

OVS S.p.A. - Sustainability KPI Summary

Data referring to the fiscal year ended in January 31, 2026

ESG Pillar	Thematic Area	KPI / Indicator	2025 (FY25)
Environment	Energy & Energy Mix	Total Energy Consumption	167.637 MWh
Environment	Energy & Energy Mix	Share from Renewable Sources	83% (139.914 MWh)
Environment	Energy & Energy Mix	Green Electricity in Italy	97% of IT demand
Environment	Energy & Energy Mix	Energy Intensity	96.01 MWh/M€ revenue
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 1 (Direct Emissions)	8.048 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 2 Location-Based	34.459 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 2 Market-Based	5.188 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 3 (Value Chain)	991.897 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Total Emissions (Market-Based)	1.005.133 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 3 Decarbonization Plan	683.348 tCO ₂ e
Environment	Greenhouse Gas Emissions (GHG Scope 1, 2, 3)	Scope 3 Intensity (product)	18.89 tCO ₂ e/Ton
Environment	Water Resource Management	Total Water Consumption	517.277 m ³
Environment	Water Resource Management	Share in Water-Stressed Areas	389.376 m ³ (74%)
Environment	Water Resource Management	Water Consumption Intensity	0.30 m ³ /M€ revenue
Environment	Circular Economy & Raw Materials	Total Product Raw Materials	35.744 Ton
Environment	Circular Economy & Raw Materials	Total Packaging Raw Materials	19.514 Ton
Environment	Circular Economy & Raw Materials	Sustainable / Recycled / Certified Materials	73% (25.928 Ton)
Environment	Circular Economy & Raw Materials	Product-related materials from certified Chain of Custody	47% (16.650 Ton)
Environment	Circular Economy & Raw Materials	Total Cotton Used	23.465 Ton (66% total)
Environment	Circular Economy & Raw Materials	of which Organic Certified	32% (7.488 Ton)
Environment	Circular Economy & Raw Materials	of which Better Cotton / CmiA	55% (BCI + CmA)
Environment	Circular Economy & Raw Materials	Recycled Polyester	51% of total polyester
Environment	Circular Economy & Raw Materials	Certified Viscose & Cellulosics	66% of total cellulosic
Environment	Circular Economy & Raw Materials	Sustainable / Recycled Packaging	37% (7.131 Ton)
Environment	Waste & Product End-of-Life	Total Waste Generated	11.109 Ton (11.088 non-haz.)
Environment	Waste & Product End-of-Life	Share Sent to Recycling	89% (9.902 Ton)
Environment	Waste & Product End-of-Life	Incineration / Energy Recovery	5% (535 Ton)
Environment	Waste & Product End-of-Life	Landfill	0.25% (27.6 Ton)
Social	Own Workforce	Total Global Employees	10.343 people

Social	Own Workforce	Employees in Italy	9.886 people
Social	Own Workforce	Female Share (Italy)	82.5% (8.153 Women)
Social	Own Workforce	Non-employee Workers (Agency/Contracted)	967 people
Social	Own Workforce	Hired Workers	3490
Social	Own Workforce	Hired Workers - Women	2973
Social	Own Workforce	Hired Workers - Men	517
Social	Own Workforce	Women in Junior Management Positions	50%
Social	Own Workforce	Women in Management Positions (junior, middle and top m	43%
Social	Own Workforce	Collective Bargaining Coverage	99.5% of employees
Social	Diversity & Equal Pay	Gender Pay Gap (Headquarters - Roles)	< 10% at all levels
Social	Diversity & Equal Pay	Gender Pay Gap (Store)	Store Mgr >10 yrs: 15%
Social	Diversity & Equal Pay	People with Disabilities & Vulnerable Workers	Guidelines for vulnerable workers
Social	Diversity & Equal Pay	Social Inclusion / Protection	Active 'Welcome' project
Social	Occupational Health & Safety	OHS Management System Coverage	100% of workers covered
Social	Occupational Health & Safety	Total Work Injuries	88 injuries
Social	Occupational Health & Safety	Occupational Diseases	0
Social	Occupational Health & Safety	Work-related Fatalities	0
Social	Occupational Health & Safety	Injury Frequency Rate	7
Social	Occupational Health & Safety	Days Lost due to Injury	2.130 days
Social	Occupational Health & Safety	Work-related Fatalities - Contractors	0
Social	Occupational Health & Safety	Injury Frequency Rate - Contractors	23,97
Social	Training, Welafare & Work-Life Balance	Performance Review (3rd level - Executive)	100% covered
Social	Training, Welafare & Work-Life Balance	Parental Leave Take-up Rate (Italy)	Women 96% / Men 66%
Social	Training, Welafare & Work-Life Balance	Store Organizational Model (NOL)	Active in 410 stores
Social	Training, Welafare & Work-Life Balance	Average Spend per FTE on Training	55,77
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Top Management	10,18
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Executives	34,96
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Middle Management	12,19
Social	Training, Welafare & Work-Life Balance	Average Training Hours - White-collar Employees	35,5
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Blue-collar / Operatives	5,26
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Store Managers	85,44
Social	Training, Welafare & Work-Life Balance	Average Training Hours - Other Store Roles	12,96
Social	Training, Welafare & Work-Life Balance	Total Hours - Professional Training	144.146

Social	Training, Welafare & Work-Life Balance	Total Hours - Operational Training	34.546
Social	Training, Welafare & Work-Life Balance	Total Hours - Soft Skills Training	3.486
Social	Training, Welafare & Work-Life Balance	Total Hours - Code of Ethics Training	576
Social	Training, Welafare & Work-Life Balance	Total Hours - Anti-corruption Training	60
Social	Training, Welafare & Work-Life Balance	Total Hours - Human Rights Training	100
Social	Value Chain (Suppliers)	Tier 1 Supplier Target with Worker Representation	Target 80% of prod. volume
Social	Value Chain (Suppliers)	Tier 1 Suppliers with Worker Representation	61.2%
Social	Value Chain (Suppliers)	Social Module Monitoring (Higg FSLM)	Extension to Tier 2 & 3
Social	Value Chain (Suppliers)	Code of Conduct / ILO Compliance	100% suppliers bound
Governance	Corporate Bodies Composition	Board of Directors Members	9 members
Governance	Corporate Bodies Composition	Female Share on the Board	44% (4/9)
Governance	Corporate Bodies Composition	Non-Executive / Independent Members	8 non-executive (62.5% indep.)
Governance	Corporate Bodies Composition	Board of Statutory Auditors Members (Female Share)	5 members (60% Women)
Governance	ESG Incentives (LTI / Executive)	ESG Target Weight on LTI Remuneration	30%
Governance	ESG Incentives (LTI / Executive)	ESG Target 1 (Scope 3)	-19.3% Carbon Intensity
Governance	ESG Incentives (LTI / Executive)	ESG Target 2 (Preferred Materials)	65% preferred materials
Governance	Ethics, Anti-Corruption & Human Rights	Confirmed Whistleblowing Reports	0
Governance	Ethics, Anti-Corruption & Human Rights	Corruption / Discrimination Cases	0
Governance	Ethics, Anti-Corruption & Human Rights	Political Contributions / Direct Lobbying	0
Governance	Payment Practices & Finance	Average Payment Terms for Merchandise Suppliers	127 days