FERRAGAMO

MODERN SLAVERY STATEMENT

APPROVED BY THE BOARD OF DIRECTORS OF SALVATORE FERRAGAMO S.P.A.
ON JUNE 18, 2026

This document was approved by the Board of Directors of Salvatore Ferragamo S.p.A. (hereinafter the "**Company**") on June 18, 2026 and describes the measures adopted by the Salvatore Ferragamo Group (hereinafter the "**Group**" or "**Ferragamo**") to combat the risk of modern slavery, forced labor, and human trafficking within its organization and throughout its supply chain, as required by Section 54 of the United Kingdom's *Modern Slavery Act 2015*, the *California Transparency in Supply Chains Act* of 2010 (Cal. Civ. Code § 1714.43 – SB 657), the *Australian Modern Slavery Act* 2018, and the *Canadian Fighting Against Forced Labour and Child Labour in Supply Chains Act* 2023.
This statement ("**Statement**") takes into account the OECD Guidelines for Multinational Enterprises, particularly Chapter IV thereof; it covers the financial year ended December 31, 2025, and applies to all Group companies.

INTRODUCTION

Since its inception, creativity, innovation, and artisanal excellence have been core values that inspired Founder Salvatore Ferragamo, guiding the conception and creation of every design. Over the years, thanks to its connection with the local community and its culture, the Group has developed a growing awareness of the importance of committing to protecting the places where it operates and the people who work there.

THE GROUP

The Group is active in the design, production, and sale of luxury goods, such as footwear, leather goods, apparel, silk products, jewelry, and other accessories. The product range also includes fragrances, eyewear, and watches, manufactured under license by third-party manufacturers. The product offering is distinguished by its exclusivity, achieved by combining a creative and innovative style with the quality characteristic of Made in Italy.

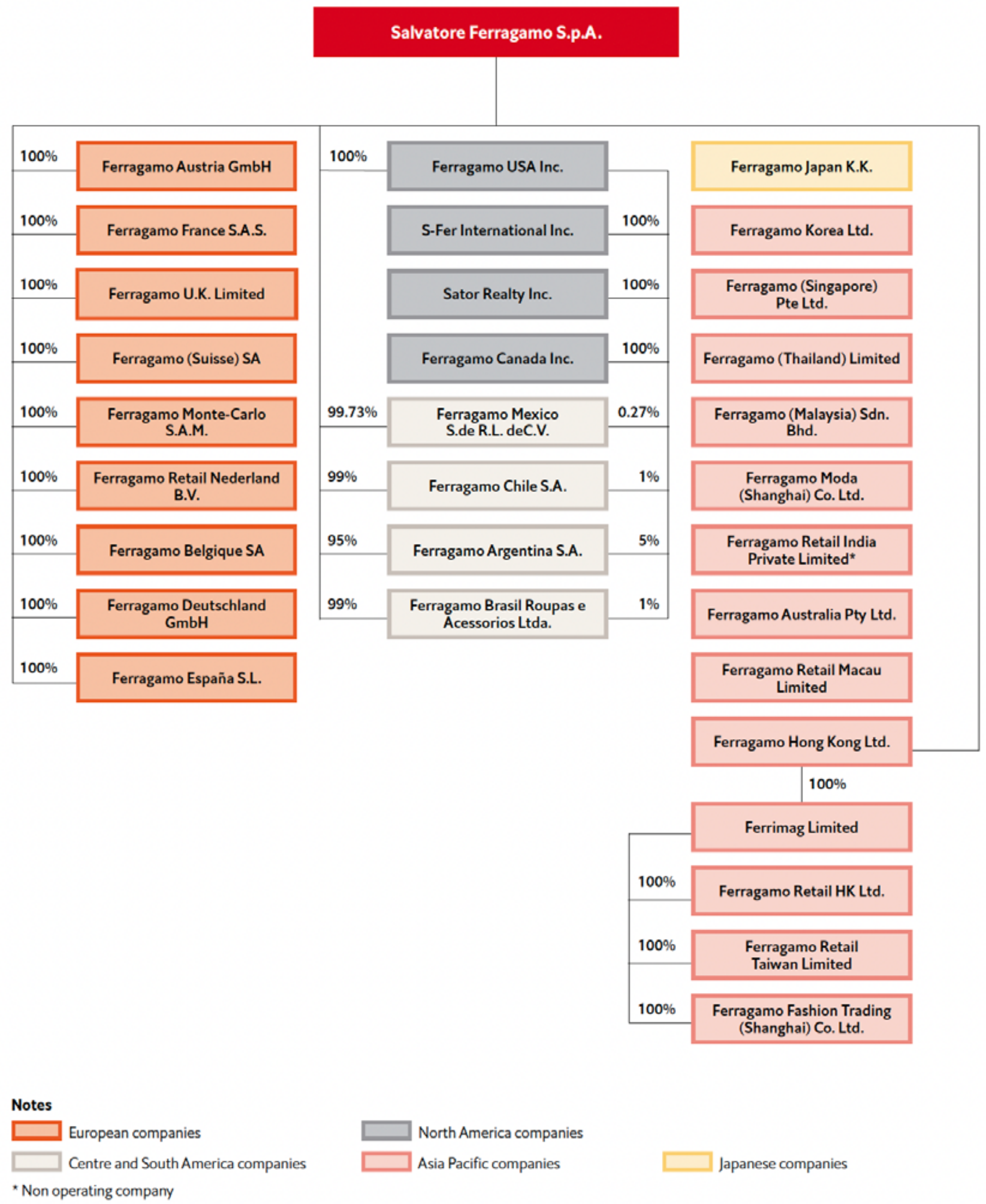
The Group operates in over 90 countries worldwide, directly through subsidiaries in 26 countries, and sells its products primarily through a network of company-owned stores and third-party-managed single-brand stores, complemented by a strong presence in department stores and multi-brand specialty stores, as well as through its e-commerce channel.

The Group's activities also include licensing the use of the Ferragamo brand and real estate management.

The Group includes Salvatore Ferragamo S.p.A., as the parent company, and its subsidiaries operating in the following five geographic regions: Europe, North America, Central and South America, Asia-Pacific, and Japan.

As of December 31, 2025, the Group's distribution network comprised 358 company-operated stores, a network of custom-designed single-brand stores and/or spaces within stores operated by third parties, as well as a multi-brand channel (collectively referred to as the "wholesale channel").
The Group's workforce as of December 31, 2025, consisted of 3,356 employees, approximately 93% of whom were on permanent contracts. The number of non-employees interns, external consultants, and agency staff within the Group in 2025 was 167, of whom 38 were self-employed and 129 were engaged in the Group's core activities.

GROUP STRUCTURE



EMPLOYEES

The Group places great importance on its people, ensuring management based on the principles of fairness, integrity, and respect. The Group's commitment is reflected in the professional development of its people, the attraction of new talent, and the promotion of work-life balance, with a commitment to ensuring that everyone's health and safety standards in the workplace are upheld. For more information on the main corporate welfare initiatives implemented, please refer to the Consolidated Sustainability Report prepared in accordance with Legislative Decree No. 125 of September 6, 2024, implementing Directive 2022/2464/EU, and included in the 2025 Annual Report, available on the Group's website (group.ferragamo.com), in the Investor Relations / 2025 Financial Documents section (hereinafter the "**Sustainability Report**").

During 2025, the global strategy on Diversity, Equity, Inclusion & Belonging (DEI&B) was further strengthened. This strategy is rooted in three pillars: i) ensuring equity at all key stages of the employee lifecycle, from recruitment through to departure; ii) fostering, through the behavior and example of top management, an organizational culture grounded in the value of inclusion; iii) adopting control and governance systems that facilitate the assessment and monitoring of actions and initiatives.
Particular attention is also paid to ensuring equal opportunities, guaranteeing the same working conditions for employees of both genders and promoting concrete initiatives to facilitate the work-life balance through a range of employment options that include various types of contracts. Specifically, as of December 31, 2025, 72 men and 258 women were employed under part-time contracts. Women have always played a fundamental role in the Group, representing approximately 65% of the workforce and holding over 61% of management positions. Women are also well-represented on the Company's Board of Directors, where they account for 40%, exceeding the minimum required by current laws. Furthermore, since 2020, the Company has been a member of Valore D, the first corporate association in Italy committed to building a professional world free of discrimination, where gender equality and a culture of inclusion support the organization's growth.

Below are the Group's headcount figures as of December 31, 2025, and December 31, 2024.

	2025					2024				
	Women	Men	Other	Not communicated	Total	Women	Men	Other	Not communicated	Total
Total employees	2,169	1,187	0	0	**3,356**	2,324	1,260	0	1	**3,585**
Permanent employees	2,025	1,097	0	0	**3,122**	2,155	1,174	0	0	**3,329**
Temporary employees	106	78	0	0	**184**	161	85	0	1	**247**
Non-guaranteed hours employees	38	12	0	0	**50**	8	1	0	0	**9**

2025	< 30 years		30-50 years		> 50 years		Total		
	Women	Men	Women	Men	Women	Men	Women	Men	Total
Top Management	0	0	21	24	18	14	39	38	77
Middle Management	9	3	254	154	86	62	349	219	568
White Collar	303	188	1,102	439	258	106	1,663	733	2,396
Blue Collar	15	33	62	117	41	47	118	197	315
Total	**327**	**224**	**1,439**	**734**	**403**	**229**	**2,169**	**1,187**	**3,356**

Further information on employees is available in the Sustainability Report included in the 2025 Annual Report, which can be found on the Group's website (group.ferragamo.com) in the Investor Relations / 2025 Financial Documents section.

THE SUPPLY CHAIN

The Group's success is based on the pursuit of a strategy aimed at creating value over time, centered on controlling the supply chain through the adoption of an organizational model shared across the Group. In keeping with the values of quality and Made in Italy, the Group has always been committed to contributing to the development of local communities, promoting Italian manufacturing excellence, and purchasing products and services almost exclusively from Italian suppliers. The Founder's philosophy, deeply rooted in his origins, continues to shape the Group's strategy today, which relies on a broad network of carefully selected and qualified manufacturers.

Among the first-tier suppliers, 115 provide processing and finished-product services, while 320 supply raw materials and components. Second-tier suppliers, on the other hand, include approximately 396 subcontractors providing processing and finished-product services, and 372 subcontractors supplying raw materials and components.

To ensure product quality while making production and distribution cycles more efficient and flexible, the Group closely monitors the most critical stages of the supply chain, requiring its suppliers to rely on only one tier of subcontractors to better monitor quality throughout the entire supply chain. Similarly, the Group directly oversees the product development and industrialization phases, conducting quality and safety checks, both upstream and downstream of the production process, on the entire production run. Furthermore, the customer distribution system is managed through a network of company-operated single-brand stores, a network of third-party-operated single-brand stores, and a multi-brand channel (wholesale).

The Group relies on a supply chain consisting primarily of specialized manufacturing companies that meet rigorous quality standards. Selecting and retaining suitable suppliers, in compliance with applicable regulations, is fundamental to the brand, also with the aim of maintaining a high standard of product quality while preserving the vast wealth of know-how built up over the years.

Approximately 99% of supplier revenue generated in 2025 came from Italian suppliers. In this context, Tuscan suppliers of finished products accounted for 47.97% of the revenue from the processing of finished products, while suppliers of finished products from Campania accounted for 24.71%; the remainder is distributed among other Italian regions[1]. The remaining approximately 1% of suppliers are located in the United Kingdom, China, Spain, Portugal, and Serbia.
Relationships with suppliers are supported by an IT system that connects the main laboratories with the Group, enabling the sharing of information on production and logistics progress.

The Company deemed it appropriate to undertake various strategic and operational initiatives aimed at strengthening supply chain compliance management and implementing a special "self-cleaning" project designed to analyze the Company's contractual relationships with its suppliers (known as "Tier 1" or "T1") and to monitor the entire production chain, including second-tier suppliers (known as "Tier 2" or "T2"). This was accompanied by a comprehensive review of the Company's procedures related to supplier onboarding.

These activities were carried out with the support of a multidisciplinary team composed of both the relevant internal departments (Finance, Operations, Sustainability, HR, Internal Audit, Risk, Legal, and Supply Chain Compliance) and a team of legal and compliance experts with extensive experience in supply chain management, which also reorganized and better regulated the activities carried out by the main audit firms.

1 The remaining regions are: Emilia-Romagna (0.6%), Lombardia (3.81%), Marche (1.17%), Puglia (8.19%), Piemonte (0.41%), Umbria (3.51%), and Veneto (6.38%).

In order to define the most effective strategies and identify the best courses of action regarding suppliers and subcontractors, an ad hoc committee known as the Supply Chain Steering Committee (the "Committee") was established, composed of the heads of the main corporate departments involved (Operations, Sustainability, HR, Internal Audit, Finance, Risk, Legal, and Supply Chain Compliance). The Committee meets weekly and oversees and monitors the first and second tier supply chain. In particular, the Committee, with the support of legal counsel and leading firms specializing in on-site audits, has first developed a plan for audits and special inspections of the supply chain, aimed at identifying any critical issues so that they can be promptly resolved through appropriate corrective measures and self-cleaning initiatives. These audits and inspections are described in greater detail in the "Risk Assessment and Due Diligence" section below.

Further information on the supply chain is available in the Sustainability Report, which can be accessed on the Group's website (group.ferragamo.com) under the Investor Relations / Financial Documents 2025 section, as well as on the Group's Sustainability website under the Value Chain section at https://sustainability.ferragamo.com/en/value-chain.

POLICIES

Ferragamo, within the context of business and economic dynamics and needs, counts corporate ethics among its core values. Through this principle, the company conveys a message of loyalty, integrity, and respect that applies throughout the Group and serves as a benchmark in the social context in which it operates. The Company fosters and promotes continuous and direct lines of communication with its subsidiaries, creating a shared culture of ethical principles upon which its business activities are based.

In a context where social responsibility is integrated into daily operations, the Group considers collaboration with its value chain to be fundamental for promoting high ethical standards and sustainable business development.

The Group is committed to ensuring respect for the human rights of all workers, both within the Group and throughout its supply chain, and has implemented policies and procedures to ensure compliance with and enforcement of these rights.

- The **Code of Ethics** contains the ethical principles and general guidelines that, together with legal, regulatory, and contractual provisions, govern the Group's organization and operations. The Code of Ethics applies to the Group's corporate bodies, employees, legal representatives, and independent contractors who, in any capacity and regardless of the type of contractual relationship, act in the name and on behalf of the Group companies. The Company requires third parties (business partners, customers, suppliers, professionals, consultants, and other types of external parties) with whom it establishes business relationships to comply with the Code of Ethics. In the event of violations, the Company may impose disciplinary measures, tailored to the severity of the violations and within the limits of the applicable regulatory framework. In particular, failure by external parties to comply with the Code of Ethics may result in the termination of the contract, the assignment, or, more generally, the existing relationship with the Company, as well as, where the conditions are met, claims for damages. The Code of Ethics was last updated after the close of the financial year ending December 31, 2025, specifically on January 27, 2026, to ensure its alignment and coordination with updates made to certain corporate policies and procedures, and is available in the Governance section of the Group's website (group.ferragamo.com) at the *following link*.
- The **Supplier Code of Conduct** (the "**Code**") sets forth the ethical principles and rules of conduct that must govern business relationships between the Group and its partners. The Code was last updated following the close of the financial year ending December 31, 2025, specifically on January 27, 2026, again to ensure its alignment and coordination with updates made to certain company policies and procedures. The Code sets forth rules and principles of conduct regarding ethics and integrity in business, labor and human rights, respect for ecosystems including respect for animals and environmental protection and product responsibility. The Group's first-tier suppliers, who sign the Code, are required to ensure compliance with it, as well as to disseminate it and require compliance from their own employees, suppliers, external collaborators, and other parties within the Group's supply chain. The Code requires suppliers to comply with all applicable laws and regulations in the countries where they operate, including those relating to human rights, child labor, and forced and compulsory labor. The penalties applicable in the event of non-compliance by first-tier suppliers with the provisions of the Code, as well as the Code of Ethics, are set forth in those documents and vary depending on the severity of the violations and the applicable regulatory framework. It should be noted that the most serious violations will result in the termination of the existing contractual relationship. In accordance with the onboarding procedure, prior to establishing any business relationship with the Company, first-tier suppliers are required to accept all provisions of the Code by signing the Acceptance Form attached at the end of the Code or by signing a specific contractual clause. The Supplier Code of Conduct is available in the Governance section of the Group's website (group.ferragamo.com) at the *following link*.
- The **Sustainability Policy** defines a set of guiding principles aimed at ensuring responsible management of social and environmental issues in the context of the Group's daily activities. The contents of the Sustainability Policy refer to the impacts, risks, and opportunities identified during the double materiality assessment conducted in 2025. The objective of the Sustainability Policy is to promote a corporate culture based on fairness, professionalism, honesty, integrity, and transparency. It fosters sustainable development by encouraging ethical dialogue and increasing accountability toward all stakeholders. The fundamental principles that comprise the Policy are divided into three thematic areas: people and values, environmental protection, and culture and participation. The Sustainability Policy applies not only to internal operations but also to the Group's value chain and its key stakeholders, both internal and external. Internal stakeholders include employees, suppliers, contract manufacturers, shareholders, investors, and distributors, while external stakeholders include end customers, trade associations, the media, influencers, NGOs, local communities, regulatory bodies, public administration, schools, and universities. The Sustainability Policy was developed in line with the United Nations Sustainable Development Goals, the United Nations Guiding Principles on Business and Human Rights, and the International Labour Organization (ILO) Declaration on Fundamental Principles and Rights at Work, in order to align the Group's commitment with international best practices. The Sustainability Policy is available in the Sustainability Group's website (sustainability.ferragamo.com) at the *following link*.
- The **Inclusion Policy**, formally adopted in 2019, aims to support multiculturalism and promote equality and equal opportunity, combating all forms of discrimination and condemning any form of harassment. Furthermore, the Inclusion Policy aims to promote meritocracy and equitable treatment at all professional levels, fostering the development, expression, and realization of each individual's potential. The Inclusion Policy was updated in 2024 and approved by the Company's Board of Directors on November 14, 2024, is available in the Sustainability Group's website (sustainability.ferragamo.com) at the *following link*.
- The Company has obtained the internationally recognized **SA8000 certification** for social responsibility. SA8000 is a global standard that addresses corporate ethics and responsible labor relations, with specific requirements regarding the prohibition of child labor and forced or compulsory labor. A committee, known as the Social Performance Team, has been established to oversee the implementation and proper application of the SA8000 Standard; it is composed of a balanced mix of worker representatives and managements. The SA8000 Policy is available in the Sustainability Group's website (sustainability.ferragamo.com) at the *following link*.
- The **Policy for Combating Child Labour**, aims to formalize the Company's commitment in this area and to prevent minors from being exposed to situations that are risky or harmful to their development and their physical and mental health. The Policy on Combating Child Labor is available in the Sustainability Group's website (sustainability.ferragamo.com) at the *following link*.

- The **Organizational, Management and Control Model**, which the Company has adopted pursuant to Legislative Decree 231/2001 ("**Model 231**") in order to ensure adequate prevention of the offenses referred to in Legislative Decree 231/2001, which introduced the principle of administrative liability of legal entities for certain offenses committed in the interest or for the benefit of the company itself, its representatives, or employees in senior management positions or subject to the direction or supervision of such representatives or employees. Model 231 consists of: i) two special sections that describe, respectively, the general principles of conduct applicable to all areas at risk of criminal offenses, the corporate structures operating within them and the related sensitive activities, the offenses that could theoretically be committed, and the preventive control measures in place to mitigate risks; ii) three annexes, the first of which provides examples of how the offenses referred to in Legislative Decree 231/2001 might be committed; the second appendix identifies the information flows to the Supervisory Body, a body endowed with autonomous powers of initiative and control, tasked with overseeing the functioning of and compliance with Model 231 and ensuring its updating; and the third annex, which aims to provide a concise overview of the relationship between the categories of offenses set forth in Legislative Decree 231/01 applicable to the Company and the related areas of risk identified by the Company. Model 231 was last updated on October 23, 2025, to incorporate the aforementioned third annex. The General Part is available in the Governance section of the Group's website (group.ferragamo.com) at the *following link*.
- The **Group Whistleblowing Policy** defines the Group's whistleblowing system, which was adopted in 2016 to strengthen the internal control system and was most recently updated by a Board resolution dated December 20, 2023, to bring it into compliance with the provisions of Legislative Decree of March 10, 2023, No. 24, implementing Directive (EU) 2019/1937 on the protection of persons who report unlawful conduct that violates European and national provisions, is based on reasonable grounds, and is detrimental to the public interest or the integrity of their employer, of which they have become aware in a work context. The Board of Directors has appointed the Company's Ethics Committee as the independent internal body responsible for receiving and handling reports submitted through the whistleblowing channel; the Committee is composed of the Internal Audit Director, the Chief People Officer, the General Counsel, and the Chief Product Officer. For more information, please refer to the Group's Whistleblowing Policy, which is available in the Governance section of the Group's website (group.ferragamo.com) at the *following link*.

- Furthermore, the Group's commitment to integrity, quality, elegance, innovation, and artisanal excellence is reflected in the **Responsible Sourcing Commitment**, which supports the adoption of ethical sourcing practices namely, those aimed at promoting the selection of certified, high-quality raw materials as well as improving supply chain traceability. This document is available in the Sustainability Group's website (sustainability.ferragamo.com) at the *following link*.

Finally, the Company is a signatory to **the United Nations Global Compact,** the world's largest strategic corporate citizenship initiative, which provides a universal language for social responsibility and supports organizations in defining corporate policies aimed at promoting internationally shared social objectives. Adherence to the Global Compact entails a commitment to comply with the International Labour Organization (ILO) conventions on combating forced and child labor. Information on the Group's participation is available on the United Nations Global Compact website.

RISK ASSESSMENT AND DUE DILIGENCE

The Company The Company recognizes the importance of protecting human rights within its organization and throughout its supply chain and is actively committed to preventing any form of violation, including incidents of discrimination and harassment.
The Group constantly monitors risks related to labor rights violations, with particular attention to the supply chain and procurement model, in order to promote high standards of ethics and sustainable development.
With the aim of addressing risks related to modern slavery, the Group has identified the following risks concerning workers in the value chain as part of its double materiality process:

- failure by suppliers to comply with labor standards and provide adequate working conditions (e.g., reasonable working hours, fair compensation, work-life balance, safe employment, and worker health and safety), as well as the absence of social dialogue;
- human rights violations in the supply chain (e.g., child labor, the right to freedom of association and collective bargaining, and non-discrimination);
- forced and compulsory labor in the supply chain.

These risks do not stem from the company's strategy but are inherent to the sector in which Ferragamo operates. Identifying them facilitates the adjustment of the company's strategy to address the negative externalities associated with its operations. The risks identified in this regard relate to human rights violations and forced or compulsory labor along the value chain resulting from unethical practices by business partners. In the process of identifying risks to workers in the value chain, Ferragamo considered the employees of its suppliers and business partners. The definition of risks did not limit these elements to specific categories of workers; however, there are explicit references to the most vulnerable workers and to widespread impacts, such as forced labor and child labor. These risks did not arise from individual incidents but are linked to potential violations. The most significant category of workers consists of those working in the value chain upstream of the company (for example, those involved in the production of raw materials, manufacturing, or other forms of processing) and downstream of the company (for example, those involved in logistics, or distributors, affiliates, and retailers).

However, Ferragamo conducts periodic audits—both announced and unannounced—through external audit firms to verify compliance with regulations, particularly regarding wages, social security, welfare, insurance, and workplace safety, as well as adherence to the ethical principles set forth in its Supplier Code of Conduct and Code of Ethics. In addition to these audits, the Operations department conducts specific document reviews and activities aimed at verifying the production capacity of the most labor-intensive categories of suppliers, including to detect any unauthorized subcontracting. In this context, it should be noted that the Company is aware that isolated violations of ethical and legal standards may occur on the part of third-party suppliers and subcontractors. The pursuit of social responsibility objectives is, in fact, an ongoing process of progress and refinement, even more so when extended to parties outside the Company's direct sphere of control, such as Ferragamo's suppliers, contractors, or subcontractors.

In particular, risks related to respect for human rights, child labor, forced and compulsory labor, non-discrimination, freedom of association and collective bargaining, occupational health and safety, working hours, compensation, the legality of working conditions, and disciplinary practices are assessed. To this end, a risk-based approach is adopted to prioritize audits based on criteria that take into account the level of potential risk (e.g., by considering the following audit criteria: the type of supply; the value of orders relative to the supplier's total revenue; audits already conducted or to be conducted; the number of employees; the start date of the business relationship; as well as the geographic area, based on the percentage of irregularities found in inspections conducted by labor inspection authorities).

Monitoring activities to ensure compliance with the Code are carried out in accordance with leading standards for ethical and social audits, with the support of specialized firms, and include both document reviews and on-site inspections at suppliers' production facilities. These specialized firms are independent consulting firms selected through competitive procedures involving leading industry players. During these activities, the Group also verifies that the Code has been shared with the employees of supplier companies, ensuring that the principles and rules of conduct have been effectively communicated throughout the supply chain and that workers are aware of the existence of dedicated structures and processes for reporting any issues or needs and receiving assistance. In the event of non-compliance with the Code's provisions, the non-compliant parties are required to implement the necessary actions to bring their activities and operations into compliance in order to eliminate, prevent, or mitigate the identified non-compliances. The plan outlines specific actions to be implemented by agreed-upon deadlines or provides recommendations for improvement initiatives. Progress is monitored through follow-ups with suppliers to ensure the effective implementation of the measures necessary to guarantee compliance. In the event of serious or repeated violations of the Code, failure to implement the agreed-upon improvement plan, or failure to cooperate during monitoring activities, the Group reserves the right to terminate its business relationship with the suppliers involved.

During 2025, 258 audits were conducted on both first-tier and second-tier suppliers. With regard to the nonconformities identified, follow-up inspections were also conducted, 3 of which were on-site and 117 of which were conducted remotely, to verify that they had been resolved. The most significant issues that emerged in 2025 concerned compliance with the standards set forth in applicable regulations regarding health, safety, and hygiene in the workplace and, to a lesser extent, environmental and integrity issues, as well as compliance with working conditions and contractual terms. In 28 cases, significant or repeated violations of the Code by subcontractors led to the termination of business relationships with direct suppliers.

Collaboration with suppliers is considered essential for achieving high ethical standards and for the sustainable development of the business. For this reason, the Group continues to promote awareness-raising and monitoring initiatives throughout the supply chain and aims to ensure that its procurement model is appropriate and aligned with its values.

In 2025, no reports or complaints were received from third parties regarding human rights issues or violations of the Supplier Code of Conduct. In no case were critical issues identified that posed actual or potential risks related to respect for human rights (e.g., child labor, forced labor, freedom of association, and collective bargaining).

PERFORMANCE INDICATORS (KPIs)

The Group monitors the effectiveness of the actions and measures adopted to ensure ethical and responsible business conduct, including measures taken to mitigate the risks of modern slavery. In particular, the Group has defined internal KPIs to monitor the company's exposure to the risk of modern slavery (whistleblowing reports) and to measure the effectiveness of actions taken against slavery (the number and results of audits conducted on suppliers, follow-up activities carried out to verify the resolution of any non-conformities identified, and the number of training sessions conducted).

As early as financial year 2024, the Group began collecting data from its tier-one suppliers, including social data, energy and water consumption figures, and information on the traceability of their raw materials. The initiative aims to gather detailed information on energy, water, and chemical consumption, as well as social indicators, in order to deepen understanding of the supply chain's impact and collect information regarding the origin of the raw materials used by the Group. Suppliers were engaged both directly and through companies specializing in data collection, with specific training sessions organized to explain how to use the dedicated platforms and ensure the correct completion of the required information. These activities involve annual engagement with suppliers to contribute to data collection, while monitoring is ongoing, thereby ensuring constant oversight of compliance with standards. These activities continued in 2025, and data collection is expected to be further expanded in 2026 through the inclusion of social data and information regarding certifications obtained by direct suppliers, in order to ensure the most complete transparency of the information provided to consumers. To date, the Company has published on its website a shortlist of some of its main direct suppliers of finished products, in line with the provisions of the Group's Sustainability Plan (https://sustainability.ferragamo.com/en). Management of this process is entrusted to the Sustainability Department, which operates under the direction of the Chief Product Officer, ensuring continuous alignment with the Group's strategic sustainability objectives.

TRAINING

The Company invests in the training of its employees, promoting professional growth and fostering a corporate culture based on ethics, integrity, and respect for human rights.

Throughout 2025, Salvatore Ferragamo S.p.A. continued its training initiatives aimed at raising awareness of compliance issues and company policies. Following the update of the relevant policies, training was extended to the entire workforce through dedicated programs, delivered both digitally and via e-learning platforms, and integrated into the onboarding processes for new hires.

The training programs covered topics such as anti-corruption, whistleblowing, the Code of Ethics, the Organization, Management, and Control Model, and the protection of intellectual property. These initiatives were accompanied by global awareness-raising activities, with the aim of promoting responsible behavior and strengthening the ability to identify and prevent situations that could potentially conflict with the Group's ethical principles and standards.

The Group also continued its training and awareness-raising activities on cybersecurity and personal data protection through a dedicated Cyber Security Awareness program for employees, which was integrated into the mandatory training courses for new hires. The initiative aims to raise awareness of cyber risks and promote responsible behavior in the use of company tools and information.

2025	Number of training hours				Average training hours			
	Women	Men	Other	Total	Women	Men	Other	Total
Top Management	755.8	797.05	0	1,552.9	19.4	21	0	19.8
Middle Management	9,328.1	3,949.0	0,17	13,277.1	26.7	18.0	0.17	23.4
White Collar	54,562.9	21,755.9	0	76,318.9	32.8	29.7	0	31.9
Blue Collar	1,144.5	1,834.65	0	2,979.2	9.7	9.3	0	9.5
Total	**65,791.4**	**28,336.6**	**0,17**	**94,128.1**	**30.3**	**23.9**	**0.17**	**28.1**

In the area of health and safety, in 2025, 3,659 hours of training on safety, first aid, and fire prevention were provided in Italy, which also involved retail staff.

COMMITMENT TO THE FUTURE

For the Group, ethics is not only central to defining the Group's objectives but also represents one of the fundamental drivers for planning the Group's future activities, as part of our commitment to creating value for years to come and for the benefit of future generations.

It is essential for us that business integrity and respect for human rights be top priorities in setting objectives throughout the supply chain, and that the Group remain committed to working proactively to combat modern slavery by adapting its activities, operations, and procurement procedures year after year.

Recognizing the importance of closely monitoring its production chain, during 2026, the Group will commit to continuing and intensifying its audit activities, verifying supplier compliance, and strengthening other control measures, thereby promoting responsible management of its supply chain in accordance with applicable regulations.

APPROVAL

This Statement outlines the actions taken by the Group during the 2025 financial year to prevent modern slavery in our business operations and supply chain.

This Statement has also been adopted by the Boards of Directors of the following companies:

- Ferragamo U.K. Limited
- Ferragamo Australia Pty Ltd
- Ferragamo USA Inc.
- Ferragamo Canada Inc.

Giacomo Ferragamo
Chief Product Officer and Executive Director of Salvatore Ferragamo S.p.A.

June 18, 2026

FERRAGAMO.COM