



Sustainability Report 2021

PRONOVIAS GROUP
CRAFTING JOY

“

A strong commitment to the environment is a key pillar of Pronovias Group strategy. As an industry leader, we have been pioneers in the creation of sustainable initiatives such as WeDoEco, #SecondLife o #MyDressForHerFuture, all of which aim to care for our planet. These initiatives form part of the company's plan to continue to innovate and remain on the cutting edge. All our brands will continue to fulfil the dreams of women everywhere in a responsible and ethical way, and continue to be a reference in the sector.

In June 2021, Pronovias Group joined the UN Global Compact, standing alongside other leading fashion companies in our commitment to undertaking strategic actions to help promote the United Nations Sustainable Development Goals and incorporating the principles to our ESG Strategy.”

AMANDINE OHAYON, Chief Executive Officer



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1. Introduction

This Statement of Non-Financial Information ("NFI") is intended to reflect the impact that the activities of Catiberia Acquisition Holdco, S.L.U. and its subsidiaries (hereinafter also the "Pronovias Group", the "Group" "Pronovias" or the "Company") have on human rights, environmental protection, anti-corruption and bribery, tax compliance and personnel matters.

The NFI is an annual report, and this is the third report that the Pronovias Group has prepared, in accordance with the requirements established by Law 11/2018 of 28 December 2018 on non-financial information and diversity, approved on 13 December 2018 by the Spanish Congress of Deputies, amending the Commercial Code, the revised Capital Companies Law and Audit Law 22/2015, of July 20, 2015, as regards non-financial information and diversity. The aforementioned regulations have been taken into account in its preparation, taking the GRI Standards as a reference for guidance.





2.

Pronovias Group
business model

2.1. Pronovias Group history and current affairs

Pronovias Group is a business group founded in Barcelona in 1964, present internationally, which designs, manufactures, sells and distributes bridal gowns, cocktail dresses and accessories.

In 2017, the private investment fund BC Partners acquired a majority stake in the Group in order to promote its growth from its position of leadership in the bridal market. Since then, the Pronovias Group has added two more companies to the Group, both focused on bridal fashion: in July 2018, the Italian company Nicole Fashion Group, S.P.A. and in July 2019, Dutch company Ladybird, B.V.

While the corporate headquarters of the Pronovias Group is in Barcelona (El Prat de Llobregat), the Group has been working to decentralize sales and marketing functions since 2018, in order to be closer to clients in the markets where it has the greatest presence and take advantage of the existing headquarters of the companies it has acquired over the past two years. As such, the Group has four other headquarters in New York (United States), Huizen, Amsterdam (Netherlands), Centallo, Cuneo (Italy) and Shanghai (China).

The Group currently markets its products under the following brands and collections it owns: Atelier Pronovias, Pronovias, Pronovias Privée, Pronovias The Party Edit, St. Patrick, St. Patrick Studio, St. Patrick La Sposa, White One, Les Accessoires, Nicole Couture, Nicole Milano, Nicole Jolies, Nicole Colet, Nicole Aurora, Nicole Romance and Ladybird. Furthermore, as part of its strategy, the Group also markets products under third-party brands, through licensing deals to use said brands, for example Ashley Graham for Pronovias, Marchesa for Pronovias and Vera Wang Bride.

All products are marketed through different distribution channels depending on the brand and collection; (i) sales to end consumers through "PRONOVIAS" and "NICOLE" stores managed directly by the Group; (ii) sales to "PRONOVIAS" store franchisees and (iii) sales to multi-brand outlets managed by authorized resellers.

The Pronovias Group team comprises of roughly 1,000 people working in 12 countries. The values they share are respect, teamwork, empowerment, focus on results and innovation.

VERAWANG
BRIDE

PRONOVIAS

NICOLE
MILANO



WHITE
One

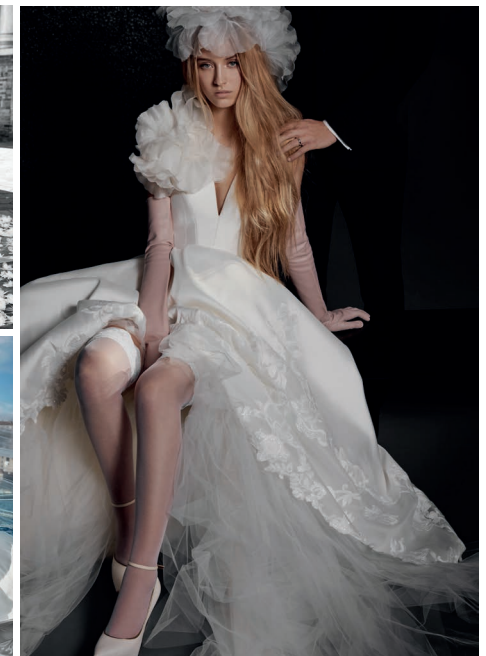
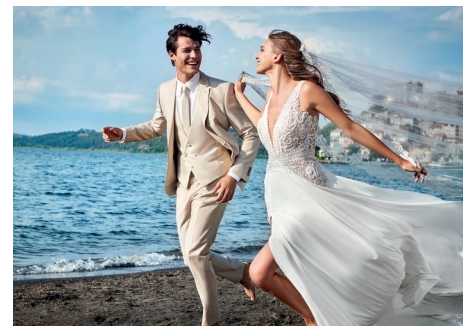
Ladybird

2.2. Strategy and objectives

After BC Partners acquired a majority stake in 2017, a new era began for the Pronovias Group with the goal of achieving sustainable long-term geographic growth. This model necessarily requires focusing on the interests of brides and customers, achieving omnichannel presence in a traditional fashion sector.

To do so, 2018 and 2019 were years of transition and kicking off the first growth projects; restructuring the management and creative teams and the brand portfolio; collaborating with famous designers (Zac Posen) and renowned models (Ashley Graham); and strengthening our retail presence in the United States and China by opening six new shops in the US and inaugurating our first boutique in Shanghai China.

In 2020 and 2021, the Group continued its collaborations with influential designers in the bridal industry, first with Marchesa (Georgina Chapman) and then with Vera Wang, adding new brands to the portfolio (Marchesa for wPRONOVIAS and Vera Wang Bride), which was first launched in 2021. Furthermore, the Group began diversifying its product by signing a licensing deal with Italian designer Carlo Pignatelli to market wedding suits for men (Carlo Pignatelli for PRONOVIAS), which also launched in 2021.



2.3. Factors and trends that may affect its evolution. It is important to mention the ongoing health crisis caused by COVID-19 and the supply chain crisis

Prior to the outbreak of the health crisis due to the virus that causes COVID-19 (hereinafter "COVID-19"), the global bridal market continued to grow. At the same time, the Pronovias Group had been rethinking its strategy for tackling the sector's challenges for some time: the fragmentation of the competition and the need for digitalization in a typically traditional sector of fashion.

The COVID-19 outbreak has unleashed the biggest recession the world economy has known in recent decades and the most challenging times the bridal fashion industry has ever faced, with governments imposing restrictions off and on to slow and stop the spread of COVID-19, which have had a direct impact on the economy and, in particular, the bridal sector (ranging from temporary closure of retail shops to the rules making it impossible to hold weddings in the traditional format). This health crisis lasted through 2020 and 2021, with varying intensities based on the territory and moment in question. Weddings were canceled and mostly postponed to 2021, initially, and as the effects of the pandemic became more prolonged, to 2022.

In 2020 and 2021, the Pronovias Group focused our efforts on protecting liquidity, reining in spending and adapting operations to customers' needs, waiting for when the economy would gradually begin opening up again thanks to the COVID-19 vaccines.

However, 2021 had another surprise for the global economy. Due to the pandemic, supply and logistics chains all over the world slowed down for various reasons (e.g. workers on leave due to COVID-19, unable to reach their workplace due to restrictions, etc.), leading to shortages of products and shipping delays, all at a time when consumption was ramping up again, and with it widespread demand for consumer goods. All sectors have been affected, particularly textiles, and bridal fashion was no exception.

2021 brought even more challenges for the Pronovias Group, and towards the end of the year we not only had to work to stabilize the flow of product deliveries, but also had to deal with another wave of the pandemic that once again brought restrictions. All in all, the Group is facing 2022 with optimism, hoping the pandemic will truly recede, economic activity will recover and, with all of this, that a good number of postponed weddings will be held.

The Pronovias Group finished 2021 with turnover of €98.47 million, 69% in Europe, 25.11% in the Americas, 5.56% in Asia and 0.23% in Africa and Oceania.



3. Pronovias Group and its corporate management

3.1. Pronovias Group corporate management structure

In Spain, the Pronovias Group is headed by the company CATIBERIA ACQUISITION HOLDCO, S.L.U. The Board of Directors for this company, as of December 31, 2020, comprised three members: two women and one man (one chairwoman, one director and one secretary).

At the end of 2021, the Pronovias Group Executive Board had a total of fifteen (15) directors, six (6) women and nine (9) men, listed below:

POSITION	NAME
Chief Executive Officer	AMANDINE OHAYON
Chief Financial Officer	GLENN LAWES
Chief Legal Director	LUCILLA TALAMAZZI
HR Director	DARÍO ROCA
Chief Information Officer	MARCOS CONTRERAS
Supply Chain Director	JOSÉ LUIS GOÑI
Marketing Director	ERIKA DANIELE
Brand Communication Director	GEMMA ANDREU
Chief Creative Director	ALESSANDRA RINAUDO
Artistic Director LadyBird	INGRID VAN DEN BRINK
Managing Director South Europe, Middle East and Oceania	CARLO CAVALLO
Managing Director Dach, Benelux, Eastern Europe and Scandinavia	OLAF VAN DEN BRINK
Managing Director USA	MAURIZIO MANTOVANI
Managing Director China	DAVE ZHOU
Retail Manager	ANTONIO RODRÍGUEZ

In terms of ESG (Environment, Social and Governance), in 2018, the Group set up an internal committee (HappyWorld Committee) comprising several members of the Executive Board, including the CEO, serving to analyze, establish and execute a strategy to properly identify the values and mission of the Group, based on the following pillars: (i) caring for and preserving the planet and (ii) empowering women in society. The strategy has been laid down in five ESG criteria, setting middle-term goals (2025) and performance indicators (KPI) to measure achievement. The Committee meets monthly.

In June 2021, the Pronovias Group joined the UN Global Compact, standing alongside other leading fashion companies in our commitment to undertaking strategic actions to help promote the United Nations Sustainable Development Goals.

3.2. Criminal risk prevention model implemented

In late 2021, with help from the Cuatrecasas law firm, the Pronovias Group reviewed the criminal risk prevention model in Spain. Through a review of the Group's policies and the prevention model implemented, as well as direct interviews with every member of the Executive Board, we drafted a map of risks and an action plan of improvements to make. Specifically:

1) We carried out an analysis of the criminal risks that the Pronovias Group is exposed to and then assessed those risks based on the controls and measures in place in the Group. Among others, the Group has:

- A binding *Code of Conduct* for all employees and collaborators, which shares our ethics and establishes the conduct required of all members of the organization while carrying out their professional and business activities anywhere in the world. Based on these ethical values, all Pronovias Group professionals show respect in the workplace, act with integrity in the marketplace, guarantee ethics and responsibility in our professional and commercial activity.
- A *Supplier Code of Conduct* in order to align our suppliers in compliance with basic human rights, as well as other rights and obligations that apply in the world of fashion (e.g. environment, intellectual property, data protection, etc.). See section 4 below for a more detailed explanation.
- A *Whistleblowing Channel*, implemented through the Internet platform and phone center of an external provider,

NAVEX GLOBAL, that gives all Pronovias Group employees the option to report any breach of the Group's internal rules on conduct and regulatory compliance. In 2021, we received and processed one anonymous report through this channel and it was not related to a human rights violation. The Ethics Committee is the body responsible for investigating complaints processed through this channel.

Pronovias Group oversight bodies:

- *Ethics Committee*: Overseeing compliance with and ensuring knowledge of the Code of Conduct, as well as any Group policies and regulations deriving therefrom, lies with the Ethics Committee. The Ethics Committee is configured as an autonomous body when exercising its functions, organically and functionally dependent on the Board of Directors, whose main mission is to ensure compliance with the Code of Conduct and related policies, as well as any internal rules or protocols adopted in order to strengthen the commitment to compliance with the law and the prevention, control and prosecution of regulatory violations, especially of a criminal nature. The Ethics Committee has three members, who hold the following positions: human resources director, financial director and legal director.
- *GDPR Committee*: Furthermore, for the project to adapt to the European Data Protection Regulation carried out in 2018, the Pronovias Group appointed a GDPR Committee. This body comprises the DPO, a volunteer appointed by the Pronovias Group, members of the legal department, the systems department and

external advisers, and is tasked with ensuring full compliance with current regulations on data protection, the information society and systems security.

2) We drafted a risk matrix, identifying generic and specific oversight, and a heat map. It is worth noting that the risk matrix did not identify any particularly high-level risks that are a contingency for the company (the risk map didn't detect risks rated above 5 out of 10 -with 0 being no risk and 10 being the highest risk detected).

3) Some recommendations were proposed to improve the risk prevention model.

Furthermore, in 2021 the Group finished the process of reviewing its Criminal risk prevention model in accordance with Italian law, with the model approved by the Board of Directors of the Italian subsidiary in the first quarter of 2022, along with the appointment of an oversight committee whose main task is to oversee the functioning of and compliance with the criminal risk prevention model and to update it.



2021, objectives achieved:

In 2021, the following objectives were achieved:

- Review the risk map to adjust and adapt the risk prevention model;
- Prepare a specific policy to report illegal behavior (whistleblowing) in compliance with European Directive 2019/1937 on the protection of persons who report breaches of Union law, which should be passed in 2022.
- Finalize the review of the criminal risk prevention model under Italian criminal law.

Our commitment for the 2022 financial year:

Throughout 2022, the Pronovias Group is committed to:

- Review and update the Code of Conduct;
- Implement a new compliance policy.
- Draw up a list of policies to be approved on a Group level and work on drafting and getting them approved.



4. Pronovias Group and the respect for Human Rights

The Pronovias Group is committed to protecting human rights in all its activities and respecting all international human rights principles, including but not limited to those in the UN's Universal Declaration of Human Rights, the standards of the International Labor Organization, the Modern Slavery Act of 2015 and the California Transparency in Supply Chains Act of 2010.

In 2021, the Pronovias Group was not reported on any human rights violations, the same as the previous years.

The Pronovias Group and its employees must comply with current law in each country where it does business, including respect for human rights, following the Code of Conduct and all internal rules and regulations and any instructions passed.

It is hereby stated that there is no child labor in any of the companies that make up the Pronovias Group and that all of them comply with the current legislation in the corresponding territory, particularly with regard to workers' rights. As indicated in the Code of Conduct, the Pronovias Group recognizes and protects the rights of workers, both individually and collectively, established by the ILO (International Labor Organization), the applicable legal system and internal policies.

4.1. Supplier Code of Conduct

The Pronovias Group has a Supplier Code of Conduct, which requires all our suppliers to respect fundamental human rights and the dignity of the individual at all times and not to practice or tolerate any form of discrimination in the workplace in terms of hiring, compensation, promotion or termination based on race, ethnicity, nationality, religion, disability, gender, sexual orientation, age, marital status, pregnancy, union membership, political affiliation or other applicable prohibited basis.

Suppliers have agreed to comply with applicable labor and safety laws and to provide safe and healthy working conditions for employees in accordance with applicable laws and other relevant industry standards.

In addition, the Supplier Code of Conduct, as well as the Code of Conduct, prohibits child labor, referring to persons under 16 years of age or under the minimum legal age for employment in the country. Workers under the age of 18 may never perform duties that could jeopardize their health or safety, including night shifts and overtime.

Suppliers must ensure that any subcontractors involved in the supply of raw materials and/or production processes comply with the Group's Supplier Code of Conduct, which implies a responsibility to communicate its content and ensure that all measures are implemented accordingly.

4.2. Modern Slavery and Human Trafficking Statement

On June 28, 2021, the CEO of the Pronovias Group signed the Modern Slavery and Human Trafficking Statement for 2020, as per the requirements of the eponymous UK act of 2015, in which the Group recognizes slavery as a brutal crime against humanity and a morally reprehensible act that is a real problem today for millions of people all over the world, including in developed countries, who are exploited and made victims of various sorts of slavery.

Through this Statement, our Group provides information on our business model and publicly commits to a zero-tolerance approach to slavery and human trafficking in our operations and supply chains. Our commitment is to act ethically and with integrity in all our commercial relations and apply and enforce compliance with effective systems and oversight to ensure that the Pronovias Group does not work with suppliers that have been proven to repeatedly fail to comply with the basic rules of the International Labor Organization. In this regard, the Modern Slavery and Human Trafficking Statement sets our goals to continue reducing risk in the Group's operations and supply chain.

The Group is currently preparing its Modern Slavery and Human Trafficking Statement and California Transparency in Supply Chains Statement for the 2021 fiscal year.





5.
Pronovias
Group and the
fight against
corruption and
bribery

The Pronovias Group approved its "Anti-Bribery and Corruption Policy" in March 2019 in order to reduce its exposure to regulatory risks of a criminal nature, and in particular to crimes related to corruption, fraud and bribery, pledging to conduct its business in an ethical and honest manner and to act with fairness and integrity in all business dealings. The guiding principles of this policy are legality, ethics and respect for international laws and regulations for the prevention of corruption and bribery.

In 2022, we plan to review the "Anti-Bribery and Corruption Policy" to update it and make it more all-encompassing. Once approved, employees will be retrained on the changes, as we did after it was approved in 2019.

Furthermore, the Group has a risk and regulatory compliance contract with external provider DOW JONES to improve the "Know Your Customer" process, specifically the service of querying databases that allows us to identify and assess crime risks when initiating new commercial relationships with significant customers and contracting services and products from critical suppliers.

As part of our commitment, in 2021 the Group proposed to review and draft a "Know Your Customer" policy to regulate the process of registering new customers, ensuring compliance with internal rules on corruption and bribery. That "Know Your Customer" policy was drafted in 2021 and is currently pending review and approval, expected in the first half of 2022.

Finally, it is worth mentioning that the Group hasn't been made aware of any legal proceedings set in motion in 2021 involving corruption or bribery that could or would affect the Group.





6.
Pronovias Group
and the
environment

The Pronovias Group remained committed in 2021 to complying and enforcing compliance in its supply chain with applicable environmental legislation and international standards, with special attention to pollution prevention, minimizing, as far as possible, the potential environmental impact generated by its supply chain, both on natural resources and on people.

In 2021, the Pronovias Group produced nearly 148,000 products, including 114,000 under the Pronovias brands (wedding dresses, cocktail dresses and accessories), 19,000 under the Nicole brands (wedding and cocktail dresses), and 15,000 under the Ladybird brand (wedding dresses).

We are aware that these figures reflect an environmental impact on natural resources resulting from the production and transportation of our products. Therefore, we have the duty to contribute to the preservation of the environment and, as such, we envisage initiatives that are sustainable in our production chain and distribution logistics.

6.1. Greenhouse Gas Emissions (GHGs)

During 2021, the Pronovias Group succeeded in strengthening its commitment to sustainable development, minimizing the environmental impact of its activities throughout the entire life cycle of its products until their final disposal, i.e. at each stage of the design, manufacturing, distribution and sales process, and specifically in relation to Greenhouse Gas emissions.

Following the instructions received in 2019 from the testing, inspection and certification company SGS, as explained in previous reports, the Group has

inventoried its greenhouse gas emissions (CO₂, N₂O, CH₄, HFC) for 2020 and 2021, as per the requirements of the GHG Protocol.

The inventory was prepared following the methodology contained in the “Control and Monitoring of Greenhouse Gas Emissions” according to the following calculation formula:

$$t \text{ CO}_2\text{-eq} = \text{Activity data} \times \text{Emission factor}$$

It is important to take into account that the Pronovias Group, in its commitment to provide increasingly complete and transparent data on this subject, is including data on Scope 3 emissions for the first time, encompassing not only the logistics platform in Barcelona but all the logistics platforms in Europe (Italy) and the rest of the world (Hong Kong, United States and Brazil). Incorporating this data unquestionably provides a better view of the Group’s global transportation activity.

Below is a list of each source of emissions for each scope with the results obtained, following the methodology noted above, with the figure from the previous year for comparison



SCOPE 1 - DIRECT EMISSIONS

1. Stationary combustion (natural gas): (Barcelona head offices and Northern Europe regional offices [Netherlands]):

The increase in this indicator compared to the previous year is justified by the return of production activities at the Pronovias Group headquarters in Barcelona, practically at 100% in 2021:

Natural gas, head offices					
Scope			1		
Activity data	2020	612.561	2021	917.151	kWh(PCI)
Emission factor		0,203		0,203	kg CO ² / kWh(PCI)
Emissions		124.350		186.182	kg CO ²

The regional offices for northern Europe (Netherlands) were moved to a new building that uses greener energy sources, so these offices no longer use gas.

Natural gas, Northern Europe regional offices (Netherlands)					
Scope			1		
Activity data	2020	8.176	2021	0	m ³
Emission factor		2,03053		0,203	kg CO ² e/ m ³
Emissions		16.602		0	kg CO ²

For the Southern Europe regional offices (Italy), there is no comparison because data is not available for the previous year. Nevertheless, the data provided for direct consumption of natural gas in 2021 is as follows:

Natural gas, Southern Europe regional offices (Italy)					
Scope	1				
Activity data				12.844	m ³
Emission factor	2020	2,03053	2021	2,03053	kg CO ² e/ m ³
Emissions		0		26.080	kg CO²

2. 2. Stationary combustion (natural gas):

Only for generators, which are hardly every used, so consumption remains unchanged.

Diesel (head offices)					
Scope	1				
Activity data		150		150	L
Emission factor	2019	2,493	2020	2,493	kg CO ² / L
Emissions		374		374	kg CO²

3. Mobile combustion (company vehicles):

The data below represents the fleet of vehicles managed by the Pronovias Group head offices and the Northern and Southern Europe regional offices. Given the restrictions on mobility in 2021 due to COVID-19, this section decreased slightly in 2021.

Company vehicles					
Scope		1			
HEAD OFFICES					
Activity data		889.509		643.940	km
Emission factor	2020	0,155	2021	0,1571	kg CO ² e / km
Emissions		138.228		101.152	kg CO² e
NORTHERN EUROPE REGIONAL OFFICES					
Activity data		5.215		8.125	L
Emission factor	2020	2,491	2021	1,908	kg CO ² e / L
Emissions		12.989		15.504	kg CO² e
SOUTHERN EUROPE REGIONAL OFFICES					
Activity data		150.293		150.293	km
Emission factor	2020	0,163	2021	0,163	kg CO ² e / km
Emissions		24.457		24.457	kg CO² e
TOTAL		175.674		141.113	kg CO² e

4. Refrigerant gas leaks:

The following fugitive emissions due to refrigerant gas leaks were reported.

Refrigerant gas leaks								
Refrigerants used		Discharge Amount (DA)	EF kg CO ₂ e / kg	Emissions (kg CO ₂ e)		Discharge Amount (DA)	EF kg CO ₂ e / kg	Emissions (kg CO ₂ e)
R134A	2020	66	1.430	94.380	2021	0	1.430	0
R410A		14	2.088	29.232		54,5	2.088	113.796
R407C		0	1.774	0		4,9	1.774	8.693
TOTAL				123.612			TOTAL	

SCOPE 2 - INDIRECT EMISSIONS

5. Consumption of power (electricity):

As the shops have returned to normal opening hours, there was an increase in the electricity used in 2021 compared to 2020.

Site	Number of sites		Consumption (kWh)	Emissions (kg CO ₂ e)		Consumo (kWh)	Emissions (kg CO ₂ e)	EF (kg CO ₂ e/kWh)	Number of sites
Production site	1	2020	1.442.695	504.943	2021	1.639.993	573.998	0,35	1
Offices	1		742.311	259.809		748.422	261.948	0,35	1
Spain	28		1.365.624	477.968		1.322.406	462.842	0,35	27
France	6		193.550	6.774		296.690	10.384	0,035	6
Italy (Pronovias)	2		215.676	87.564		312.872	127.026	0,406	2
Portugal	2		94.051	23.983		82.072	20.928	0,255	2
United Kingdom	1		166.565	22.986		23.895	3.298	0,138	1
México	2		21.581	11.373		116.988	61.653	0,527	2
United States	5		230.508	120.325		232.712	121.476	0,522	7
Northern Europe regional offices (Netherlands)	4		39.748	16.495		95.800	39.757	0,415	1
Nicole (Italy)	6		326.304	132.479		347.783	141.182	0,406	6
TOTAL	60		4.838.613	1.664.701		5.219.588	1.824.490	0,338	56

SCOPE 3 - OTHER INDIRECT EMISSIONS

6. Air imports:

Unlike previous years, this statement includes data on imports by the subsidiaries San Patrick, S.L.U. and Pronovias Group Italia, S.P.A. The shrinking market and better planning of stocks have helped decrease the figures in this section.

Air imports (San Patrick, S.L.U. and Pronovias Group Italia, S.P.A.)					
Scope				3	
Activity data		6.662.789	tkm		4.360.152 tkm
Emission factor	2020	1,13174	kg CO ² e/tkm	2021	1,13174 kg CO ² e/tkm
Emissions		7.540.545	kg CO²e		4.934.558 kg CO²e

7. Truck imports:

Comparable to the calculation for air imports, land-based imports also include figures for the subsidiaries San Patrick, S.L.U. and Pronovias Group Italia, S.P.A. (the data for Pronovias Group Italia, S.p.A. were not included in previous years).

Truck imports (San Patrick, S.L.U. and Pronovias Group Italia, S.P.A.)					
Scope				3	
Activity data		1.128.067	tkm		104.520 tkm
Emission factor	2020	0,2147	kg CO ² e/tkm	2021	0,2147 kg CO ² e/tkm
Emissions		242.196	kg CO²e		22.440 kg CO²e

8. Distribution from head offices (Barcelona, Spain):

For this year, data on distribution by air and land from the head offices in Barcelona has been included.

Distribution by truck from head offices (Barcelona, Spain)					
Scope				3	
Activity data		174.482	tkm		1.063.507.697 tkm
Emission factor	2020	0,2147	kg CO ² e/tkm	2021	0,2147 kg CO ² e/tkm
Emissions		37.461	kg CO²e		228.335.103 kg CO²e

Distribution by air from head offices (Barcelona, Spain)					
Scope				3	
Activity data			tkm		192.892.447 tkm
Emission factor	2020	1,13174	kg CO ² e/tkm	2021	1,13174 kg CO ² e/tkm
Emissions		0	kg CO²e		218.304.098 kg CO²e

9. Distribution from Southern Europe regional offices (Centallo, Italy):

Comparable to the exercise carried out for the head offices, both land and air exports were studied for the Southern Europe regional offices.

Distribution by truck from Southern Europe regional offices						
Scope				3		
Activity data		20.580	tkm		276.406.570	tkm
Emission factor	2020	0,2147	kg CO ² e/tkm	2021	0,2147	kg CO ² e/tkm
Emissions		4.419	kg CO²e		59.344.491	kg CO²e

Distribution by air from Southern Europe regional offices						
Scope				3		
Activity data			tkm		18.642	tkm
Emission factor	2020	1,13174	kg CO ² e/tkm	2021	1,13174	kg CO ² e/tkm
Emissions		0	kg CO²e		21.098	kg CO²e

10. Distribution from other international platforms:

New this year, the report includes data on emissions arising from distribution from our international platforms (Brazil, Canada, Hong Kong and the United States), including, if applicable, data on air and land shipments:

Distribution by truck from Brazil (Brazil-Brazil)						
Scope				3		
Activity data			tkm		1.011.032	tkm
Emission factor	2020	0,2147	kg CO ² e/tkm	2021	0,2147	kg CO ² e/tkm
Emissions		0	kg CO²e		217.069	kg CO²e

Distribution by truck from Canada					
Scope				3	
Activity data			tkm		9.917.619 tkm
Emission factor	2020	0,2147	kg CO ₂ e/tkm	2021	0,2147 kg CO ₂ e/tkm
Emissions		0	kg CO₂e		2.129.313 kg CO₂e

Distribution by truck from Canada					
Scope				3	
Activity data			tkm		110 tkm
Emission factor	2020	1,13174	kg CO ₂ e/tkm	2021	1,13174 kg CO ₂ e/tkm
Emissions		0	kg CO₂e		124 kg CO₂e

Distribution by truck from Hong Kong					
Scope				3	
Activity data			tkm		1.891.354 tkm
Emission factor	2020	0,2147	kg CO ₂ e/tkm	2021	0,2147 kg CO ₂ e/tkm
Emissions		0	kg CO₂e		406.074 kg CO₂e

Distribution by air from Hong Kong					
Scope				3	
Activity data			tkm		393.131.004 tkm
Emission factor	2020	1,13174	kg CO ₂ e/tkm	2021	1,13174 kg CO ₂ e/tkm
Emissions		0	kg CO₂e		444.922.082 kg CO₂e

Distribution by truck from the United States					
Scope				3	
Activity data			tkm		679.665.485 tkm
Emission factor	2020	0,2147	kg CO ₂ e/tkm	2021	0,2147 kg CO ₂ e/tkm
Emissions		0	kg CO₂e		145.924.180 kg CO₂e

Distribution by air from the United States					
Scope				3	
Activity data			tkm		6.401 tkm
Emission factor	2020	1,13174	kg CO ² e/tkm	2021	1,13174 kg CO ² e/tkm
Emissions		0	kg CO²e		7.244 kg CO²e

11. Corporate air travel:

The number of business trips has somewhat returned to normal, leading to the increase seen in this section.

Corporate air travel					
Scope				3	
Activity data		1.976.000	km		2.320.039 km
Emission factor	2020	0,188	kg CO ² e/km	2021	0,14 kg CO ² e/km
Emissions		371.488	kg CO²e		324.805 kg CO²e

12. Corporate rail travel:

As in the previous section, the volume of business trips by train also recovered in 2021.

Corporate rail travel					
Scope				3	
Activity data		3.654	km		138.167 km
Emission factor	2020	0,188	kg CO ² e/km	2021	0,01 kg CO ² e/km
Emissions		687	kg CO²e		1381,67 kg CO²e

13. Commute to work (corporate bus, head offices):

In 2021, the frequency and route were adapted to suit the number of workers and shift hours.

Corporate bus (head offices)						
Scope				3		
Activity data		10.651	km		7.963	km
Emission factor	2020	0,921	kg CO ² e/km	2021	1,114	kg CO ² e/km
Emissions		9.810	kg CO²e		6.530	kg CO²e

14. Water consumption:

Includes consumption at the head offices, Northern Europe regional offices (Barcelona and Netherlands) and at shops in France.

Water consumption (head offices, Northern Europe regional offices and shops in France)								
Ubicación		DA (m ³)	FE	Emissiones (Kg CO ² e)	2020	DA (m ³)	FE	Emissiones (Kg CO ² e)
España	2020	4.885	0,395	1.929	2021	5.544	0,395	2.190
Resto		8.134	0,344	2.798		1.834	0,344	631

15. Waste management:

The data for Spain is from the Annual Industrial Waste Declaration (DARI); the data for the Northern Europe regional offices was calculated from the collective waste collection service contract, as there is no specific data:

Waste management								
Waste		Quantity (t)	EF (kg CO ² /kg waste)	Emissions (kg CO ²)	2020	Quantity (t)	EF (kg CO ² /kg waste)	Emissions (kg CO ²)
SPAIN								
Plastic	2020	5,54	0,12009	665	2021	10,26	0,12009	1.232
Remainder fraction		62,67	0,64518	40.433		68,912	0,64518	44.460
Organic		28,95	0,63211	18.300		7,648	0,63211	4.830
Paper / Cardboard		46,68	0,05641	2.633		48,09	0,05641	2.710
WEEE		0	0,02135	-		-	0,02135	-
TOTAL		143,84	0,13962	62.032		134,91	0,13962	53.240
NORTHERN EUROPE REGIONAL OFFICES								
Remainder fraction	2020	5,14	0,64518	3.015	2021	78,80	0,58651	46.216 <i>estimación</i>
Paper / Cardboard		3,5	0,05641	74,725		78,80	0,02135	1.682 <i>estimación</i>
TOTAL		8,64	0,35744	3.088		157,60	0,35744	47.899
GRAND TOTAL		152,48	0,14439	65.120		278,88	0,14439	101.139

Our 2022 commitment:

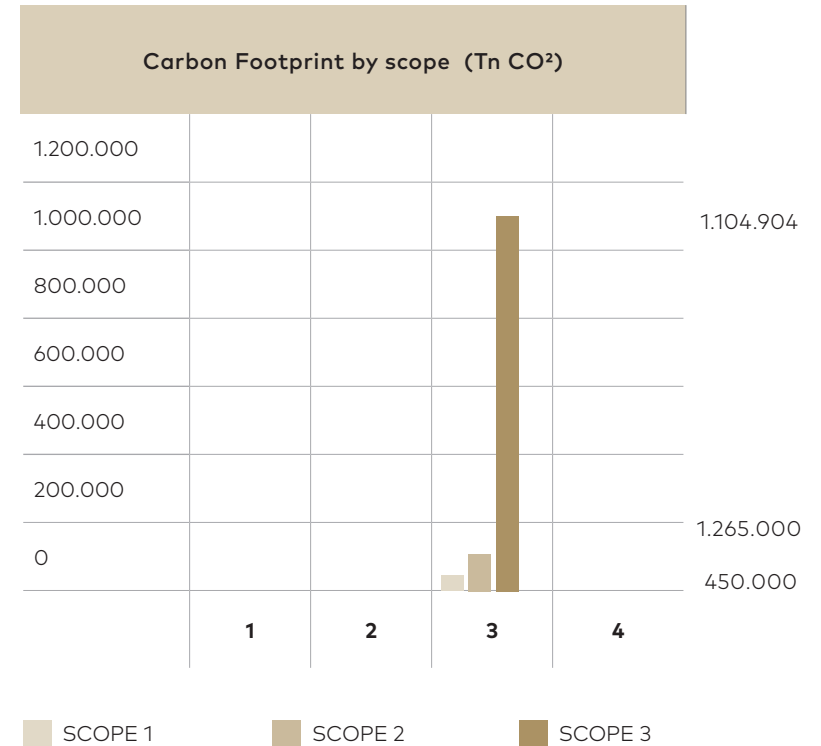
In 2022, we are setting the goal to develop a project to recover recyclable waste in most of our shops to better trace the waste generated, especially from distribution activities. The project includes implementing separation of cardboard and plastic for recycling.

6.1.1. Conclusions regarding the Pronovias Group CO2 footprint

New this year, we wanted to include a series of markers showing how the Group has evolved in terms of CO² emissions. So, based on the analysis of these parameters over consecutive years, we've seen that the largest impact on the Pronovias Group CO² footprint is from Scope 3 sources (indirect emissions mainly due to product distribution).

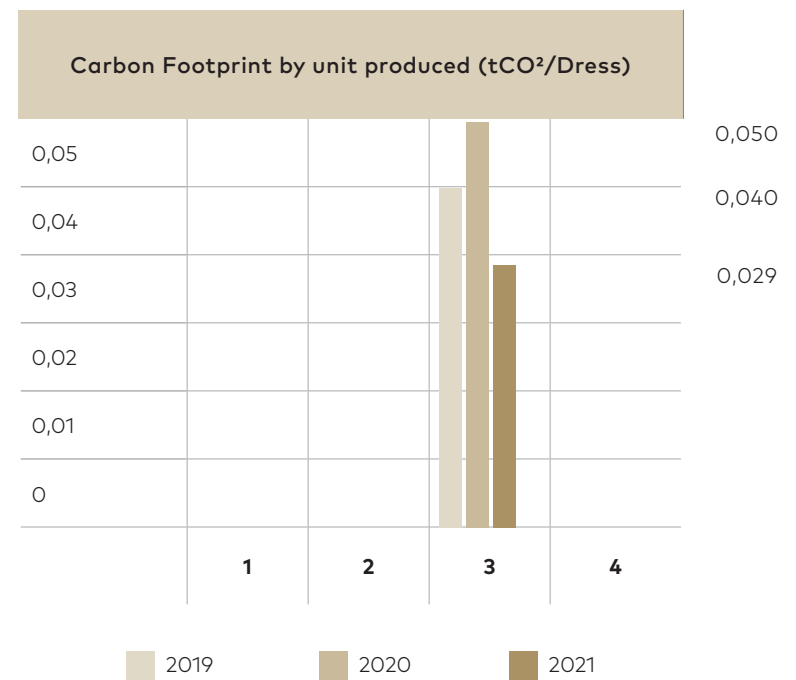
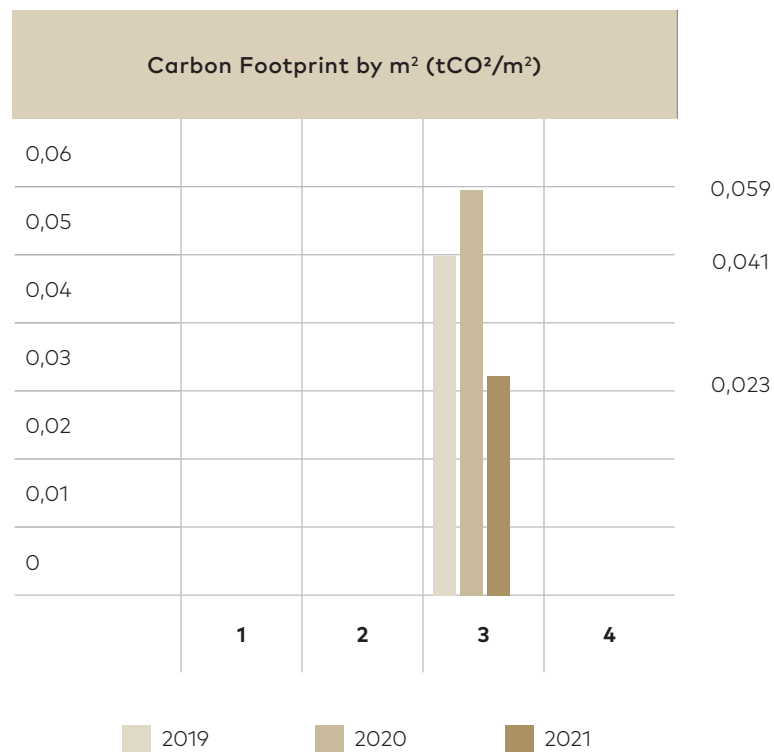
Scope 3 (A3), with the addition of data not counted in previous years, currently makes up over 95% of the Group's emissions.

Emissions (Tn CO ²)				
Scope	2020	%	2021	%
A1	307	2%	476	0,04%
A2	1.546	11%	1.273	0,12%
A3	12.110	87%	1.104.904	99,84%
TOTAL	13.963		1.106.652	



In terms of the footprint generated only from Scopes 1 and 2 (direct and indirect emissions), from our sales network of shops and regional offices, this KPI shows a downward trend in terms of energy consumed per m² of facilities. This is due in large part to implementing shifts and telecommuting, which helps limit the power consumed at our facilities

Finally, new this year, we analyzed our carbon footprint per unit produced, taking into account Scope 3 data (other indirect sources) for the footprint due to imports: there was a significant decrease in our CO₂ footprint per unit produced in 2021, as a result of better procurement planning and better analysis of market needs.



6.1.2. Light pollution

In line with our work to decrease our impact on the environment and fight light pollution, Pronovias maintained its schedule of turning on and off lights at shops and the head offices in 2021.

Furthermore, to reduce energy use, the operating hours for the HVAC system at the head offices remained the same in 2021, from 6:00 am to 4:00 pm.

We also maintained the same hours for accessing the installations at night and on weekends in the "Autovía" building, cutting power use at those times.

It is worth noting that, unlike 2020 when Pronovias had to close partially down due to the State of Emergency imposed by the Government and therefore didn't use the lighting timers in shops and the head offices, work was back to normal in 2021 and this distorts any comparison of these figures.

On top of that, the new flexible hours policy the Group has implemented also impacted the 2021 data, making it even more difficult to compare year on year.

As part of our commitment to cut greenhouse gas emissions, we kicked off a project in 2019 to gradually replace halogen lighting at the head offices and our shops with low-consumption LED lights by the end of 2022. This project was affected by the restrictions in 2020 and the need to telecommute as a way to contain the spread of the pandemic. This forced us to re-plan the rollout, as noted in the report of financial year 2020 report, and it is now

scheduled to be completed in 2023. In 2021, the rollout continued, and we feel confident we can reach our goal of replacing all of these lights by 2023.

In shops, due to the impact of having activity stopped due to COVID-19, as we announced in last year's report, given the budget crunch in 2021, we haven't been able to re-launch the project, so the figures remain unchanged. Nevertheless, the goal is still to have finished replacing all the lighting in shops within the next two years, taking into account that low-consumption lighting is already installed in any recently opened stores.

6.1.3. Noise pollution

The Pronovias Group's activity does not have a significant impact on noise pollution. Facilities where the production center is located have a valid license for the use for which they are intended.

6.2. Biodiversity protection

Pronovias considers biodiversity safeguarding an essential part of our planet's health, as well as of the fashion industry's ability to sustain itself. The Pronovias Group believes that by using materials responsibly and working with suppliers to minimize impact, even small to medium-sized brands can reduce their environmental impact.

As an integral part of our internal strategy, in 2019 Pronovias began assessing all activities that directly and indirectly contribute to affecting

biodiversity and ecosystem services along value chains, with the aim of continuously improving our sustainability and awareness.

Pronovias included biodiversity protection as part of a broader ESG plan, launched in 2019, whose guiding principle would be to avoid, minimize, restore and offset.

Continuing on the path we set out on in 2020, it is worth noting that in 2021 Pronovias launched its second #WeDoEco collection. The collection has over 35 dresses made from sustainable materials among its different brands.



6.2.1. Raw materials: extraction, production and processing of raw materials like cotton, viscose, polyester, metals, petrochemical products, paper, etc.

As we explained previously, in 2021 we once again offered eco-friendly collections under the Atelier Pronovias, Pronovias, White One, San Patrick and Vera Wang Bride brands, with a selection of dresses that had at least one eco-friendly attribute in terms of the materials used. This primarily includes GRS certificate for recycled polyester, OEKO TEX certificate, GOTS certificate for various materials and FSC certificate for paper components.

In 2021, we launched an initiative to give leftover materials a second life by putting them back into the textile industry. This initiative is based on collaboration agreements with external partners, through which we have given a second life to over 25,000 meters of fabric and 4,500 appliqués. At the end of the year, we launched a pilot program with a circular economy Marketplace and already saw good results.

In the packaging and trimmings category, Pronovias succeeded in reaching its target for all the Group's brands in 2021, by searching for, selecting and introducing new components (such as labels, covers, hangers and boxes) with at least one eco-material aspect, in relation to the materials used.

The Group remains on track to meet the goal set for 2025 on this point.



6.2.2. Manufacturing: processing and assembly of raw materials into intermediate and finished goods

The Pronovias Group remains committed to mitigating the potential negative impact on biodiversity generated by factories where products are produced and does not allow operations in any protected areas or areas that may pose a risk to endangered species, which is ensured through full transparency on the locations of manufacturing sites, including those of suppliers and subcontractors.

6.2.3. Transportation: distribution of finished or partially finished goods from the facilities where they are manufactured to our distribution centers

For 2021, the Group set the goal of using non-air transportation for 20% of distribution. Given the global shipping crisis leading to lack of capacity and stability in terms of transit times, it was not possible to achieve the goals set.

This instability, which is expected to continue throughout 2022, makes it impossible to set a goal for the year. The Pronovias Group, however, will continue working towards the goal of using alternatives to air transportation and will remain vigilant as the crisis subsides and the transport market stabilizes. As a mitigation measure, we keep direct contact with our main transportation providers to benefit directly (by participating in biodiversity conservation projects already underway) or indirectly (by using more eco-friendly fleets, for example) from their improvements.

6.2.4. Product life cycle: possibility of giving our products a second life.

In the 2020 report, we announced we would be developing a line of Nicole and Pronovias products that would have multiple uses, effective in 2021, through the project "second life". The supply chain crisis makes it impossible



to present this initiative at the end of the year as scheduled and it was postponed to January 2022. Thanks to this initiative, a series of wedding dresses can be adapted for use on other occasions with a series of pre-determined alterations.

Also, in 2021, the Group began selling off surplus fabric acquired to manufacture dresses through an external company that specializes in this matter.

6.2.5. Water management

Pronovias continues its focus on the introduction of a formal water resources policy as part of the long-term ESG strategy. Given the supply chain crisis throughout 2021, it wasn't possible to build a policy with our suppliers.

The goal is to have this policy in place in 2022.

6.3. Recycling and waste management

Our waste management program aims to decrease our footprint by improving separation for recycling and reuse. The reuse rate is measured by comparing the total waste generated by internal operations against the figure for the waste sent for recycling. As part of our strategy to recycle 50% of all waste by 2025, in 2021 we saw a big step forward in this matter compared to other years.

As noted in previous reports, the proper procedure for separating plastic and cardboard waste was established a few years ago at our San Patrick Production Center, facilitating recycling by the pick-up company, with a Pronovias Group employee dedicated to this task full time. This procedure remains in place to date.

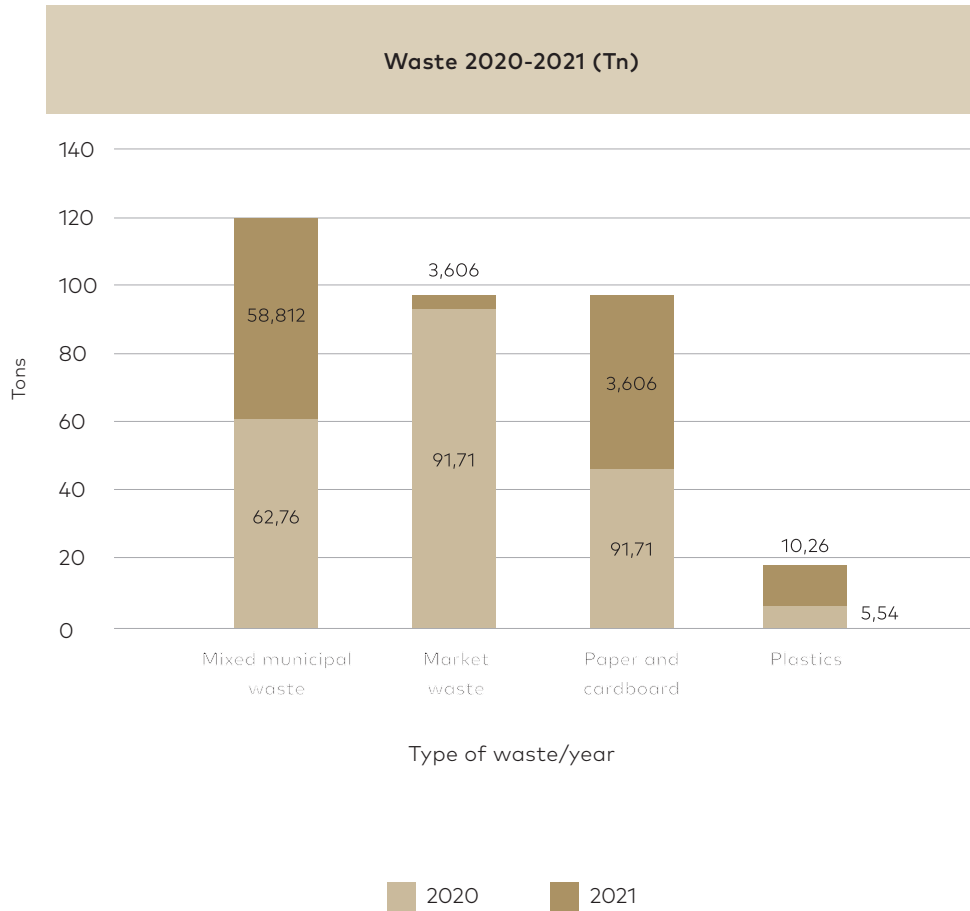
In addition to internal resources, as indicated previously, the Pronovias Group has several contracts in place with recycling companies that pick up the sorted waste and then handle the waste generated. A little over €14,000 was spent on this in 2021.

For a few years now, the Pronovias Group's intention has been to extrapolate this waste separation procedure to the network of shops, as well as to other Group subsidiaries. So, Ladybird has a contract with a third party to separate cardboard from their market waste and, since February 2022, we have started making contact with specialized companies to develop the best procedure for the shops. Over the course of 2022, we expect to implement this procedure, initially in shops in Spain.

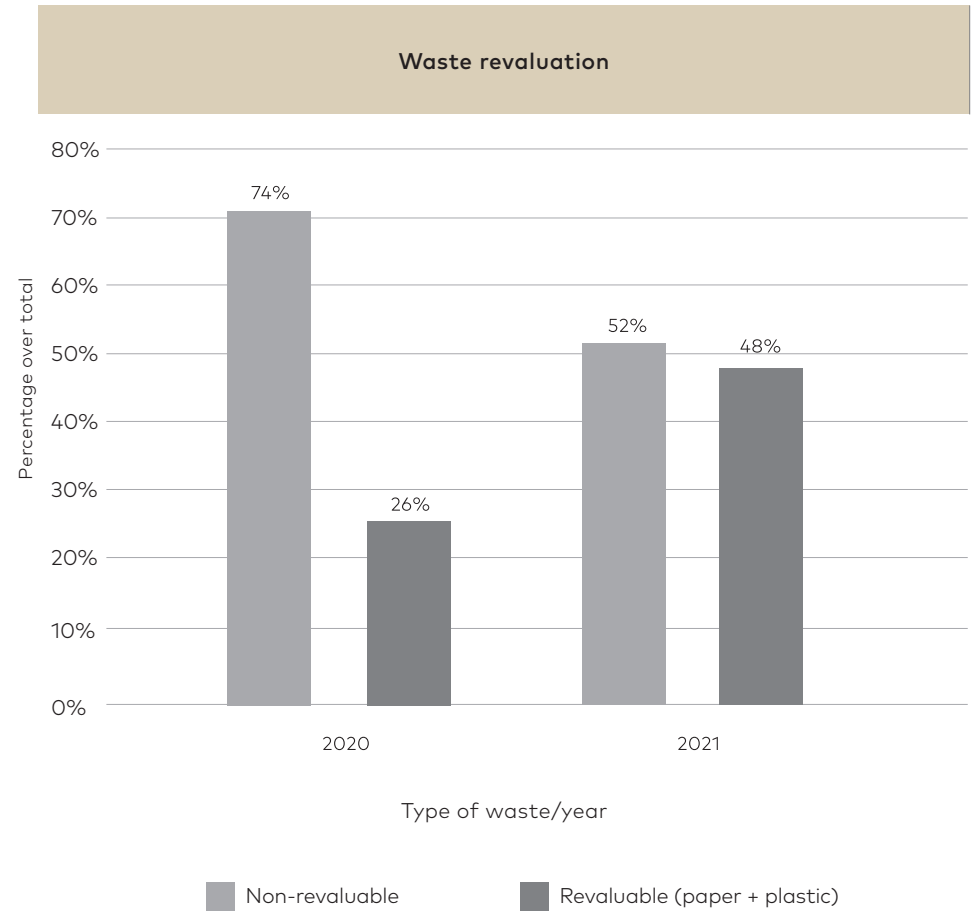
Below are the figures (in tons) from the San Patrick S.L. Annual Industrial Waste Declaration for 2020 and 2021, as well as each type of waste as a percentage of the total.

	2020	Separation	2021	Separation
Combined municipal waste	62,76	30%	58,812	49%
Market waste	91,71	44%	3,606	3%
Paper and cardboard	46,68	23%	48,064	40%
Plastics	5,54	3%	10,26	8%
Total	206,69		120,742	





The absolute comparison, in terms of tons produced, is noteworthy in a positive sense as it shows a significant decrease in the waste generated, which is supported by the decrease in goods received over the course of the year. The figures for cardboard are fairly stable and plastic waste continues the upward trend of previous years due to single-use packaging because of the COVID-19 pandemic.



In the breakdown, once the reusable waste is grouped together, it is clear that the actual figure for these (cardboard and plastic) compared to the total is already close to the target set for 2025.

Another goal the Group set for 2021 was to minimize organic waste. As we mentioned in previous years, we joined the Stop Food Waste program in 2019, implemented by our catering provider EUREST, aiming to improve the food supply processes to prevent waste. However, although the concept of the program remained the same (with a decrease in market waste), due to the measures implemented to prevent the spread of the virus in the workplace (shifts and telecommuting), our supplier has temporarily discontinued this program, which in 2019 prevented 230 kg of food from being thrown out and the same figure in euros being donated to the Vicente Ferrer Foundation.

At the head offices in El Prat de Llobregat (Barcelona) we continue to provide a free shuttle bus for employees in the building that connects them directly to the train station, thus encouraging the use of public transportation in an effort to minimize the use of private vehicles. In 2021, the schedule of this service was adapted in terms of routes and frequency at the workers' request.

6.4 Packaging

At Pronovias, we are aware of the amount of waste generated by our packaging once products are purchased by customers.

We have implemented a number of initiatives to make our supply chain more sustainable, including the reduction of excess materials at the end of the season (implementing an on-demand model, combined with improved forecasting accuracy and a high degree of material reuse).

In 2021, we continued working on our predictions to match needs. However, given the global supply crisis this year and the instability of

production and transportation times, it wasn't possible to improve any further.

This year we've launched projects to standardize packaging (hangers and garment bags) to better control stocks and, as a result, cut obsolescence and waste. These standardization projects will crystallize over the course of 2022.

Under these standardization projects, as part of the long-term business strategy to make all our packaging (including labels, decorations, boxes, ribbons, covers, bags and hangers) 100% sustainable by 2025, we are taking advantage to make the products 100% sustainable.



Our 2022 commitment:

Throughout 2021, the Pronovias Group had proposed to carry out different measures to reduce its Greenhouse Gas emissions by at least **5%**, in order to reach the targeted reduction of up to **30%** of GHGs by 2025. In addition, it plans to adopt an environmental policy and a more specific energy and water consumption and waste management policy.

Initiatives planned for the coming year include:

- Launch of the **"second life" project**, which uses slight alterations to give a selection of wedding dresses a second life. This project is already underway as of the date of this statement.
- Continue **raising awareness among employees regarding good practices in offices and shops** (use of HVAC, turning off equipment, motion sensors in areas with little traffic, taking the stairs instead of the elevator, etc.).
- **Promote employees' environmental awareness** by holding sessions to support protected areas.
- Accelerate the move to **eco-friendly materials** for auxiliary materials (hangers and garment bags) to make these references **100% eco-friendly materials** by the end of the year.
- Further **the project to standardize auxiliary materials**, extending it to new items.
- Continue **the project to replace halogen lighting** at the head offices and our shops with low-consumption LED lights.
- Endow **the project to install solar panels** on the CPD building.
- Foster and facilitate **the use of electric vehicles** by installing charging stations.



7.
Pronovias Group
personnel
information

7.1. Employment

As of December 31, 2021, the Pronovias Group was made up of 954 people from different backgrounds, cultures and nationalities. In relation to gender diversity, the majority presence of women is one of the most relevant characteristics of the workforce. Therefore, 88% of employees are women, compared to 12% men.

The distribution of employees by country and gender is as follows:

2020			
COUNTRY	Man	Woman	Total
Germany	2	1	3
Brazil	1		1
China	2	9	11
Spain	88	509	597
France	1	42	43
Netherlands	2	21	23
Italy	10	115	124
Mexico	1	25	26
Poland		4	4
Portugal		16	16
United Kingdom	1	25	26
USA	10	74	84
TOTAL	118	841	959

2021			
COUNTRY	Man	Woman	Total
Germany		1	1
Brazil	1		1
China	2	11	13
Spain	88	508	596
France	1	44	45
Netherlands	4	21	25
Italy	10	105	115
Mexico		33	33
Poland		5	5
Portugal		16	16
United Kingdom	1	23	24
USA	7	73	80
TOTAL	114	840	954

The classification of the workforce by **type of contract** and **age** is as follows:

2020												
CONTRACT TYPE	>70	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	66 - 70	TOTAL
Indefinite Full Time		24	77	114	95	112	118	92	73	34	3	742
Indefinite Part Time	1	7	20	23	16	8	30	16	11	4	2	138
Temporary Full Time		4	16	5	6	4	7	5	2	2		51
Temporary Part Time		3	8	2	2	1	4	4	1	3		27
TOTAL	1	38	121	144	119	125	159	117	87	43	5	959

2021											
CONTRACT TYPE	<25	>65	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	TOTAL
Indefinite Full Time	19	10	76	82	79	79	100	93	77	31	646
Indefinite Part Time	4	2	14	21	29	31	33	25	15	11	185
Temporary Full Time	9		27	14	9	6	4	2	3	1	75
Temporary Part Time	4	1	9	5	6	4	3	7	2	7	48
TOTAL	36	13	126	122	123	120	140	127	97	50	954

The classification of the staff by **country** and **age** is as follows:

2020												
COUNTRY	>70	21 - 25	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	66 - 70	TOTAL
Germany								2			1	3
Brazil							1					1
China			2	3	4	1			1			11
Spain	1	10	52	81	70	92	116	84	59	29	3	597
France		8	7	10	5	3	6	1	1	2		43
Netherlands			9	4	1	1	2	2	2	1	1	23
Italy		6	20	21	18	11	19	15	12	3		124
Mexico			4	5	6	3	3	4		1		26
Poland			1			1	1		1			4
Portugal				2	3	5	2	1	2	1		16
United Kingdom		2	3	4	2	4	6	3	2			26
United States		12	23	14	10	4	3	5	7	6		84
TOTAL	1	38	121	144	119	125	159	117	87	43	5	959

2021											
COUNTRY	<21	>70	26 - 30	31 - 35	36 - 40	41 - 45	46 - 50	51 - 55	56 - 60	61 - 65	TOTAL
Germany								1			1
Brazil							1				1
China	1		1	4	5	1			1		13
Spain	12	5	56	75	73	75	106	97	61	36	596
France	7	1	9	11	5	4	4	1	2	1	45
Netherlands		1	9	4	2	1	1	2	2	3	25
Italy	5		18	11	17	15	15	14	17	3	115
Mexico	1		5	3	9	6	4	4		1	33
Poland			1			1	1		2		5
Portugal					4	6	2		3	1	16
United Kingdom	1		5	4	1	4	3	3	2	1	24
United States	9	6	22	10	7	7	3	5	7	4	80
TOTAL	36	13	126	122	123	120	140	127	97	50	954

The classification of the workforce by **type of contract by country** is as follows:

2020													
CONTRACT TYPE	Germany	Brazil	China	Spain	France	Netherlands	Italy	Mexico	Poland	Portugal	UK	USA	TOTAL
Indefinite Full Time	3	1	5	483	35	6	95	14	1	14	16	69	742
Indefinite Part Time			2	85	7	8	12	4		2	3	15	138
Temporary Full Time			3	13	1	3	14	8	3		6		51
Temporary Part Time			1	16		6	4				1		27
TOTAL	3	1	11	597	43	23	125	26	4	16	26	84	959

The number of people by contract and gender is as follows.

As the graph above shows, 87% of the Group's employees are on an indefinite contract, 78% of which are full time.

2021													
CONTRACT TYPE	Germany	Brazil	China	Spain	France	Netherlands	Italy	Mexico	Poland	Portugal	UK	USA	TOTAL
Indefinite Full Time	1	1	8	391	w31	3	94	23	3	15	10	66	646
Indefinite Part Time				134	2	12	16				7	14	185
Temporary Full Time			4	37	11	7	3	6	2	1	4		75
Temporary Part Time			1	34	1	3	2	4			3		48
TOTAL	1	1	13	596	45	25	115	33	5	16	24	80	954

2021			
CONTRACT TYPE	Man	Woman	TOTAL
Indefinite Full Time	100	546	646
Indefinite Part Time	4	181	185
Temporary Full Time	9	66	75
Temporary Part Time	1	47	48
TOTAL	114	840	954

The classification by **type of contract** and **professional category** is as follows:

2020						
CONTRACT TYPE	Executive Board	Senior Manager	Manager	Specialist	Remaining employees	TOTAL
Indefinite Full Time	14	36	36	34	621	741
Indefinite Part Time			1	1	136	138
Temporary Full Time				1	51	52
Temporary Part Time					28	28
TOTAL	14	36	37	36	836	959

2021						
CONTRACT TYPE	Executive Board	Senior Manager	Manager	Specialist	Remaining employees	TOTAL
Indefinite Full Time	13	22	42	24	545	646
Indefinite Part Time	1		3	3	178	185
Temporary Full Time		1			74	75
Temporary Part Time					48	48
TOTAL	14	23	45	27	845	954

Breakdown by **country** and **category**:

2020						
COUNTRY	Executive Board	Senior Manager	Manager	Specialist	Remaining employees	TOTAL
Germany		1			2	3
Brazil					1	1
China	1	1		1	7	10
Spain	9	27	32	31	498	597
France					43	43
Hong Kong					1	1
Italy	1	4	2	3	115	125
Netherlands	2		1	1	19	23
Mexico					26	26
Poland					4	4
Portugal					16	16
United Kingdom		1			25	26
United States	1	2	2		79	84
TOTAL	14	36	37	36	836	959

2021						
COUNTRY	Executive Board	Senior Manager	Manager	Specialist	Remaining employees	TOTAL
Germany						1
Brazil					1	1
China	1	1	2		9	13
Spain	8	13	38	26	511	596
France					45	45
Netherlands	2	2			21	25
Italy	2	4	3	1	105	115
Mexico					33	33
Poland					5	5
Portugal					16	16
United Kingdom		1			23	24
United States	1	2	2		75	80
TOTAL	14	23	45	27	845	954

Given the impact COVID-19 has had on the Group's activities, being forced to close shops for several months in 2020 and to maintain restrictive measures on its shops for a significant part of 2021, the Group was forced to take financial measures in 2020 to preserve employment. Specifically, the company implemented a temporary redundancy plan on the grounds of force majeure for shop staff in Spain, ending on October 31, 2021, and a temporary redundancy plan for economic reasons affecting staff at the Barcelona head offices, which continued throughout 2021 and ended on February 28, 2022. Similar measures were also adopted in other countries, according to the local laws in each case, ending on June 30, 2021, in (i) Portugal shop team; (ii) shop team and sales force of the wholesale channel in France; (iii) UK shop team; (iv) Italian shop team.

Disability and employment: As of the end of the 2021 fiscal year, the Group employs 1.9% of the Group's total number of employees has disabilities. Of these, 6 are at the Group's Italian subsidiary and the other 12 at Spanish companies. One of these employees has a disability over 65% and the rest are between 35% and 65%. This percentage has increased from previous years, as it was 1.6% for 2020 and 2019 and 0.6% in 2018.

In all cases, these people perform jobs that are not affected by their disability, so no specific adaptation of the job is necessary.

2020			
CATEGORY	MAN	WOMAN	Total
Executive Board	2	2	4
Senior Manager	3	1	4
Manager	1		1
Remaining employees	7	23	30
TOTAL	13	26	39

2020			
AGE	MAN	WOMAN	Total
21-25	1	1	2
26-30	1	5	6
31-35	1	3	4
36-40	1	7	8
41-45	1	3	4
46-50	5	4	9
51-55	1	2	3
56-60	2		2
61-65		1	1
TOTAL	13	26	39

The number of terminations in fiscal year 2021 totaled 36 (8 men and 28 women). The breakdown by age and professional category is as follows:

2021			
CATEGORY	MAN	WOMAN	Total
Executive Board		1	1
Senior Manager	1	2	3
Manager	2	3	5
Remaining employees	1	3	4
Resto de empleados	4	19	23
TOTAL	8	28	36

2021			
AGE	MAN	WOMAN	Total
>25		2	2
26-30		4	4
31-35		4	4
36-40		1	1
41-45	2	6	8
46-50	1	6	7
51-55	2	1	3
56-60	2	1	3
61-65		3	3
65-70	1		1
TOTAL	8	28	36

The Group has a headhunting and recruitment policy, which includes mobility and internal promotion processes, internship selection and integration programs, as well as a candidate recruitment policy. This policy also includes the processes to be followed depending on the position to be filled, enabling the recruitment and selection of the best talent for each of the Group's key positions.

7.2. Work organization

The Pronovias Group promotes measures to facilitate work-life balance.

The Group's central offices have policies that favor flexible work, such as flexible working hours (flexible start and finish times whenever the job allows it), as well as personal and professional reconciliation for workers with specific needs who are allowed to work from home. Production area teams work intensive hours, as do teams that, for service reasons or in order to adapt to the schedules they manage, cannot take advantage of flexible working hours (because they serve markets with time differences, they work intensive morning or afternoon shifts). Store opening hours vary depending on the existing regulation where the shop is located. However, Pronovias respects annual rest and working hours specifications set by the applicable agreements and regulations in each case.

In 2019, the Pronovias Group adopted specific measures to help employees with children at the head offices in Barcelona to balance their home and professional lives. These measures, which aren't tied to a salary cut, are:

- Special working hours for pregnant women.
- Two weeks of adaptation for fathers and mothers when joining the company after paternity or maternity leave.
- The application for a compacted working day after maternity or paternity leave.

In 2021, of the 335 people working at the Group's head offices, one took advantage of the option to decrease hours due to pregnancy and three persons took the compact schedule after maternity leave.

In 2020, Pronovias anticipated the equalization of leave for paternity and maternity now reflected in labor laws, extending the paternity leave recognized by law at the time. In 2020, the legal right to paternity leave was 12 weeks, the other 4 weeks were applied through paid leave by the company. This measure was applied only at the Barcelona headquarters, since almost all store employees in Spain are women. In 2020, 2 employees who became fathers during 2020 took advantage of these measures. In 2021, as paternity and maternity leave were made equal under law, this measure was no longer applicable.

At the national level, during the year 2021, the number of people taking advantage of a working hours reduction for legal guardianship for childcare was 72.

7.2.1. Absenteeism:

Data relating to absenteeism is detailed below.:

2020		
SPAIN		
624.544,86	67.391,44	10,79%
Total hours	Total absenteeism	Percentage absenteeism
2021		
SPAIN		
762.540,00	60.935,52	8%
Total hours	Total absenteeism	Percentage absenteeism

Breakdown 2020 and 2021

2020							
GENDER	Leave	Sickness	Maternity	Breastfeeding	Accident	Paternity	High-risk pregnancy
MAN	194,35	6.527,96	0,00	0,00	0,00	2.455,49	0,00
WOMAN	3.147,80	41.714,90	9.370,16	1.634,18	1.326,61	0,00	1.019,99
Total	3.342,15	48.242,87	9.370,16	1.634,18	1.326,61	2.455,49	1.019,99

2021							
GENDER	Leave	Sickness	Maternity	Breastfeeding	Accident	Paternity	High-risk pregnancy
MAN	199,63	4.430,75	0,00	111,75	46,50	1.550,00	0,00
WOMAN	1.797,98	40.898,62	8.597,40	1.774,83	438,92	0,00	1.089,13
Total	1.997,62	45.329,37	8.597,40	1.886,58	485,42	1.550,00	1.089,13

This is the breakdown of absenteeism hours for the subsidiary in Italy:

2021 - Hours by type of absenteeism				
GENDER	Leave	Sickness	Maternity	Breastfeeding
Man	43,5	131	0,00	0,00
Woman	84,2	9952,5	5.247	479,75
Grand Total	88,6	10.084	5.247	479,75

SUBSIDIARY/GENDER	Maternidad	Accident	Leave	Sickness	Total
Italy	4.680,00	96,00	2.692,00	12.147,04	19.615,04
Man				216,00	216,00
Woman	4.680,00	96,00	2.692,00	11.931,04	19.399,04
Total	5.336,00	96,00	2.692,00	16.263,84	24.387,84

Data on absenteeism is not available for the other subsidiaries.

7.2.2. Labor disengagement

In 2020, an agreement was signed with the workers' representatives for San Patrick, S.L.U. and Estudio San Patrick, S.L.U. establishing the following:

- To regulate compliance with the legal obligation of the daily workday register at San Patrick, S.L.U. and Estudio San Patrick, S.L.U. so that workers understand how it works and their obligations and rights stemming from it.
- To regulate the form of requesting absences from work.
- To determine the groups of workers that present certain particularities in the recording of the working day.
- To establish the criteria for organizing and documenting the daily workday register.

This agreement also establishes the measures for digital disengagement, regulating:

- 1) Communications by means of corporate email, WhatsApp and company telephone carried out outside the working day.

Employees shall have the right not to respond to any communication, regardless of the means used (email, WhatsApp, telephone, etc.), once their working day is over, unless there are justified exceptions that involve a serious or evident business detriment, whose temporary urgency requires an immediate response.

In such cases, the employee must be contacted beforehand to inform him/her of the cause of urgency that motivates such situation. In this

way, the work time thus required shall be classified as effective working time in order to be considered as an extension of the working day.

Therefore, in order to make the most efficient use of the working day and to respect rest time, communications shall be sent by any means, respecting the working hours of the employees, avoiding sending them outside these hours or during weekends, holidays or holiday eves.

2) Vacations and rest periods.

The Company Management of San Patrick and Estudio San Patrick will guarantee the employees' right to digital disengagement for the duration of their vacations, in accordance with the terms set forth in the previous section.

These measures were communicated to employees through the corporate intranet.

To facilitate application of the disengagement measures, in 2021 we implemented an automatic warning system triggered outside of work hours, which suggests the sender send the email during the recipient's working hours.

7.3. Health and safety

The Group has contracted an outside prevention service to provide safety, hygiene, ergonomics and occupational medicine services for all the Group's work centers in Spain.

The Group has an occupational risk assessment prepared by the external prevention service, which identifies the occupational risks of the different jobs and provides a breakdown of the corresponding preventive measures. The Pronovias Group complies with all applicable regulations on health and safety of workers in all countries in which it is established.

At the Pronovias Group head offices, there is a Health and Safety committee for San Patrick, S.L.U. with three members, which meets periodically, and a Health and Safety Officer for Estudio San Patrick, S.L.U. and one for the shop in Barcelona.

For the rest of the work centers, any issue related to the health and safety of the workers is channeled through the people in charge, who contact the HR department and the Prevention Mutual Insurance Company, if applicable.

The data below is for all the Group's subsidiaries except the one in the United States because no data is available for that company.



The breakdown of occupational accidents by Group company and gender during 2021 is indicated below:

2021		
Company	Gender	Days
FINANCIERA PRONOVIAS, S.A.U.	Woman	28
FINANCIERA PRONOVIAS, S.A.U.	Woman	18
SAN PATRICK, S.L.U.	Woman	1
SAN PATRICK, S.L.U.	Man	8
SAN PATRICK, S.L.U.	Woman	17
FINANCIERA PRONOVIAS, S.A.U.	Woman	50
FINANCIERA PRONOVIAS, S.A.U.	Woman	9
PRONOVIAS FRANCE, SARL	Woman	5
Total		136

2021		
Gender	Days	Number of accidents/ person
MAN	8	1
WOMAN	128	7
Total	136	8

In 2021 there were a total of 672 hours of occupational accidents, all of which were classified as "slight" and none of which were occupational diseases.

The frequency and severity rates are as follows:

- Frequency: $8 \text{ accidents} / 762,540 \text{ hours worked} \times 106 = 10.49$
- Severity: $131 \text{ accident days} / 762,540 \text{ hours worked} \times 1,000 = 0.17$

The breakdown of occupational accidents by Company of the Group and gender during 2021 is summarized as follows:

2020		
Company	Gender	Days
SAN PATRICK, S.L.U.	Woman	8
SAN PATRICK, S.L.U.	Woman	7
FINANCIERA PRONOVIAS, S.A.	Woman	20
FINANCIERA PRONOVIAS, S.A.	Woman	6
FINANCIERA PRONOVIAS, S.A.	Woman	152
FINANCIERA PRONOVIAS, S.A.	Woman	16
FINANCIERA PRONOVIAS, S.A.	Woman	171
NICOLE	Woman	12
PRONOVIAS UK LTD	Man	7
PRONOVIAS RETAIL MEXICO	Woman	2
PRONOVIAS FRANCE	Woman	25
PRONOVIAS PORTUGAL UNIPessoal LDA	Woman	9

2020		
Gender	Days	Number of accidents/ person
MAN	7	1
WOMAN	428	11
Total	435	12

In 2020 the number of accident hours is 1,326 with the following breakdown by gender:

2020		
Gender	Accident Hours	Percentage
MAN	0	0,00%
WOMAN	1.326,61	0,26%
Total	1.326,61	0,26%

In 2020 there were a total of 1,326.61 hours of occupational accidents, all of which were belonging to the "slight" category accidents, none of which were occupational diseases.

The frequency and severity rates during 2020 were as follows:

- Frequency: $7 \text{ accidents} / 624,544 \text{ hours worked} \times 106 = 11.21$
- Severity: $380 \text{ accident days} / 624,544 \text{ hours worked} \times 1000 = 0.61$

As detailed later in the training section, Pronovias provides training to all employees of all Group companies (with the exception of Ladybird, B.V.) in occupational risk prevention (ORP), whose objective is to train all employees in occupational safety, adapted to their job position.

In late 2019, we began a psycho-social study at the head offices. However, this study was not completed due to the pandemic. A first analysis of the workforce and satisfaction surveys were conducted, but neither the results have been studied nor measures have been sought to complete the study because of COVID-19 as of March 2020. In 2021, the study remained on hold and had not yet been started again.

Additionally, to encourage employees to take part in healthy activities, in 2021 the Pronovias Group carried out an online initiative to give employees the emotional tools to minimize the impact of the pandemic. To do so, we organized two courses with four online sessions:

- Course 1: **Mindfulness**, in order to achieve full-body wellness by learning to regulate emotional sensitivity, allowing for mental clarity, improved concentration and better rest.
- Course 2: **Uplifting plan**, to activate the body in four sessions: integrative tapping, emotional eating, feeling the rhythm and tips for good posture.

The sessions were offered in English and Spanish and lasted one hour per session.

With the same aim, in 2021 we started up the yoga classes again, once a week at the Group's head offices, after they were put on hold in March 2020

due to COVID-19. After two and a half months, however, they had to be canceled again due to the restrictions stemming from the COVID-19 pandemic.

Also, to facilitate communication between the company and employees given the increase in off-site working because of the pandemic, we sent out a monthly newsletter called "Pronovias People" throughout 2021.

Another highlight in the area of health was the celebration of the PINK OCTOBER in collaboration with the Spanish Association Against Cancer (AECC), an initiative that has been carried out for several years. Through this collaboration, the employees of the central offices in Spain purchased AECC products, collaborating directly with this cause.

7.4. Social relations

The whole staff in Spain is covered by a collective bargaining agreement. based on the position each of the workers is assigned. On a national level, it is provincial agreements that apply in shops. At the head offices, the applicable agreement is the national textile industry agreement. The following table shows the agreement to which each of the employees in Spain adheres.



PROVINCE	AGREEMENT CODE	PROVINCE	AGREEMENT CODE
A CORUÑA	15003955012002	MADRID	28000795011982
ALICANTE	03000855011981	MALAGA	29004865011992
ASTURIAS	33000245011979	MURCIA	30000285011981
BADAJOS	06000155011981	PAMPLONA	31002305011981
BALEARES	07000195011981	SAN SEBASTIAN	20000355011981
BARCELONA	08000795011994	SEVILLA	41003455011998
BARCELONA_HQ	99004975011981	TENERIFE	38000465011984
CADIZ	11000725011981	VALENCIA	46000555011982
CASTELLON	12000145011966	VALLADOLID	47000075011983
CIUDAD REAL	13000085011982	VIZCAYA	48000595011982
CORDOBA	14000025011981	ZARAGOZA	50000305011982
HUELVA	21001905012002	VIZCAYA	48000595011982
JAEN	23000285011983	ZARAGOZA	50000305011982
LAS PALMAS	35000795011982		

The following table also shows the labor legislation for countries where there are sector-specific regulations:

FRANCIA	Convention collective nationale du commerce de détail de l'habillement et des articles textiles
PORTUGAL	CCT para o comércio do distrito de lisboa
ITALIA	CCNL Confcommercio
BRASIL	Convenção coletiva de trabalho
HOLANDA	collective bargain agreement salary

The Pronovias Group respects current labor legislation in each of the different countries in which it is established and, as indicated above, the Pronovias Group recognizes and protects the rights of workers, both individually and collectively, established by the ILO (International Labor Organization), the applicable legal system and internal policies. At the individual level, the organization places special importance on the reconciliation of personal and professional life and the setting of wages taking into account the functions actually performed, always respecting at least the wages set in the applicable Collective Bargaining Agreements. At a collective level, the right to Legal Representation of Workers is of the utmost importance for the organization in order to channel and solve all collective

conflicts that may exist, as well as all those personnel proposals that could be framed within the functions corresponding to the legal representation bodies.

In compliance with applicable regulations, the Group has workers' committees at San Patrick, S.L.U. and Estudio San Patrick, S.L.U. Plus, Financiera Pronovias, S.A.U. has Staff Delegates or Workers' Committees at the following workplaces: Madrid, Valencia, Alicante, Zaragoza, Barcelona, Las Palmas, Murcia and in addition the French subsidiary has a Personnel Delegate in Paris covering all of France. The Group is not obliged by the applicable regulations to have more Works Councils. Employees' social dialogue is directly with the employees in cases where there are no employee representatives.

7.5. Training

The Pronovias Group provides its employees with training on various subjects. Specifically, in 2021 the main training actions were as follows:

- **Onboarding sessions** at the Barcelona head offices for some positions, plus training in shops for positions that require it, carried out online in some cases due to the fact that fewer people have been working from the offices since 2020.
- **Pronovias Group Learning**, which is online and mainly includes training in workplace health and safety, explained previously; training on the Code of Conduct, which aims to spread the Pronovias ethics and establish behaviors for members of the organization to follow when carrying out their professional

and business activity anywhere in the world; training on the Harassment Protocol, which aims to make people aware of the internal procedure and how each step is carried out; and training in the Anti-Bribery and Corruption Policy. All Group employees have access to this platform.

- Furthermore, on the Pronovias Group Learning platform, employees have access to training in areas like team management, business management, digital and social media.

In 2021, there was a total of 8,568 training hours, of which 3,932 hours were online and 4,636 on-site.

The breakdown of training hours by professional category is as follows:

2021				
Executive Board	Senior Manager	Manager	Specialist	Remaining employees
134	480	2.001,8	912	5.040,2
Total: 8.568				

The total number of training hours in 2020 was 8,489. Of these, 3,182 were online, 857 on-site and 3,240 through the language school at the head offices, which was mixed online/on-site. However, from mid-March 2020 until the end of the course in June 2020, classes were held remotely.

7.6. Equality

Pronovias has been committed to promoting gender equality since 2011 through an Equality Plan, drawn up for the San Patrick, S.L.U. Company.

The Equality Plan was scheduled to be updated in 2020 and an Equality Committee was set up for this purpose. Also, an internal survey was carried out to gather the feedback of the employees on this matter and a deadline of March 13, 2020, was established to participate in the aforementioned survey. However, this project was suspended due to the COVID-19 crisis and is expected to begin again in 2022.

The Pronovias Group, as established in its Code of Conduct, in its commitment to respect diversity, upholds a policy of "zero tolerance" for conduct that constitutes harassment and discrimination. No person will be discriminated against on the basis of race, physical disability, illness, religion, sexual orientation, political opinion, age, nationality or gender, and special consideration will be given to the care and integration of people with disabilities or handicaps.

In our commitment to diversity, in 2021, the Group carried out a series of actions focusing mainly on promoting sexual diversity and gender identity.

- In June 2021, a statement was issued to the whole Group via the Intranet laying out the Pronovias commitment to gender identity and sexual diversity, establishing the intention to work on 10 commitments to build awareness and boost LGBTI+ visibility.
- The first of those commitments focused on studying the current internal perception of this issue at Pronovias to get a better idea

of the starting point. To do so, we surveyed the whole Group on sexual diversity and the results were subsequently shared with everyone.

- An agreement was reached to change the Group's policies to explicitly include sexual and gender diversity, which we are currently working on.
- Throughout June, which is LGBTI+ pride month, we asked employees to change their corporate email signature to show their commitment to this cause.
- "Show your true colors!" action, which consisted in inviting employees from the various Group offices to come in to work dressed in the colors of the LGBTI+ flag on June 28 and 29 to show their commitment to gender identity and sexual diversity.
- We set up a committee called "Love is Love" to foster this type of initiatives and follow up on achievement of the commitments.

Employees must act, in compliance with the Group's Code of Conduct, on the basis of respect, dignity and fairness in their working relationships with other employees. All forms of physical, sexual, psychological or verbal harassment or abuse, as well as any other conduct that could create an intimidating or hostile work environment, are prohibited.

The Pronovias Group makes available to all personnel the corresponding reporting or complaint protocols to ensure a safe working environment. As mentioned in the section on training, the Pronovias Group has a workplace

harassment protocol and a sexual and gender-based harassment protocol. There weren't any reports of workplace harassment in 2021.

Also, as a result of Pronovias' deep commitment to the empowerment of women, in 2018 Pronovias adopted a pioneering agreement on the eradication of gender-based violence, establishing measures that represent an improvement to Organic Law 1/2004 of 28 December on Integrated Protection Measures against Gender Violence, aimed at supporting victims of gender-based violence employed by the Group. The agreement provides, among other measures, for paid leave, economic allowances with or without reimbursement, change of location within the work center, schedule follow-up, attendance and social benefits. In addition, the agreement established a Gender Violence Support Committee made up of a member of the legal team and another person from the Works Committee to help and guide victims of gender violence, guaranteeing maximum confidentiality and discretion in all cases.

On November 25, 2021, for International Day for the Elimination of Violence against Women, a self-defense class was held at the Group's head offices.

7.7. Remuneration

Pronovias Group employees' remuneration is structured in different ways, depending on the position they hold.

In addition to the base salary that corresponds to each person according to their professional category, certain job positions receive a variable remuneration that can be:

- Bonus payments: For certain positions of responsibility. A distinction is made between: Specialist, Manager, Senior Manager and Executive. Furthermore, the targets set for these positions are: company-wide, collaborative and individual, with different weights based on the employee's position.
- Commission: payments are calculated monthly based on various parameters (sales, absenteeism, appointments, etc.) for the following groups: Customer; wholesale representatives; production teams (shippings, quality control and product development).

Company cafeteria: Employees at the Group's headquarters in Barcelona have a canteen service contracted with the company Eurest, part of which is deducted from employees' payroll who make use of this service and part of which is paid for by the Group. This service was stopped off and on in 2021 due to the various waves of the COVID-19 pandemic, as the Pronovias Group follows the authorities' directives and recommendations on telecommuting, particularly those of the Government of Catalonia because the Group's head offices is located in that Autonomous Community.

Flexible remuneration plan: Pronovias has a Flexible Remuneration Plan for employees of Spanish companies, which allows them to use up to 30% of their remuneration to purchase products like: health insurance, childcare, training, transportation tickets, restaurant tickets, with the associated tax benefits. This plan is managed through an external platform contracted with the supplier "COMPENSA", where employees are registered once they join the company.

Performance review: each year, employees set annual goals that are reviewed with their direct supervisor at the end of the year to see the level of achievement.

The Pronovias Group rewards all employees above the minimum wage applicable in each of the countries in which it has employees.

As the following tables show, the average salary is substantially higher than the legally established minimum wage in each country.



2020					
	Minimum Wage/Monthly	Minimum Wage/Annual	Average Salary Pronovias	Number of People	COMPARISON
Germany	1.589,00	19.068,00	62.741,43	3	329%
Brazil	238,33	2.860,00	16.740,00	1	585%
China	320,00	3.840,00	47.267,20	17	1231%
Spain	1.050,00	12.600,00	37.230,65	698	295%
France	1.521,22	18.254,64	25.855,74	54	142%
Italy	**		27.785,27	131	
Mexico	148,26	1.779,12	7.220,80	33	406%
Poland	616	7.392,00	14.904,34	6	202%
Portugal	700,00	8.400,00	13.355,46	21	159%
Netherlands	1.684,80	20.217,60	35.619,60	30	176%
United Kingdom	1.596,52	19.158,20	27.142,66	31	142%
United States	1.968,00	23.616,00	45.289,41	117	192%

* Given in euros and taken from information on local regulations provided by our local labor advisers in each country.

** IMW the Interprofessional minimum wage in Italy is not published as of this report date.

2021					
	Minimum Wage/Monthly	Minimum Wage/Annual	Average Salary Pronovias	Number of People	COMPARISON
Germany	1.621,00	19.452,00	47.000,00	1	242%
Brazil	172,60	2.071,20	20.684,40	1	999%
China	281,30	3.375,60	58.966,81	13	1747%
Spain	1.125,83	13.510,00	31.575,52	596	234%
France	1.554,60	18.655,20	26.722,44	45	143%
Italy	**		32.291,49	115	
Mexico	176,50	2.118,00	6.683,97	33	316%
Poland	614,1	7.369,20	15.910,51	5	216%
Portugal	775,80	9.309,60	13.574,04	16	146%
Netherlands	1.701,00	20.412,00	58.928,10	25	289%
United Kingdom	1.708,70	20.504,40	31.447,42	24	153%
United States	2.288,00	27.456,00	48.377,78	80	176%

* Given in euros and taken from information on local regulations provided by our local labor advisers in each country and obtained from:

<https://datosmacro.expansion.com/smi?anio=2021>

https://appsso.eurostat.ec.europa.eu/nui/show.do?dataset=earn_mw_cur&lang=en

** IMW the Interprofessional Minimum Wage in Italy is not published as of this report date.

Average salary by age 2021

2021		
AGE RANGE	People	Average salary
<25	36,00	21.922,45
>65	13,00	33.995,21
26-30	126,00	26.553,28
31-35	122,00	33.117,60
36-40	123,00	31.550,84
41-45	120,00	38.027,48
46-50	140,00	37.462,15
51-55	127,00	32.457,37
56-60	97,00	33.088,63
61-65	50,00	30.942,54
TOTAL	954,00	32.688,44

If we perform a category-by-category analysis of the wage gap, i.e. gross annual salary of men over women, the result is as follows for the years 2019-2020:

2020			
Division / Category	Number Men	Number Women	% Gap
All areas except Retail			
Executive Board	9	5	-33%
Senior Manager	16	16	12%
Manager	10	27	17%
Specialist	13	23	-1%
Remaining employees	59	287	17%
Retail			
Senior Manager	0	4	n/a
Remaining employees	11	479	11%
Total employees	118	841	959

2021			
Division / Category	Number Men	Number Women	% Gap
All areas except Retail			
Executive Board	8	6	-2%
Senior Manager	16	16	12%
Manager	12	29	22%
Specialist	12	150	-4%
Remaining employees	60	299	7%
Retail			
Senior Manager	0	4	n/a
Remaining employees	7	479	28%
Total employees	115	983	959

MAN		
	Average	Number
Executive Board	266.681,96	8
WOMAN		
	Average	Number
Executive Board	272.227,71	6
Gap %		-2%

* The average remuneration for board members of the Group's holding company, Catiberia Acquisition Holdco, S.L.U, is €426,000.

In general, there isn't a very large salary gap and it is particularly noteworthy that there are several categories where, despite the slight difference in number per gender, the salary gap skews in the women's favor.



8.
Pronovias Group's
contribution to
the well-being
of society

8.1. Pronovias Group's contribution to the well-being of society

The Group has followed up on the initiatives that are part of the corporate strategy, aimed at fostering female empowerment.

- Pronovias took part in **Barcelona Bridal Fashion Week 2021**, on October 14, 2021, which supported the NGO Save the Children and its project "Stop Child Marriage" that is fighting to end child marriage and empower women and children all over the world. As part of Pronovias' direct participation in the event, a €4,500 donation was made to the NGO.
- In 2021, a collaboration agreement was reached with the US organization **BRIDES FOR A CAUSE** (<https://www.bridesforacause.com/>) to donate dresses to be reused in various local causes that work to support women. The dresses will be donated throughout 2022.
- **YOUR DRESS FOR HER FUTURE:** this Pronovias initiative helped customers donate their used wedding dresses. Customers could bring them into the shops and Pronovias sent them to Brides do Good (<https://www.bridesdogood.com/>), which Pronovias has been collaborating with for several years.
- **PINK OCTOBER:** Breast cancer initiative: For yet another year, the Pronovias Group has reiterated its commitment to the cause to mark World Breast Cancer Day. In October 2021, the Group donated 100% of the proceeds from specific wedding and cocktail dresses sold in "Pronovias" and "Nicole" shops to associations fighting breast cancer. For shops in Spain and Portugal, this action

was carried out in collaboration with Asociación Española contra el Cáncer (AECC); the shops in the United Kingdom, France and Poland collaborated with UK-based organization Future Dreams; shops in the United States and Mexico with the Breast Cancer Research Foundation (BCRF); and with Lilt in Italy. In total, this initiative raised €57,672, £18,300 and \$35,333.



- **ARED FOUNDATION:** this foundation works to achieve the social and workforce integration of people in situations of social exclusion, mainly women, by training them in various trades, including cutting and sewing. The Pronovias Group works with them to hire women trained by the foundation and allow them to develop their professional careers so they can rejoin society.
- **AURA FOUNDATION:** Since January 2019, Pronovias has been working with the Aura Foundation, whose mission is to help people with intellectual disabilities rejoin the workforce. In 2021, we donated €1,200 to this foundation and the Pronovias Group had two employees on contract from the Aura Foundation in 2021.

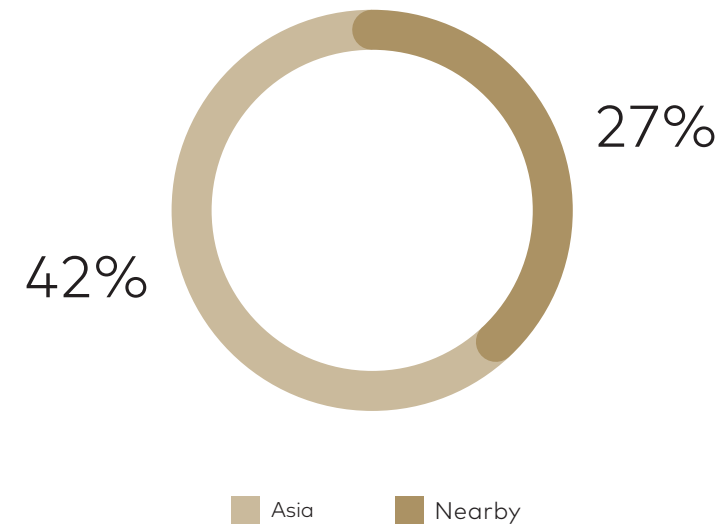
8.2. Supply chain, subcontracting and suppliers:

One of the main objectives of the Pronovias Group is to strive to research and develop new styles, patterns, fabrics and designs in keeping with the latest fashion trends and with a high demand for quality geared towards satisfying the needs of its customers. This is achieved through a strong supply chain, made up of fabric suppliers, final product suppliers, monitored by a rigorous quality control and distributed through logistics suppliers.

8.2.1. Network of product suppliers.

The Pronovias Group's products are manufactured and supplied in various parts of the world. One of the Pronovias Group's goals is to streamline its network of suppliers and work is continuing satisfactorily every year.

In 2021, we had 69 active suppliers, with active meaning at least one purchase order per year. So, of the 69 active suppliers, 27 are located in Asia and 42 in countries considered "nearby" (Spain, Italy, Portugal, Turkey, Ukraine, Lithuania and Latvia).



This has significantly reduced the number of active suppliers compared to previous years and put 2021 ahead of the streamlining targets set (meaning above the 10% annual decrease we committed to in previous years).

In 2022, the Group will continue streamlining its suppliers whenever possible.

2019	2020	2021
88 active suppliers	82 active suppliers	69 active supplier
Change	-6.9% vs 2019	- 15.9% vs 2020 - 21.6% vs 2019

8.2.2. Product quality control.

The Pronovias Group has several quality control platforms (in Spain, Italy and Asia) to verify that the product distributed meets the Group's quality standards.

In 2021, Pronovias Group expanded and consolidated the initiatives kicked off in 2020 to align quality standards at all its centers, as well as reporting, to the various members of the supply chain.

8.2.3. Logistics and product distribution.

The Group has logistics platforms in Europe, North and South America and Asia, from which products are distributed to the various distribution channels around the world.

This network of platforms is reviewed on an ongoing basis to ensure efficient customer service and minimize delivery time and movements.

8.2.4. Supplier selection.

The selection of suppliers is governed by criteria of objectivity and transparency, reconciling the Group's interest in obtaining the best conditions with the convenience of maintaining stable relationships with ethical and responsible

suppliers. The Group's Spending Approval Committee, which reviews the spending proposals and budgets provided by the various suppliers, is required to apply the principles outlined above.

In 2019, the Pronovias Group introduced Strategic Vendor Management (SVM), which aims to teach the whole Group guidelines for selecting and incorporating new suppliers, with periodic assessments based on performance and risk analyses, and to provide strategic guidelines to optimize the vendor base, as explained below.

In 2021, we redoubled our Strategic Vendor Management (SVM) efforts, with three goals: further streamlining our portfolio of suppliers, exploring production alternatives and encouraging the rollout of the Supplier evaluation and monitoring system.

8.2.5. Supplier evaluation and monitoring system.

As explained in last year's report, in November 2019 the Pronovias Group presented to the Board of Directors a five-year strategy for specific supplier compliance (a factory improvement program or the FIP Program).

To execute the FIP Program, the Pronovias Group is working with ECOVADIS, which provides a corporate social responsibility rating for suppliers through a global software platform.

Given the ongoing COVID-19 crisis in 2021, and due to global disruptions in the supply chain, the program wasn't launched until the fourth quarter of 2021, starting by evaluating 11 suppliers, which is 16% of our current active suppliers. The goal for 2022 is to rate 80% of the suppliers that were active in 2021.

8.3. Consumers

8.3.1. Consumer satisfaction.

Every day, we work to exceed our customers' expectations. That is why, since 2018, the Group has been aiming to constantly improve the consumer experience in its stores. The Group works to this end with the company Medallia, which is responsible for obtaining customer feedback to enable the Group to improve the relationship with the consumer and their satisfaction with the service it offers throughout the sales process (the "Satisfaction System"). The Satisfaction System also helps us in the development of action plans for improvement and development of the Retail Excellence 2.0 strategy.

The Satisfaction System is operational at all "PRONOVIAS" and "NICOLE MILANO" shops. In 2021, we implemented it at the 10 main national franchises and expect to do so at all national franchises in 2022.

The objectives of the Satisfaction System are as follows:

- to move from isolated perceptions to real-time customer feedback based on the transactions handled in the store.
- to obtain information on the evolution of the in-store experience in real time.
- to take action and win back dissatisfied customers, developing action plans based on their reasons for dissatisfaction.

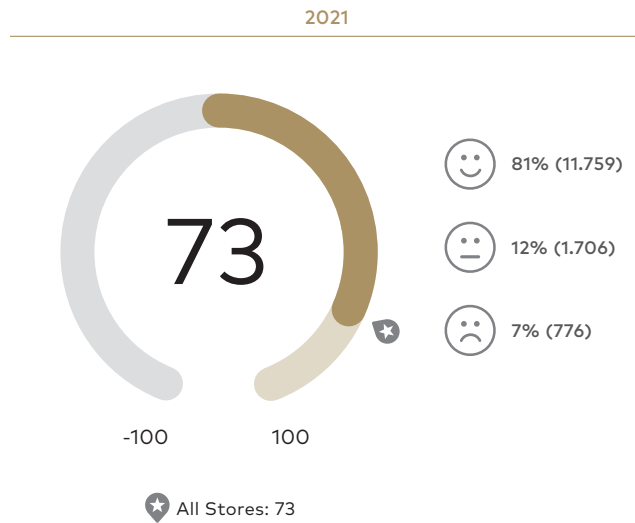
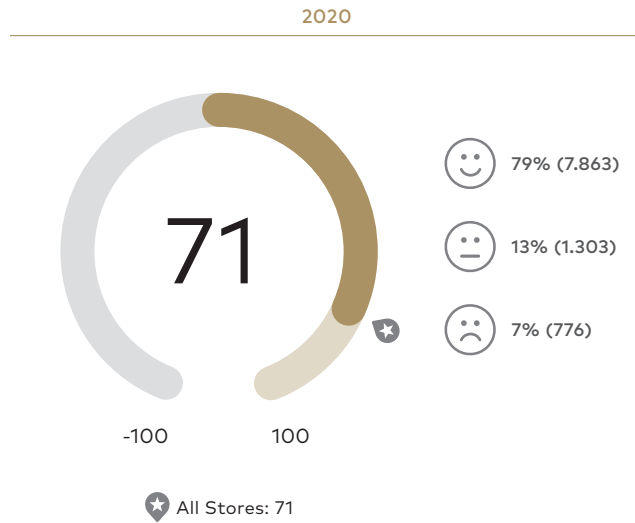
The Satisfaction System is measured at several points of contact with customers:

- Digital channel: we measure customer satisfaction when making an appointment and/or browsing the site.
- At "PRONOVIAS" and "NICOLE MILANO" shops: we ask customers about their level of satisfaction after their first fitting for wedding and cocktail dresses and after the second fitting for wedding dresses.

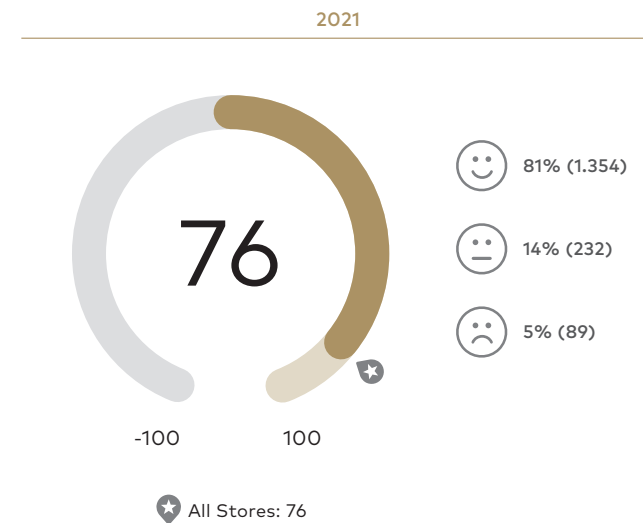
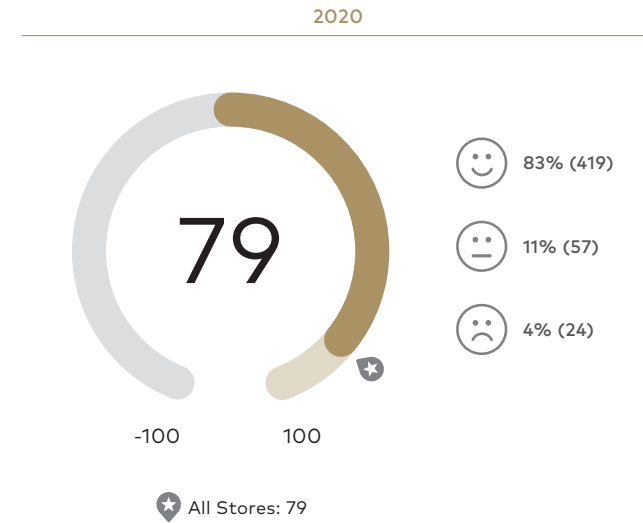
The main metric of the Satisfaction System is the Net Promoter Score ("NPS"), which measures the likelihood of customers to recommend the Group's service and stores. There are also other metrics to assess the level of satisfaction with the product variables, the attention and service received, the store environment and the communication received.

See below the NPS results for the year 2021, and their comparison with the previous year:

"PRONOVIAS" stores:



"NICOLE MILANO" stores:



Furthermore, the Pronovias Group, as customer-oriented, works to actively manage customer requests through various communication channels (phone, email, social media), responding to questions and incidents of all sorts associated with our products, the sales process, in-shop experience, and questions about prices and availability in shops.

In 2021, as a result of our ongoing work to be more open to customers, we implemented a WhatsApp communication service for shops. This new tool has been particularly useful in improving customer experience before coming into the shop, as it helps them prepare for their appointment and anticipate customer expectations.

Furthermore, since January 2022 we've been following up on all our partners, wholesalers and their review scores to improve as a Group.

In 2021, we received a total of 1,520 complaints from customers of "PRONOVIAS" shops, compared to 3,291 in 2020 and 1,377 in 2019. It is important to note that a "complaint" is any incident reviewed by a customer about the shops managed by the Group. The big jump in complaints in 2020 was due to the changes in delivery dates caused by COVID-19.

However, most of the complaints were resolved satisfactorily by the Pronovias Group internal customer service department and closed within the 2021 fiscal year. Only 30 complaints were still open as of December 31, 2021, and those were closed in the first quarter of 2022. Pronovias has only received a residual number of these complaints (less than 1%) that have culminated in proceedings before the ordinary courts, with a favorable outcome for Pronovias in some of these cases.

In addition to the above, the Group continuously monitors reviews on Google, Yelp and Facebook regarding "Pronovias" stores, with the aim of improving the average rating and responding to our customers. In 2020, the "PRONOVIAS" brand shops got a Google rating of 4.58, which is nearly on par with the 4.62 rating of 2020, which was up 5% from 2019.

As is clear, the Group pays special attention to any comments that reach us from any customer communication channel, as they are an opportunity to improve our service.

8.3.2. Consumer information.

The products marketed by the Pronovias Group comply with the applicable regulations regarding the protection of the health and safety of consumers and users. There weren't any complaints regarding the health and safety of consumers and users in 2021 (nor in 2020, 2019 or 2018).

Relations with our customers and consumers must be based on criteria of consideration, respect, impartiality and dignity.

Our products are manufactured in accordance with the highest international standards in terms of product quality and safety and meet the regulations applicable to the labeling and characteristics of dresses, so that our customers and consumers have the guarantee that our products do not pose any risk to their health.

Similarly, the information provided to our customers and consumers, both in our commercial activities and in the promotion and advertising of Pronovias Group products, is truthful and relevant, and is conveyed in a clear manner so as not to

offer false, misleading or deceptive information. Furthermore, our advertising campaigns will not present images that could induce or promote unhealthy or dangerous behavior.

The Pronovias Group ensures legal security by establishing general conditions of sale to customers and the security of the means of payment used in the Company's stores, in order to guarantee the proper functioning and traceability of billing and collection procedures, the protection of customer data and the prevention of fraud.

8.4. Donations to foundations and non-profit organizations

In 2021, the Pronovias Group made direct donations to foundations and non-profit organizations for a total of €63,372, £18,300 and \$35,333.

In 2020, the Pronovias Group made direct donations to foundations and non-profit organizations for a total of \$10,000.





9.

Tax information

9.1. Net result obtained by country and income tax paid.

The net result obtained by country and income tax paid for the year from January 1 to December 31, 2021, is detailed below.

	Net income	Corporate tax	Effective % Corporate tax
Spain	- 102.044.713	12.480.840	-12%
France	1.826.724	- 111.707	-6%
United States	- 2.074.921	645.039	0%
Hong Kong	794.140	- 6.144	-1%
Germany	- 108.331	-	0%
Italy	1.319.338	- 1.463.852	-111%
United Kingdom	1.465.683	- 20.528	-1%
Portugal	593.500	- 151.779	-26%
Poland	357.865	-	0%
China	- 2.069.995	-	0%
Brazil	- 57.268	-14.875	26%
Mexico	376.643	-	0%
Netherlands	- 1.921.902	-	0%

9.2. Subsidies

None of the Group companies receive public subsidies.

AMANDINE OHAYON

Chair of the Board of Directors

GLENN LAWES

Board Member

LUCILLA TALAMAZZI BONGIOANNI

Secretary Board Member

PRONOVIAS GROUP

CRAFTING JOY

THE FIRST GLOBAL BRIDAL GROUP SHAPING THE FUTURE
OF OUR INDUSTRY FOR EVERY BRIDE