AND WELFARE OF WORKERS
	RESPONSIBLE SUPPLY CHAIN
	RESPONSIBLE WATER CONSUMPTION


E - Environment


S - Social
(Supply Chain, Community, Clients)


S - Social
(Employee)


G - Governance
(includes economic/business aspects)

SUSTAINABILITY ACTION PLAN

#MIRIADEOFHEARTS UNITED TO ACHIEVE THE GOALS OF OUR ACTION PLAN

TARGET YEAR	PLANET <i>Environmental sustainability</i>	TARGET YEAR	PEOPLE & COMMUNITY <i>Social sustainability</i>	TARGET YEAR	SUPPLY CHAIN & PRODUCT <i>Product sustainability</i>
2023	Formalize a Sustainability/Environmental Policy	2024	Establish skills and talent mapping of all headquarters staff	2024	Establish a " product " Policy / Guideline that defines appropriate social, environmental, chemical compliance criteria for its products, as well as indications regarding their content, and the conduct of product controls in the physical, chemical, and ecotoxicological fields
2024	Carbon Inventory: defining a template for calculating Scope 1 and Scope 2 emissions	2024*	Establish a training and skills development plan (starting with headquarters staff). Specifically, increase the average hours of training provided to the corporate population by 5% compared to the previous year		
2023	Provision for awareness campaigns with respect to environmental issues (e.g. responsible use of water resource and energy efficiency in offices)	2024	Achievement "Gender Equality" UNI/PdR 125:2022 certification	2024	Formalize a Product Eco-design Procedure that defines the principles and rules for the study of new products and the use of materials (circularity of materials, recycling, reuse)
		2025	Activate a structured Welfare Plan for employees		
		2024	Develop sustainability awareness and training programs, including Diversity and Inclusion issues , for the entire corporate population	2024	Formalize a Responsible Supply Chain policy , which defines specific criteria (including ESG) for evaluating, selecting, and monitoring suppliers
2023	Establish a sustainability governance structure (e.g. Define a Sustainability Management Committee composed of Sustainability Yard and top management from the Group's strategic areas that can oversee the ESG Plan and coordination of initiatives in this area)	2025	Conduct an annual ethical climate analysis using anonymous questionnaires to be administered to the corporate population in order to understand/investigate people's perceptions of the work environment	2024	Formalize a Responsible Supply Chain policy , which defines specific criteria (including ESG) for evaluating, selecting, and monitoring suppliers
2025	Develop an initial 2025 Miriade Sustainability Report with reference to FY 2024 (and comparative with FY 2023 data and information)	2023	Develop a policy that establishes guidelines for directing and monitoring sponsorships, donations, and investments in communities	2025	Establish a Supply Chain Audit Plan , including Ethical/Social and Environmental aspects , starting with the "most critical" suppliers
2025	Achievement of ISO 9001:2015 certification	2024**	Increase investment in communities by 5 percent over the previous year	2023	Digitization of the Style-Product office to reduce the production of prototypes/samples

*Target is progressive and it is intended to increase the delivery of training hours for 2025 as well.

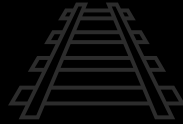
**Target is progressive and it is also intended to increase investment in the community by 2025

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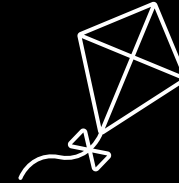
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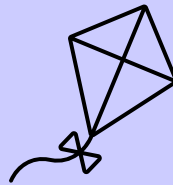
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OUR COMMITMENT TO...

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OUR COMMITMENT TO...



PRESERVE AND PROTECT THE ENVIRONMENT BY PROMOTING THE PROPER USE OF RESOURCES

Last July 28 was remembered for being **Earth Overshoot Day**², which is the time on our Planet when humanity's demand for ecological resources and services in a given year exceeds the supply the Earth can generate in that year. **It means that from the day after that event we will consume resources intended to meet future needs.** The deficit recorded this year is quite worrying and **our Planet is experiencing unprecedented hardship**, just think of the increase in extreme weather phenomena and the drought recorded in the last period.

Fashion is one of the most environmentally impactful industries; in fact, clothing is among the most common goods that people buy in the world, and the average number of garments an individual buys each year has grown exponentially. The main problems caused by the industry include water pollution, air pollution and pollution from solid waste generation.

In its increasing awareness of its role in the industry and community in which it operates, **Miriade has decided to commit itself by setting goals, as part of its ESG Action Plan, aimed at improving its**

environmental performance and reducing its ecological footprint. Some of these are also aimed at increasing the awareness of its supply chain with respect to sustainability issues. This aspect is very important for the Company, as the entirety of its production appears to be outsourced.

Our commitment starting from small actions...

Actions and projects already initiated, however, include: the activation of **awareness-raising campaigns** on environmental issues (especially on energy conservation and the minimal use of plastic and/or paper packaging and wrappings for receiving/sending packages); **the recycling and reuse of shippers' and suppliers' packaging**, including the minimum possible use of adhesive tape; **the minimal use of stationery and paper materials for notes/printing**; the dissemination of policies aimed increasingly at "zero plastic" use (use of compostable pods, use of own water bottles, elimination of disposable cups and scoops); **and the gradual elimination of vending machines in favor of zero-mile**

snack supply. These initiatives refer mainly to the Gallarate office and have been replicated, in part, in the Milan office as well. Miriade is working to further extend these initiatives to the Nola operating headquarters as well. Finally, **almost all direct stores have been equipped with LED lighting.**

#GREENMIND

² Earth Overshoot Day is calculated each year by the Global Footprint Network, an international research organization that provides policymakers with a set of tools so that the economy can operate within the ecological limits of planet Earth.



RESEARCH THE REUSE, RECOVERY AND UTILIZATION OF WASTE MATERIALS

Miriade is committed to doing its best to help **reduce waste** and promote circular economy practices in order to **minimize waste generation**, as well as its own environmental impact. Specifically, the Company is becoming increasingly committed to purchasing items processed in "green way," biodegradable or eco-friendly packaging.

Sustainable packaging

"The focus on sustainability is also reflected in the way you take your purchases home."

September 2023 will also see the launch of the new "sustainable" MIRIADE shopper that will cut about 40 percent of the costs associated with current shoppers. The design of this new shopper, planned as part of a larger **sustainable packaging** project, will be made of FSC-certified Havana kraft paper from recycled raw materials that make the bags biodegradable. The shopper will also be produced in three sizes (S, M, L) and will carry useful brand awareness information such as: logo, website, brand social and a focus on material sustainability.



Reusable sustainable green bags

The "Green Bag" is Miriade's initiative to communicate and consolidate its GREEN side. The idea was created with the aim of reinforcing the concept of sustainability in the consumer's mind by donating a gadget to be reused and carried with them in their shopping moments.

"An eco-friendly green bag, with 100% recycled cotton, to give away to our customers."



Furniture and furnishings

Among the Miriade initiatives worth mentioning are the reuse of furniture and furnishings salvaged from temporary stores or closures and the design of cardboard fittings for selected corners or stores.

ENVIRONMENT



THE SEARCH FOR ADVANCED AND ENVIRONMENTALLY FRIENDLY SOLUTIONS

Miriade is committed to creating sustainable collections with recycled and certified bio-based materials. Specifically, the Offices involved have identified a basket of materials to be used progressively in their collections (at the moment, recycled PU, nylon-polyester-recycled, and, to a small extent, recycled cotton). The Jaked brand is also embarking on a path to increasingly increase the production of sustainable and environmentally friendly garments. Some Jaked garments are already 100% recycled and recyclable. For the SS23 season, 15 recycled lines from the women's collection (out of 45 total) and 2 recycled lines from the men's collection (out of 4 total) have been planned for the Valentino brand, while 3 recycled lines from the women's collection (out of 21 total) have been planned for the V73 brand.

Finally, in line with the broader corporate perspective of bringing Miriade to become a monobrand, i.e., a clear identity an entirely eco-friendly line will be launched.

I AM A RESPONSIBLE BAG

One of the most famous sustainable capsules made is for the V73 brand, with the "I AM A RESPONSIBLE BAG" project.

The "I AM A RESPONSIBLE BAG" line is famous for being totally sustainable with materials made from recycled and easily recyclable raw materials. The mix of natural elements, used for the layout, encapsulate the combination of fashion and design with the desire to think of a more responsible and sustainable world.

**IAM
A RESPON
SIBLEBAG**



THE MAIN CERTIFICATIONS OF MIRIADE MATERIALS



Beta Analytic
TESTING LABORATORY

intertek
Total Quality. Assured.



ENVIRONMENT

IN NUMBERS...

WASTE GENERATED AT THE NOLA
OPERATING SITE *



2021

~ 78.254 kg

2022

~72.456 kg

ELECTRICITY CONSUMED IN
HEADQUARTERS, DIRECT STORES
AND GUEST QUARTERS



~ 1.487.081 Kwh
~ (5.354 GJ)

~ 1.470.053 Kwh
~ (5.292 GJ)

ENERGY CONSUMED FOR
BUSINESS TRAVEL **



~ 639 GJ**

~ 742 GJ*

*** Nola is the company site that produces the most significant amount of waste. The pickup, transport and disposal service is entrusted to external companies, with whom waste management has been contracted. In the Milan and Gallarate offices, as well as in the direct stores, waste management is based on municipal services.*

*** Data were estimated from the fuel cards of rental cars assigned to employees.*



WE VALUE OUR PEOPLE BY BUILDING RELATIONSHIPS OF **RECIPROCAL TRUST AND LOYALTY** WITH EACH OF OUR EMPLOYEES

For Miriade, it is essential that relations with its resources be marked by the principles of civil coexistence and that they take place with mutual **respect for the rights and freedoms of individuals**. In particular, the Company repudiates any act of **discrimination or retaliation for reasons of nationality, religious belief, gender or any other element of diversity**.

Our workforce

Miriade had **216 employees** as of 12/31/22, with a 73.6% and 26.4% split between women and men, respectively. The workforce includes **180 permanent contracts** (~84%) and 36 fixed-term contracts. In 2022, Miriade hired **59 resources** that fall within the **under-35 age group**, which confirms the Company's commitment to believe in and give voice to young people. Miriade provided 1081 hours of training in 2022 and has set a goal for the near future to expand the scope of action with respect to training topics to provide opportunities for its employees to constantly learn new knowledge.

Health, safety and welfare

The Company ensures **the health and safety of its workers**, operating in full compliance with current legislation. This is

also confirmed by the decreased number of accidents (4 in the course of 2022, all on the way; and 2 in the course of 2021 of which 1 on the way) and occupational diseases (none in the course of 2022 and 2021). With the arrival of the covid-19 pandemic, employees continued their work through smartworking, and even today the Company offers the opportunity to take advantage of this flexible work mode to contribute to a better **work-life balance**.

On the subject of corporate well-being, in wanting to stand by its people, Miriade has decided to enter into a partnership with the **Tconsulta** platform. Thanks to this collaboration, since last October, employees have the opportunity to have three free consultations with professional psychologists.

Alongside initiatives aimed at promoting the mental, physical and social well-being of employees, Miriade offers **supplementary health coverage** and the presence of canteens in the Locations where they can spend their lunch breaks in company of their colleagues.

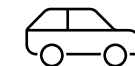
Finally, the Company owns a **fleet of cars** that it distributes mainly to Manager and District Manager employees with fuel cards.



Psychological support for employees through the T platform consults



Free company canteen for headquarters employees



Providing company cars and fuel cards for executives and district managers

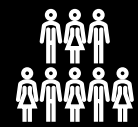


Opportunity for headquarters employees to take advantage of smart working

PEOPLE

IN NUMBERS...

TOTAL EMPLOYEES



224 employees

216 employees

TYPE OF CONTRACT



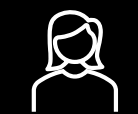
175 Permanent contract
49 Fixed term contract

180 Permanent contract
36 Fixed term contract

131 Full time
93 Part-time

135 Full time
81 Part-time

% OF WOMEN



75%

73,6%

TRAINING HOURS



1.299 total hours

1.081 total hours

SECURITY 1263 hours*
CYBERSECURITY 26 hours
RETAIL 10 hours

SECURITY 731 hours *
CYBERSECURITY 350 hours

*It should be noted that the difference in training hours between 2022 and 2021 is mainly attributable to the hours of training provided in Occupational Health and Safety that follow the periodicity established by the relevant regulations (former Legislative Decree 81/2008)

SUPPLY CHAIN



WE SELECT OUR SUPPLIERS BASED ON OBJECTIVE AND TRANSPARENT ASSESSMENTS THAT ARE BASED ON HONESTY AND INTEGRITY

Supply chain management

The selection of suppliers, at Miriade, is inspired by the values and principles set forth in the Company's Code of Ethics. Purchasing conditions must be made on the basis of an objective and transparent evaluation that takes into account, among other things, price and the ability to provide and guarantee services of an adequate level, and also the honesty and integrity of the supplier. Supplier relations are principally manned at the Purchasing Department, which interfaces on an as-needed basis with the Product, Style, and Marketing and Communications departments.

Monitoring of suppliers to date focuses mainly on indicators of economic and financial soundness and the possession of specific technical requirements.

However, the Company has set a goal to increase the purchase of recycled and/or environmentally sustainable raw materials from certified suppliers so

as to increase the number of sustainable and environmentally friendly collections while minimizing those that contain polluting plastic materials.

The geographic location of our suppliers

Miriade's supply chain is mainly located in China, where in 2022 suppliers produced nearly 97 percent of total production. In order for quality standards to be met, **Miriade employees consultants who conduct checks on the Chinese supply chain and primarily attest to product quality.** The remainder of the suppliers are located in Italy, India, Tunisia, and Spain (see the "Supply Chain: In Numbers" section of this document for details on the allocation).

The restocking of stores

Stores are restocked through an integrated logistics company specializing in the fashion industry internationally, with which Miriade has long cooperated. At the logistics company, the goods

undergo quality control by Miriade employees before being delivered to the stores.



SUPPLY CHAIN

IN NUMBERS...

N° OF SUPPLIERS IN CHINA
(% PRODUCTION)

78
(96,14 %)

84
(96,84 %)

N° OF SUPPLIERS IN ITALY
(% PRODUCTION)

10
(1,36 %)

11
(1,37 %)

N° OF SUPPLIERS IN INDIA
(% PRODUCTION)

4
(1,50 %)

4
(0,95 %)

N° OF SUPPLIERS IN TUNISIA
(% PRODUCTION)

1
(0,70 %)

1
(0,63 %)

N° OF SUPPLIERS IN SPAIN
(% PRODUCTION)

1
(0,30 %)

1
(0,21 %)



#TOGETHERISBETTER

Miriade is committed to doing its best for its customers by ensuring the **excellence, quality and safety of its products**. Should the customer wish to make any reports, there is a **Customer Care** service that has the task of responding promptly to the requests made.

All activities related to the improvement of **Customer Centricity** are managed by the Marketing and Communication, Visual, Digital and Retail departments through established operating practices.

The Company's attention to issues related to sustainability can be seen in a series of **responsible marketing** initiatives with companies known for their Green values.

MIRIADE & PURO BIO

PURO BIO is an Italian brand of certified organic make-up, whose goal is "To inspire, raise awareness and change the world of make-up toward a healthier and more sustainable future."

Miriade activated a promo for its customers: on the

purchase of 3 products of their choice, the customer was gifted a "Beauty Skin Bio" kit, consisting of a cellulose face mask and a liquid stardust illuminant.



MIRIADE & HELLO BEAUTY

Hello Beauty is a beauty company whose products are 100% cruelty free and vegan friendly, without any

kind of harmful substances inside. Miriade in 2021 activated a promotion: for every minimum spend of 79 euros, on any Miriade brand and product, the customer was issued a make-up set that consists of: a convenient purse set, 4 brush brushes, to carry with them at all times!



Good for you.
Good for all.



CLIENTS

IN NUMBERS...

N° OF STORES SERVED
WHOLESALE

2021

2.235

2022

2.816

N° OF CLIENTS SERVED
E-COMMERCE

5.589

9.249

N° RETAIL SALES*

609.125,00

581.607,00

REVENUE

€ 84.555.990

€ 117.000.000

*It should be noted that the number of Retail sales was estimated on the basis of receipts issued. Although the number of receipts issued was lower in 2022 than in 2021, there was a significant increase in sales.



#MIRIADE OF INITIATIVES FOR OUR TERRITORY

There are several projects designed by the company to support its community.

Jaked strengthens its sports-related initiatives as an official partner of the **TRE GOLF SAILING WEEK**, more than a week of coastal regattas between the Gulf of Naples, Gaeta and Salerno "because sailing along the Sorrento Peninsula and the Amalfi Coast, between the Gulf of Naples, Gaeta and Salerno is always a fascinating experience. And ashore you experience places that are unique in the world, extraordinary in nature, hospitality and culture."

TRE GOLF SAILING WEEK
ORC MEDITERRANEAN CHAMPIONSHIP

The connection to the sea is also evident in the **SWIM THE ISLAND** initiative, for which Jaked is title sponsor. Participants from all over the world take part in the open-water swimming competition in the heart of the town of Sirmione, in the province of Brescia, crossing real natural landscapes.



But not only that, Jaked takes the field alongside the Nola club for a major project. A partnership that covers both the competitive activities of "**NOLA CITTÀ DEI GIGLI**", as well as promotional activities, including volleyball school, youth sector and sitting volleyball. Established for years now, it is instead the official

technical sponsor of the **FEDERAZIONE NUOTO PARAOLIMPICO**. The partnership was born in 2014, but as early as 2009 at the World Championships in Rome, on the starting blocks most athletes wore a Jaked swimsuit and, in addition, 17 world records were recorded by swimmers wearing Jaked swimsuits. Miriade for the purpose of spreading its social message in the best possible way does not hesitate to use its testimonials also to disseminate messages with content other than commercial.

Examples are initiatives taken with Olympic champion Federica Pellegrini such as:

The "**Nuotare per credere**" initiative held at the theater San Carlo in Naples in which 20 children followed by three Neapolitan associations received one-year scholarships and a kit consisting of a backpack, swimsuit, goggles, swimming cap, and bathrobe.

Everything was physically delivered by Federica Pelligrini.

Or even the message about taking care of one's mental and physical well-being with the **Never stop racing** campaign shot entirely in Naples.

Jaked took part on April 11, 2022 in the **DAY OF THE SEA AND MARINE CULTURE**, a day dedicated to the sea, its beauty, its potential and its relationship with the citizens of Campania. A moment of Sports, Culture and Solidarity on the sea of Campania.

In addition, Miriade believes in the production of material to be conveyed on its thesis channels not purely for commercial purposes.

Finally, on the occasion of the 21/22 sports season Miriade is new **OFFICIAL SPONSOR OF CALCIO NAPOLI FEMMINILE**, a further confirmation of Miriade's closeness to its territory.





#MIRIADEOFINITIATIVES FOR OUR COMMUNITY

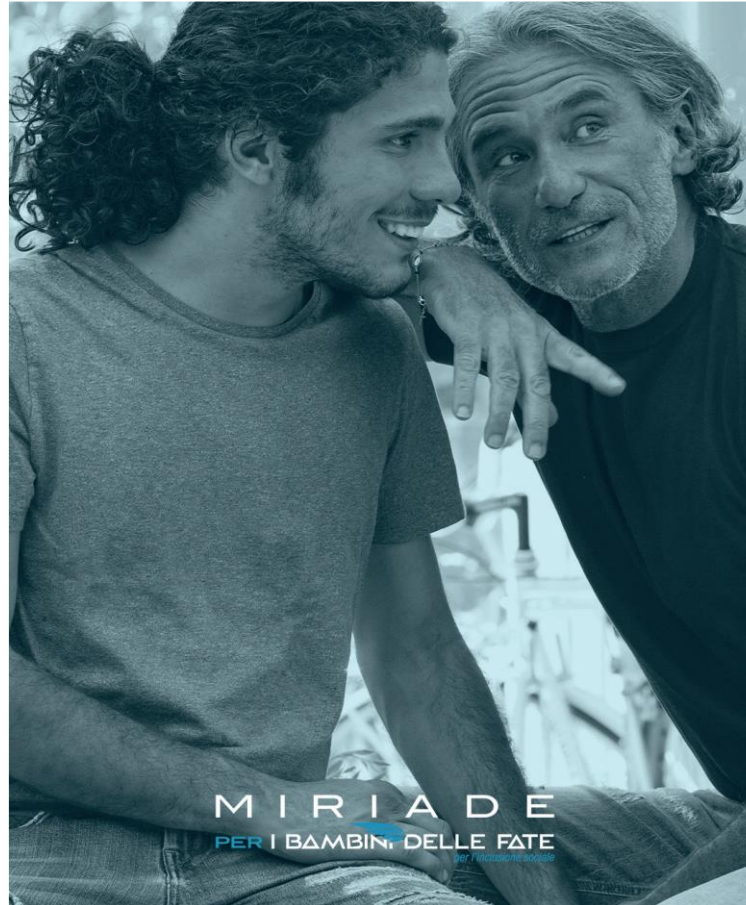
Together to give away

#MIRIADEOFSMILES

Since 2021, a collaboration between Miriade and the social enterprise "I Bambini delle Fate" a process of **cultural transformation** has been born, which is involved in supporting social inclusion projects aimed at children and families with autism and other disabilities.

For each sale made, a % went to fund the "Social Time Bank" project active in the following provinces: Milan, Bologna, Salerno, Treviso, Udine, Trieste, Cesena, Verona and Vicenza.

I BAMBINI DELLE FATE
per l'inclusione sociale



#MIRIADEOFWOMEN

Miriade supports the "Gamma Donna" project, committed to supporting female and youth entrepreneurship.



"So that every woman can feel inspired and write her own success story"



A STORY OF **WOMEN'S EMPOWERMENT** THAT CAN INSPIRE OTHER WOMEN

#**MIRIADE**OFWOMEN

On the occasion of the National Day for the Elimination of Violence against Women, Miriade renews its commitment and attention to this issue.

Through the #MIRIADEOFWOMEN initiative, 100 tickets of the show "*40 e sto. Manuale di sopravvivenza della maleducazione sentimentale*" to associations that stand by women every day, including "Le Kassandre."

A moment of lightness for those who live a condition of discomfort but, at the same time, a moment of reflection on the condition of women and the ability to overcome the difficulties of life.

For the new Fall Winter 2022/2023 campaign, Miriade continues to tell stories of successful women. This time it does so through Andrea Delogu, writer, presenter and radio host. Andrea Delogu tells the story of being a woman as a kaleidoscope of passions.

Andrea embodies aspects of a #MIRIADEOFWOMEN...



COMMUNITY

DONATIONS AND LIBERALITIES*

SPONSORSHIP

IN NUMBERS...

2021

€ 50.553

€ 114.155

2022

€ 31.598

€ 725.792

*It should be noted that in 2021 the Society initiated a path to support the community with a progressive program of donations to be made. This included a larger disbursement, in terms of donations, in 2021, with the remainder disbursed in 2022. In addition, the amounts in 2021 and 2022 also include the Society's commitment to the adoption of 5 children through a non-profit organization.

MIRIADE

Sustainability *for* future



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