De Rigo Holding S.p.A.

DE RIGO

Sustainability Report

2025

DE RIGO
WE SHARE THE VISION

DE RIGO
REFRIGERATION

DE RIGO

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Letter to Stakeholders

0.

Dear readers,

With this document, we are publishing the De Rigo Group's Sustainability Report for the very first time: a transparent account of how we work, how we grow and how we take care of the people and the environment around us. We do so building on a history that spans sixty years. De Rigo is, first and foremost, a family: born from the vision of two brothers, Ennio and Walter, in the Belluno Dolomites, it has grown step by step into a Group that today speaks to the world through the elegance of **DE RIGO VISION**'s eyewear and the technological expertise of **DE RIGO REFRIGERATION**.

Two different souls, the same care, the same vision.
The European regulatory framework will formally require us to report only from 2028, but we chose not to wait to disclose what the Group has been doing for many years as part of its underlying culture. Reporting transparently on our environmental, social and governance impact is part of the same culture of "doing things well" that has always guided us: in our products, our relationships and our people. This is shown by the creation of the De Rigo Foundation ETS in 2018 to support the health and the physical and psychological development of young generations.

This first edition has a clearly defined scope: **DE RIGO VISION** and **DE RIGO REFRIGERATION**, the two Italian companies for which we currently have the most robust processes and data to ensure rigorous reporting. We are aware that this is a starting point rather than a finishing line, and in future editions we will broaden our scope to the entire Group, with the same methodology, rigor and commitment to transparency.

In these pages you will find figures, but also objectives that are still evolving and areas where we know we must improve. It is part of the story of a group guided by facts rather than by statements. It is the true story of two companies that, every day, strive to do better for the people who work there, the communities in which they operate and the environment around them.
Because behind every number, in this Report as in everything we do, there are people.

Thanks to all who work every day at **DE RIGO VISION** and **DE RIGO REFRIGERATION**, and to you: customers, partners, communities, investors, for your trust over sixty years.

Chief Executive Officer
Maurizio Dessolis

DE RIGO HOLDING S.P.A.

DE RIGO

DE RIGO
VISION REFRIGERATION

LONGARONE · SEDICO · DOLOMITI BELLUNESI

Two different souls,
one land.

Highlights

0.

UNI/PdR 125:2022 gender equality certification, obtained by both Companies in 2025

DE RIGO VISION

DE RIGO
WE SHARE THE VISION

700 people, of whom **66% are women**

More than 5,000 new models designed every year

9,315 MWh of energy consumed, of which **24% from renewable sources**

DE RIGO REFRIGERATION

DE RIGO
REFRIGERATION

286 people, of whom 17% are women

ISO 45001:2018

Health and safety certified to ISO 45001:2018

7,348 MWh of energy consumed, of which **21% from renewable sources**



1.

General Information

1.1. Basis for preparation

ESRS 2 BP-1; BP-2

This document is the first Sustainability Report published by **DE RIGO VISION** S.p.A. (hereinafter "De Rigo Vision" or "the Company De Rigo Vision") and by **DE RIGO REFRIGERATION** S.r.l. (hereinafter "De Rigo Refrigeration" or "the Company De Rigo Refrigeration"), subsidiaries of the De Rigo Group (hereinafter the "Group"). It has been prepared on a voluntary basis, taking as its reference the European Sustainability Reporting Standards (ESRS), the standards adopted by the European Union under the Corporate Sustainability Reporting Directive (CSRD).

Between 2025 and 2026, the regulatory framework underwent a simplification process, which concluded with the adoption of Directive (EU) 2026/470, raising the size thresholds that trigger the reporting obligations. On a consolidated basis, the De Rigo Group will fall within the scope of the entities subject to the obligation from 2028, with reference to the 2027 financial year. Nevertheless, **DE RIGO VISION** and **DE RIGO REFRIGERATION** have chosen to voluntarily bring forward the adoption of reporting with reference to the ESRS (European Sustainability Reporting Standards), in order to establish robust processes for the timely collection and management of sustainability data. In the course of 2025, the two companies in fact launched a structured process that included the mapping of internal processes, the identification of the main impacts, risks and opportunities connected with their respective activities and a double materiality assessment.

The other subsidiaries and associated companies of the De Rigo Group operating internationally, which are active in eyewear wholesale and retail distribution and, for the refrigeration business, in sales and after-sales service abroad, are currently excluded from the reporting boundary. As this is a first voluntary edition, conceived as a preparatory step towards a broader sustainability reporting framework, it was decided to limit the reporting to the two Italian companies directly involved in the process launched in 2025, deferring to future publications the extension of the boundary to the Group's accounting consolidation scope.

As these are two companies controlled by the same parent company but with no reciprocal control relationship between them, the report is prepared neither on an individual basis nor according to an accounting consolidation criterion: the information for each company is reported separately and all the performance indicators presented in this report refer to the Italian production boundary of the two companies:

- **DE RIGO VISION** S.p.A., registered office: Zona Industriale Villanova 12, 32013, Longarone (BL), and
- **DE RIGO REFRIGERATION** S.r.l., registered office: via Giovanni Buzzatti 10, 32036 - Sedico (BL).

The general data presented in the "About Us" section (number of employees, turnover, international presence) describe the De Rigo Group as a whole, including its sales companies and its foreign retail chains. In addition to the own operations of the two companies, the report also extends its scope to the material aspects of the upstream and downstream value chain, to the extent that the information currently available allows them to be adequately represented in this first edition.

The information refers to the 2025 financial year (1 January - 31 December 2025), which coincides with the accounting period of the two companies. Consistent with the voluntary nature of this first publication, the document has not been subject to an assurance engagement by an independent auditor.

For the purposes of this report, **DE RIGO VISION** and **DE RIGO REFRIGERATION** adopt the time horizons defined by the ESRS:

- short term, corresponding to the reporting period (12 months);
- medium term, from one to five years;
- long term, more than five years.

For information relating to the value chain, where primary data were not available, the two companies relied on indirect sources of information, such as sector averages, recognised conversion factors and estimates based on the best information available. The level of accuracy of these data is therefore expected to increase in future editions, as value chain actors are progressively involved and the related information flows are further developed and strengthened.

As this is the first application of the ESRS, some of the data collection and consolidation processes are still being structured. Certain quantitative indicators, in particular those that are based on estimates, assumptions or calculation methodologies, may be subject to a degree of measurement uncertainty that is expected to decrease in future editions, as the data management systems of the two companies are progressively consolidated.



1.2. **Governance**

ESRS GOV-1; GOV-2

The Board of Directors (BoD) of **DE RIGO VISION** S.p.A. is composed of five members, of whom four are men and one is a woman (80% and 20% respectively), with three executive members, all of whom are men, and two non-executive members, one man and one woman. The Board of Directors of **DE RIGO REFRIGERATION** S.r.l. has the same numerical composition: five members, four men and one woman, three executive and two non-executive members, with the same gender distribution. In both companies, the gender diversity ratio, calculated as the ratio of female to male members, stands at 25%. Some members sit on both Boards of Directors, thereby ensuring stable coordination between the two companies of the Group.

There is no formal representation of employees or of other workers on the administrative bodies of the two companies. As **DE RIGO VISION** and **DE RIGO REFRIGERATION** are not listed companies, the two companies do not apply a corporate governance code that provides for the formal designation of independent directors: as a result, none of the members of their respective Boards of Directors is formally qualified as independent.

At the date of preparation of this document, the oversight of sustainability matters lies with the Board of Directors as a whole, but a dedicated body has not yet been formally established. Having started their sustainability journey in the course of 2025, the two companies have at the same time begun a reflection on their own internal governance, with the aim of establishing, in the next phases of this journey, an interdepartmental Sustainability Committee that involves all of the relevant corporate functions.

During 2025, the Board of Directors of both companies was kept informed of the progress of the sustainability journey undertaken, which included the mapping of business processes, the identification of the main impacts, risks and opportunities connected with their respective activities and a double materiality assessment. As this is the first year of application, the consideration of sustainability-related impacts, risks and opportunities in strategic decision-making and in risk management focused on the participation of the Board of Directors in the double materiality process. Their systematic integration into the ordinary decision-making processes represents an objective for the subsequent phases of the journey.



2.

About us

2.1. **The De Rigo Group**

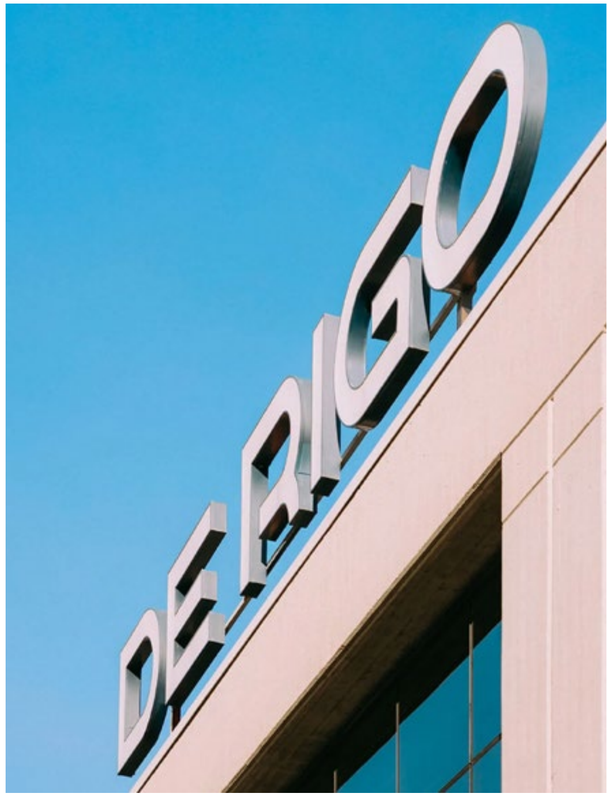
A legacy of value: Dolomite roots, global vision

Even before its products and its international presence, the heart of the De Rigo Group is a family story. The intuition and passion of the brothers Ennio and Walter De Rigo gave rise to an entrepreneurial adventure which, over the course of sixty years, grew from a hayloft and a workshop in the Belluno Dolomites all the way to conquering global markets. A path of growth that has always kept its roots firmly in place: the culture of “doing things well”, genuine attention to people and a deep respect for its home territory.

Today, that business heritage is expressed through two highly complementary industrial souls:

- **DE RIGO VISION** - is an Italian story of passion, imagination and creativity, which has always created sunglasses and prescription frames, transforming them from simple products into objects that speak of stories, people and emotions;
- **DE RIGO REFRIGERATION** - a technology partner of excellence in the design and the manufacture of commercial refrigeration solutions intended for large-scale retail chains.

What unites two sectors that differ in market and product is not just a corporate structure, but a shared vision: combining the care of high-end craftsmanship with the rigour of industrial innovation, operating with a sense of responsibility towards the working community and the natural environment in which the Group grows.





Origins and the first brands

In 1978, Charme Lunettes, the De Rigo family's artisan workshop, was founded in Limana. In the 1980s, Lozza joined the Group, and Police and Sting were launched. In 1988, international expansion began with the Spanish subsidiary.

1978-1989



De Rigo is born and the Group grows

In 1995, Charme Lunettes and Argosol merged to form De Rigo S.p.A.; European distribution expanded and the company was listed on the NYSE. In 1998, Police began its transformation into a lifestyle brand and Dollond & Aitchison in the United Kingdom was acquired.

1990-1999



International and *retail* expansion

The Group expanded its presence in Asia and Southern Europe, acquired General Optica and further developed its retail channel. New subsidiaries followed in Europe, Brazil and China; in 2009, Dollond & Aitchison merged with Boots Opticians and De Rigo entered the Turkish *retail* market.

2000-2009



An increasingly global presence

In 2012, De Rigo USA was founded; in 2016, the acquisition of REM significantly strengthened the Group's presence in America, while the Australian subsidiary was opened. In 2018, the Group celebrated its 40th anniversary and the De Rigo H.E.ART Foundation was established.

2010-2019



Brands, growth and sustainability

Expansion continued with the opening of a new office in Finland. In 2021, Yalea was launched and Lozza was recognised as a Historic Brand of National Interest. In 2023, the acquisition of Rodenstock's Eyewear division strengthened the premium segment. In 2025, the Group continued its environmental journey with a new photovoltaic system and ISO 14001:2015 certification.

2020-today

2.2. **DE RIGO VISION:**
the elegance of Italian eyewear

ESRS 2 SBM-1

***Heritage*, style and innovation in global eyewear**

For **DE RIGO VISION**, creating a pair of glasses means defining a way of looking at and interpreting the world. The company's history began in 1978 in Limana, in the heart of the Belluno district, a territory that has been writing the history of Italian optics since 1878. Generation after generation, the De Rigo family's vision has transformed that artisan excellence into a leading international player in the design, manufacture and distribution of high-end and mid-range prescription frames and sunglasses.

The Art of Eyewear

Designing high-end eyewear means bringing heritage, manufacturing mastery and contemporary sensibility into dialogue. Our expertise lies in the perfect balance between the pursuit of essential forms, functional optimisation and a drive towards technological innovation. A know-how of excellence that is constantly renewed, giving life to more than 5,000 new models every year.

Brands and collections

DE RIGO VISION's portfolio preserves and expresses a dual soul: the strength of its house brands and the excellence of prestigious international licences. The brand identity and heritage live on in its house brands, led by Lozza, founded in 1878, the oldest eyewear brand in Italy and recognised as a "Historic Brand of National Interest", together with the iconic personalities of Police, Yalea and IN (the evolution of the historic ST!NG). Alongside this core sit partnerships of excellence with the great names in fashion and luxury (including *Chopard*, *Blumarine*, *Furla*, *FILA*, *Mulberry*, *Nina Ricci*, *Philipp Plein*, *Porsche Design*, *Roberto Cavalli*, *Rodenstock*, *Tous*, *TUMI*, *Twinset and Zadig&Voltaire*), as well as with local brands in certain key countries (United States, Brazil, Japan, Australia, Turkey): strategic collaborations born of a shared decision to translate, with consistency and elegance, the authentic soul of each fashion house.



DE RIGO VISION plant in Longarone (BL, Italy)





Global Presence and Retail Network

With an Italian soul and an international outlook, **DE RIGO VISION** distributes its collections in more than 100 countries through 23 commercial subsidiaries, 100 independent distributors and an extensive network of opticians. Alongside its wholesale business, it directly operates or holds stakes in major retail chains with approximately 1,000 directly operated and franchised stores:

- General Optica (Spain);
- Mais Optica (Portugal);
- Opmar Optik (Turkey);
- Boots Opticians (United Kingdom, 42% stake held by De Rigo).

Business model and value chain[1]

We oversee the entire value chain through an integrated business model that combines tailor-made care with industrial scale. Upstream, the entire development process takes shape in-house: from the creative concept to technical design, through to the rigorous selection of raw materials. A key strength of this vision lies in our long-standing partnerships with the most prestigious international luxury, fashion and sports brands, with whom we build shared value and collections with an unmistakable identity. The beating heart of the Group lies in its manufacturing excellence: from the high-precision processing of metal and acetate to assembly and final punching, supported by selected qualified suppliers. Rigorous quality control, combined with global marketing strategies, advanced logistics and multichannel customer service, accompanies the product all the way to the end customer, closing a perfect circle where artisan precision meets a global vision.

Note

1.
Pursuant to ESRS 2 SBM-1, paragraph 40(d), De Rigo Vision declares that it is not active in any of the sectors indicated therein. In particular, it does not carry out activities in, nor does it generate revenue from, the fossil fuel sector (coal, oil, gas), the manufacture of chemicals (division 20.2 of Annex I to Regulation (EC) No 1893/2006), the production of controversial weapons or the cultivation and production of tobacco. Revenue associated with these sectors amounts to €0.





2.3. DE RIGO REFRIGERATION:
engineering cold for sixty years

ESRS 2 SBM-1

Efficiency, technology and sustainability for large-scale retail

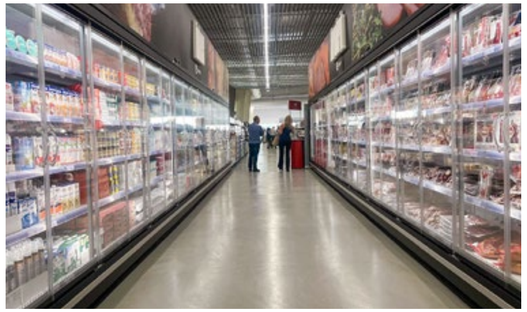
The history of **DE RIGO REFRIGERATION** began in 1965, when Ennio and Walter De Rigo founded Surfrigo Nord, a company specialising in plug-in display cabinets and cold rooms. The shift towards remote refrigeration technologies in the 1980s and the acquisition of the historic Detroit brand in 1990 laid the foundations for the creation of **DE RIGO REFRIGERATION** in 2005. In 2025, the company celebrated sixty years in business: a milestone that reaffirms a forward-looking commitment, founded on a passion for building, technological research and Made in Italy excellence.

The craft of cold

A benchmark in refrigeration engineering for Large-Scale Organised Retail (GDO), **DE RIGO REFRIGERATION** oversees the entire supply chain: from design and manufacturing through to the marketing of state-of-the-art equipment. Our 360° portfolio fully equips the point of sale, including multideck cabinets, island display cases, serve-over counters, remote and plug-in solutions, cold storage rooms and high-tech refrigeration packs. More than suppliers, we see ourselves as strategic partners: we support each customer throughout the entire life cycle of the installation with an ongoing service of consultancy, support and assistance of the highest level.

Research, manufacturing and industrial roots

Design and production are entirely concentrated at the Sedico industrial site (Belluno). A production area of approximately 45,000 m² integrates sheet metal processing, laser cutting, punching, robotic and manual bending, powder coating and dedicated assembly lines. The driving force behind innovation is represented by a Research and Development (R&D) team of more than 20 specialists (including 12 designers) and by 3 laboratories dedicated to rigorous testing and validation.







Markets and Commercial Network

From the Sedico production hub, **DE RIGO REFRIGERATION** products are distributed in Italy, in Europe and in international markets such as Israel, South America and Australia. Its global commercial presence is supported by a network of qualified distributors and by direct subsidiaries:

- De Rigo Refrigeración Ibérica (Vic, Barcelona);
- De Rigo Cooling Equipment (Aarschot, Belgium);

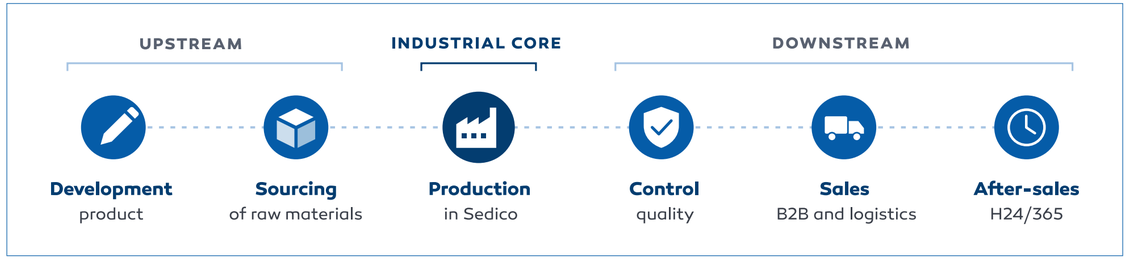
The showroom at the headquarters, where customers and partners can see product quality first-hand, completes the network.

Business model and value chain[2]

At **DE RIGO REFRIGERATION**, too, the strength of the model lies in full vertical integration. Upstream, we oversee the entire product development cycle, from design and technical engineering through to rigorous validation and the sourcing of raw materials. The industrial heart beats at the Sedico plant, a centre of excellence for the production and assembly of remote systems, plug-in units and cold rooms, supported by components and integrated refrigeration packs sourced from qualified partners. The value chain is completed by rigorous quality control, B2B sales management and efficient logistics, crowned by an advanced after-sales service: 24/7/365 remote monitoring and alarm management, scheduled maintenance, field service, retrofit work and energy management solutions designed to optimise consumption and extend the life of the installation.







Note

2.
Pursuant to ESRS 2 SBM-1, paragraph 40(d), De Rigo Refrigeration declares that it is not active in any of the sectors indicated therein. In particular, it does not carry out activities in, nor does it generate revenue from, the fossil fuel sector (coal, oil, gas), the manufacture of chemicals (division 20.2 of Annex I to Regulation (EC) No 1893/2006), the production of controversial weapons or the cultivation and production of tobacco. Revenue associated with these sectors amounts to €0.

3.

The De Rigo Group's sustainability journey

ESRS 2 SBM-2; SBM-3; IRO-1

This Sustainability Report is preparatory in nature: for 2025, reporting focuses on the two Italian manufacturing companies, **DE RIGO VISION S.P.A.** and **DE RIGO REFRIGERATION S.R.L.**, with the aim of consolidating methods, processes and data within a defined and manageable boundary. In subsequent financial years, the boundary will be progressively extended to cover the entire Group by 2028, the year in which sustainability reporting will become mandatory. The same gradual approach has guided the sustainability journey, launched by the two Italian entities and gradually extended to the other companies of the Group, so as to build, step by step, a robust and shared system for measuring and managing environmental, social and governance (Environmental, Social and Governance, ESG) aspects.

At the core of this journey is the Double Materiality Assessment, the approach required by the ESRS, which considers sustainability from two complementary perspectives: on the one hand, the impacts the organisation generates on people, the environment and communities (impact materiality) and, on the other, the risks and opportunities that ESG matters may create for the company's performance over the medium to long term (financial materiality).

The Double Materiality Assessment involved three Companies identified as representative samples of the entire Group: **DE RIGO VISION S.P.A.**, General Optica S.A. and **DE RIGO REFRIGERATION S.R.L.** This choice reflects the intention to represent the different operating models that coexist within the Group and a progressive move towards Group-level reporting:

- **DE RIGO VISION** represents the B2B design, production and distribution in the eyewear sector, where most of the operational activities and of the product-related ESG aspects are concentrated;
- General Optica, an optical *retail* chain headquartered in Spain, represents distribution to the end consumer;
- **DE RIGO REFRIGERATION** oversees the commercial refrigeration *business*.



3.1. The three phases of the Double Materiality Assessment

PHASE 1 **Analysis of the current state**

The first phase reconstructed the Group's operating context in a structured manner, in order to clearly define the scope of the analysis and ensure the consistency of the subsequent steps. It was organised into two complementary activities.

The Process-Aspect-Impact (PAI) mapping reconstructed the value chains of the companies, from upstream activities, through core activities, to downstream activities. For each process, the relevant environmental, social and governance aspects and the related positive and negative impacts were identified, supported by a structured collection of internal information.

In parallel, the sector and cross-sector benchmarking analysis positioned the companies within their competitive context, combining internationally recognised sources (mainly the MSCI ESG Industry Materiality Map and the SASB Materiality Finder) with a systematic review of the sustainability reports and of the information published by the main reference peers. The comparison between the external benchmarks with the internal analysis highlighted the companies' positioning against the best practices in the sector, highlighting both existing strengths and their areas for improvement.

By integrating this evidence, an initial list of potentially material topics was drawn up, and these were mapped to the topics and sub-topics of Appendix A – AR 16 of ESRS 1.

PHASE 2 **Stakeholder mapping and prioritisation**

The categories of stakeholders were identified starting from the analysis of processes and of the value chain, and were then assessed along two axes:

- impact relevance (how exposed the category is to the company's impacts) and
- information and decision-making relevance (how much it uses sustainability information and can steer decisions).

Each category was classified as "*Affected*", "*User of sustainability statements*" or "*Both*" according to its relationship with the impacts and with the disclosures, in order to define its level of priority. On this basis, proportionate engagement methods were identified: management took part in dedicated workshops, while the other internal and external stakeholders were engaged through a digital questionnaire designed to gather their perception of the relevance of ESG topics.

PHASE 3 **Materiality assessment**

Subsequently, for each topic and sub-topic, the impacts were identified, distinguishing between actual and potential, positive and negative, and linking them to the business model and to the different stages of the value chain. The impacts were then assessed according to qualitative and quantitative criteria consistent with the ESRS. The variables taken into account were:

- **Scale:** represents the significance of the effect on stakeholders, the environment or the economy, both in absolute terms (e.g. reduction of emissions) and in relative terms (e.g. percentage improvement compared to a baseline).
- **Scope:** defines the extent of the impact, considering the number of *stakeholders*, geographical areas and operations involved.
- **Irremediable character:** assesses whether the negative impact can be reversed or mitigated over time, estimating how far the harm can be remedied.
- **Likelihood of occurrence:** considers the probability that a potential impact, whether positive or negative, will materialise based on current conditions and future projections.
- **Time horizon:** short, medium and long term.

For the financial perspective, a top-down approach was adopted, starting with a workshop dedicated to the finance functions, during which the risks and opportunities connected with ESG topics were assessed, identifying for each of them the stage of the value chain concerned, so as to place its potential effect on the Group's operating model in its proper context. The variables taken into account were:

- **Magnitude**: measures the size of the potential economic and financial effect. The assessment considers the expected impact on revenues, operating costs, investments, cash flows, access to credit and the cost of capital.
- **Likelihood:** estimates the probability that the risk or opportunity will materialise within the defined time horizon.
- **Time horizon:** short, medium and long term.

Combining the two perspectives made it possible to identify the truly priority topics, aligning the strategic choices, the values of the Group and the expectations of *stakeholders*.

PILLAR (ESG)	ESRS TOPIC	MATERIALITY
	E1 Climate change	✓ Material from both perspectives
	E2 Pollution	✓ Material (impact)
	E3 Water	✗ *Not material*
	E4 Biodiversity and ecosystems	✗ *Not material*
	E5 Resource use and circular economy	✓ Material (impact)
	S1 Own workforce	✓ Material from both perspectives
	S2 Workers in the value chain	✓ Material (impact)
	S3 Affected communities	✗ *Not material*
	S4 Consumers and end-users	✓ Material (impact)
	G1 Business conduct	✓ Material (financial)

4.

Environment and natural resources

4.1. Climate change

E1

MDR P-A-T; E1-1; E1-2; E1-3; E1-4

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Tackling climate change is a responsibility that concerns every business, regardless of its size and of its sector. For the De Rigo Group, this means measuring its own footprint and identifying opportunities to progressively reduce it. The topic, governed by ESRS E1, covers greenhouse gas (GHG) emissions, energy consumption and the capacity of the Group to adapt to the transition that is currently under way.
For De Rigo, climate management is part of a broader environmental management system, overseen in both companies by an Environmental Management System compliant with the UNI EN ISO 14001:2015 standard, certified for **DE RIGO REFRIGERATION** since 2023 and, for **DE RIGO VISION**, with certification in progress during 2025.

At present, the initiatives described in the following paragraphs are not yet part of a transition plan for climate change mitigation, nor are they linked to quantitative emission reduction targets. The Group intends to define these in the coming reporting cycles, starting from the measurement of the consumption and emissions presented in the following sections.



With regard to environmental management, **DE RIGO VISION**'s reference framework is the Environmental Management System Policy (EMS), approved in September 2025, which raises environmental protection to a strategic objective to be pursued through the standardisation and continuous improvement of business processes. The policy commits the company to the responsible and efficient use of raw materials and energy sources and to the progressive reduction of consumption and waste. Expressly referring to the 2030 Agenda, it also formalises the commitment to contribute to tackling climate change by steering corporate management towards reducing its environmental impact, and to report on its performance in line with the principles of the CSRD, of which this Report represents a first step.
In order to understand and reduce its environmental impacts, the Company adopts an approach based on the measurement of performance and on the identification of concrete actions throughout the life cycle of its products and within its own operational activities. In this context, in 2025 the company measured the *Product Carbon Footprint* of a frame that is representative of its production, identifying purchased materials and energy consumption as the main contributors. On the energy supply side, **DE RIGO VISION** is currently building its own photovoltaic system, which will become fully operational during 2026.

FOCUS ON

THE PRODUCT CARBON FOOTPRINT OF A FRAME

In 2025, **DE RIGO VISION** carried out a Product Carbon Footprint (PCF) study on the Roberto Cavalli VRC046 acetate frame, which was selected as a representative product. The cradle-to-gate analysis estimated an impact of 4.41 $kgCO_2e$ per pair of glasses[3].

The results show that the main sources of emissions are the production of the purchased components and the energy consumption of the plants. The study also found that approximately 84% of the acetate used generates processing scrap, pointing to possible areas for improvement in the efficiency with which materials are used.

DE RIGO VISION intends to continue along this path by progressively expanding the primary data available, with the aim of increasing both the accuracy and the level of detail of future assessments.



Note

3.
The emissions reported are an estimate referring to the scope of analysis considered. The study has not been certified or verified by third parties; the company reserves the right to examine the study further before proceeding with certification.

ENERGY CONSUMPTION

In 2025, the Company recorded a total energy consumption of 9,315.51 MWh, of which 74.8% came from fossil sources (6,966.69 MWh, mainly natural gas used for heating), 24.1% from renewable sources (2,245.31 MWh) and 1.1% from nuclear sources (103.50 MWh, attributable to the electricity supply mix). Considering electricity consumption on its own, 54.3% of the electricity used by the Company comes from renewable sources. This share derives mainly from the energy mix of the electricity purchased from the grid and only to a marginal extent from self-generation through photovoltaic systems.

E1 - Breakdown of energy consumption De Rigo Vision	2025 (MWh)
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	**5,177.87**
Petrol	**66.40**
for company fleet (mixed-use vehicles)	66.40
Natural gas	**4,618.54**
for heating	4,618.54
Diesel	**492.93**
for electricity generation	2.97
for company fleet (business-use vehicles)	77.13
for company fleet (mixed-use vehicles)	412.83
ELECTRICITY CONSUMPTION	**4,137.64**
Purchased electricity	**4,123.61**
of which renewable electricity - from third parties	2,231.28
of which non-renewable electricity - from third parties	1,788.82
of which nuclear consumption - from third parties	103.50
Self-generated electricity (non-combustion)	**159.27**
of which generated by solar photovoltaic systems	159.27
Sale of electricity	**145.24**
Electricity sold - to third parties	145.24
TOTAL ENERGY CONSUMPTION	**9,315.51**

E1-5 Energy consumption and mix (non-high climate impact sectors) De Rigo Vision	2025 (MWh)
Total energy consumption from fossil sources	6,966.69
Total energy consumption from nuclear sources	103.50
i. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	0.00
ii. Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	2,231.28
iii. Consumption of self-generated non-fuel renewable energy	14.03
TOTAL RENEWABLE ENERGY CONSUMPTION	**2,245.31**
TOTAL ENERGY CONSUMPTION	**9,315.51**

DE RIGO REFRIGERATION's environmental commitment is set out in an Integrated Policy which brings together in a single document the management systems for Quality, Safety, the Environment and Gender Equality, approved in May 2025. On the environmental front, the policy commits the company to protecting the environment by applying the best available and economically viable technologies and by acting preventively to avoid or minimise pollution and the negative impacts of its activities, products and services. Accordingly, the assessment of environmental aspects is already integrated into decisions on new materials, plants and processes, and is supported by control and audit methodologies and by the periodic review of the policy.

The Company integrates energy efficiency into the design of its products: its two lines, medium temperature (MT) and low temperature (LT), are developed to achieve high energy classes, with fluid dynamics design aimed at optimising the heat transfer fluid and reducing the energy absorbed, and with specific efficiency tests, particularly for plug-in units. At the operational level, the company carries out an energy audit every four years (UNI CEI EN 16247) in order to identify inefficiencies, on the basis of which it has implemented measures such as the insulation of the façades and roof to reduce heat loss, and the replacement of the heating system in the assembly department, switching from radiant tubes to radiant strips heating systems.



FOCUS ON

DE RIGO REFRIGERATION: *INVESTING IN THE ENERGY WE PRODUCE*

The Sedico plant has been producing part of its own energy from the sun for several years. In 2025, **DE RIGO REFRIGERATION** decided to take a more decisive step, launching a major expansion of its photovoltaic system.

During 2025, the plant continued to be powered by the photovoltaic system that was already in place. In the same year, however, a significant expansion was designed and commissioned: a brand-new 568.80 kWp system, consisting of 1,264 high-efficiency photovoltaic modules distributed across the roofs of the entire production site.

The system is complemented by two storage systems with lithium iron phosphate batteries, with a total capacity of approximately 322 kWh. Storage makes it possible to retain the energy produced during the hours of peak solar irradiation and to use it when the system produces less, increasing the share of demand covered by self-generation.

The expansion and the storage systems will be operational from 2026: from that year onwards, the company expects to cover more than half of its electricity requirements through the energy produced on site. A concrete step, measurable in future financial years, towards a progressive reduction of the energy drawn from the national grid.

ENERGY CONSUMPTION

DE RIGO REFRIGERATION recorded total energy consumption of 7,348.35 MWh, of which 78.7% came from fossil sources (5,784.52 MWh) and 21.3% from renewable sources (1,563.82 MWh), with no consumption of nuclear origin. The share of electricity from renewable sources reaches 65.7%, supplied both by purchases of renewable energy and by photovoltaic self-generation.

E1 - Breakdown of energy consumption De Rigo Refrigeration	2025 (MWh)
TOTAL FUEL CONSUMPTION FROM NON-RENEWABLE SOURCES	**4,968.37**
Petrol	**16.98**
for company fleet (mixed-use vehicles)	16.98
Natural gas	**4,779.86**
for heating	4,779.86
Diesel	**171.53**
for company fleet (mixed-use vehicles)	171.53
ELECTRICITY CONSUMPTION	**2,379.97**
Purchased electricity	**1,778.49**
of which renewable electricity - from third parties	962.34
of which non-renewable electricity - from third parties	816.15
Self-generated electricity (non-combustion)	**726.18**
of which generated by solar photovoltaic systems	726.18
Sale of electricity	**124.70**
Electricity sold - to third parties	124.70
TOTAL ENERGY CONSUMPTION	**7,348.35**

E1-5 - Energy consumption and mix (non-high climate impact sectors) De Rigo Refrigeration	2025 (MWh)
Total energy consumption from fossil sources	5,784.52
Total energy consumption from nuclear sources	0.00
i. Fuel consumption for renewable sources, including biomass (also comprising industrial and municipal waste of biologic origin, biogas, renewable hydrogen, etc.)	0.00
ii. Consumption of purchased or acquired electricity, heat, steam and cooling from renewable sources	962.34
iii. Consumption of self-generated non-fuel renewable energy	601.48
TOTAL RENEWABLE ENERGY CONSUMPTION	**1,563.82**
TOTAL ENERGY CONSUMPTION	**7,348.35**

CALCULATING GREENHOUSE GAS EMISSIONS

According to the GHG Protocol, the most widely used international standard for the accounting and reporting of the greenhouse gas emissions generated by organisations and along their value chain, greenhouse gas emissions are divided into three scopes.

Scope 1 covers direct emissions generated by sources owned or controlled by the organisation, which in De Rigo's case are mainly the combustion of natural gas and fuels and refrigerant gas leaks. **Scope 2** concerns indirect emissions associated with the electricity and heat purchased and consumed, and is calculated using two methods: location-based, which applies the average emission factor of the national electricity grid, and market-based, which reflects specific supply contracts and contractual instruments (such as guarantees of origin).

Finally, **Scope 3** includes the other indirect emissions along the value chain (purchases, transport, use and end of life of products).

In 2025, **DE RIGO VISION** recorded direct emissions (Scope 1) of 1,096.60 tCO_2e, generated by the combustion of natural gas and fuels and by limited leaks of refrigerant gases, and indirect emissions from energy (Scope 2) of 1,140.45 tCO_2e location-based and 795.15 tCO_2e market-based. **DE RIGO REFRIGERATION** recorded Scope 1 emissions of 1,017.29 tCO_2e, mainly attributable to the combustion of natural gas, and Scope 2 emissions of 1,632.32 tCO_2e (location-based) and 1,138.10 tCO_2e (market-based). In both companies, the lower market-based value reflects the purchase of electricity generated from renewable sources.



Greenhouse gas emissions (Scope 1) De Rigo Vision

	Quantity (tCO_2e)
EMISSIONS FROM FUEL FROM NON-RENEWABLE SOURCES	**1,079.39**
of which Coal	0
of which Petrol	15.39
of which LPG	0
of which Natural gas	936.09
of which diesel	127.91
EMISSIONS FROM FUEL FROM RENEWABLE SOURCES	**0**
Biomass (incl. organic fraction of combusted waste)	0
FUGITIVE EMISSIONS	**17.20**
R-407C	1.62
R-134A	0.65
R-427A	10.12
R-410A	4.81
Other fugitive emissions	0
TOTAL SCOPE 1	**1,096.60**

Greenhouse gas emissions (Scope 2) De Rigo Vision

	2025 (tCO_2e)
Total Scope 2 (tCO_2e) - Location Based	**1,140.45**
Total Scope 2 (tCO_2e) - Market Based	**795.15**

Greenhouse gas emissions (Scope 1) De Rigo Refrigeration

	Quantity (tCO_2e)
EMISSIONS FROM FUEL FROM NON-RENEWABLE SOURCES	**1,017.23**
of which Coal	0
of which Petrol	3.94
of which LPG	0
of which Natural gas	968.79
of which diesel	44.51
EMISSIONS FROM FUEL FROM RENEWABLE SOURCES	**0**
Biomass (incl. organic fraction of combusted waste)	0
Fugitive emissions	**0.05**
R-407C	0
R-134A	0
R-427A	0
R-410A	0
Other fugitive emissions	0.05
TOTAL SCOPE 1	**1,017.29**

Greenhouse gas emissions (Scope 2) De Rigo Refrigeration

	2025 (tCO_2e)
Total Scope 2 (tCO_2e) - Location Based	**1,632.32**
Total Scope 2 (tCO_2e) - Market Based	**1,138.10**

In addition to direct emissions (Scope 1) and those associated with purchased energy (Scope 2), the GHG Protocol identifies a third category, Scope 3, which covers the indirect emissions generated along the value chain, both upstream and downstream of the company's activities. In 2025, **DE RIGO VISION** and **DE RIGO REFRIGERATION** carried out an initial quantification of their Scope 3 emissions.

The GHG Protocol divides Scope 3 into fifteen categories, upstream and downstream of the supply chain. For each of the two companies, the categories that are actually relevant were identified (see the tables "Scope 3 breakdown De Rigo Vision" and "Scope 3 breakdown De Rigo Refrigeration"). Four categories were explicitly excluded, with the reasons stated:

- processing of sold products (category 10) and franchises (category 14), as they are not applicable to the Companies' business model;
- downstream leased assets (category 13) and investments (category 15), which are not relevant given, respectively, the absence of assets leased to third parties and of any significant financial investment activity for the Companies within the scope of the analysis.

Finally, two categories were found to be relevant to **DE RIGO REFRIGERATION** only:

- upstream leased assets (category 8) and
- use of sold products (category 11).

Data collection prioritised primary sources, drawing on the companies' information systems and internal records. In line with good industry practice, a data hierarchy was applied: where available, physical activity data were used (kilograms of material, kilometres travelled, energy consumption), which provide the most accurate estimate; where these were not available, an estimate based on the expenditure incurred was used (spend-based approach), which is more immediate but subject to a higher degree of uncertainty.
Emissions were determined by multiplying each item of activity data by the corresponding emission factor, according to the formula set out in the GHG Protocol, and are expressed in tonnes of carbon dioxide equivalent (tCO_2e).
The Scope 3 values by category and the totals are shown in the following tables.

For **DE RIGO VISION**, the largest share of indirect emissions is attributable to purchased goods upstream in the supply chain (5,215.64 tCO_2e out of 18,210.75 tCO_2e). For **DE RIGO REFRIGERATION**, the most significant category is the use of sold products (166,456.56 tCO_2e out of 189,477.14 tCO_2e): commercial refrigeration systems in fact consume electricity throughout their entire useful life, and this phase, which takes place at customers' premises, is the main component of the Company **DE RIGO REFRIGERATION**'s footprint.
As this is the first financial year, some of the categories are based on estimates and average emission factors. The overall figure therefore represents a starting baseline, which the two Companies intend to refine progressively by improving their information sources, by moving from spend-based approaches to physical activity data and by increasing the involvement of value chain actors.



Greenhouse gas emissions (Scope 3) De Rigo Vision

	Category	Emissions (tCO_2e)
1	**Purchased goods and services - Goods**	5,215.64
	Purchased goods and services - Services	4,316.01
2	**Capital goods**	2,341.10
3	**Fuel- and energy-related activities not included in Scope 1 or Scope 2**	469.33
4	**Upstream transport and distribution**	2,496.93
5	**Waste generated in operations**	429.82
6	**Business travel**	232.09
7	**Employee commuting**	819.80
9	**Downstream transport and distribution**	1,665.82
12	**End-of-life treatment of sold products**	224.22
	TOTAL SCOPE 3	**18,210.75**

E1-6 “GHG intensity De Rigo Vision”

GHG intensity per net revenue	
TOTAL GHG EMISSIONS (location-based) PER NET REVENUE (tCO_2e/€)	**0.000124**
TOTAL GHG EMISSIONS (market-based) PER NET REVENUE (tCO_2e/€)	**0.000122**
Connectivity with financial reporting	
Net revenue (€)	**164,487,631**
Net revenue used to calculate GHG intensity (€)	164,487,631

Greenhouse gas emissions (Scope 3) De Rigo Refrigeration

	Category	Emissions (tCO_2e)
1	**Purchased goods and services - Goods**	17,469.80
	Purchased goods and services - Services	2,281.23
2	**Capital goods**	431.04
3	**Fuel- and energy-related activities not included in Scope 1 or Scope 2**	291.21
4	**Upstream transport and distribution**	1,173.03
5	**Waste generated in operations**	60.09
6	**Business travel**	64.48
7	**Employee commuting**	202.33
8	**Upstream leased assets**	7.46
9	**Downstream transport and distribution**	906.90
11	**Use of sold products**	166,456.56
12	**End-of-life treatment of sold products**	133.03
	TOTAL SCOPE 3	**189,477.14**

E1-6 “GHG intensity De Rigo Refrigeration”

GHG intensity per net revenue	
TOTAL GHG EMISSIONS (location-based) PER NET REVENUE (tCO_2e/€)	**0.003350**
TOTAL GHG EMISSIONS (market-based) PER NET REVENUE (tCO_2e/€)	**0.003347**
Connectivity with financial reporting	
Net revenue (€)	**57,010,752**
Net revenue used to calculate GHG intensity (€)	57,010,752

4.2. **Pollution**

E2

MDR P-A-T; E2-1; E2-2; E2-3

Preventing pollution means acting on production processes before the impact occurs, and not only on its effects. This is the scope of the Topic “Pollution” (E2), which concerns emissions to air, water and soil and the use of substances that are potentially harmful to the environment and human health.

For the De Rigo Group, these aspects are relevant above all in relation to surface treatment, painting and finishing processes. The data and information reported in this section refer to **DE RIGO VISION** only, where these types of processing are carried out to a significant extent. The corresponding information relating to **DE RIGO REFRIGERATION** will be the subject of reporting in the next reporting cycles.

For **DE RIGO VISION**, the management of pollution is governed by its Environmental Management System Policy (see the section “E1 – Climate Change” above).

Air emissions from the plants, which are authorised and periodically monitored, are contained by means of abatement systems and, for volatile organic compounds deriving from painting, are managed and monitored through the Solvent Management Plans. Water discharges are authorised and separated into domestic wastewater, conveyed to the sewer system, and process wastewater, which is collected and delivered as waste to authorised facilities. The chemicals used are likewise managed in compliance with current legislation, in order to ensure their safe use and the proper protection of the environment and workers’ health. The Company has also adopted procedures and operating instructions for the management of environmental emergencies, together with related staff training, aimed at preventing and containing spills and the contamination of soil and water. To complete these safeguards, the company also assesses and monitors the noise impact of its plants on the surrounding area.

At present, no quantitative targets for the reduction of pollution have been defined. The Group intends to assess their introduction in the next reporting cycles, starting from the monitoring data that are available.

DE RIGO VISION’s air emissions derive mainly from the surface treatment, painting, enamelling and electroplating stages, which are concentrated at the “ex Quattro Valli” plant. In 2025, the total emissions of pollutants to air, measured as Total Organic Carbon (TOC), which is an indicator of volatile organic compounds, amounted to 4.22 tonnes, of which approximately 96% was attributable to spray painting operations. The “Sede” plant, which is mainly dedicated to mechanical processing, did not record any measurable TOC emissions. The values reported derive from the sampling and analysis campaigns carried out at the authorised emission points at maximum production capacity, and they are fully consistent with the Solvent Management Plan that is drawn up every year by the company.

E2-4 - Pollution of air, water and soil De Rigo Vision

Stack ID no.	Description	Measured flow rate	Pollutants emitted	Mass flow
		Nm³/h		t/year
1	Spray painting and pad printing operations	41,887.00	Total organic carbon (TOC)	1.90 t
2	Electroplating operations	8,546.00	Total organic carbon (TOC)	0.00 t
3	Washing operations	262.00	Total organic carbon (TOC)	0.00 t
4	Spray painting and enamelling, removal and industrialisation operations	33,497.00	Total organic carbon (TOC)	2.16 t
5	Drying, passivation and enamel firing operations	11,577.00	Total organic carbon (TOC)	0.06 t
7	Paint stripping operations	2,203.00	Total organic carbon (TOC)	0.06 t
8	Electroplating, de-nickelling and selective stripping operations	9,060.00	Total organic carbon (TOC)	0.04 t
9	Wheel polishing and laser engraving operations	1,336.00	Total organic carbon (TOC)	0.00 t
10	Wheel polishing operations	2,833.00	Total organic carbon (TOC)	0.00 t
11	Washing and laser engraving operations	766.00	Total organic carbon (TOC)	0.00 t
12	Electroplating operations	1,412.00	Total organic carbon (TOC)	0.00 t

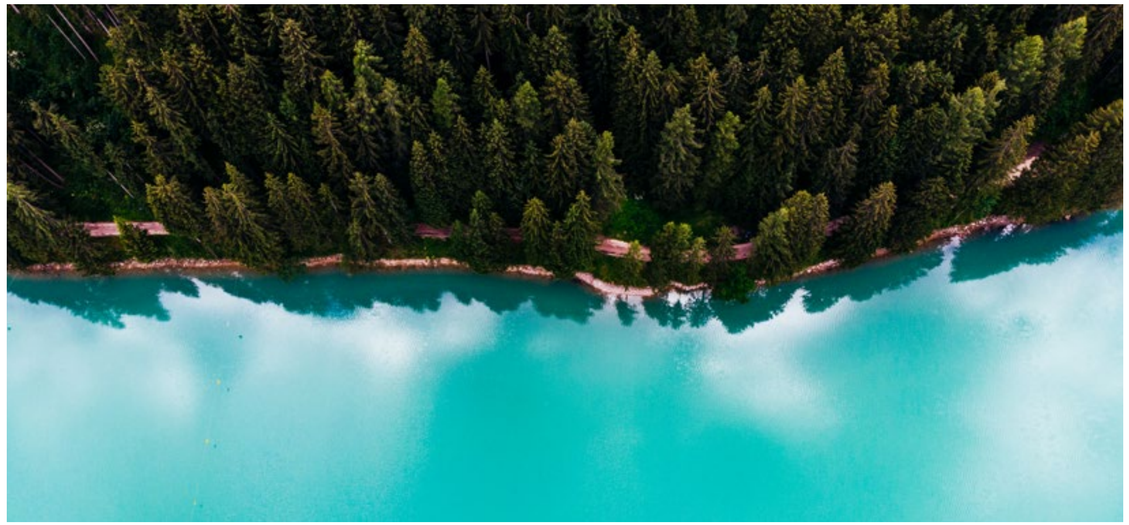
4.3. **Water**

E3

MDR P-A-T; E3-1; E3-2; E3-3; E3-4

DE RIGO WE SHARE THE VISION | DE RIGO REFRIGERATION

Water is a valuable natural resource, increasingly exposed to scarcity, and its responsible use is an integral part of mature environmental management. The Topic "Water and marine resources" (ESRS E3) follows its entire path within the organisation, from withdrawal and consumption to wastewater management and the potential impacts exerted on receiving water bodies and marine ecosystems. In both Companies, water resource management falls within the Environmental Management Systems: water is withdrawn from the public mains network and measured by meters, and neither of the two Companies operates in areas at water risk or under high water stress. At present, no quantitative targets for reducing water consumption have been defined; the Group intends to assess them in future reporting cycles, starting from the monitoring data available.



DE RIGO WE SHARE THE VISION

At **DE RIGO VISION** the water used in production processes (tumbling, electroplating, painting, washing) is collected and delivered as waste to authorised facilities, while water for domestic use is conveyed to the public sewer system.
In 2025, **DE RIGO VISION** recorded total water consumption of 8,899 m³.

E3 - Water consumption intensity per employee De Rigo Vision

	2025
TOTAL WATER CONSUMPTION (m³)	**8,899.00**
Employees	700
WATER CONSUMPTION PER WORKER (m³/headcount)	**12.71**

DE RIGO REFRIGERATION

DE RIGO REFRIGERATION uses water for sanitary, industrial and fire-fighting purposes. Between 2019 and 2023, it built a closed-loop cooling circuit in its test room, cutting mains water withdrawals from approximately 30 m³ per day to approximately 2 m³ per month.

In 2025, **DE RIGO REFRIGERATION** recorded total water consumption of 3,551 m³.

E3 - Water consumption intensity per employee De Rigo Refrigeration

	2025
TOTAL WATER CONSUMPTION (m³)	**3,551.00**
Employees	286
WATER CONSUMPTION PER WORKER (m³/headcount)	**12.42**

4.4. Resource use and circular economy

E5

MDR P-A-T; E5-1; E5-2; E5-3

DE RIGO WE SHARE THE VISION | DE RIGO REFRIGERATION

The Topic of resource use and circular economy (E5) concerns the way in which an organisation uses materials and resources and its ability to reduce their consumption, extend their useful life and recover them at the end of their cycle, while limiting the generation of waste. The aim is to move from a linear model, which extracts, produces and discards, to a circular one, in which materials remain within the production cycle for as long as possible.

For **DE RIGO VISION** and **DE RIGO REFRIGERATION**, this topic translates into different choices along the product life cycle: the selection of materials and the containment of processing scrap for **DE RIGO VISION**'s eyewear, and recovery-oriented design and the management of packaging and end-of-life products for **DE RIGO REFRIGERATION**'s refrigeration business.
Like the previous topics, the efficient use of resources also falls within the Environmental Management Systems and the environmental policies of the two Companies (see section E1 – Climate change). At present, no quantitative targets for reducing the consumption of resources and the generation of waste have been defined. The Group intends to assess their introduction in future reporting cycles, starting from the monitoring data available.



For **DE RIGO VISION**, the Environment and Safety Policy commits to reducing consumption and waste generation as far as possible and to recycling and reusing materials wherever possible. The Company intends to progressively adopt eco-design criteria[4] in its product development processes and favours, wherever possible, the use of recycled acetate, paying constant attention to traceability along the entire supply chain, which is ensured by the ISCC Plus (International Sustainability and Carbon Certification) certification, a scheme that guarantees the traceability of sustainable and recycled raw materials along the supply chain according to the mass balance principle. The life cycle analysis carried out in 2025 identified acetate processing scrap, which accounts for the most significant share of the product's environmental impact, as the main area for improvement in the use of resources, towards which the company intends to direct its initiatives (see Focus on - The Product Carbon Footprint of a frame). The practices already adopted to limit scrap include high-gloss polishing, a finishing technique alternative to painting that can be repeated in the event of repair. Waste is managed in compliance with current legislation and delivered to authorised operators, with recovery of the recoverable fractions, including paper and precious metals. On the packaging front, the use of polystyrene is being progressively reduced where it is not essential.

Resource outflows – waste

In 2025, De Rigo Vision generated approximately 1,202 t of waste, with 65.8% sent for disposal, driven by hazardous waste (707.88 t), which consists largely of liquid effluents from the electroplating and painting processes delivered as waste to authorised facilities.

E5-5 - Resource outflows - Waste - De Rigo Vision

Diverted from disposal	2025 (t)
TOTAL	**411.68**
Hazardous waste	**21.69**
iii. Other recovery operations	21.69
Non-hazardous waste	**389.99**
iii. Other recovery operations	389.99
Directed to disposal	-
TOTAL	**790.69**
Hazardous waste	**707.88**
iii. Other disposal operations	707.88
Non-hazardous waste	**82.81**
iii. Other disposal operations	82.81
NON-RECYCLED WASTE	**790.69**
PERCENTAGE OF NON-RECYCLED WASTE	**65.76%**
TOTAL WASTE	**1,202.37**

Note

4. Eco-design refers to a design approach that takes into account the environmental impacts of the product throughout its life cycle, with the aim of reducing them right from the concept stage through choices relating to materials, durability, resource efficiency and recyclability.

For **DE RIGO REFRIGERATION**, the Integrated Policy sets specific commitments on the Topic:

- to limit the generation of waste at source, with particular attention to hazardous waste, by promoting the reuse, the recycling and the recovery of raw materials, and
- to apply environmental criteria in the selection of packaging and consumables.

The Company integrates circularity criteria right from the design stage, with the aim of reducing the use of raw materials and facilitating, where technically feasible, the recovery of materials at the end of the product's useful life (approximately twelve years). Processing scrap is sent for recovery, from copper and steel offcuts, which are sold at their material value, to polystyrene and packaging wood, which are collected separately. In Italy, when existing stores are refurbished, the company also takes back end-of-life refrigerated cabinets through third-party operators, sending most of their component materials (glass, sheet metal and electronic components) for recovery. The selection of suppliers on the basis of environmental management criteria and the assessment of packaging complete the approach.

Resource outflows - waste

In 2025, **DE RIGO REFRIGERATION** generated approximately 831 t of waste, 86.9% of which was sent for recovery, mainly consisting of non-hazardous waste such as the metal offcuts from sheet metal processing.

E5-5 - Resource outflows – Waste – De Rigo Refrigeration

Diverted from disposal	2025 (t)
TOTAL	**721.59**
Hazardous waste	**3.54**
iii. Other recovery operations	3.54
Non-hazardous waste	**718.05**
iii. Other recovery operations	718.05
Directed to disposal	-
TOTAL	**109.09**
Hazardous waste	**29.65**
iii. Other disposal operations	29.65
Non-hazardous waste	**79.44**
iii. Other disposal operations	79.44
NON-RECYCLED WASTE	**109.09**
PERCENTAGE OF NON-RECYCLED WASTE	**13.13%**
TOTAL WASTE	**830.68**



5.

People and Communities

5.1. Own workforce

S1

MDR P-A-T; S1-1; S1-2; S1-3

At De Rigo, people come first: “people” is the first of the values on which the Group builds its identity and the energy that shapes every product. The Topic of own workforce (ESRS S1) concerns precisely them: the protection of the rights, health and safety, equal opportunities and professional growth of those who work in the company. Almost one thousand people work in Italy, sharing skills, craftsmanship and a sense of belonging to the same territory. Taking care of them, by offering stable and safe work that respects differences, is an integral part of the way in which the two Companies intend to grow.

This attention is formalised in a shared system of policies, centred on gender equality. In 2025, both companies obtained the UNI/PdR 125:2022 certification, confirming the existence of a management system that safeguards equal opportunities throughout the entire working life: recruitment, career development, pay equity, support for parenthood and the balance between personal life and working life.

The commitment is expressed in a dedicated policy, stand-alone for **DE RIGO VISION** and integrated into the Quality, Safety, Environment and Gender Equality policy for **DE RIGO REFRIGERATION**, which places the person at the centre, with their talents and aptitudes, regardless of gender, age, ethnicity, personal beliefs, abilities and orientation, and which is also shared with suppliers and stakeholders.

This is accompanied by a zero-tolerance principle towards all forms of abuse, harassment or discrimination and by the protection of health and safety. The Code of Ethics and the 231 Model complete the principles of conduct.

People are active participants in this system: dialogue takes place through industrial relations and collective bargaining. In addition, there are dedicated channels through which every person can raise concerns or report misconduct, including any harassment or discrimination: reports are handled confidentially and in compliance with the prohibition of retaliation, and those relating to harassment trigger an impartial and confidential investigation (see chapter G1 - Governance).
At present, the Group has not yet defined any quantitative targets relating to its own workforce; it is the intention of the two companies to develop them in future reporting cycles, starting from the measurement of the indicators presented in this section.

THE PEOPLE OF DE RIGO

ESRS S1-6; S1-7; S1-9; S1-12

The way in which people join and grow within the company reflects this culture: the recruitment and onboarding of new hires follow paths based on fairness criteria, while the promotion of diversity is entrusted to a dedicated governance structure, consisting of a Gender Equality Management System Manager supported by a Steering Committee, and to ongoing awareness-raising and training initiatives on the topic of inclusion.

As at 31 December 2025, **DE RIGO VISION** had 700 employees, with a female majority (462 women, equal to 66%) that is consistent with the dynamics of the sector. This is a stable and mature workforce: employment is almost entirely on permanent contracts (689 out of 700) and more than half of the workforce is over 50 years of age, against a turnover rate of 4.43% (31 leavers). In addition to the employees, there are also 2 agency workers. In terms of diversity, women account for 13.33% of top management (2 out of 15), while there are 30 employees with disabilities in the workforce (4.29%), who are counted within the mandatory hiring quotas.

S1-9b "Diversity metrics (employees by age group) (66. b) De Rigo Vision"

Number	< 30 years	30-50 years	> 50 years	Total
Executives	0	1	14	**15**
Managers	0	15	22	**37**
White-collar	33	118	76	**227**
Blue-collar	22	157	242	**421**
TOTAL	**55**	**291**	**354**	**700**
Percentage	**< 30 years**	**30-50 years**	**> 50 years**	**Total**
Executives	0.00%	0.14%	2.00%	2.14%
Managers	0.00%	2.14%	3.14%	5.29%
White-collar	4.71%	16.86%	10.86%	32.43%
Blue-collar	3.14%	22.43%	34.57%	60.14%
TOTAL	**7.86%**	**41.57%**	**50.57%**	**100.00%**

S1-12 "Persons with disabilities De Rigo Vision"

	Number	Percentage
PERSONS WITH DISABILITIES AMONG EMPLOYEES (subject to legal restrictions on the collection of data)	30	**4.29%**
Women	22	**3.14%**
Men	8	**1.14%**

With 286 employees as at 31 December 2025, **DE RIGO REFRIGERATION** has a predominantly male workforce (237 men, 83%), reflecting the metalworking processes that characterise its activities. Almost all employment relationships are permanent (282 out of 286) and the turnover rate stands at 9.44% (27 leavers). In addition to employees, there are 10 agency workers. There are 16 employees with disabilities (5.59%), counted within the mandatory hiring quotas, while top management consists of 5 people, all of whom are men.

S1-9b "Diversity metrics (employees by age group) (66. b) De Rigo Refrigeration"

Number	< 30 years	30-50 years	> 50 years	Total
Executives	0	1	4	**5**
Managers	0	5	2	**7**
White-collar	9	46	23	**78**
Blue-collar	18	79	99	**196**
TOTAL	**27**	**131**	**128**	**286**
Percentage	**< 30 years**	**30-50 years**	**> 50 years**	**Total**
Executives	0.00%	0.35%	1.40%	1.75%
Managers	0.00%	1.75%	0.70%	2.45%
White-collar	3.15%	16.08%	8.04%	27.27%
Blue-collar	6.29%	27.62%	34.62%	68.53%
TOTAL	**9.44%**	**45.80%**	**44.76%**	**100.00%**

S1-12 "Persons with disabilities De Rigo Refrigeration"

	Number	Percentage
PERSONS WITH DISABILITIES AMONG EMPLOYEES (subject to legal restrictions on the collection of data)	**16**	**5.59%**
Women	2	**0.70%**
Men	14	**4.90%**

HEALTH, SAFETY AND WELL-BEING

ESRS S1-14

In addition to the risks that are inherent in the processing activities, which are mechanical at **DE RIGO REFRIGERATION** and related to finishing and treatment at **DE RIGO VISION**, health and safety management also encompasses the organisational well-being of people: work-related stress, the manual handling of loads and repetitive movements, exposure to noise and remote working conditions are all assessed and monitored. **DE RIGO REFRIGERATION** has formalised this commitment through the certification of its management system to the ISO 45001:2018 standard, while **DE RIGO VISION** oversees health and safety within its own management system.

Prevention is supported by ongoing health surveillance, defined by a multi-year health protocol, and by the monitoring of those workers who may be exposed to specific risks. This is complemented by emergency plans and by widespread safety training, which includes the preparation of the employees designated as first-aid officers and a number of health awareness-raising initiatives.

The health and safety management system covers 100% of workers in both companies.

In 2025, no fatalities or cases of occupational disease were recorded. There were 4 recordable work-related accidents at **DE RIGO VISION** (2 at work and 2 while commuting) and 8 at **DE RIGO REFRIGERATION**.

DE RIGO WE SHARE THE VISION

S1-14 "Health and safety metrics De Rigo Vision"

	2025
Percentage of own workers covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines	100%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents	4
Hours worked	967,119.85
RATE OF RECORDABLE WORK-RELATED ACCIDENTS[5]	**4.14**
	Employees
Number of cases of recordable work-related ill health, subject to legal restrictions on the collection of data	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	0

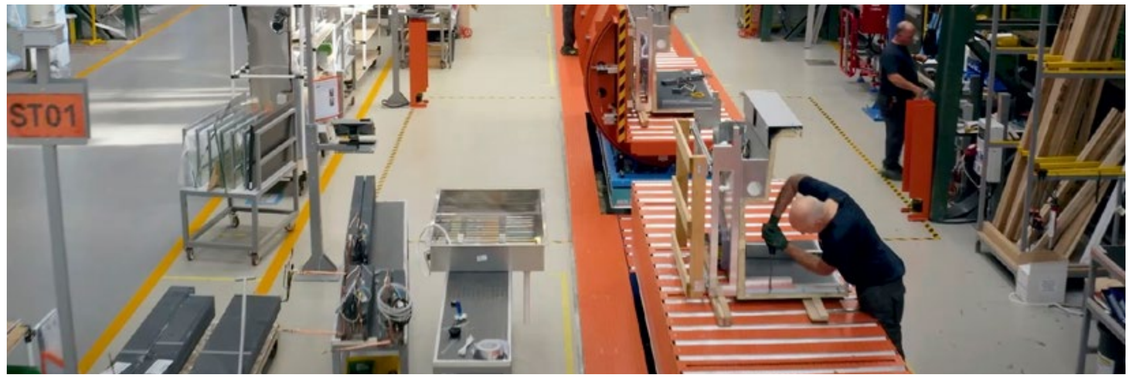
Note

5. The rate of recordable work-related accidents is calculated, in line with ESRS S1, AR 89, as the ratio between the number of recordable accidents and the hours worked in the reporting period, multiplied by 1,000,000.

S1-14 "Health and safety metrics De Rigo Refrigeration"

	2025
Percentage of own workers covered by the undertaking's health and safety management system based on legal requirements and/or recognised standards or guidelines	100.00%
Number of fatalities as a result of work-related injuries and work-related ill health	0
Number of recordable work-related accidents	8
Hours worked	486,827
RATE OF RECORDABLE WORK-RELATED ACCIDENTS	**16.43**
	Employees
Number of cases of recordable work-related ill health, subject to legal restrictions on the collection of data	0
Number of days lost to work-related injuries and fatalities from work-related accidents, work-related ill health and fatalities from ill health	0

Taking care of people also means stopping to talk about well-being. In 2025, **DE RIGO REFRIGERATION** devoted an entire day to this topic, open to all of its workers, covering physical and mental health, nutrition and healthy lifestyles, with the opportunity, for all those who wished to do so, to have a one-to-one meeting and conversation with a dedicated consultant.



INDUSTRIAL RELATIONS AND COLLECTIVE BARGAINING

ESRS S1-8

Dialogue with people rests on a well-established tradition of industrial relations. Working conditions are governed by the respective national collective labour agreements: the National Collective Labour Agreement (CCNL) for the Eyewear sector for **DE RIGO VISION** and the CCNL for the Metalworking Industry for **DE RIGO REFRIGERATION**. In both companies, these agreements are supplemented by second-level company agreements, the result of ongoing dialogue with worker representatives, which extend protections and benefits for employees. All employees of both companies are covered by collective bargaining; social dialogue coverage through workers' representatives stands at 98% at **DE RIGO VISION** and 98.25% at **DE RIGO REFRIGERATION**.

REMUNERATION AND WELFARE

ESRS S1-10, S1-11, S1-15

In line with the Italian context, all employees receive pay that is at least equal to the minimum rates set by the applicable collective agreement and are covered, through the public social security system, against loss of income due to major life events: sickness, unemployment, employment injury and acquired disability, parental leave and retirement.
On this common basis, the two companies provide additional measures for the benefit of their people: the bonus and welfare schemes defined by the company supplementary agreements, healthcare coverage and dedicated services, the scholarships for the children of employees provided through the De Rigo Foundation, and smart working to support the balance between work and private life. All employees are entitled to family-related leave and, in 2025, it was taken by 21.86% of those entitled at **DE RIGO VISION** (153 people) and by 13.29% of those entitled at **DE RIGO REFRIGERATION** (38 people).

100%

of employees covered by collective bargaining

191

people on family-related leave in 2025

FOCUS ON

"RIPARTO - GUARDA CHE MAMME": SUPPORTING NEW MOTHERS RETURNING TO WORK

Returning to work after maternity leave is an important moment, in which the company's support can make a real difference. For this reason, **DE RIGO VISION** joined the "Riparto - Guarda che Mamme" project, promoted under the national #RiParto initiative of the Department for Family Policies and funded by the PNRR (National Recovery and Resilience Plan), to help mothers return to work after maternity leave. The programme supports each new mother with support meetings, training and counselling, to make the transition more gradual and serene.



FOCUS ON

"P.A.R.I. PRENDE FORMA": SUPPORTING PEOPLE AT DE RIGO REFRIGERATION

In 2025, **DE RIGO REFRIGERATION** joined the project "P.A.R.I. prende forma: imprese che cambiano", promoted by Unindustria Servizi e Formazione TV-PN as part of the Veneto Region's regional P.A.R.I. initiative (Innovative Network Projects and Actions for gender equality and balance), which is funded by the ESF+ Regional Programme 2021-2027 and dedicated to gender equality and to the balance between professional and personal life.
Within this framework, the Company introduced concrete measures to support its people: individual mentoring paths ("Cure & Care"), personalised meetings with a social worker for those who have specific support needs, and accompanying activities on the topics of parenthood, the care of family members and psychological well-being.



SKILLS GROWTH AND DEVELOPMENT

ESRS S1-13

For De Rigo, supporting people in the evolution of their professional roles is an ongoing investment. Annual training plans are designed to align skills with the evolution of the business and of technologies, to support innovation and to foster professional growth. In addition to mandatory training, employees participated in programmes focused on the following strategic areas:

- the digitalisation of processes and applications of artificial intelligence to support operational and decision-making activities;
- production efficiency and process optimisation;
- language skills and specialist technical skills;
- communication and interpersonal skills, from collaboration to teamwork, and
- the spread of a culture of gender equality and inclusion.

S1-13b "Training and skills development metrics (83. b) De Rigo Vision"

	Number of training hours	Average training hours
Female	4,542.50	**9.83**
Male	6,922.50	**29.09**
Total	**11,465.00**	**16.38**

S1-13b "Training and skills development metrics (83. b) De Rigo Refrigeration"

	Number of training hours	Average training hours
Female	758.00	**15.47**
Male	4,197.00	**17.71**
Total	**4,955.00**	**17.33**

FOCUS ON

INVESTING IN TRAINING AND PROFESSIONAL GROWTH

In 2025, **DE RIGO REFRIGERATION** confirmed its commitment to the development of internal skills, significantly increasing the training opportunities offered to its people.

Key results:

- Non-mandatory training hours doubled compared with the previous year.
- Expansion of the training offer dedicated to professional and personal growth.
- Involvement of workers in upskilling and skills development programmes.

Training areas:

- Foreign languages.
- Technical and professional training linked to company activities.
- Development of soft and transversal skills.



HUMAN RIGHTS

ESRS S1-17

During 2025, there were no episodes or incidents relating to human rights connected to the workforce at either **DE RIGO VISION** or **DE RIGO REFRIGERATION**. The Group is committed to drafting a Labour and Human Rights Policy aimed at applying and protecting these principles, including the principle of zero tolerance towards child labour, forced labour and the trafficking of human beings. The policy will also extend to temporary workers, suppliers, business partners, consultants and any other third parties that operate on behalf of any one of the entities belonging to the Group.



5.2. **Workers in the value chain**

S2

MDR P - A - T; S2-1; S2-2; S2-4; G1-2

DE RIGO WE SHARE THE VISION | DE RIGO REFRIGERATION

The activities of **DE RIGO VISION** and **DE RIGO REFRIGERATION** rely on a network of suppliers and partners that contribute to the supply of materials, components, products and services. The management of the social aspects relating to the workers present in the value chain (S2) is an area that the Group is progressively integrating into its own processes of supplier qualification, monitoring and assessment.

DE RIGO VISION requires its suppliers to adhere to a Code of Conduct and carries out periodic visits to selected foreign suppliers. Some of these suppliers are also subject to ethical audits according to the SMETA standard[6]. **DE RIGO REFRIGERATION**, whose suppliers are mainly located in Italy and in other European countries, carries out checks on compliance with the applicable company standards on quality, the environment and health and safety, as part of its own annual programme of audits.

During 2025, **DE RIGO VISION** began defining a supplier qualification and assessment procedure that will include specific ESG criteria. The procedure, which is expected to be introduced by 2026, provides for the use of questionnaires that are differentiated according to the characteristics and the risk profile of suppliers and, where deemed necessary, the possibility of resorting to independent third-party audits.

At the reporting date, the Group has not yet defined quantitative indicators, targets or structured monitoring programmes relating to the workers in the value chain. The development of these tools will be assessed in the subsequent reporting cycles as part of the progressive strengthening of the ESG management system that is applied to suppliers.



Note

6. SMETA (Sedex Members Ethical Trade Audit) is one of the most widely used ethical audit methodologies internationally, developed by Sedex (Supplier Ethical Data Exchange).



5.3. **Our commitment to communities**

S3

MDR-A S3 “Actions and resources in relation to material sustainability matters”

DE RIGO WE SHARE THE VISION | DE RIGO REFRIGERATION

THE ENNIO DE RIGO FOUNDATION

Established in 2018 to mark the Group’s fortieth anniversary, the Ennio De Rigo Foundation ETS was born of the De Rigo family’s wish to give back to its home territory, and beyond, part of what it has received over the years. Registered since 2024 in the National Single Register of the Third Sector (RUNTS), the Foundation devotes its activities to children and young people up to the age of 25, supporting their full access to the fundamental rights to health and education and promoting the development of their identity and talent through artistic and cultural projects. These three areas form the acronym that sums up its mission, “H.E.ART”: *Health*, *Education* and *Art for Youth*.
The Foundation is financially supported by the Group companies **DE RIGO VISION** and **DE RIGO REFRIGERATION**, together with the General Optica *retail* chain and a direct contribution from the De Rigo family. Alongside the projects it promotes directly, it also collects and supports proposals submitted by associations, businesses and private individuals active across Italy for the benefit of young people.

“The Foundation is a dream come true, and one in which we believe deeply. With this project, we wish to make a concrete commitment to supporting children and young people on their path of growth and to give back to our territory, and beyond, part of what we have received over these decades.”

Ennio De Rigo





KEY PROJECTS

During 2025, the Foundation supported numerous initiatives, in Italy and abroad, for a total of more than €327,000 between direct projects, contributions and donations in kind.

The most significant initiative was the support provided for the creation of the “Peter Pan” park, a fully accessible and immersive themed play area, designed so that every child, regardless of their physical, sensory or cognitive abilities, can play in safety and together with the other children. The Foundation funded almost all of it, with a contribution of €330,000 (of which 100,000 euros were provided in 2024), in support of what has been described as the largest inclusive playground in the whole of Europe.

A second pillar is represented by the study grants for the children of the employees of **DE RIGO VISION** and **DE RIGO REFRIGERATION**, in Italy and abroad, who have achieved certain academic results, totalling €77,500. A deliberately widespread form of support, granted to every family for each child enrolled in upper secondary school or at university. Not a prize reserved for the most deserving students, but a gesture of closeness to all the families of the Group, in Italy and beyond its borders.



PROJECT

CLOSE TO HOME, LOCALLY

Through the Circolo Cultura e Stampa Bellunese, the Foundation contributed €5,000 to the twenty-fifth Original Language Theatre Festival for schools in the province. Foreign-language theatre for children and young people fosters language development, enriches vocabulary, stimulates interest in other cultures and builds self-confidence, offering an opportunity for growth to those who would otherwise not have been able to experience it.

With the Comitato Alpago 2ruote&solidarietà, on the occasion of the thirty-first edition of the Giro del Lago di Santa Croce, a contribution of €2,000 went to two organisations committed to assisting cancer patients and their families: the Via di Natale association in Aviano, which offers free accommodation to patients’ relatives, and the Cucchini association in Belluno, which provides home and hospice care. Through the same Committee, the Foundation also supported the second edition of the Festival degli Aquiloni (Kite Festival), a day on which professional kite flyers launched themed installations into the sky, from prehistory to space to cartoons, entertaining young and old alike.

Together with Crossabili, the Foundation contributed €2,000 to the “Natale per tutti” event in Alleghe: a Christmas celebration set in the Belluno Dolomites, designed down to the last detail so that everyone, regardless of their abilities, can experience the magic of Christmas in the snow, in a barrier-free experience.

PROJECT

BEYOND NATIONAL BORDERS

The Foundation contributed €5,000 to the “Ethiopia School, Music and Sport” project run by Emma’s Children ONLUS, dedicated to the street children of Addis Ababa. An initiative in which school becomes an opportunity for a future for those who cannot afford to study, sport an aid to growth and peace of mind, and music an expression of freedom and a means of healing.

With a contribution of €6,426 to the Fundació Privada Ulls del Món in Barcelona, which is committed to providing eye care to people living in conditions of poverty, the Foundation combined its mission with the craft of the Group: the support is funded through a donation for every pair of Sting Junior glasses sold by a De Rigo company.

The Group’s generosity also took the form of direct donations. Thanks to the prescription glasses and sunglasses made available by **DE RIGO VISION**, the Foundation was able to support the Dynamo Camp Foundation in its fundraising campaigns, the Associazione Amici di WelcomeD with the “Vista sospesa” initiative to guarantee eye examinations for people in vulnerable situations, and the theatre project “Acrobazie. L’arte messa alla prova” at the Bologna prison, where artistic practice becomes an opportunity for sharing and change.





5.4. **Consumers and end-users**

S4

S4-1; S4-2; S4-3; S4-4

The consumers and end-users (S4) of the two Companies do not coincide with their direct customers. For **DE RIGO VISION**, the end-users are the people who wear the frames and the sunglasses, reached through a network of distributors and opticians, while for **DE RIGO REFRIGERATION** they are the consumers of large-scale retail chains, who purchase the food products that are stored in the equipment supplied to the stores. In both cases, however, the commercial relationship is of a business-to-business nature, with no direct sales to the consumer.

The topic nevertheless remains material, from an impact perspective, for both of the Companies: although intended for commercial operators, their products affect the health and safety of end consumers, through eye protection and eye health in the case of **DE RIGO VISION**'s eyewear, and through proper food storage and food safety in the case of **DE RIGO REFRIGERATION**'s equipment. Any reports from customers and third parties can be submitted through the whistleblowing channel (see chapter G1 – Business conduct).

The Group has not yet defined any specific targets relating to consumers and end-users; their formalisation represents an area for further development in the course of the next reporting cycles.

For **DE RIGO VISION**, attention to the end-user focuses on the safety and quality of the product: before being placed on the market, frames and sunglasses undergo dimensional and mechanical inspections as well as type-approval and certification activities, in compliance with the standards and the markings required by the applicable European legislation, in order to ensure that they perform their intended function safely.

DE RIGO REFRIGERATION, certified to the UNI EN ISO 9001:2015 standard, ensures that its equipment complies with the applicable standards and safeguards its reliability over time through an advanced after-sales service, which includes continuous remote monitoring and a dedicated call centre, in addition to designing products with high energy efficiency (see section E1 - Climate Change), to the benefit of customers and of reduced consumption in stores.



6.

Governance and responsible conduct

6.1. Business conduct

G1

MDR P-A-T; G1-1

DE RIGO WE SHARE THE VISION | DE RIGO REFRIGERATION

The Group's business conduct (ESRS G1) is founded on a culture of legality and integrity, translated into a set of policies and control safeguards. In terms of policies, both companies have adopted their own Code of Ethics, which defines the values and standards of conduct in relations with shareholders, employees, customers and third parties. In addition, each company has implemented an Organisation, Management and Control Model pursuant to Legislative Decree 231/2001, whose implementation is overseen by a Supervisory Body.

In terms of actions, this framework is implemented through dedicated whistleblowing channels, ongoing training initiatives on ethics and compliance, and controls carried out throughout the supply chain. However, no quantitative targets in the area of business conduct have been defined so far; their possible introduction has been deferred to the next reporting cycles.

The following paragraphs describe the reporting channels and the prevention of corruption in detail.



LISTENING AND REPORTING

G1-1

To safeguard legality, transparency and respect for people, the two companies provide separate reporting channels for different areas.
For reporting wrongdoing under Legislative Decree 24/2023, including conduct relevant under Legislative Decree 231/2001, each company has a dedicated IT platform, managed by a Whistleblowing Officer, which can also be accessed anonymously and is backed by guarantees of confidentiality and protection against retaliation:

- **DE RIGO VISION**: derigovision.integrityline.com, with a procedure approved by the Board of Directors in April 2024.
- **DE RIGO REFRIGERATION**: derigorefrigeration.integrityline.com, active since 2023.

Separate from whistleblowing and part of the Gender Equality Management System, the channel dedicated to harassment is governed by a procedure adopted by the Steering Committee, in line with UNI/PdR 125:2022, Legislative Decree 198/2006 and ILO Convention No. 190/2019.

The two Companies adopt different approaches:

- at **DE RIGO VISION** reports are submitted through the whistleblowing platform and are then forwarded to the Supervisory Body and, for issues relating to equality, to the Gender Equality Management System Manager;
- at **DE RIGO REFRIGERATION** they can be submitted, including anonymously, by means of a dedicated form placed in the "Suggestion box for workplace well-being", which is checked on a monthly basis, or by contacting the HR Department directly, which is a member of the Gender Equality Steering Committee.

In both cases, reports are handled confidentially and without fear of retaliation.

LEGALITY AND ANTI-CORRUPTION

G1-3; G1-4

As described above, the prevention of active and passive corruption is safeguarded through the 231 Model and the Code of Ethics, compliance with which is overseen by the Supervisory Body. In 2025, both Companies delivered dedicated training: at De Rigo Vision, this training reached approximately 700 people (managers and other workers) and covered topics relating to the 231 Model.

G1-4 "Incidents of corruption or bribery De Rigo Vision"

	2025
Number of incidents of corruption and bribery	0
Number of cases of extortion	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Amount of fines for violation of anti-corruption and anti-bribery laws	€0

G1-4 "Incidents of corruption or bribery De Rigo Refrigeration"

	2025
Number of incidents of corruption and bribery	0
Number of cases of extortion	0
Number of convictions for violation of anti-corruption and anti-bribery laws	0
Amount of fines for violation of anti-corruption and anti-bribery laws	€0



Legality Rating

awarded in 2024 by the Italian Competition and Market Authority

Legality · Transparency · Ethical conduct

FOCUS ON

CYBERSECURITY AND BUSINESS CONTINUITY

The digitalisation of business processes and the growing interconnection between systems, suppliers and customers make the management of cyber risks a relevant issue for both companies of the Group. **DE RIGO VISION** and **DE RIGO REFRIGERATION** periodically monitor the main risks connected with information security, adopting organisational and technical measures aimed at protecting the availability, integrity and confidentiality of company information and systems.
During 2025, **DE RIGO REFRIGERATION** also started activities to analyse and adapt its processes in relation to the requirements introduced by the European NIS 2 Directive, which is considered particularly relevant for its sector and for the increasing level of attention required for the resilience and security of networks and information systems. The activities carried out included a preliminary assessment of the applicable requirements and of the possible areas for strengthening cybersecurity governance and safeguards.



7.

Appendix

Summary content index

Appendix

In order to ensure a smoother reading of the document, some of the detailed tables and additional in-depth data are presented in this Appendix to the Report.

GOV - 1 - Role of the administrative, management and supervisory bodies De Rigo Vision (breakdown by gender)

	2025				
	Men	**Women**	**Other**	**Not reported**	**Total**
Members of the administrative, management and supervisory bodies	4	1	0	0	**5**
Executive members	3	0	0	0	**3**
Non-executive members	1	1	0	0	**2**
	21. d) Percentage				
Members of the administrative, management and supervisory bodies	**80%**	**20%**	**0%**	**0%**	**100 %**
Executive members	60%	0%	0%	0%	60%
Non-executive members	20%	20%	0%	0%	40%
Gender diversity					**25%**

GOV - 1 - Role of the administrative, management and supervisory bodies De Rigo Refrigeration (breakdown by gender)

	2025				
	Men	**Women**	**Other**	**Not Reported**	**Total**
Members of the administrative, management and supervisory bodies	4	1	0	0	**5**
Executive members	3	0	0	0	**3**
Non-executive members	1	1	0	0	**2**
	21. d) Percentage				
Members of the administrative, management and supervisory bodies	**80%**	**20%**	**0%**	**0%**	**100 %**
Executive members	60%	0%	0%	0%	60%
Non-executive members	20%	20%	0%	0%	40%
Gender diversity					**25%**

S1-6 Characteristics of the undertaking's employees De Rigo Vision (breakdown by gender and type of contract)

	2025				
	Women	Men	Other	Not reported	Total
Total employees	**462**	**238**	**0**	**0**	**700**
Permanent employees	454	235	0	0	**689**
Temporary employees	8	3	0	0	**11**
Non-guaranteed hours employees	0	0	0	0	**0**

S1-6 Characteristics of the undertaking's employees De Rigo Refrigeration (breakdown by gender and type of contract)

	2025				
	Women	Men	Other	Not reported	Total
Total employees	**49**	**237**	**0**	**0**	**286**
Permanent employees	49	233	0	0	**282**
Temporary employees	0	4	0	0	**4**
Non-guaranteed hours employees	0	0	0	0	**0**

S1-9 Diversity metrics De Rigo Vision (breakdown of top management by gender)

	2025	
	Number	Percentage
Women	2	13.33%
Men	13	86.67%
Other	0	0%
Not reported	0	0%
Total employees	**15**	**100%**

S1-9 Diversity metrics De Rigo Refrigeration (breakdown of top management by gender)

	2025	
	Number	Percentage
Women	0	0%
Men	5	100%
Other	0	0%
Not reported	0	0%
Total employees	**5**	**100%**

S1-17 Incidents, complaints and severe human rights impacts De Rigo Vision

	2025
Number of work-related incidents of discrimination reported in the reporting period:	
Gender	0
Racial or ethnic origin	0
Nationality	0
Religion or belief	0
Disability	0
Age	0
Sexual orientation	0
Harassment	0
Other forms of discrimination	0
Total	**0**
Number of complaints filed through channels for the undertaking's own workers to raise concerns (including grievance mechanisms)	0
Number of severe human rights incidents connected to the undertaking's workforce in the reporting period:	
Cases of non-respect of the UN Guiding Principles on Business and Human Rights,	0
Cases of non-respect of the ILO Declaration on Fundamental Principles and Rights at Work	0
Cases of non-respect of the OECD Guidelines for Multinational Enterprises	0
Total	**0**

S1-17 Incidents, complaints and severe human rights impacts De Rigo Refrigeration

	2025
Number of work-related incidents of discrimination reported in the reporting period:	
Gender	0
Racial or ethnic origin	0
Nationality	0
Religion or belief	0
Disability	0
Age	0
Sexual orientation	0
Harassment	0
Other forms of discrimination	0
Total	**0**
Number of complaints filed through channels for the undertaking's own workers to raise concerns (including grievance mechanisms)	0
Number of severe human rights incidents connected to the undertaking's workforce in the reporting period:	
Cases of non-respect of the UN Guiding Principles on Business and Human Rights,	0
Cases of non-respect of the ILO Declaration on Fundamental Principles and Rights at Work	0
Cases of non-respect of the OECD Guidelines for Multinational Enterprises	0
Total	**0**

G1 - Reports and corrective actions on business conduct De Rigo Vision

	DE RIGO VISION
	Number of reports
Number of identified incidents or corrective actions relating to discrimination or harassment	0
Number of reports concerning the whistleblowing procedure	0
Number of confirmed information security incidents	0

G1 - Reports and corrective actions on business conduct De Rigo Refrigeration

	DE RIGO REFRIGERATION
	Number of reports
Number of identified incidents or corrective actions relating to discrimination or harassment[7]	1
Number of reports concerning the whistleblowing procedure	0
Number of confirmed information security incidents	0

G1-3 Prevention and detection of corruption and bribery De Rigo Vision (training breakdown)

	At-risk functions	Executives	AMSB	Other own workers
Training coverage (231 Organisational Model)				
Total hours delivered	0	30	0	1,370
Total training recipients	0	15	0	685

G1-3 Prevention and detection of corruption and bribery De Rigo Refrigeration (training breakdown)

	At-risk functions	Executives	AMSB	Other own workers
Training coverage (231 Organisational Model, Code of Ethics and Corporate Criminal Liability)				
Total hours delivered	25.5	6	1.5	351
Total training recipients	17	4	1	234

Note

7. The report received was taken into consideration and subjected to an internal investigation, following which the actions deemed appropriate were taken. The reporting person was formally informed of the outcome. The Human Resources function carried out periodic monitoring until the closure of the case, verifying that there was no recurrence and that there were no adverse consequences connected with the report.

Summary content index

ESRS TOPICS	Reporting Companies	Disclosure Requirements Covered
General information ESRS 2	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	BP-1; BP-2; GOV-1; GOV-2; SBM-1; SBM-2; SBM-3; IRO-1
E1 Climate change	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; E1-1; E1-2; E1-3; E1-4; E1-5; E1-6
E2 Pollution	**DE RIGO VISION**	MDR P-A-T; E2-1; E2-2; E2-3; E2-4
E3 Water	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; E3-1; E3-2; E3-3; E3-4
E5 Resource use and circular economy	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; E5-1; E5-2; E5-3; E5-5
S1 Own workforce	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; S1-1; S1-2; S1-3; S1-6; S1-7; S1-8; S1-9; S1-10; S1-11; S1-12; S1-13; S1-14; S1-15; S1-17
S2 Workers in the value chain	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; S2-1; S2-2; S2-4; G1-2
S3 Affected communities	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR-A
S4 Consumers and end-users	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	S4-1; S4-2; S4-3; S4-4
G1 Business conduct	**DE RIGO VISION**, **DE RIGO REFRIGERATION**	MDR P-A-T; G1-1; G1-2; G1-3; G1-4

DISCLAIMER

This Report is intended to provide transparency and to report on the environmental and social performance of the Group to its stakeholders, and it does not constitute any form of commercial, advertising or promotional communication.

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