

GOLDEN GOOSE GROUP S.P.A.

MODERN SLAVERY STATEMENT 2025

INTRODUCTION

This document was approved by the Board of Directors of Golden Goose Group S.p.A. (hereinafter, the “Group”) on May 5, 2025 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, 2025 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 USA Inc and Golden Goose Retail USA LLC
- in Australia, Golden Goose Australia Pty Ltd
- in Canada, GG LUX Canada Ltd.

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THE GOLDEN GOOSE GROUP

With 25 years of history and growth, Golden Goose has established itself as a **Next Gen global luxury company** founded on a passion for what is 'perfectly imperfect', authentic, and unique. Specialized in the sourcing, design, crafting, and distribution of sneakers, apparel, bags, and other accessories, Golden Goose lies at the intersection of luxury, lifestyle, and sportswear. With some sneakers now icons in the market, it stands out for its high-quality products, attention to detail, and a 'lived-in' look.

Our journey of love began in 2000 in a garage-turned-office in the industrial town of Marghera, near Venice (Italy). Our first 'house' but we still needed the right name; a name that could embody a timeless and universal intention. The choice fell on the best-known fable by the ancient Greek author Aesop, '*The Goose that Laid the Golden Eggs*'.

Since then, we have traveled to lots of places, exploring different worlds, among which, the realm of art, which has always been at the heart of all our style and design choices. And just like Aesop's fable, our message has been spread over the years and all over the world.

Since our first collection, we have pioneered the 'casualization' and 'sneakerization' of the global market of personal luxury goods through our signature sneakers, **handcrafted in Italy**. We believe in the concept of 'casual luxury wardrobe for all occasions, from work to leisure time. We bring the Italian handmade tradition all over the world, promoting craftsmanship excellence and local manufacturing.

By combining experimentation with shapes and unique, disruptive finishing techniques, an unconventional communication strategy and authentic shopping experiences, we have become a 'platform for *Dreamers*' that gathers diverse individuals who harness mutual exchange and a shared lifestyle to write and craft a single, joint story.

We are proud to involve all our community in the creation and customization of their products, working with our artisans in an exclusive **Co-Creation** process, while protecting their value and history through the **Repair** service, with our cobblers able to give new life to each product and extending the memories of our *Brand Lovers*.

Over the years, as our Family grows, we have built several new homes, establishing corporate offices in New York, Shanghai, and Seoul, all while maintaining the heart of our operations between Venice and Milan.

In 2025, we opened the doors of *HAUS* Tokyo (Japan), a new home to our community of *Dreamers*, that joined our *HAUS* Venezia (Italy) and *HAUS* Mexico City (Mexico) both inaugurated in 2024. These hubs are the place where skills can be shared and passed down from one generation to the next, to foster collaborations and dialogue between art, craft and culture (see also 'We Share', par. 'Empowering our communities').

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Moreover, we have vertically integrated two production sites in Italy, respectively in Casarano (Lecce, Italy) and Gricignano di Aversa (Caserta, Italy), as a testament to our dedication to preserving traditional craftsmanship and Italian artisanship.

While our production is concentrated in Italy, our international mindset has led us to become a successful global brand, with sales in **over 80 countries**. In 2025, we reached a total of **232 mono-brand stores** (185 directly operated stores, 31 shop-in-shops, 11 outlets, and 5 duty-free shops), expanding our borders in new countries while strengthening our presence in the Americas and EMEA. In the same year, we opened 17 new directly operated stores.

As at December 31, 2025, the Golden Family relied on a workforce of **2,528 people worldwide**¹, a 13% **increase** compared to 2024. 2025's growth was mostly driven by the increase in the retail store staff (+16% compared to 2024), in particular in EMEA (+25%) and the Americas (+16%).

By country, most of our people are in **Italy** (42% of the total workforce), in part due to the headquarters in Milan and Marghera (Venice), hosting 72% of our total corporate population, and to the two production sites, which employ 18% of the overall workforce.

By Region, most of our workforce is in **EMEA**, which represents 57% of total employees.

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

SUPPLY CHAIN PROFILE

Our story is about **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, 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**.

¹ We also rely on 169 external collaborators, in line with local standards and business needs, bringing the workforce to a total of 2,697 people.

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In 2025, the production and packaging of our products involved around **190** suppliers² of finished product, raw materials and intermediate processing, according to the type of business (footwear, ready-to-wear, or accessories).

For our **footwear** collections we relied on **19 shoe factories** - including the Company-owned production sites - of which 95% 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 some raw materials, accessories, and packaging) provided by Golden Goose. In 2025, the **raw material suppliers** involved were **76**, of which 97% based in Italy, while the **intermediate processing suppliers** were **24**, all based in Italy.

Our **ready-to-wear** production mainly relies on raw material suppliers that provide fabrics, production accessories (embroidery, buttons, zippers, belts, bands, etc.), and packaging. These raw materials are given to our garment manufacturers in charge of the creation of our collections, who have the high technical skills and know-how required to create our finished products. In 2025, **15 garment manufacturers** were involved in the making of our finished products, of which 93% located in Italy, where the deep-rooted manufacturing heritage guarantees high technical expertise and adequate production capacity. We worked with **36 raw material suppliers** for our ready-to-wear collections, of which 92% 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 (see also par. 'Raw materials and traceability'). Moreover, the suppliers involved in the intermediate processing for ready-to-wear production were **2**, both based in Italy.

As regards **accessories** (such as bags, belts, fragrances, and jewelry), in 2025, we worked with **7 finished product suppliers**, all based in Italy, and **8** raw material suppliers, of which 88% based in Italy.

For further information on our supply chain, please see the chapter "We Craft" of the 2025 Diary, 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 relationships with employees, suppliers, and all other stakeholders connected to our business. As evidence of this commitment, we have joined the UN Global Compact (UNGC) 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.

² The data does not include subcontractors.

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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**, which applies to the entire Group, outlines the values, principles, and rules of conduct that guide our daily work and interactions with stakeholders. It is indeed 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, respect human rights and dignity, protect the environment, support collaborators, and maintain business confidentiality. 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 relation with the relevant Company functions and departments. Reports can be submitted by all employees and external partners through our **Whistleblowing channel**. The Code of Ethics can be downloaded through our corporate website (we.goldengoose.com). Available in our main languages (Italian and English), it is also shared with our external stakeholders (customers, consultants, external collaborators, etc.). All new hires receive a copy of the Code during their onboarding process and participate in a dedicated training program designed to ensure its full understanding and promote behaviors in line with its provisions. 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**, in particular, aims 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 labor and human rights, environmental protection, product quality and safety, and business ethics and integrity – that must be met, on the one hand, to maintain a business relationship with Golden; on the other hand, to create a supply chain committed to fair and safe working conditions, utmost respect for the environment and natural ecosystems, and compliance with applicable local, national, and international laws, regulations, and standards. By upholding and promoting the principles of sustainable business 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** expressly states that our commitment applies to all our activities and relationships (with suppliers, subcontractors, and business partners) across the value chain. It provides details on how we govern human rights, how we monitor emerging risks in

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the supply chain, and how our people and third parties can contact us to report grievances and seek remedy. In fact, the policy goes hand in hand with the **Whistleblowing Policy**, which also applies to the entire value chain, providing for a confidential complaint procedure to report potential violations of **human rights**

- 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 Model 231), and human rights. Our overall 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** (goldengoose.integrityline.com), which is currently available in Italian and English, 24 hours a day and seven days a week, hosted by an independent provider to ensure the highest level of confidentiality and full traceability.

In 2025, we asked ILO to review both our Human Rights Policy and Supplier Code of Conduct, getting insightful ideas for their update and strengthening.

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. Moreover, it allows us to monitor our partners' performance in terms of human and labor rights protection and, therefore, to enhance our efforts to mitigate actual or potential impacts on human rights across the value chain. In addition to complying with the main applicable laws at a local level, the framework takes inspiration from the most relevant **international standards** for responsible business conduct (such as the ILO³ Conventions, SA8000 Standard, OECD⁴ Guidelines, and ISO 45001 and 14001 standards).

³International Labour Organization.

⁴Organisation for Economic Co-operation and Development.

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As part of our monitoring process, we continuously update our supply chain mapping, based on supplier business (footwear, ready-to-wear, accessories), supply type (finished product, raw material, intermediate processing), positioning in the value chain (Tier 1, Tier 2), country of origin, and strategic relevance for the Group. Then, we carry out - with the support of independent partners - **on-site audits** of suppliers that might pose a risk to our business and that could be potentially exposed to social and environmental risks. 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 semi-announced or unannounced, and are conducted following a detailed **checklist**. As for the human and labor rights area, the focus is on forced labor, child labor, freedom of association, working hours, guaranteed minimum wages, and health and safety. To fully ensure privacy and anonymity, employees are interviewed privately 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 checklist is reviewed periodically to take into account any changes occurred in social and environmental regulations, as well as international standards for **responsible business conduct**, which our Social Compliance Framework takes inspiration from.

The audits allow us to assess our suppliers' ethical and environmental performance, identify any critical situations, and support them in implementing the corrective measures required to continue their partnership with us. For higher-risk cases, to deepen possible issues emerged during the audit, we conduct further analysis to assess remuneration, social security, economic, financial, and tax-related matters, through the support of specialized partners. We then follow up to verify the effectiveness of the measures put in place by carrying out further on-site or desk audits.

To further increase the number of suppliers involved in the monitoring process and get a broader picture of the ethical and social profile of our supply chain, we usually use a self-assessment tool for our raw material suppliers. The assessment enables an initial screening of suppliers' sustainability performance and the identification of potential areas of risk, thus providing useful insights that can be further verified with targeted on-site audits.

While on the one hand, we support our suppliers by **sharing** our expertise, knowledge, and resources with them, on the other hand, we reserve discretion to ultimately terminate the relationship in case of serious violations or repeated failure to implement the suggested corrective measures within a given timeframe.

For further information on our due diligence process on human rights, please see the chapters "We are Golden" and "We Craft" of the 2025 Diary, Sustainability Report available in the "Sustainability" section of our corporate website ([we.goldengoose.com](https://www.goldengoose.com)).

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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.

In 2025, we received a total of 16 reports from our people, with 2 in the Americas, 6 in EMEA, and 8 in APAC. All reported matters were duly investigated and clarified, with remedial measures implemented as needed, leading to the closure of ten cases by the end of the year and of five additional cases in the first months of 2026. 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 2025, we planned and completed over **350 on-site audits** (of which 87 in 2025), involving – for all business categories - both finished product manufacturers (Tier 1) and their subcontractors (Tier 2), and covering approximately **100% of production volumes** allocated⁵ in 2025. By the end of the year, over **90%** of the suppliers audited had already taken the necessary steps to align with our Social Compliance Framework (scoring level 3 or 4 on a 1-4 scale), achieving the target set in our Forward Agenda (see the paragraph “Looking Forward”).

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. Moreover, in 2025 we organized training sessions for the Operations Department to promote the importance of a more responsible supply chain from the environmental and social point of view. Doing so, we strengthened our collaboration for the continuous growth of our value chain.

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 behaviours in line with its provisions.

Moreover, a training program is in place 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

⁵ The data refers to production volumes allocated to Tier 1 suppliers.

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themselves in a lawful and ethical manner while carrying out their activities and clearly underscoring our unequivocal condemnation of all forms of illegal behaviour.

As for suppliers, we consider them as strategic partners in our responsible and shared journey of growth. We believe in an approach based on constant **dialogue**, active collaboration and sharing of the same environmental and ethical-social principles and efforts.

To create engagement and awareness on ESG topics, we have a *Responsible Sourcing Academy*, a training programme for all our strategic suppliers to update them on the evolution of the regulations and best practices in an increasingly challenging market. One of the sessions was dedicated specifically to human rights due diligence. Overall, almost 80 suppliers participated in these sessions, with an average of over 50 suppliers for each session.

For further information on our awareness and training activities, please see the chapter “We Care” of the 2025 Diary, 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.

To strengthen our commitment, we included the following goal in our 2022-2025 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**. As mentioned above, the goal was met.

We are now defining the path for our 2026–2030 chapter. 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 labour and human trafficking.

For further information on the *Forward Agenda*, please see the chapter “Move Forward” of the 2025 Diary, Sustainability Report available in the “Sustainability” section of our corporate website (we.goldengoose.com).

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Approved by the Board of Directors of Golden Goose Group S.p.A. on May 5, 2026, and signed on its behalf by:

Silvio Campara

Chief Executive Officer

Golden Goose Group S.p.A.

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ANNEX - GOLDEN GOOSE GROUP STRUCTURE

The list of companies included in the reporting perimeter as of December 31, 2025 – based on the 2025 Annual Financial Report – is provided below.

