GOLDEN GOOSE GROUP S.P.A.

MODERN SLAVERY STATEMENT 2023

INTRODUCTION

This document was approved by the Board of Directors of Golden Goose Group S.p.A. (hereinafter, the "Group") on September 9, 2024 and describes the measures taken by the Group to ensure the absence of any form of **modern slavery**, **forced labor and human trafficking** within its organization and outside along its own supply chain, as required by:

- the UK "Modern Slavery Act 2015 Section 54";
- the California "Transparency in Supply Chains Act of 2010 SB 657";
- the Australian "Modern Slavery Act (No. 153) 2018";
- the Canadian "Fighting Against Forced Labour and Child Labour in Supply Chains Act 2023".

This statement refers to the fiscal year ended December 31, 2023 and is applicable to all legal entities belonging to the Group. With specific reference to the following entities, which are subsidiaries of Golden Goose S.p.A., the parent company of the Golden Goose Group, these rely on the present statement in fulfilling their disclosure obligations under the aforementioned Acts:

- in the UK, Golden Goose Db UK Ltd;
- in California, Golden Goose Santa Clara Llc, Golden Goose Topanga Llc, Golden Goose Beverly Llc, Golden Goose Bevcen Llc, Golden Goose Glendale LLC, Golden Goose LA LLC, Golden Goose SF LLC and Golden Goose SCP LLC¹;
- in Australia, Golden Goose Australia Pty Ltd;
- in Canada, GG LUX Canada Ltd and GG Toronto Ltd.

¹As of January 1, 2024 all legal entities in US are merged into Golden Goose USA Inc and Golden Goose Retail USA LLC.

THE GOLDEN GOOSE GROUP

Born in 2000 in the industrial town of Marghera, near Venice (Italy), Golden Goose has established itself as a Next Gen luxury brand specializing in the design, sourcing and distribution of iconic products, primarily its footwear – sneakers in particular – as well as a versatile collection of ready-to-wear apparel, bags, and other accessories.

Since our first collection, we have pioneered the 'casualization' and 'sneakerization' of the global personal luxury goods market with the creation of our signature sneakers handcrafted in Italy. We have mastered the concept of a casual luxury wardrobe suitable for all occasions, from work to leisure, bringing the Italian handmade tradition to the world and promoting craftsmanship excellence and local manufacturing.

We are proud to involve everyone in the creation and customization of their products, working with our artisans in the Co-Creation process, and in protecting the value and history embedded in them through the Repair service, with our cobblers able to give new life to each product.

Over the years, we have established corporate offices in New York, Shanghai, and Seoul, all while maintaining the heart of our operations between Venice and Milan. In 2022, as a testament to our dedication to preserving traditional craftsmanship and Italian artisanship, we expanded our horizons and acquired our primary supplier in Casarano (Lecce, Italy). Effective as of January 1, 2023, it was a strategic move towards the **vertical integration** of our supply chain. In line with this new direction, we successfully completed our second acquisition in 2023, namely of a key supplier in Gricignano di Aversa (Caserta, Italy), which took effect as of January 1, 2024².

While our production is concentrated in Italy, our international mindset has led us to become a successful global brand, with sales in **85 countries**. In 2023, we reached a total of **191 mono-brand stores** (147 DOS, 28 shop-in-shops, 10 outlets, 6 duty-free shops), expanding our borders in new countries while strengthening our presence in EMEA.

As at December 31, 2023, the Golden Family relied on a workforce of **1,692 people worldwide**³, a **47% increase** compared to the 1,152 workforce in 2022. 2023's growth was mostly driven by the acquisition of our first production site and to the increase in our corporate office and retail store staff.

By country, most of our people are concentrated in Italy (44% of the total workforce), in part due to the Milan and Marghera (Venice) headquarters, hosting 75% of our total corporate population, and to the new production site, which employs 16% of the overall workforce. For the same reasons, looking

²A minority stake equal to 30% was acquired in September 2022, while the remaining 70% stake has been purchased in November 2023 with effect from January 1, 2024.

³We also have 124 external collaborators, in line with local standards and business needs, bringing the workforce to a total of 1,816 people.

at distribution by geographic area, most of our workforce is concentrated in EMEA⁴, which represents 57% of total employees.

For what concerns the Group structure, please see the Annex.

SUPPLY CHAIN PROFILE

Ours is a story of innovation and research, honoring a tradition that is deeply rooted **in Italian craftsmanship** and in solid, long-lasting relationships built over time with our suppliers. The heart of our supply chain has remained almost unchanged over the years. This is especially true for our permanent products, which we continue to entrust to our historical suppliers, those with whom we grew, collection after collection, developing the best working techniques while sharing our know-how and skills to create iconic products.

When new suppliers are needed, we assess them based on quality, conformity, financial soundness, and reputation. Once selected, we support them throughout all phases of product creation, sharing our expertise and helping them solve any critical issues. We are committed to establishing supplier partnerships that are based not only on the level of technical and qualitative excellence and reliability of the products manufactured, but also (and above all) on **shared social, ethical, and environmental values and principles.**

The production and packaging of our products involves around **120 suppliers**, consisting of raw material suppliers, garment manufacturers, and finished product suppliers according to the type of business (ready-to-wear, footwear or accessories).

For our **footwear** collections we rely on **12 shoe factories**, all located in Italy. Based on our product designs and technical specifications, they are responsible for the overall production and for the sourcing of raw materials from preferred suppliers as per our indications — with the exception of specific materials (such as certain raw materials, accessories, and packaging) provided by Golden. In 2023, we sourced such materials directly from **32 raw material suppliers** all based in Italy (except for a few in other parts of Europe).

Our **ready-to-wear** production mainly relies on raw material suppliers that supply fabrics, production accessories (embroidery, buttons, zippers, belts, bands, etc.), and packaging. These raw materials are provided to our garment manufacturers in charge of the realization of our collections, who have the

⁴Italy, the United Arab Emirates, Austria, Belgium, Switzerland, Germany, Denmark, Spain, France, the UK, the Netherlands, Türkiye, and Portugal.

high technical skills and know-how required to create our finished products. In 2023, we worked with **56 raw material suppliers** for our ready-to-wear collections, with nearly all of them based in Italy. The majority of our yarn and trim suppliers are also located in Italy, as are most of the tanneries that supply our leathers. Meanwhile, **13 garment manufacturers** were involved in the making of our finished products, all located in Italy, where the deep-rooted manufacturing heritage guarantees high technical expertise and adequate production capacity.

As regards **accessories** (such as bags, belts, fragrances, and jewelry), in 2023 we worked **with 11 finished product suppliers**, mostly based in Italy.

For further information on our supply chain, please see the chapter "We Craft" of the 2023 Sustainability Report, available in the "Sustainability" section of our corporate website (we.goldengoose.com).

POLICIES

We are committed to protecting internationally recognized human rights in all aspects of our business operations, including our dealings with employees, suppliers, and all other stakeholders connected to our business. As evidence of this commitment, we have joined the UN Global Compact and our approach to human and labor rights is inspired by both the UN Universal Declaration of Human Rights and the UN Guiding Principles on Business and Human Rights.

We have adopted several prevention and mitigation measures to protect human rights along the value chain, and outlined our commitment in a set of corporate documents and policies:

• Our Code of Ethics outlines the values, principles, and rules of conduct that guide our daily work and interactions with stakeholders. The Code is inspired by several national and international regulatory principles, guidelines, and codes on corporate social responsibility and corporate governance. These include: the UN's Universal Declaration of Human Rights; the EU Charter of Fundamental Rights; the Conventions and Decent Work Standards of the International Labour Organization (ILO); and the Guidelines for Multinational Enterprises of the Organisation for Economic Co-operation and Development (OECD). Among other important obligations, the Code requires employees to act with integrity and responsibility, respecting human rights and dignity. Top Management and directors are responsible for the implementation of the Code, by strengthening the trust, cohesion, and company spirit across Golden, and by leading by example as they guide everyone in their daily activities. Oversight of the Code lies with the Ethics Committee, whose role is to examine any breaches and/or

reports of conduct prohibited by the Code's principles, verifying each case in liaison with the relevant company functions and departments. The Code is also integral to our supply contracts, including through the application of specific clauses, along with the dedicated Supplier Code of Conduct that we adopted to further incorporate our values and principles into day-to-day business practices.

- The Supplier Code of Conduct aims indeed to ensure full adherence to the values of social responsibility, environmental protection, and preservation of human rights across our value chain. It serves as a means to share the expectations and the standards in terms of, among others, labor and human rights that must be met, on the one hand, to maintain a business relationship with Golden; on the other, to create a supply chain that ensures fair and safe working conditions and compliance with applicable local, national, and international laws, regulations, and standards. By upholding and promoting the principles of sustainable business contained in the code, we aim to build lasting relationships based on shared values that enable the achievement of high-quality standards.
- The **Human Rights Policy** provides details on how we govern human rights, how we monitor emerging risks in the supply chain, and how our people and third parties can contact us to report grievances and seek remedy. The Policy describes Golden Goose's approach to human rights, which is guided by the principles of the main international standards, regulations, and conventions, including: the UN Universal Declaration of Human Rights; the International Covenants on Civil and Political Rights and on Economic, Social, and Cultural Rights; the UN Guiding Principles on Business and Human Rights; the ILO Conventions; the OECD Guidelines for Multinational Enterprises; the EU Charter of Fundamental Rights; and the UN Convention on the Rights of the Child. It expressly states that our commitment applies to all our activities and relationships with suppliers, subcontractors, and business partners across the value chain.
- The Whistleblowing Policy stipulates how to receive, process, and investigate reports of unethical or unlawful conduct that may violate our Code of Ethics, Founding Values, internal controls and procedures, applicable laws and regulations including those related to organizational and management model (Model 231) and human rights. The Whistleblowing system allows all reporting parties, including our people and external stakeholders such as customers, suppliers, and partners, to report a violation in a secure, confidential, and anonymous manner. Whistleblowers have access to several reporting channels, particularly the Golden Integrity Line, which is currently available 24 hours a day, seven days a week, hosted by an independent provider to ensure the highest level of confidentiality and full traceability.

The aforementioned policies are available in the "Governance" and "Sustainability" sections of our corporate website (we.goldengoose.com).

DUE DILIGENCE

When it comes to managing risks associated with human rights, including risks of human trafficking and slavery, our vision translates into **systematic awareness and monitoring activities** to ensure respect for workers' rights across the whole value chain.

We have defined a **Social Compliance Framework** that reflects our social and environmental sustainability standards and allows us to share our values and principles with our suppliers, while fostering fairness, sustainability, and transparency across the supply chain. In addition to complying with the main applicable laws at local level, the framework takes inspiration from the most relevant international standards for responsible business conduct (such as the ILO⁵ Conventions, SA8000 Standard, OECD⁶ Guidelines, and ISO 45001 and 14001 standards).

As part of our value chain monitoring process, our first step was to map our suppliers according to product category, country of origin, and size, dividing them into categories based on the potential risk they might pose to our business and on their potential exposure to social and economic risks. We then classified them based on risk levels, involving those posing a higher risk in our first ethical-social audits, which we performed with the support of an independent partner. As for a specific risk related to modern slavery, forced labor and human trafficking, based on the criteria mentioned above and the results of the audits performed so far, we believe that such risk is generally low in our supply chain.

The external auditors performing the on-site audits are tasked with verifying the application of our standards and the continuous improvement of our supply chain. Audits can be either announced or unannounced and are conducted following a detailed checklist that focuses on, in addition to environmental protection, the respect for **fundamental human and labor rights**, particularly with regards to: forced labor; child labor; modern slavery and human trafficking; freedom of association and collective bargaining; working hours; guaranteed minimum wages; discrimination; harassment; health and safety. To fully ensure privacy and anonymity, employees are interviewed in private to collect any reports of potential violations of their rights and/or non-compliance with standards of fair and decent work and equal pay.

The audits allowed us to assess our suppliers' ethical performance, identify any critical situations, and support them in implementing the corrective measures required to continue their partnership with us, by sharing our expertise, knowledge, and resources, while retaining the discretion to ultimately terminate the relationship in case of serious violations or repeated failure in implementing the suggested corrective measures within a given timeframe. We then follow-up to verify the effectiveness of the measures put in place by carrying out further on-site and documentation audits.

Nonetheless, the Group is committed to supporting the workers and, in general, the communities on

⁵International Labour Organization.

⁶Organisation for Economic Co-operation and Development.

which the misconduct of a supplier may have caused a negative impact, implementing appropriate remediation actions.

To further increase the number of suppliers involved in the monitoring process and get a broader picture of our supply chain's ethical and social profile, we developed a self-assessment tool for our raw material suppliers, enabling an initial screening of their sustainability performance and the identification of potential areas of risk, paving the way for targeted on-site audits. In 2023, we successfully engaged **100**% of our raw material suppliers, achieving an **80**% response rate.

For further information on our due diligence process on human rights, please see the chapters "We are Golden" and "We Craft" of the 2023 Sustainability Report, available in the "Sustainability" section of our corporate website (we.goldengoose.com).

KEY PERFORMANCE INDICATORS (KPIs)

The KPIs adopted by the Group to monitor the effectiveness of actions in place for a responsible business conduct are whistleblowing reports and number and results of ethical-social audits conducted on suppliers and of follow-up activities carried out to verify the status of non-conformities found.

As for whistleblowing reports, in 2023 we received a total of **6** reports from our people or externals. All reported matters were duly investigated and clarified, with remedial measures implemented as needed, leading to the closure of all six cases by the end of the year. None of them were related to modern slavery, forced labor or human trafficking.

For what concerns ethical-social audits, from April 2022 to year-end 2023, we planned and completed **164** on-site audits:

- 92 involved our footwear suppliers, both direct (11 finished product manufacturers) and their subcontractors; the 11 direct suppliers accounted for approximately 100% of the production volumes allocated;
- **72** involved our direct ready-to-wear and accessories suppliers (13 finished product manufacturers), representing approximately **90**% of the production volumes allocated.

By the end of the year, more than **70%** of the suppliers audited had already taken the necessary steps to align with our Social Compliance Framework (scoring a level 3 or 4 on a 1-4 scale), while the remaining are currently working on action plans to implement the corrective actions needed. None of

the non-conformities found has led to the termination of the business relationship with any supplier. Moreover, no relevant issues came out in relation to modern slavery, forced labor or human trafficking.

TRAINING

Awareness and training programs for both our employees and supply chain partners are essential in helping to prevent slavery and human trafficking in our value chain.

The Operations department is regularly engaged in awareness activities where the results of the ethical-social audits of the supply chain are shared and suggestions for improvements of the supplier engagement and assessment processes are discussed.

An internal training is dedicated to our Code of Ethics, with a focus on human rights protection. All new hires receive a copy of the Code during their onboarding process and participate in a training program designed to ensure its full understanding and promote behaviors in line with its provisions.

Moreover, in 2023 various training sessions were organized to raise our people's awareness of the Model 231 — including the Whistleblowing Policy. The training contributes to raising awareness and promoting a culture of legality and accountability among those working on behalf of Golden Goose, ensuring they conduct themselves in a lawful and ethical manner while carrying out their activities and clearly underscoring our unequivocal condemnation of all forms of illegal behavior.

As for external awareness initiatives, we directly engage with all our partners, asking them to respect and comply with the principles and values set out in our Code of Ethics and Supplier Code of Conduct, both integral to our supply contracts, ensuring we do business with individuals who share our same principles, including those on human rights.

For further information on our awareness and training activities, please see the chapter "We Care" of the 2023 Sustainability Report, available in the "Sustainability" section of our corporate website (we.goldengoose.com).

LOOKING FORWARD

We are aware of the responsibility that we, as a company, have towards the challenges the society is currently facing, with the protection of human rights standing out as one of the most pressing issues of our time.

We acknowledge that it is more important than ever for companies to protect people's rights and support their development and growth, while preventing any form of complicity in human rights violations and taking steps to prevent and mitigate potential adverse impacts along the entire value chain.

We will keep on ensuring constant dialogue and collaboration with all our partners and the stakeholders involved to foster an increasingly sustainable supply chain.

In order to strengthen our commitment, we have included the following goal in our sustainability plan, the *Forward Agenda*: at least **80%** of our strategic Tier 1 and Tier 2 suppliers scoring a level 3 or 4 (on a 1-4 scale), based on our Social Compliance Framework, by year-end **2025**.

Meanwhile, we will continue implementing initiatives to improve the monitoring of our supply chain and the engagement of suppliers, and to raise internal awareness on human rights topics, including modern slavery, forced labor and human trafficking.

For further information on the *Forward Agenda*, please see the chapter "Move Forward" of the 2023 Sustainability Report, available in the "Sustainability" section of our corporate website (we.goldengoose.com).

Approved by the Board of Directors of Golden Goose Group S.p.A. on September 9, 2024, and signed on its behalf by:

Silvio Campara

Chief Executive Officer

Golden Goose Group S.p.A.

ANNEX - GOLDEN GOOSE GROUP STRUCTURE

The list of companies included in the reporting perimeter as of December 31, 2023 — based on the 2023 Annual Financial Report — is provided below.

Company Name	Registered Office	Share capital		Shareholders	Share Cons.	Share of profit
		Currency	Amount		%	%
Golden Goose Group S.p.A.	Italy	EUR	5,000,000		100	100
Golden Goose S.p.A.	Italia	EUR	1,004,341	Golden Goose Group S.p.A.	100	100
Golden Goose Holland BV	Amsterdam	EUR	10,000	Golden Goose S.p.A.	100	100
SASU Golden Goose Francia	Parigi	EUR	800,000	Golden Goose S.p.A.	100	100
Golden Goose USA INC	Wilmington	USD	909,877	Golden Goose S.p.A.	100	100
Golden Goose DB UK LTD	Londra	GBP	873,000	Golden Goose S.p.A.	100	100
Golden Goose Germany Gmbh	Monaco	EUR	1,300,000	Golden Goose S.p.A.	100	100
Golden Goose HK Ltd	Hong Kong	HKD	1,702,351	Golden Goose S.p.A.	100	100
Golden Goose Korea Ltd	Seoul	KRW	8,496,080,000	Golden Goose S.p.A.	100	100
Golden Goose Switzerland Gmbh	Zurigo	CHF	100,000	Golden Goose S.p.A.	100	100
Golden Goose Austria Gmbh	Vienna	EUR	285,000	Golden Goose S.p.A.	100	100
Golden Goose Spain SL	Barcellona	EUR	3,000	Golden Goose S.p.A.	100	100
Golden Goose Belgium Sprl	Bruxelles	EUR	18,550	Golden Goose S.p.A.	100	100
Golden Goose Denmark ApS	Copenaghen	DKK	50,000	Golden Goose S.p.A.	100	100
GGDB Cina	Shanghai	CNY	41,787,665	Golden Goose S.p.A.	100	100
Golden Goose Japan Ltd	Tokyo	YPY	7,000,000	Golden Goose S.p.A.	100	100
Golden Goose Trading Llc	Dubai	AED	100,000	Golden Goose S.p.A.	100	100
Golden Goose Macau Ltd	Macao	МОР	100,000	Golden Goose S.p.A.	100	100
Golden Goose Taiwan Ltd	Taiwan	TWD	344,490	Golden Goose S.p.A.	100	100
Golden Goose Australia Ltd	Sidney	AUD	10,000	Golden Goose S.p.A.	100	100
Golden Goose New York LLC	New York	USD	896,110	Golden Goose USA INC	100	100
Golden Goose LA LLC	Studio City	USD	100,000	Golden Goose USA INC	100	100
Golden Goose Madison LLC	New York	USD	100,000	Golden Goose USA INC	100	100
GOLDEN GOOSE MI LLC	Miami	USD	_	Golden Goose USA INC	100	100
GOLDEN GOOSE SF LLC	San Francisco	USD	-	Golden Goose USA INC	100	100
Golden Goose LV Crystals Llc	Miami	USD	-	Golden Goose USA INC	100	100
Golden Goose Woodbury Llc	New York	USD	-	Golden Goose USA INC	100	100
Golden Goose SCP LIc	Miami	USD		Golden Goose USA INC	100	100
Golden Goose Boston Llc	Miami	USD	-	Golden Goose USA INC	100	100
Golden Goose Dallas Lic	Miami	USD		Golden Goose USA INC	100	100
Golden Goose Hampton Llc	New York	USD	-	Golden Goose USA INC	100	100
Golden Goose Hawaii Llc	Honolulu	USD		Golden Goose USA INC	100	100
Golden Goose New Jersey Llc	New Jersey	USD	-	Golden Goose USA INC	100	100
Golden Goose Nashville Llc	Miami	USD		Golden Goose USA INC	100	100
Golden Goose Atlanta Llc	Georgia	USD		Golden Goose USA INC	100	100
Golden Goose Chicago Llc	Illinois	USD	-	Golden Goose USA INC	100	100
Golden Goose Houston Llc	Taxas	USD		Golden Goose USA INC	100	100
Golden Goose Santa Clara Llc	California	USD		Golden Goose USA INC	100	100

Golden Goose Scottsdale Llc	Arizona	USD	-	Golden Goose USA INC	100	100
Golden Goose Virginia Llc	Virginia	USD	-	Golden Goose USA INC	100	100
Golden Goose Turchia	Turchia	TRY	11,200,000	Golden Goose S.p.A.	100	100
Golden Goose Austin Llc	Texas	USD	-	Golden Goose USA INC	100	100
Golden Goose Americana Llc	New York	USD		Golden Goose USA INC	100	100
Golden Goose Aspen Llc	Colorado	USD		Golden Goose USA INC	100	100
Golden Goose Boca Llc	Florida	USD		Golden Goose USA INC	100	100
Golden Goose Topanga Llc	California	USD		Golden Goose USA INC	100	100
Golden Goose Las Vegas Llc	Nevada	USD	-	Golden Goose USA INC	100	100
Golden Goose Phil a Llc	Pennsylvania	USD	-	Golden Goose USA INC	100	100
Golden Goose Denver LIc	Colorado	USD	-	Golden Goose USA INC	100	100
Golden Goose Detroit Llc	Michigan	USD	-	Golden Goose USA INC	100	100
Golden Goose Charlotte Llc	Carolina del Nord	USD	-	Golden Goose USA INC	100	100
Golden Goose Beverly Llc	California	USD	-	Golden Goose USA INC	100	100
Golden Goose Lux Canada Ltd	Canada	CAD	100	Golden Goose S.p.A.	100	100
Golden Goose Toronto Ltd	Canada	CAD	100	Golden Goose Lux Canada Ltd	100	100
Golden Goose Bevcen Llc	California	USD	_	Golden Goose USA INC	100	100
Golden Goose BD Llc	Florida	USD	-	Golden Goose USA INC	100	100
Golden Goose do Brasil LTDA	Brasile	BRL	797,000	Golden Goose S.p.A.	100	100
Golden Goose Saint Louis Llc	Missouri	USD	-	Golden Goose USA INC	100	100
Golden Goose Legacy west Lic	Texas	USD	-	Golden Goose USA INC	100	100
Golden Goose New Orleans Lic	Florida	USD	-	Golden Goose USA INC	100	100
Golden Goose Portland Lic	Florida	USD	-	Golden Goose USA INC	100	100
Golden Goose San Antonio Llc	Florida	USD	-	Golden Goose USA INC	100	100
Golden Goose Tampa Llc	Florida	USD	-	Golden Goose USA INC	100	100
Golden Goose Singapore Pte. Ltd	Singapore	SGD	15,271	Golden Goose S.p.A.	100	100
Golden Goose Portugal	Lisbon	EUR	5,000	Golden Goose S.p.A.	100	100
Golden Goose New Zeland	New Zeland	NZD	-	Golden Goose S.p.A.	100	100
Golden Goose Chicago Oakbrrok	Illinois	USD	-	Golden Goose USA INC	100	100
Golden Goose Glendale	California	USD	-	Golden Goose USA INC	100	100
Golden Goose San Juan Pr LLC	Porto Rico	USD	-	Golden Goose USA INC	100	100
Golden Goose Charleston	Carolina del Sud	USD	-	Golden Goose USA INC	100	100
Golden Goose Miami Design	Miami	USD	-	Golden Goose USA INC	100	100
Golden Goose Chile	Chile	CLP	-	Golden Goose S.p.A.	100	100
Clarosa	Italia	EUR	100,000	Golden Goose S.p.A.	100	100
GGDB/IFT	Italia	EUR	100,000	Golden Goose S.p.A.	100	100
Golden Goose Mexico	Messico	MXN	-	Golden Goose S.p.A.	100	100
Golden Goose Retail USA	USA	USD	-	Golden Goose USA INC	100	100
Golden Goose Thailandia	Thailandia	THB	1,000,000	Golden Goose S.p.A.	100	100
Golden Goose Israel	Israele	ILS	-	Golden Goose S.p.A.	100	100