



Sustainability report

2022

PRONOVIAS GROUP
CRAFTING JOY

Content

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1.

Introduction

This Statement of Non-Financial Information (**NFI**) aims to provide information on the impact of the activity of the company Catiberia Acquisition Holdco, S.L.U. and its dependent companies (hereinafter the "**Pronovias Group**", the "**Group**", "**Pronovias**" or the "**Company**") with regard to matters of human rights, the environment, anti-corruption and bribery, tax compliance and employees.

The NFI is issued annually, this being the fifth statement the Pronovias Group has compiled, as per the requirements of Law 11/2018 of December 28, 2018, on non-financial and diversity information passed by the Council of Ministers on December 13, 2018 amending the Code of Commerce, the consolidated text of the Corporate Enterprises Act and Law 22/2015 on Account Auditing, on non-financial and diversity information. The aforementioned regulations have been taken into account in its preparation, taking the GRI Standards as a reference for guidance.

2. *Pronovias Group business model*

2.1.

Pronovias Group history and current affairs

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

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

In December 2022, the Group announced a binding recapitalization agreement had been signed. The transaction is expected to close in the first quarter of 2023 and will strengthen the Group's balance sheet in addition to bringing in new funds to help the business meet the milestones in its strategic plan. As a result of the transaction, the Group will significantly reduce its debt and the expiration of its carryover debt will be extended to allow the Group to successfully implement its business plan. The Group will also benefit from better financial conditions to improve its liquidity and support greater reinvestment in its business.

As part of the transaction, the majority holding in the Group will be transferred to a consortium of investors led by Bain Capital and MV Credit.

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

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

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

VERAWANG
BRIDE

PRONOVIAS

NICOLE
MILANO



WHITE
One

Ladybird

2.2. *Strategy and objectives*

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

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

Between 2020 and 2022, the Group continued its collaborations with influential designers in the bridal industry, first with Marchesa and then with Vera Wang, adding new brands Marchesa x PRONOVIAS and Vera Wang Bride to its portfolio. Furthermore, the Group has diversified its product by signing a licensing deal with Italian designer Carlo Pignatelli to market wedding suits for men (Carlo Pignatelli for PRONOVIAS), and an international company in the jewelry sector to market engagement rings and other jewelry under the PRONOVIAS brand.



2.3.

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

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

The economic disruption caused by COVID-19 between 2020 and 2022 had an impact on the Group's operations and turnover. The Pronovias Group focused our efforts on protecting liquidity, reigning in spending and adapting operations to customers' needs, waiting for the economy to gradually begin opening up. That reopening, however, was impacted by the logistics and supply chain crisis all over the world, which slowed down for various reasons (e.g., workers on leave due to COVID-19, unable to reach their workplace due to restrictions, etc.), leading to shortages of products and shipping delays, all at a time when consumption was ramping up again, and with it widespread demand for consumer goods. All sectors have been affected, particularly textiles, and bridal fashion was no exception.

And if everything that had happened over the past two years wasn't enough of a challenge for companies in the textile sector, 2022 brought a new one: the war between Ukraine and Russia that broke out in February 2022. That conflict's impact on the Group was contained thanks to its limited commercial exposure in the countries and to individuals subject to EU sanctions. However, we did have to focus all our efforts on managing the effectiveness of some suppliers of products to the Group whose activity has been hindered by the war. But the biggest challenge of the conflict between Ukraine and Russia was the rising prices of raw materials, which along with the supply chain disruption drove up inflation, limiting the outlook for economic recovery in many sectors, including textile and retail.

Although 2022 was marked by these factors, the Group was able to return to pre-COVID-19 business levels. The Pronovias Group finished 2022 with turnover of €149 million, up 52% from 2021. Of this, 70.70% was in Europe, 24.19% in the Americas, 3.38% in Asia and 1.73% in Africa and Oceania.

3.

Pronovias Group and its corporate management

3.1. *Pronovias Group corporate management structure*

In Spain, the Pronovias Group is headed by the company CATIBERIA ACQUISITION HOLDCO, S.L.U. The Board of Directors for this company, as of December 31, 2022, was comprised of three members: two women and one man (one

chairwoman, one director and one secretary).

At the end of 2022, the Pronovias Group Executive Board had a total of eleven (11) directors, four (4) women and seven (7) men, listed below:

| POSITION | NAME |
|--------------------------------|----------------------|
| Chief Executive Officer | AMANDINE OHAYON |
| Chief Financial Officer | GLENN LAWES |
| Chief Legal Director | LUCILLA TALAMAZZI |
| HR Director | DARÍO ROCA |
| Chief Information Officer | MARCOS CONTRERAS |
| Supply Chain Director | JOSÉ LUIS GOÑI |
| Marketing Director | ERIKA DANIELE |
| Chief Creative Director | ALESSANDRA RINAUDO |
| Artistic Director LadyBird | INGRID VAN DEN BRINK |
| Managing Director South Europe | LORIS PERACCHIA |
| Wholesale Director | JOSÉ PÉREZ |
| Retail Manager | ANTONIO RODRÍGUEZ |

In terms of ESG (Environment, Social and Governance), the Group has been working since 2018 with an internal committee comprising several members of the Executive Board, including the CEO, serving to analyze, establish and execute a strategy to properly identify the values and mission of the Group, based on the following pillars: (i) caring for and preserving the planet and (ii) empowering women in society. The strategy has been laid down

in five ESG criteria, setting middle-term goals and performance indicators (KPI) to measure achievement.

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

3.2.

Criminal risk prevention model

The Group has several internal oversight and monitoring tools and committees:

1. Ethics Committee, created in 2013 to carry out the first criminal risk prevention model analysis. In October 2021, the Bylaws for this body were revised and updated, establishing it as an autonomous body when exercising its functions, organically and functionally dependent on the Board of Directors of CATIBERIA ACQUISITION HOLDCO, S.L.U., whose main mission is to ensure compliance with the Code of Conduct, as well as any internal rules or protocols adopted in order to strengthen the commitment to compliance with the law and the prevention, control and prosecution of regulatory violations, especially of a criminal nature.
2. The Behavior Committee, which includes the Legal Representation of Workers and whose mission is to establish the behaviors deemed to be mobbing, sexual or gender-based harassment and the corresponding punishment.
3. The Audit Committee, whose purpose is to comply with oversight responsibilities related to the financial information system, internal control system, audit process and legal and regulatory requirements of the Group.
4. Organismo di Vigilanza ("ODV"), established after carrying out and approving the criminal risk prevention model in May 2022 for the Group's Italian subsidiary, Pronovias Group

Italia, S.p.A., applying Italian regulatory D.Lgs. n. 231/2001. The ODV is represented by one member, a lawyer who has been appointed for three years, through the end of 2024.

5. Ethic's Point tool, digital platform and whistleblower phone line contracted out to the company Navex, so Group employees can lodge complaints, anonymously if they want, about any irregular or illegal behavior in the group.

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

Throughout 2022, the Pronovias Group has carried out the following actions:

- Implemented a compliance policy in order to describe the criminal risk prevention model implemented in the Company.
- Implemented a "Know Your Customer" procedure in order to make sure the Group isn't used, intentionally or unintentionally, by clients of the Group, retailers, wholesalers or franchisees, for illegal purposes, such as money laundering, and to ensure proper compliance with commercial and economic laws and regulations of the European Union,

United States of America and any others that apply based on the Group's activity.

- Implemented a whistleblower policy

provisionally, subject to review after the transposition of Directive 2019/1937 in Spanish law.

Our commitment for the 2023 financial year:

- Review and adapt the policy for our whistleblowing channel to Law 2/2023, of 20 February, regulating the protection of persons who report regulatory infringements and the fight against corruption, and to take any measures needed to properly implement it.
- Draw up a list of policies to be approved on a Group level and draw up a plan to work on drafting and getting them approved.
- Identify training needed and put together a plan to execute it.

To this end, the Group has a proposal and quote from the Cuatrecasas law firm to follow up on most of the points above.

4. *Pronovias Group and the respect for Human Rights*

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

In 2022, the Pronovias Group was not reported on any human rights violations, the same as the previous years.

The Pronovias Group and its employees must comply with current law in each country where it does business, including respect for human rights, following the Code of Conduct and all internal rules and regulations and any instructions passed. It is hereby stated that there is no child labor in any of the companies that make up the Pronovias Group and that all of them comply with the current legislation in the corresponding territory, particularly with regard to workers' rights. As indicated in the Code of Conduct, the Pronovias Group recognizes and protects the rights of workers, both individually and collectively, established by the ILO (International Labor Organization), the applicable legal system and internal policies.

4.1.

Supplier Code of Conduct

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

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

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

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

4.2.

Modern Slavery and Human Trafficking Statement

On June 30, 2022, the CEO of the Pronovias Group signed the Modern Slavery and Human Trafficking Statement for 2021, as per the requirements of the eponymous UK act of 2015, in which the Group recognizes slavery as a brutal crime against humanity and a morally reprehensible act that is a real problem today for millions of people all over

the world, including in developed countries, who are exploited and made victims of various sorts of slavery.

Through this Statement, our Group provides information on our business model and publicly commits to a zero-tolerance approach to slavery

and human trafficking in our operations and supply chains. Our commitment is to act ethically and with integrity in all our commercial relations and apply and enforce compliance with effective systems and oversight to ensure that the Pronovias Group does not work with suppliers that have been proven to repeatedly fail to comply with the basic rules of the International Labor Organization. In this regard, the

Modern Slavery and Human Trafficking Statement sets our goals to continue reducing risk in the Group's operations and supply chain.

The Group is currently preparing its Modern Slavery and Human Trafficking Statement and California Transparency in Supply Chains Statement for the 2022 fiscal year.



5.

Pronovias Group and the fight against corruption and bribery

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

In 2023, we plan to review the "Anti-Bribery and Corruption Policy" to update it and make it more all-encompassing. Once approved, employees will be retrained on the changes, as we did after it was approved in 2019.

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

Finally, it is worth mentioning that the Group hasn't been made aware of any legal proceedings set in motion in 2022 involving corruption or bribery that could or would affect the Group.

6.

Pronovias Group and the environment

The Pronovias Group remained committed in 2022 to complying and enforcing compliance in its supply chain with applicable environmental legislation and international standards, with special attention to pollution prevention, minimizing, as far as possible, the potential environmental impact generated by its supply chain, both on natural resources and on people.

In this regard, Pronovias Group carries out activities for the production, marketing and distribution of goods (dresses and accessories), and the company's environmental impact is therefore mainly related to the CO2 generated by these activities.

To measure the impact, for several fiscal years now, we have calculated the carbon footprint generated by the organization in its various scopes (1, 2 and 3), as explained below.

On the other hand, in 2022 the Pronovias Group produced nearly 180,000 products for the collections of the group's brands (Pronovias, Nicole and Ladybird), broken down approximately as follows: 70% bridal gowns, 13% cocktail dresses and other accessories.

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

6.1. *Greenhouse Gas Emissions (GHGs)*

During 2022, the Pronovias Group succeeded in strengthening its commitment to sustainable development, minimizing the environmental impact of its activities throughout the entire life cycle of its products until their final disposal, i.e., at each stage of the design, manufacturing, distribution and sales process, and specifically in relation to Greenhouse Gas emissions. The Group has attempted to better manage transportation, consolidating shipments as much as possible and minimizing dispatches to customers.

Pronovias has inventoried its Greenhouse Gas emissions (CO₂, N₂O, CH₄, HFC) for 2022, comparing it to the figures for 2021, as per the requirements of the GHG Protocol. Here it is important to note that, after last year's report was published, some mistakes were found in the calculations of some entries under Scope 3 and the corrections have been included in this year's report in section **6.1.2 Erratum**.

The inventory was prepared following the methodology contained in the "Control and Monitoring of Greenhouse Gas Emissions" according to the following calculation formula: t CO₂-eq = Activity data x Emission factor

It is important to take into account that the Pronovias Group, in its commitment to provide increasingly complete and visual data on this subject, is including for the first time data on emissions from distribution of products (Scope 3) for all exiting logistics platforms, both in Europe (Barcelona, Italy) and the rest of the world (Hong Kong, Brazil, Canada and United States). Incorporating this data, and correcting the inaccurate data for 2021, unquestionably provides a better view of the Group's global transportation activity.

For each emission source, and according to scope, the results obtained following the methodology of the aforementioned procedure are shown below, showing the data compared to the previous year.

Scope 1 - Direct emissions

1. Fixed combustion: Natural gas (San Patrick and Nicole):

Unlike in previous years, data for the Ladybird structure is not included, as the regional offices were moved to a new location that uses greener energy sources and no longer uses gas.

On the other hand, the Pronovias Group central headquarters in Barcelona (San Patrick) has seen a significant increase due to the quality control units received (the main use of this power source), which have increased over the past year:

| Natural gas (San Patrick) | | | | | |
|---------------------------|-------------|----------------|-------------|----------------|-------------------------------|
| Scope | 1 | | | | |
| Activity data | | 917.151 | | 1.231.936 | kWh(PCI) |
| Emission factor | 2021 | 0,203 | 2022 | 0,203 | kg CO ² / kWh(PCI) |
| Emissions | | 186.182 | | 250.083 | kg CO² |

Regarding natural gas consumption for Nicole, the data is given separately for the first time so there is no point of comparison.

| Natural Gas (Nicole) | | | | | |
|----------------------|-------------|----------|-------------|---------------|--------------------------------------|
| Scope | 1 | | | | |
| Activity data | | 0 | | 41.744 | m ³ |
| Emission factor | 2021 | 2,03053 | 2022 | 2,03053 | kg CO ² e/ m ³ |
| Emissions | | 0 | | 84.763 | kg CO² |

2. Fixed combustion: Diesel:

Only for generators, which have been used for more regular checks to ensure they are working correctly, with the corresponding increase in consumption.

| Diesel (San Patrick) | | | | | |
|----------------------|-------------|------------|-------------|--------------|--------------------------|
| Scope | 1 | | | | |
| Activity data | | 150 | | 1.950 | L |
| Emission factor | 2021 | 2,493 | 2022 | 2,493 | kg CO ² / l |
| Emissions | | 374 | | 4.861 | kg CO² |

3. Mobile combustion: company vehicles (San Patrick, Nicole and Lady Bird):

Although restrictions on mobility from the previous years have been lifted, this section only saw a slight increase in 2022. This was due to better route planning and updating some vehicles in the commercial fleet with ones that have better fuel consumption and emissions data.

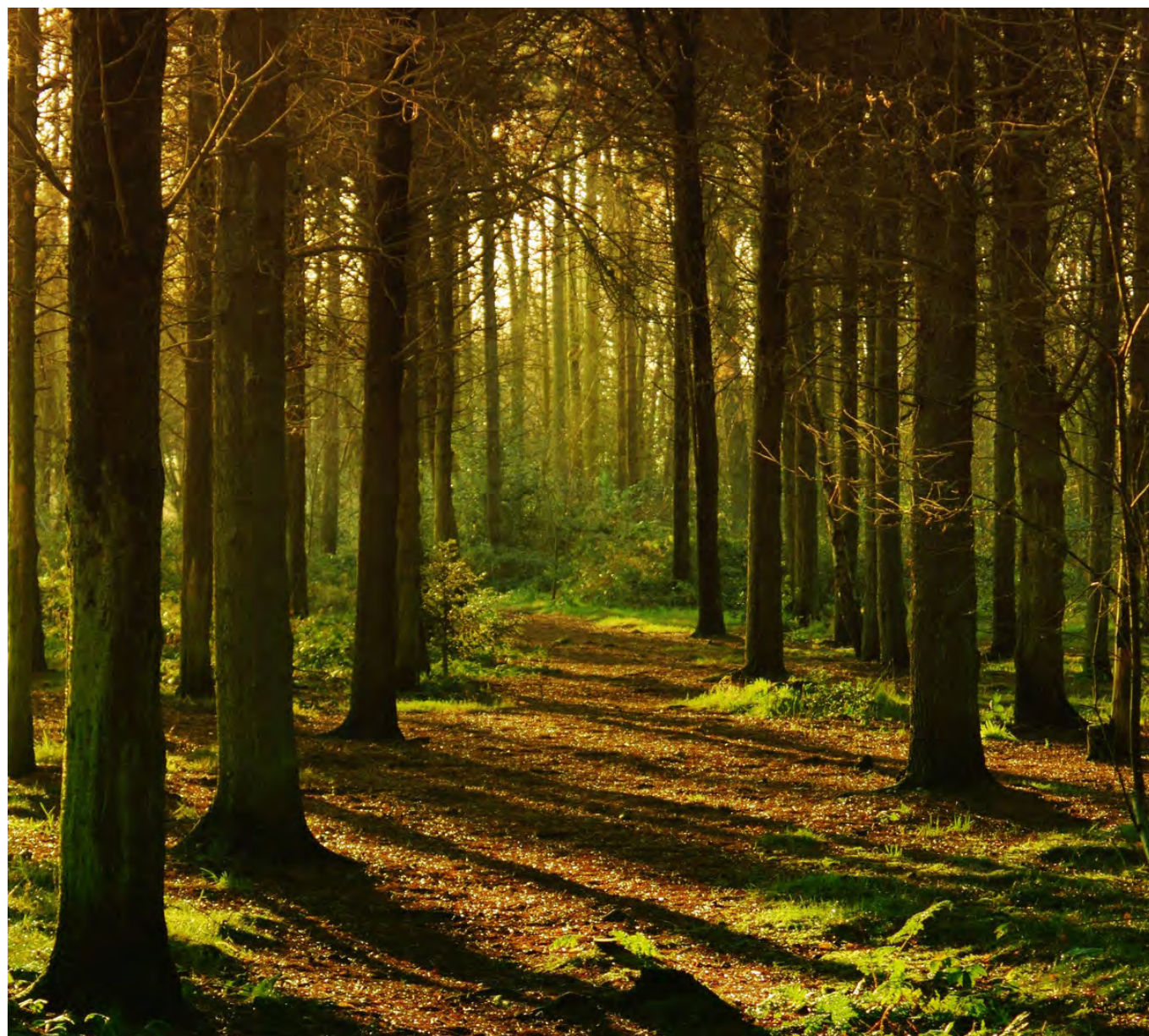
| Company vehicles | | | | | |
|------------------|-------------|----------------|-------------|----------------|----------------------------|
| Scope | 1 | | | | |
| PRONOVIAS | | | | | |
| Activity data | | 643.940 | | 600.500 | km |
| Emission factor | 2021 | 0,1571 | 2022 | 0,1571 | kg CO ² e / km |
| Emissions | | 101.152 | | 98.594 | kg CO² e |
| LADY BIRD | | | | | |
| Activity data | | 8.125 | | 4.335 | L |
| Emission factor | 2021 | 0,1571 | 2022 | 2,548 | kg CO ² e / L |
| Emissions | | 1.276 | | 11.045 | kg CO² e |
| NICOLE | | | | | |
| Activity data | | 150.293 | | 134.822 | km |
| Emission factor | 2021 | 0,1571 | 2022 | 0,1571 | kg CO ² e / km |
| Emissions | | 23.608 | | 23.834 | kg CO² e |
| TOTAL | | 126.036 | | 133.473 | kg CO² e |

4. Refrigerant gas leaks:

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

| Refrigerant gas leaks | | | | | | | | |
|-----------------------|------|-----------------------|------------------------------|----------------------------------|------|-----------------------|------------------------------|----------------------------------|
| Refrigerants used | | Discharge Amount (DA) | EF kg CO ₂ e / kg | Emissions (kg CO ₂ e) | | Discharge Amount (DA) | EF kg CO ₂ e / kg | Emissions (kg CO ₂ e) |
| R134A | 2021 | 0 | 1.430 | 0 | 2022 | 0 | 1.430 | 0 |
| R410A | | 54,5 | 2.088 | 113.796 | | 16,8 | 2.088 | 35.078 |
| R407C | | 4,9 | 1.774 | 8.693 | | 0 | 1.774 | 0 |
| TOTAL | | | | 122.489 | | | TOTAL | |

* Only data from San Patrick (Barcelona central Offices)



Scope 2 - Indirect emissions

5. Consumption of power (electricity):

Even with shops running at full capacity, we have seen power use decrease in some countries.

This is mainly due to better use of power resources, promoted by the Group, including stricter adherence to hours for using the facilities and capping temperatures for heating and air conditioning

throughout the structure (shops and offices) in line with global directives on energy savings.

Furthermore, since February 2022, the energy used at the central headquarters in Barcelona and the shops in Spain is from 100% renewable sources, drastically reducing emissions from this cluster by nearly 95%.

| Site | Number of sites | Consumption (kWh) | Emissions (kg CO ₂ e) | Consumption (kWh) | Emissions (kg CO ₂ e) | EF (kg CO ₂ e/kWh) | Number of sites |
|-----------------------------|-----------------|-------------------|----------------------------------|-------------------|----------------------------------|-------------------------------|-----------------|
| Production site | 1 | 1.639.993 | 504.943 | 1.169.261 | 31.106 | 0,35 | 1 |
| Offices | 1 | 748.422 | 259.809 | 422.207 | 21.825 | 0,35 | 1 |
| Spain | 27 | 1.322.406 | 477.968 | 2.919.717 | 29.831 | 0,35 | 27 |
| France | 6 | 296.690 | 6.850 | 305.722 | 10.700 | 0,035 | 6 |
| Italy | 2 | 312.872 | 95.862 | 225.339 | 91.487 | 0,406 | 2 |
| Portugal | 2 | 82.072 | 15.895 | 96.615 | 24.637 | 0,255 | 2 |
| UK | 1 | 23.895 | 5.016 | 72.750 | 18.551 | 0,138 | 1 |
| Mexico | 2 | 101.465 | 12.166 | 101.506 | 53.494 | 0,527 | 4 |
| USA | 5 | 232.712 | 120.325 | 222.774 | 116.288 | 0,522 | 7 |
| Lady Bird (The Netherlands) | 4 | 95.800 | 13.170 | 82.774 | 34.351 | 0,415 | 4 |
| Nicole (Italy) | 6 | 347.783 | 132.479 | 294.931 | 119.742 | 0,406 | 5 |
| TOTAL | 60 | 5.204.110 | 1.644.483 | 5.913.595 | 552.014 | 0,338 | 60 |

* Electric power from 100% renewable sources since February 2022



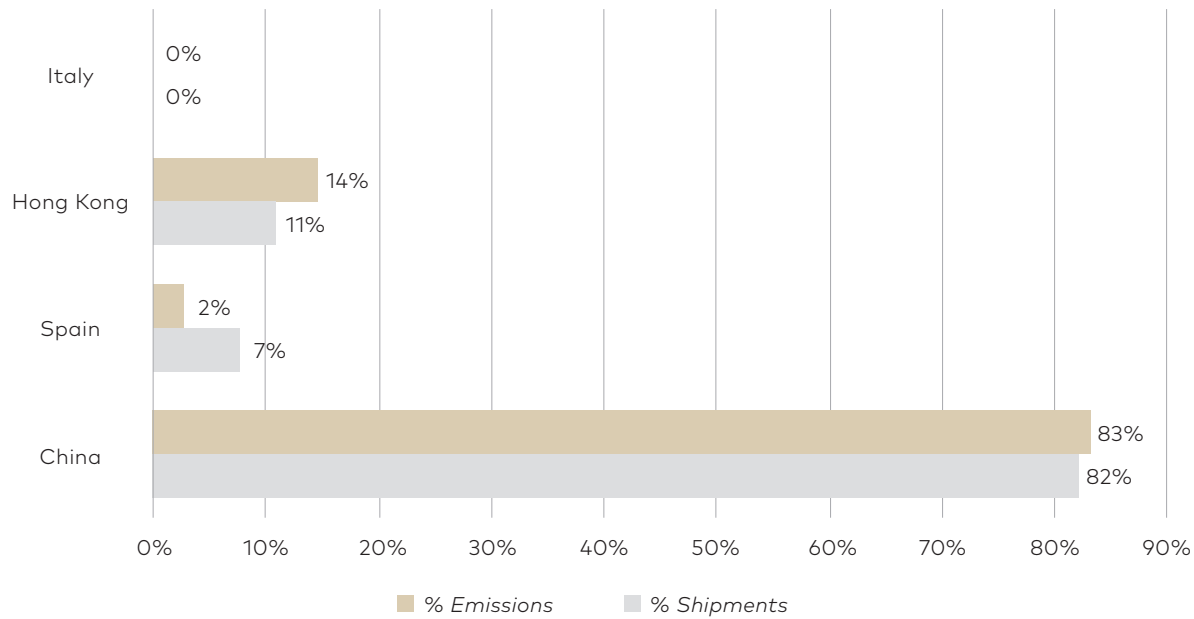
Scope 3 - Other indirect emissions

6. Group air imports:

This year includes data for all group imports again. Although, in line with the policy on optimizing purchases and maintaining stocks launched the previous year, an increase in production associated with greater market demand partially justifies the increase in this marker.

| Group air imports | | | | | | |
|-------------------|-------------|------------------|---------------------------|-------------|------------------|---------------------------|
| Scope | 3 | | | | | |
| Activity data | | 4.360.152 | tkm | | 6.904.888 | tkm |
| Emission factor | 2021 | 1,13174 | kg CO ² e/tkm | 2022 | 1,13174 | kg CO ² e/tkm |
| Emissions | | 4.934.558 | kg CO²e | | 7.814.538 | kg CO²e |

* The distances are calculated from the origin airport to the destination airport

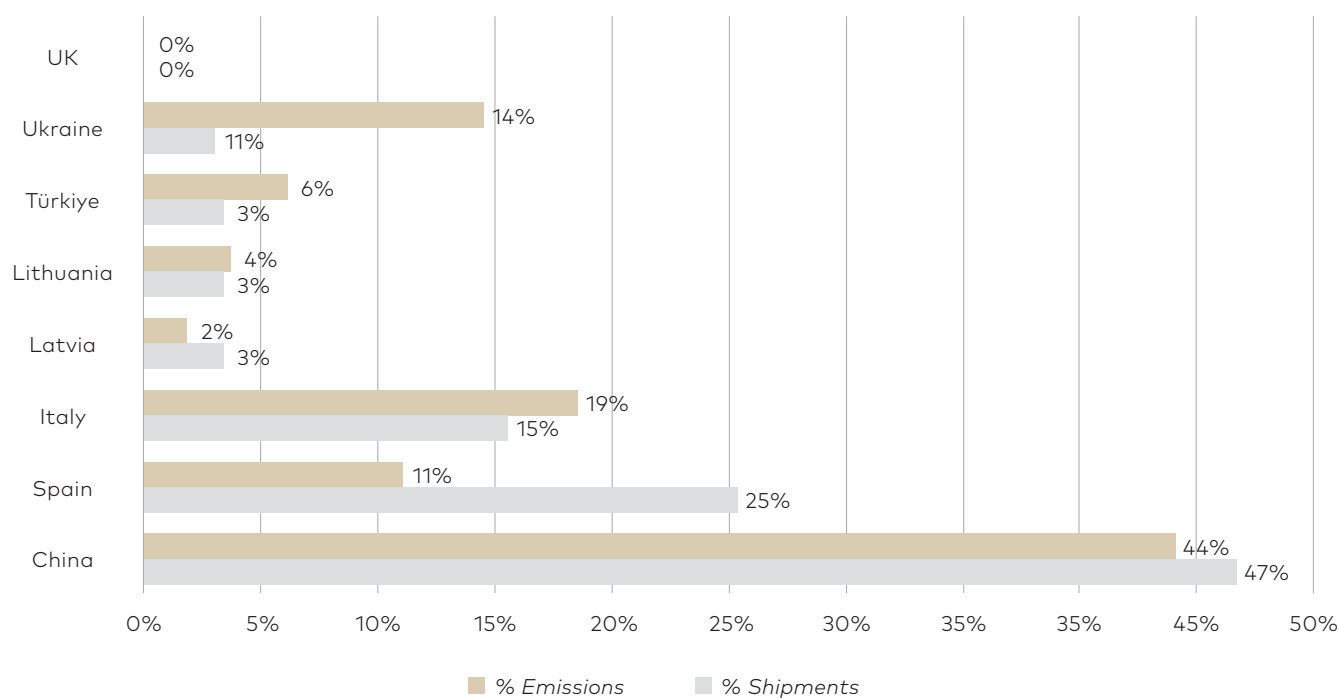


7. Group truck imports:

As with the calculation for air imports, land-based imports also include figures for all logistics platforms

| Group truck imports | | | | | |
|---------------------|-------------|---------------|---------------------------|-------------|------------------------------------|
| Scope | | | | 3 | |
| Activity data | | 104.520 | tkm | | 153.079 tkm |
| Emission factor | 2021 | 0,2147 | kg CO ² e/tkm | 2022 | 0,2147 kg CO ² e/tkm |
| Emissions | | 22.440 | kg CO²e | | 32.866 kg CO ² e |

* The average distances are calculated from the origin capitals to the destination cities where our logistics warehouses are located



8. Distribution by truck (whole Group, from various logistics platforms):

For this year, data on distribution by land from the various logistics platforms (European and international) has been included

| Distribution by truck (whole Group, from all logistics platforms): | | | | | |
|--|-------------|---------------|---------------------------|-------------|-------------------------------------|
| Scope | | | | 3 | |
| Activity data | | 394.251 | tkm | | 673.442 tkm |
| Emission factor | 2021 | 0,2147 | kg CO ² e/tkm | 2022 | 0,2147 kg CO ² e/tkm |
| Emissions | | 84.646 | kg CO²e | | 144.588 kg CO ² e |

9. Distribution by air (whole Group, from various logistics platforms:

For this year, data on distribution by air from the various logistics platforms (European and international) has been included

| Distribution by air (whole Group, from all logistics platforms) | | | | | | |
|---|-------------|------------------|---------------------------|-------------|------------------|---------------------------|
| Scope | 3 | | | | | |
| Activity data | | 1.408.840 | tkm | | 1.815.004 | tkm |
| Emission factor | 2021 | 1,13174 | kg CO ² e/tkm | 2022 | 1,13174 | kg CO ² e/tkm |
| Emissions | | 1.594.441 | kg CO²e | | 2.054.112 | kg CO²e |

10. Corporate air travel:

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

| Corporate air travel | | | | | | |
|----------------------|-------------|----------------|---------------------------|-------------|----------------|---------------------------|
| Scope | 3 | | | | | |
| Activity data | | 2.320.039 | km | | 4.249.492 | km |
| Emission factor | 2021 | 0,14 | kg CO ² e/km | 2022 | 0,091 | kg CO ² e/tkm |
| Emissions | | 324.805 | kg CO²e | | 384.875 | kg CO²e |

* Air transportation emission factor Source ICAO:
<https://www.icao.int/environmental-protection/CarbonOffset/Pages/default.aspx>

11. Corporate rail travel:

As in the previous section, the volume of business trips by train also doubled in 2022

| Corporate rail travel | | | | | | |
|-----------------------|-------------|----------------|---------------------------|-------------|--------------|---------------------------|
| Scope | 3 | | | | | |
| Activity data | | 138.167 | km | | 324.615 | km |
| Emission factor | 2021 | 0,01 | kg CO ² e/km | 2022 | | kg CO ² e/tkm |
| Emissions | | 1381,67 | kg CO²e | | 7.791 | kg CO²e |

*Rail transportation emission factor Source OECC (Renfe): 0.024 kgCO₂eq/passenger/km

12. Commute to work (corporate bus):

In 2022, the frequency and route were adapted to suit the number of workers and shift hours.

| Company bus | | | | | |
|------------------|-------------|--------------|---------------------------|-------------|---------------------------------|
| Scope | | | | 3 | |
| Activity data | | 10.651 | km | | 8.437 km |
| Emission factor | 2020 | 0,921 | kg CO ² e/km | 2022 | * kg CO ² e/tkm |
| Emissions | | 9.810 | kg CO²e | | 7.536 kg CO²e |

**To calculate these emissions, we used the following EF:
Urban diesel bus 1.79257 kgCO₂/km
Mid-distance diesel bus 0.66132 kgCO₂/km*

13. Water consumption:

This includes consumption for the hubs (Barcelona and Netherlands) as previously, plus consumption for all shops with this data (France, Portugal, Nicole Italy and Miami USA)

| Water consumption | | | | | | | | |
|-------------------|-------------|----------------------|-------|----------------------------------|-------------|----------------------|-------|----------------------------------|
| Location | | DA (m ³) | EF | Emissions (Kg CO ² e) | | DA (m ³) | EF | Emissions (Kg CO ² e) |
| Spain | 2021 | 5.544 | 0,395 | 1.929 | 2022 | 6.650 | 0,395 | 2.627 |
| Other | | 1.834 | 0,344 | 2.798 | | 5.310 | 0,344 | 1.827 |

14. Waste management:

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

| Waste management | | | | | | | | |
|--------------------|------|---------------|----------------------|--------------------|------|---------------|----------------------|--------------------|
| Waste | | Quantity (t) | EF (kg CO2/kg waste) | Emissions (kg CO2) | | Quantity (t) | EF (kg CO2/kg waste) | Emissions (kg CO2) |
| SAN PATRICK | | | | | | | | |
| Plastic | 2021 | 10,26 | 0,12009 | 1.232 | 2022 | 22,5 | 0,12009 | 2.697 |
| Remainder fraction | | 58,81 | 0,64518 | 37.943 | | 68,3 | 0,64518 | 44.040 |
| Organic | | 3,61 | 0,63211 | 2.282 | | 13,7 | 0,63211 | 8.647 |
| Paper / Cardboard | | 48,6 | 0,05641 | 2.742 | | 0 | 0,02135 | 4.128 |
| WEEE | | 0 | 0,02135 | 0 | | 0 | 0,02135 | 0 |
| TOTAL | | 121,28 | 0,13962 | 44.199 | | 177,6 | 0,13962 | 59.511 |
| LADYBIRD* | | | | | | | | |
| Remainder fraction | 2021 | 78,8 | 0,58651 | 46.217 | 2022 | 78,8 | 0,58651 | 46.217 |
| Paper / Cardboard | | 78,8 | 0,02135 | 1.682 | | 78,8 | 0,02135 | 1.682 |
| TOTAL | | 157,6 | 0,35744 | 47.899 | | 8,64 | 0,35744 | 47.899 |
| TOTAL | | 278,88 | 0,14439 | 22.017 | | 152,48 | 0,14439 | 22.017 |

* Estimation

While our goal for 2022 was to develop a project to recover recyclable waste in most of our shops, it wasn't possible to execute because we have not found a company that is able to manage this for all the shops. However, we will continue searching for a suitable partnership in 2023 to start implementing separation of cardboard and plastic for recycling in our own shops.

6.1.1.

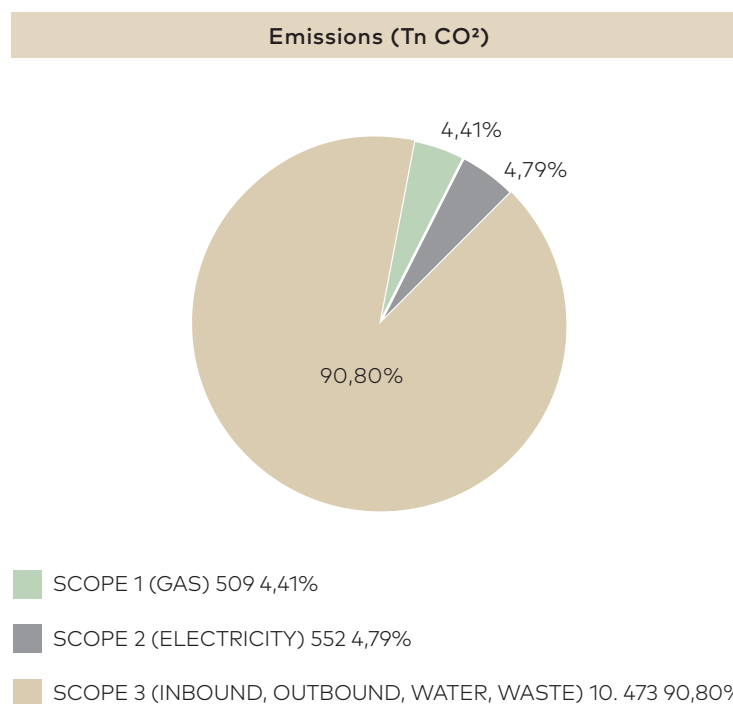
Conclusions regarding the Pronovias Group CO2 footprint

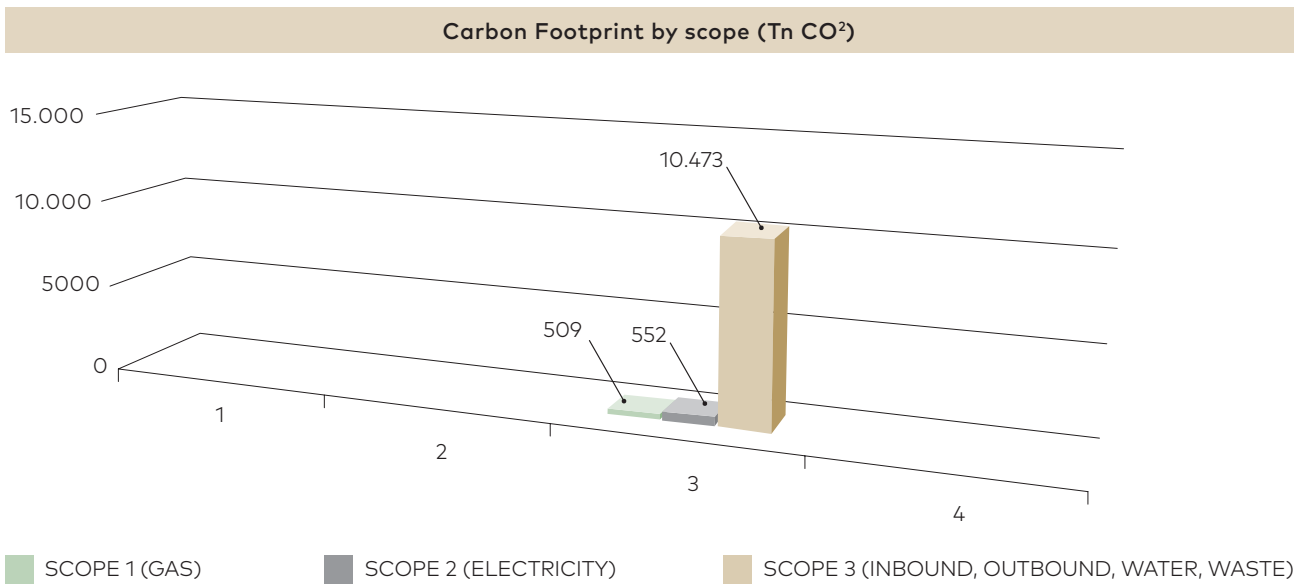
Below are the updated figures for the markers we launched the previous year to track the Group's progress in CO2 emissions. As noted in 2021, the largest impact on the Pronovias Group CO2 footprint is from Scope 3 sources (indirect emissions

mainly due to product distribution).

As these calculations include new data not taken into account previously, Scope 3 (A3) currently makes up nearly 90% of the Group's emissions.

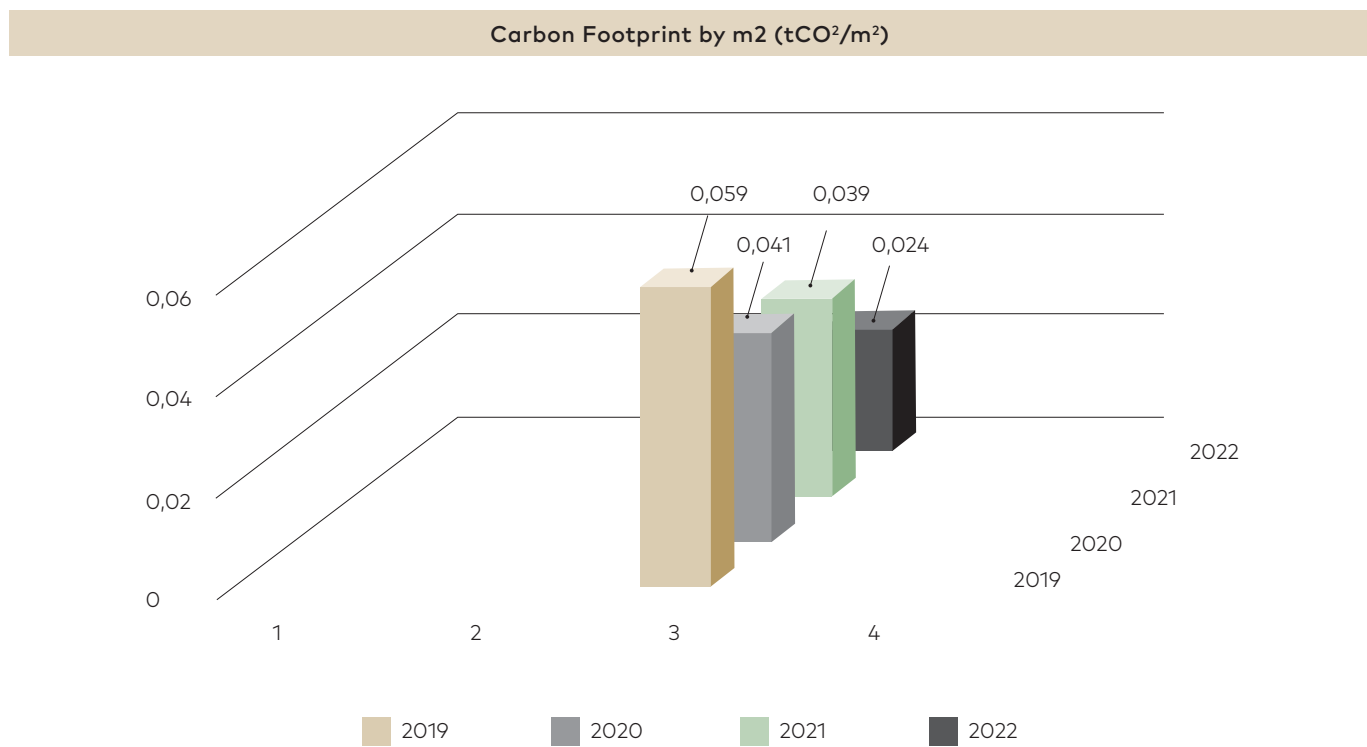
| Emissions (Tn CO ²) | | | | |
|---------------------------------|--------------|--------|---------------|--------|
| Scope | 2021 | % | 2022 | % |
| A1 | 450 | 11,39% | 509 | 4,41% |
| A2 | 1.265 | 32,01% | 552 | 4,79% |
| A3 | 2.237 | 56,60% | 10.473 | 90,80% |
| TOTAL | 3.952 | | 11.534 | |





In terms of the footprint generated only from **Scopes 1 and 2 (direct and indirect emissions)**, from our sales network of shops and regional hubs, this KPI shows a downward trend in terms of energy consumed per m² of facilities. This is due in large

part to implementing shifts and telecommuting, which helps limit the power consumed at our facilities. Furthermore, implementing energy savings measures, HVAC limits at our facilities and using green energy has led to this reduction.



6.1.2.

Erratum 2021 report

As noted at the beginning of the chapter, below is the incorrect data for 2021 regarding the footprint of A3 (distribution from various platforms) with the corrected figure used for comparison in this 2022 report:

| Truck distribution from Barcelona | | | | | | |
|-----------------------------------|------|--------------------|---------------------------|-------------------------|---------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 1.063.507.697 | Tkm | Corrected data for 2021 | 272.907 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 228.335.103 | kg CO²e | | 58.593 | kg CO²e |

| Distribution by air from Barcelona | | | | | | |
|------------------------------------|------|--------------------|---------------------------|-------------------------|----------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 192.892.447 | Tkm | Corrected data for 2021 | 375.869 | Tkm |
| Emission factor | | 1,13174 | kg CO ² e/km | | 1,13174 | kg CO ² e/tkm |
| Emissions | | 218.304.098 | kg CO²e | | 425.386 | kg CO²e |

| Distribution by truck from Italy | | | | | | |
|----------------------------------|------|-------------------|---------------------------|-------------------------|-------------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 276.406.570 | Tkm | Corrected data for 2021 | 32.906 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 59.344.491 | kg CO²e | | 59.344.491 | kg CO²e |

| Distribution by air from Italy | | | | | | |
|--------------------------------|------|---------------|---------------------------|-------------------------|---------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 18.642 | Tkm | Corrected data for 2021 | 4.244 | Tkm |
| Emission factor | | 1,13174 | kg CO ² e/km | | 1,13174 | kg CO ² e/tkm |
| Emissions | | 21.098 | kg CO²e | | 21.098 | kg CO²e |

| Distribution by truck from Brazil (Brazil-Brazil) | | | | | | |
|---|------|----------------|---------------------------|-------------------------|------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 1.011.032 | Tkm | Corrected data for 2021 | 3.462 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 217.069 | kg CO²e | | 743 | kg CO²e |

| Distribution by truck from Canada | | | | | | |
|-----------------------------------|------|------------------|---------------------------|-------------------------|--------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 9.917.619 | Tkm | Corrected data for 2021 | 8.935 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 2.129.313 | kg CO²e | | 1.918 | kg CO²e |

| Distribution by air from Canada | | | | | | |
|---------------------------------|------|------------|---------------------------|-------------------------|-----------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 110 | Tkm | Corrected data for 2021 | 15,68 | Tkm |
| Emission factor | | 1,13174 | kg CO ² e/km | | 1,13174 | kg CO ² e/tkm |
| Emissions | | 124 | kg CO²e | | 18 | kg CO²e |

| Distribution by truck from Hong Kong | | | | | | |
|--------------------------------------|------|----------------|---------------------------|-------------------------|------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 1.891.354 | Tkm | Corrected data for 2021 | 3.628 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 406.074 | kg CO²e | | 779 | kg CO²e |

| Distribution by air from Hong Kong | | | | | | |
|------------------------------------|------|--------------------|---------------------------|-------------------------|------------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 393.131.004 | Tkm | Corrected data for 2021 | 1.028.372 | Tkm |
| Emission factor | | 1,13174 | kg CO ² e/km | | 1,13174 | kg CO ² e/tkm |
| Emissions | | 444.922.082 | kg CO²e | | 1.163.849 | kg CO²e |

| Distribution by truck from USA | | | | | | |
|--------------------------------|------|--------------------|---------------------------|-------------------------|---------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 679.665.485 | Tkm | Corrected data for 2021 | 72.413 | Tkm |
| Emission factor | | 0,2147 | kg CO ² e/km | | 0,2147 | kg CO ² e/tkm |
| Emissions | | 145.924.180 | kg CO²e | | 15.547 | kg CO²e |

| Distribution by air from USA | | | | | | |
|------------------------------|------|--------------|---------------------------|-------------------------|------------|---------------------------|
| Scope | | | | 3 | | |
| Activity data | 2021 | 6.401 | Tkm | Corrected data for 2021 | 339 | Tkm |
| Emission factor | | 1,13174 | kg CO ² e/km | | 1,13174 | kg CO ² e/tkm |
| Emissions | | 7.244 | kg CO²e | | 384 | kg CO²e |

6.1.3.

Light pollution

In line with our work to decrease our impact on the environment and fight light pollution, Pronovias maintained its schedule of turning on and off lights at shops and the head offices in 2022.

Furthermore, to reduce energy use, the operating hours for the HVAC system at the head offices remained the same in 2022, from 6:00 am to 4:00 pm. This lighting schedule was expanded to also apply to our own shops, with an upper and lower limit for heating and cooling, in line with European directives on energy savings.

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

As part of our commitment to cut greenhouse gas emissions, we kicked off a project in 2019 to

gradually replace halogen lighting at the head offices and our shops with low-consumption LED lights by the end 2022. This project was affected by the restrictions in 2020 and the need to telecommute as a way to contain the spread of the pandemic. This forced us to re-plan the rollout, as noted in the 2020 report, and it is now scheduled to be completed in 2023. In 2022, the rollout continued and we feel confident we can reach our goal of replacing all of these lights by 2023.

While we intended to implement LED lighting in the network of shops in 2022, as the provisions for recovery of retail activity weren't met, we chose to continue with the austerity measures another year and weren't able to re-launch the project, so the figures remain unchanged. In 2023, we will work internally on this project to complete implementation by 2025.

6.1.4.

Noise pollution

The Pronovias Group's activity does not have a significant impact on noise pollution. Facilities where

the production center is located have a valid license for the use for which they are intended.

6.2. *Biodiversity protection*

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

As an integral part of our internal strategy, in 2019 Pronovias began assessing all activities that directly and indirectly contribute to affecting biodiversity and ecosystem services along value chains, with the aim of continuously improving our sustainability and awareness.

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

As part of these initiatives, in line with what we've shared in previous reports, we are continuing with our #WeDoEco project, which consists of designing dresses with at least one eco-friendly attribute in terms of the materials used. So, for the 2023 collection launched in 2022, we developed 57 dresses under this project.

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

As we explained in the previous point, in 2022 we once again offered eco-friendly lines in the 2023 collection under the Atelier Pronovias, Pronovias, LadyBird, Nicole, White One, San Patrick and Vera Wang brands.

In 2022, we continued the initiative launched in 2021 to give leftover materials a second life by putting

them back into the textile industry. So, we were able to give a second life to over 1,344 references through sales to third parties. Moreover, we are still cooperating with a circular economy marketplace platform, where we have been able to give various fabrics a second life, saving an estimated 154,000 liters of water and preventing 715 kilograms of CO2 emissions.

6.2.2.

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

The Pronovias Group remains committed to mitigating the potential negative impact on biodiversity generated by factories where products are produced and does not allow operations in any protected areas or areas that may pose

a risk to endangered species, which is ensured through full transparency on the locations of manufacturing sites, including those of suppliers and subcontractors.

6.2.3.

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

As we noted in the previous year's report, global transportation instability made it impossible to set targets for 2022, although we kept our goal of exploring alternatives to air transportation.

With this in mind, while always ensuring service of our customers, we switched from air to land

transportation for several destinations, and now have over 5% of all units distributed by land.

We continue to work directly and indirectly with our transportation providers to benefit from their improvements in terms of decreased carbon footprint.

6.2.4.

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

In the 2020 report, we announced we would be developing a line of Nicole and Pronovias products that would have multiple uses, called the "second life" project. This action allows a series of wedding dresses to be adapted for use on other occasions with a series of pre-determined alterations.

As we explained in the previous report, the supply chain crisis forced us to postpone the launch of this project to 2022, when we were finally able to kick off the project. Given ours is a seasonal business, it is too early to assess its impact.

6.2.5.

Water management

In 2022, Pronovias wasn't able to develop a formal water resources policy as part of the long-term ESG strategy because this requires direct collaboration from our suppliers, who like in previous years were suffering due to the supply chain crisis. This policy remains a goal for 2023.

However, the comparison of water consumption for our central headquarters in El Prat de Llobregat for 2021 and 2022 shows that the figure is stable and consistent year on year:

| Water consumption | |
|-------------------|----------------|
| Year | M ³ |
| 2021 | 6.146 |
| 2022 | 6.231 |

6.3. Recycling and waste management

Our waste management program aims to decrease our footprint by improving separation for recycling and reuse. The reuse rate is measured by comparing the total waste generated by internal operations against the figure for the waste sent for recycling. As part of our strategy to recycle 50% of all waste by 2025, in 2022 we maintained the separation levels achieved the previous year, which puts us on target for achieving the goal set by 2025.

As noted in previous reports, this is due to the fact that we are following the procedure established in 2020 for correctly separating plastic and cardboard waste produced at our San Patrick Production Center, facilitating recycling at the treatment plant.

In addition to internal resources, as indicated previously, the Pronovias Group has several contracts in place with recycling companies that

pick up the sorted waste and then handle the waste generated. A little over €19,000 was spent on this in 2022.

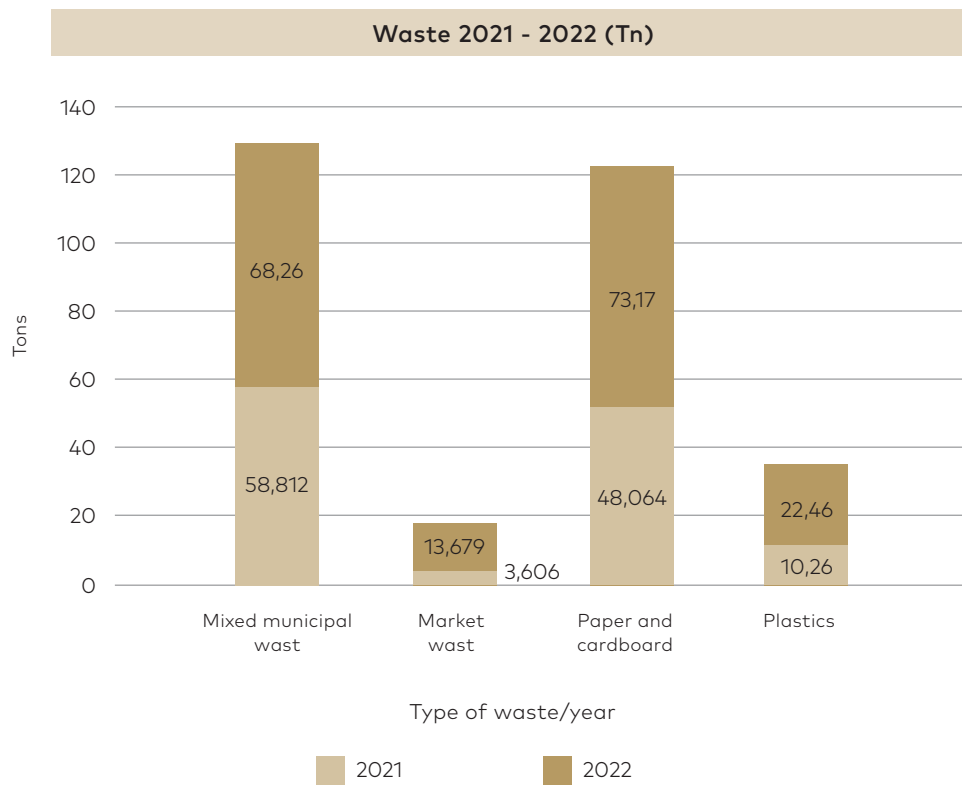
For a few years now, the Pronovias Group's intention has been to extrapolate this waste separation procedure to the network of shops, as well as to other Group subsidiaries. Despite this benchmark reached in 2022, we haven't yet found the right partnership for this project and will expand our search in 2023. Regarding our offices in the Netherlands (Ladybird), the existing waste management contract (market waste and cardboard) remains in place.

Below are the figures (in tons) from the San Patrick S.L. Annual Industrial Waste Declaration for 2021 and 2022, as well as each type of waste as a percentage of the total.

| | 2021 | Separation | 2022 | Separation |
|--------------------------|---------|------------|-------|------------|
| Combined municipal waste | 58,812 | 49% | 68,26 | 38% |
| Market waste | 3,606 | 3% | 13,68 | 8% |
| Paper and cardboard | 48,064 | 40% | 73,17 | 41% |
| Plastic | 10,26 | 8% | 22,46 | 13% |
| Total | 120,742 | | 124,7 | |

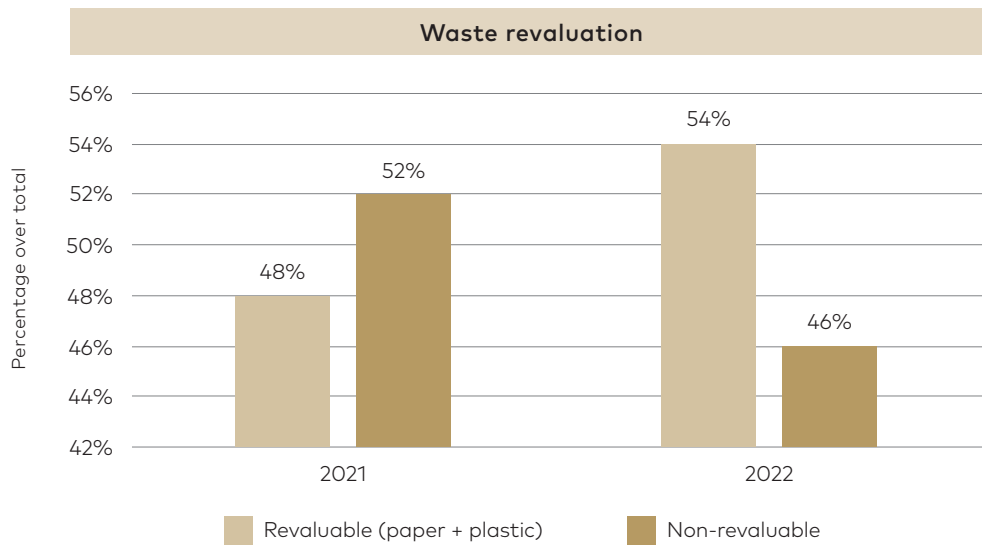
The absolute comparison, in terms of tons produced, is noteworthy in a positive sense as it shows a significant decrease in the waste generated, which is supported by the decrease in goods received over

the course of the year. The figures for cardboard are fairly stable and plastic waste continues the upward trend of previous years due to single-use packaging because of the COVID-19 pandemic.



In the breakdown, once the reusable waste is grouped together, it is clear that the actual figure for these (cardboard and plastic) compared to the

total surpassed 2021 figures and is in line with the target set for 2025.



In 2022, Pronovias maintained its contract with AMBILAMP to manage special waste (fluorescent and standard light bulbs) at the main buildings. Also, the management of battery waste continues to be carried out through the company FOMENT DEL RECICLATGE.

While another of the Group's goals for this year was to relaunch the Stop Food Waste project implemented by our catering provider aiming for a more conscious food supply processes, this wasn't possible. However, the program will be reactivated in 2023 with the target of at least hitting the levels of 2019 (we prevented 230 kg of waste, which allowed the Eurest Foundation to donate €1 per kilo of food saved).

Furthermore, to cut the use of single-use plastics, we will launch the Bumerang app in 2023 to help us roll out the use of reusable packaging.

At the head offices in El Prat de Llobregat (Barcelona) we continue to provide a free shuttle bus for employees in the building that connects them directly to the train station, thus encouraging the use of public transportation in an effort to minimize the use of private vehicles. In 2022, the schedule of this service was adapted in terms of routes and frequency at the workers' request.

6.4. *Packaging*

As we announced in last year's report, in 2021 we launched a process to standardize packaging (hangers and garment bags) to better control stocks and, as a result, cut obsolescence. This project was rolled out in 2021 and completed in 2022, with a significant reduction in references for both materials.

We remain committed to the long-term business strategy to make all our packaging (including labels, decorations, boxes, ribbons, covers, bags and hangers) 100% sustainable by 2025.

Our 2023 commitment:

Initiatives planned for the coming year include:

- Continue raising awareness among employees regarding good practices in offices and shops (use of HVAC, turning off equipment, motion sensors in areas with little traffic, taking the stairs instead of the elevator, etc.).
- Establish a policy of maximum and minimum temperatures to reduce consumption without sacrificing the welfare of our employees.
- Promote employees' environmental awareness by holding sessions to support protected areas.
- Keep working to make our packaging 100% sustainable by 2025 by launching a new initiative targeting the plastic cover on our dresses.
- Continue the project to replace halogen lighting at the head offices and our shops with low-consumption LED lights.

Foster and facilitate the use of electric vehicles by installing charging stations.

7.

Pronovias Group personnel information

7.1. Employment

As of Saturday, December 31, 2022, the Pronovias Group was made up of 959 people from different backgrounds, cultures and nationalities. In relation to gender diversity, the majority presence of women

is one of the most relevant characteristics of the workforce. Therefore, 88.74% of employees are women, compared to 11.26% men.

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

| 2022 | | | |
|----------------|------------|------------|------------|
| COUNTRY | Man | Woman | Total |
| Germany | | 1 | 1 |
| Brazil | 1 | | 1 |
| China | 1 | 4 | 5 |
| Spain | 78 | 492 | 572 |
| France | 1 | 36 | 37 |
| Netherlands | 4 | 12 | 16 |
| Hong Kong | | 1 | 1 |
| Italy | 8 | 99 | 107 |
| Mexico | 1 | 29 | 30 |
| Poland | | 5 | 5 |
| Portugal | | 16 | 16 |
| United Kingdom | 2 | 18 | 20 |
| USA | 12 | 136 | 148 |
| TOTAL | 108 | 851 | 959 |

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

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

| 2022 | | | | | | | | | | | |
|----------------------|-----------|-----------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|---------------|
| CONTRACT TYPE | <=25 | >65 | 26 - 30 | 31 - 35 | 36 - 40 | 41 - 45 | 46 - 50 | 51 - 55 | 56 - 60 | 61 - 65 | 66 - 70 |
| At-will employment | 31 | 11 | 34 | 21 | 13 | 9 | 7 | 8 | 9 | 5 | 148 |
| Indefinite Full Time | 14 | 3 | 50 | 68 | 87 | 79 | 97 | 103 | 70 | 33 | 604 |
| Indefinite Part Time | 2 | 5 | 9 | 13 | 17 | 18 | 22 | 31 | 22 | 15 | 154 |
| Temporary Full Time | 6 | | 8 | 7 | 8 | 3 | 1 | 1 | 1 | | 35 |
| Temporary Part Time | | | 5 | 2 | 3 | 2 | 0 | 2 | 1 | 2 | 17 |
| Temporary Zero Hours | | | 1 | | | | | | | | 1 |
| TOTAL | 53 | 19 | 107 | 111 | 128 | 111 | 127 | 145 | 103 | 55 | 959 |

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

In the United States, "at-will employment" is a common practice in the workplace. This is an employer's ability to dismiss an employee for any reason without notice, as long as the reason is not illegal. For 2022, we thought it more appropriate to separate out this type of contract, as it isn't comparable to a temporary or indefinite contract.

The "zero-hour contract" is a type of contract mainly

used in the United Kingdom where the employer is not obliged to provide any minimum number of working hours to the employee. This means the employer doesn't have to regularly employ the person on contract. The contract can be temporary or indefinite. For 2021, the zero-hour temporary category wasn't included because there weren't any employees on this type of contract.

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

| 2022 | | | | | | | | | | | |
|----------------|-----------|-----------|------------|------------|------------|------------|------------|------------|------------|-----------|------------|
| COUNTRY | <=25 | >65 | 26-30 | 31-35 | 36-40 | 41-45 | 46-50 | 51-55 | 56-60 | 61-65 | TOTAL |
| Germany | | | | | | | | 1 | | | 1 |
| Brazil | | | | | | | 1 | | | | 1 |
| China | | | | 2 | 2 | 1 | | | | | 5 |
| Spain | 11 | 7 | 42 | 60 | 73 | 65 | 98 | 107 | 67 | 42 | 572 |
| France | 4 | 1 | 6 | 10 | 6 | 3 | 3 | 2 | 2 | | 37 |
| Netherlands | | | 2 | 4 | 4 | 1 | 1 | | 3 | 1 | 16 |
| Hong Kong | | | | | | | | | 1 | | 1 |
| Italy | 5 | | 15 | 10 | 15 | 16 | 9 | 19 | 14 | 4 | 107 |
| Mexico | | | 4 | 3 | 8 | 6 | 3 | 5 | | 1 | 30 |
| Poland | | | 1 | | 1 | | | 1 | 2 | | 5 |
| Portugal | | | | | 4 | 6 | 2 | | 3 | 1 | 16 |
| United Kingdom | 2 | | 3 | 1 | 2 | 4 | 3 | 2 | 2 | 1 | 20 |
| USA | 31 | 11 | 34 | 21 | 13 | 9 | 7 | 8 | 9 | 5 | 148 |
| TOTAL | 53 | 19 | 107 | 111 | 128 | 111 | 127 | 145 | 103 | 55 | 959 |

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

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

| 2022 | | | | | | | | | | | | | | |
|----------------------|----------|----------|----------|------------|-----------|-------------|-----------|------------|-----------|----------|-----------|----------------|------------|------------|
| CONTRACT TYPE | Germany | Brazil | China | Spain | France | Netherlands | Hong Kong | Italy | Mexico | Poland | Portugal | United Kingdom | USA | TOTAL |
| At-will employment | | | | | | | | | | | | | 148 | 148 |
| Indefinite Full Time | 1 | 1 | 1 | 425 | 29 | 7 | 1 | 84 | 27 | 2 | 15 | 11 | | 604 |
| Indefinite Part Time | | | | 124 | 2 | 3 | | 18 | 2 | 1 | | 4 | | 154 |
| Temporary Full Time | | | 4 | 11 | 6 | 5 | | 2 | 1 | 2 | 1 | 3 | | 35 |
| Temporary Part Time | | | | 12 | | 1 | | 3 | | | | 1 | | 17 |
| Temporary Zero Hours | | | | | | | | | | | | 1 | | 1 |
| TOTAL | 1 | 1 | 5 | 572 | 37 | 16 | 1 | 107 | 30 | 5 | 16 | 20 | 148 | 959 |

| 2021 | | | | | | | | | | | | | |
|----------------------|----------|----------|-----------|------------|-----------|-------------|------------|-----------|----------|-----------|----------------|-----------|------------|
| CONTRACT TYPE | Germany | Brazil | China | Spain | France | Netherlands | Italy | Mexico | Poland | Portugal | United Kingdom | USA | TOTAL |
| Indefinite Full Time | 1 | 1 | 8 | 391 | 31 | 3 | 94 | 23 | 3 | 15 | 10 | 66 | 646 |
| Indefinite Part Time | | | | 134 | 2 | 12 | 16 | | | | 7 | 14 | 185 |
| Temporary Full Time | | | 4 | 37 | 11 | 7 | 3 | 6 | 2 | 1 | 4 | | 75 |
| Temporary Part Time | | | 1 | 34 | 1 | 3 | 2 | 4 | | | 3 | | 48 |
| TOTAL | 1 | 1 | 13 | 596 | 45 | 25 | 115 | 33 | 5 | 16 | 24 | 80 | 954 |

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

| 2022 | | | |
|----------------------|------------|------------|------------|
| CONTRACT TYPE | Man | Woman | TOTAL |
| At-will employment | 12 | 136 | 148 |
| Indefinite Full Time | 86 | 518 | 604 |
| Indefinite Part Time | 3 | 151 | 154 |
| Temporary Full Time | 5 | 30 | 35 |
| Temporary Part Time | 2 | 15 | 17 |
| Temporary Zero Hours | | 1 | 1 |
| TOTAL | 108 | 851 | 959 |

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

As the graph above shows, in 2022, 94.47% of the Group's employees were on an indefinite contract, 5.53% of which are full time.



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

| 2022 | | | | | | |
|----------------------|-----------------|----------------|-----------|------------|---------------------|------------|
| CONTRACT TYPE | Executive Board | Senior Manager | Manager | Specialist | Remaining employees | TOTAL |
| At-will employment | 1 | | | | 147 | 148 |
| Indefinite Full Time | 8 | 15 | 35 | 22 | 524 | 604 |
| Indefinite Part Time | | | | | 154 | 154 |
| Temporary Full Time | | | 1 | | 34 | 35 |
| Temporary Part Time | | | | | 17 | 17 |
| Temporary Zero Hours | | | | | 1 | 1 |
| TOTAL | 9 | 15 | 36 | 22 | 877 | 959 |

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

Breakdown by country and category

| 2022 | | | | | | |
|----------------|-----------------|----------------|-----------|------------|---------------------|------------|
| COUNTRY | Executive Board | Senior Manager | Manager | Specialist | Remaining employees | TOTAL |
| Germany | | | | | 1 | 1 |
| Brazil | | | | | 1 | 1 |
| China | | | | | 5 | 5 |
| Spain | 7 | 13 | 32 | 22 | 498 | 572 |
| France | | | | | 37 | 37 |
| Hong Kong | | | | | 1 | 1 |
| Italy | 1 | 2 | 1 | | 103 | 107 |
| Netherlands | | | 3 | | 13 | 16 |
| Mexico | | | | | 30 | 30 |
| Poland | | | | | 5 | 5 |
| Portugal | | | | | 16 | 16 |
| United Kingdom | | | | | 20 | 20 |
| USA | 1 | | | | 147 | 148 |
| TOTAL | 9 | 15 | 36 | 22 | 877 | 959 |

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

Disability and employment: As of the end of the 2022 fiscal year, 1.87% of the Group's employees (18 in total) had a disability. Of these, five have a disability over 65% and the rest are between 33% and 65%.

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

The number of terminations in fiscal year 2022 totaled 21 (3 men and 18 women).

The breakdown by age and professional category is as follows:

| 2022 | | | |
|---------------------|-----------|-----------|-----------|
| CATEGORY | MAN | WOMAN | Total |
| Executive Board | 2 | 2 | 4 |
| Senior Manager | 3 | 1 | 4 |
| Manager | 1 | | 1 |
| Remaining employees | 7 | 23 | 30 |
| TOTAL | 13 | 26 | 39 |
| AGE | MAN | WOMAN | Total |
| 21-25 | | 2 | 2 |
| 26-30 | | 3 | 3 |
| 31-35 | 1 | 5 | 6 |
| 36-40 | 1 | 5 | 6 |
| 41-45 | | | |
| 46-50 | 1 | 1 | 2 |
| 51-55 | | 1 | 1 |
| 56-60 | | 1 | 1 |
| 61-65 | | | |
| TOTAL | 3 | 18 | 21 |

The Group has a headhunting and recruitment policy, which includes mobility and internal promotion processes, internship selection and integration programs, as well as a candidate recruitment policy.

| 2021 | | | |
|---------------------|----------|-----------|-----------|
| CATEGORY | MAN | WOMAN | Total |
| Executive Board | | 1 | 1 |
| Senior Manager | 1 | 2 | 3 |
| Manager | 2 | 3 | 5 |
| Specialist | 1 | 3 | 4 |
| Remaining employees | 4 | 19 | 23 |
| TOTAL | 8 | 28 | 36 |
| Age | MAN | WOMAN | Total |
| >25 | | 2 | 2 |
| 26-30 | | 4 | 4 |
| 31-35 | | 4 | 4 |
| 36-40 | | 1 | 1 |
| 41-45 | 2 | 6 | 8 |
| 46-50 | 1 | 6 | 7 |
| 51-55 | 2 | 1 | 3 |
| 56-60 | 2 | 1 | 3 |
| 61-65 | | 3 | 3 |
| 65-70 | 1 | | 1 |
| TOTAL | 8 | 28 | 36 |

This policy also includes the processes to be followed depending on the position to be filled, enabling the recruitment and selection of the best talent for each of the Group's key positions.

7.2. Work organization

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

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

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

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

- The application for a compacted working day after maternity or paternity leave.

Furthermore, in 2022 we implemented a Telecommuting Policy (pilot) to help promote good work-life balance. This pilot program aims to formalize the telecommuting process kicked off due to the COVID-19 pandemic and analyze the possibility of rolling it out permanently.

Under this policy, there are two types of telecommuting: 1 day a week, always Friday, or 2 days a week, which are Friday and another day that is always the same, meaning it must be the same day of the week every week, adapting to the organizational priorities of the Pronovias Group and not persona criteria. Plus, both types include 10 free choice days to encourage work-life balance. They can be used at most five in a row.

In 2022, of the 315 people working at the Group's head offices, 5 took advantage of the option to decrease hours due to pregnancy and 1 person took the compact schedule after maternity leave.

In Spain, the number of people taking advantage of a reduction of working hours for legal guardianship in 2022 was 63.

7.2.1. Absenteeism

Data relating to absenteeism is detailed below:

| 2022 | | 2021 | |
|--------------------------|--------------|--------------------------|------------|
| SPAIN | | SPAIN | |
| Total hours | 1.037.436,84 | Total hours | 762.540,00 |
| Total absenteeism | 116.910,91 | Total absenteeism | 60.935,52 |
| % Absenteeism | 11% | % Absenteeism | 8% |

Breakdown 2021 and 2022

| 2022 | | | | | |
|--------------|------------------|------------------|-----------------|-----------------|---------------------|
| GENDER | Sickness | Maternity | Accident | Paternity | High-risk pregnancy |
| MAN | 4.685,40 | - | 8,00 | 1.344,00 | - |
| WOMAN | 93.356,57 | 12.090,09 | 4.857,25 | - | 569,60 |
| TOTAL | 98.041,97 | 12.090,09 | 4.865,25 | 1.344,00 | 569,60 |

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

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

| 2022 | | | | | |
|--------------|------------|---------------|--------------|---------------|------------|
| GENDER | Leave | Sickness | Maternity | Breastfeeding | Accident |
| MAN | - | 176,00 | - | - | - |
| WOMAN | 184,50 | 10.166,50 | 2.983,00 | 24,00 | 128,00 |
| TOTAL | 185 | 10.343 | 2.983 | 24 | 128 |

| 2021 | | | | |
|--------------|------------|---------------|--------------|---------------|
| GENDER | Leave | Sickness | Maternity | Breastfeeding |
| MAN | 43,5 | 131 | - | - |
| WOMAN | 842 | 9952,5 | 5247 | 479,75 |
| TOTAL | 886 | 10.084 | 5.247 | 480 |

Data on absenteeism is not available for the other subsidiaries.

7.2.2.

Labor disengagement

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

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

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

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

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

In such cases, the employee must be contacted

beforehand to inform him/her of the cause of urgency that motivates such situation. In this way, the work time thus required shall be classified as effective working time in order to be considered as an extension of the working day.

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

2. Vacations and rest periods.

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

These measures were communicated to employees through the corporate intranet.

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

In 2022, we extended the policy and adapted it to the new circumstances (post-COVID) and held a training session on digital disconnection.

7.3. Health and safety

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

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

At the Pronovias Group head offices, there is a Health and Safety committee for San Patrick, S.L.U.

with three members, which meets periodically, and a Health and Safety Officer for Estudio San Patrick, S.L.U. and one for the shop in Barcelona.

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

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

Breakdown of occupational accidents by Group company and gender in 2022:

| 2022 | | | | | |
|----------------------|--------|------|----------------------|--------|------|
| Company name | Gender | Days | Company name | Gender | Days |
| FINANCIERA PRONOVIAS | Woman | 50 | FINANCIERA PRONOVIAS | Woman | 3 |
| FINANCIERA PRONOVIAS | Woman | 6 | SAN PATRICK, S.L.U. | Woman | 12 |
| SAN PATRICK, S.L.U. | Woman | 8 | SAN PATRICK, S.L.U. | Woman | 3 |
| FINANCIERA PRONOVIAS | Woman | 7 | SAN PATRICK, S.L.U. | Woman | 12 |
| ESTUDIO SAN PATRICK, | Woman | 16 | SAN PATRICK, S.L.U. | Woman | 5 |
| SAN PATRICK, S.L.U. | Woman | 7 | FINANCIERA PRONOVIAS | Woman | 37 |
| SAN PATRICK, S.L.U. | Woman | 2 | SAN PATRICK, S.L.U. | Man | 1 |
| SAN PATRICK, S.L.U. | Woman | 19 | ESTUDIO SAN PATRICK, | Woman | 146 |
| ESTUDIO SAN PATRICK, | Woman | 3 | FINANCIERA PRONOVIAS | Woman | 5 |
| SAN PATRICK, S.L.U. | Woman | 4 | SAN PATRICK, S.L.U. | Woman | 10 |
| ESTUDIO SAN PATRICK, | Woman | 179 | SAN PATRICK, S.L.U. | Woman | 72 |
| SAN PATRICK, S.L.U. | Woman | 15 | FINANCIERA PRONOVIAS | Woman | 14 |
| SAN PATRICK, S.L.U. | Woman | 9 | | | |

Total 645

| 2022 | | |
|--------------|------------|----------------------------|
| Gender | Days | Number of accidents/person |
| MAN | 1 | 1 |
| WOMAN | 644 | 24 |
| Total | 645 | 25 |

Breakdown of occupational accidents by Group company and gender in 2021:

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

In 2022 there were a total of 4,865 hours of occupational accidents, all of which were classified as "slight" and none of which were occupational diseases.

The frequency and severity rates are as follows:

- Frequency:
25 accidents/1,037,436.84 hours worked x 106 = 6.75.
- Severity:
645 accident days/1,037,436.84 hours worked x 1000 = 0.62.

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

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

The frequency and severity rates are as follows:

- Frequency:
8 accidents/762,540 hours worked x 106 = 10.49
- Severity:
131 accident days/762,540 hours worked x 1,000 = 0.17.

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

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

2021 and 2022.

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

7.4. Social relations

The whole staff in Spain is covered by a collective bargaining agreement based on the position each of the workers is assigned. On a national level, shops

apply the provincial agreements. At the head offices, the applicable agreement is the national textile industry agreement.

The following table shows the agreement to which each of the employees in Spain adheres.

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

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

| | |
|-------------|---|
| FRANCE | Convention collective nationale du commerce de détail de l'habillement et des articles textiles |
| PORTUGAL | CCT para o comércio do distrito de lisboa |
| ITALY | CCNL Confcommercio |
| BRAZIL | Convenção coletiva de trabalho |
| NETHERLANDS | collective bargain agreement salary |

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

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

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

7.5. Training

The Pronovias Group provides its employees with training on various subjects. Specifically, in 2022 the main training actions were as follows:

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

provides resources to understand the scope of harassment and aims to make people aware of the internal procedure and how each step is carried out; and training in the Anti-Bribery and Corruption Policy. All Group employees have access to this platform.

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

In 2022, there was a total of 8,996 training hours, of which 3,164 hours were online, 4,832 on-site and 1,000 hybrid (online and on-site).

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

The breakdown of 2022 training hours by professional category is as follows:

| 2022 | | | | |
|---------------------|----------------|---------|------------|---------------------|
| Executive Board | Senior Manager | Manager | Specialist | Remaining employees |
| 128 | 465 | 1.796 | 875 | 8.732 |
| Total: 8.996 | | | | |

The breakdown of 2021 training hours by professional category is as follows:

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

7.6. Equality

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

The Equality Plan was scheduled to be updated in 2020 and an Equality Committee was set up for this purpose. Also, an internal survey was carried out to gather the feedback of the employees on this matter and a deadline of March 13, 2020 was established to participate in the aforementioned survey. However, this project was suspended due to the COVID-19 crisis and is expected to begin again in 2022. In 2022, we returned to the project and completed diagnosis with the Criteria consultancy firm, and in 2023 expect to adopt the corrective measures.

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

In our commitment to diversity, in 2022 the Group carried out a series of actions focusing mainly on gender identity and sexual diversity.

- **#pridechallenge.** In order to continue fostering diversity and inclusion, for Pride week we had the #pridechallenge, with four challenges from Monday to Thursday.

- **LevelsLove training:**

- On-site: We had an on-site training for the #LevelsLove team trained in 2021.
- Online. We created an internal online training program to encourage and raise awareness of diversity in the workplace, available on Pronovias Group Learning.
- Resource guide. We put together a guide to LGBTI+ resources with films, series and books people can use to continue their training.
- Inclusiveness guide #inclusiverecruiter. We created an infographic on what and what not to say, how to speak with groups inclusively, at particularly sensitive moments like a job interview.

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

The Pronovias Group makes available to all personnel the corresponding reporting or complaint protocols to ensure a safe working environment. As mentioned in the section on training, the Pronovias Group has a workplace harassment protocol and a sexual and gender-based harassment protocol. There weren't any reports of workplace harassment in 2022.

Also, as a result of Pronovias' deep commitment to the empowerment of women, in 2018 Pronovias adopted a pioneering agreement on the eradication of gender-based violence, establishing measures that represent an improvement to Organic Law 1/2004 of 28 December on Integrated Protection Measures against Gender Violence, aimed at supporting victims of gender-based violence employed by the Group. The agreement provides, among other measures, for paid leave, economic

allowances with or without reimbursement, change of location within the work center, schedule follow-up, attendance and social benefits. In addition, the agreement established a Gender Violence Support Committee made up of a member of the legal team and another person from the Works Committee to help and guide victims of gender violence, guaranteeing maximum confidentiality and discretion in all cases.



7.7. Remuneration

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

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

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

Company cafeteria: Employees at the Group's headquarters in Barcelona have a canteen service contracted with the company Eurest, a third of

which is deducted from the salary of employees who make use of this service and the rest paid for by the company.

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

Performance review: The performance review is obligatory, with each employee meeting with their manager to assess their performance over the previous year and setting goals for the coming year. It is a streamlined process that facilitates conversation.

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

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

| 2022 | | | | | |
|----------------|----------------------|---------------------|--------------------------|------------------|--------------|
| | Minimum Wage/Monthly | Minimum Wage/Annual | Average Salary Pronovias | Number of people | COMPARISON |
| Germany | 1.730,00 | 20.760,00 | 48.880,00 | 1 | 235% |
| Brazil | 192,10 | 2.305,20 | 29.101,00 | 1 | 1262% |
| China | 268,30 | 3.219,60 | 47.696,55 | 5 | 1481% |
| Spain | 1.167,70 | 14.012,40 | 33.367,66 | 572 | 238% |
| France | 1.645,60 | 19.747,20 | 27.284,34 | 37 | 138% |
| Netherlands | 1.756,20 | 21.074,40 | 48.143,54 | 16 | 228% |
| Hong Kong | 733,90 | 8.806,80 | 77.161,86 | 1 | 876% |
| Italy | ** | | 31.373,67 | 107 | |
| Mexico | 227,20 | 2.726,40 | 9.241,07 | 30 | 339% |
| Poland | 654,80 | 7.857,60 | 17.763,40 | 5 | 226% |
| Portugal | 822,50 | 9.870,00 | 17.827,55 | 16 | 181% |
| United Kingdom | 1.929,20 | 23.150,40 | 28.524,15 | 20 | 123% |
| USA | 1.109,50 | 13.314,00 | 52.013,40 | 148 | 391% |

*given in euros and taken from information on local regulations provided by our local labor advisers in each country and the following sources:

https://datosmacro.expansion.com/smi?anio=2022&gclid=Cj0KQCjwtsCgBhDEARIsAE7RYh2_qe3DRRCyjcYWj6asrReP5NDsdvNC_Xu2GKpzraccGgNTSQRHQ0oaAoxJEALw_wcB

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

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

*given in euros and taken from information on local regulations provided by our local labor advisers in each country and the following sources:

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

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

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

Average salary by age 2022

| 2022 | | |
|--------------|------------------|------------------|
| AGE RANGE | Number of people | Average salary |
| <=25 | 53 | 32.148,34 |
| >65 | 19 | 36.125,44 |
| 26-30 | 107 | 31.773,67 |
| 31-35 | 111 | 34.131,27 |
| 36-40 | 128 | 35.887,37 |
| 41-45 | 111 | 39.735,03 |
| 46-50 | 127 | 41.764,77 |
| 51-55 | 145 | 32.703,37 |
| 56-60 | 103 | 32.555,40 |
| 61-65 | 55 | 28.261,70 |
| TOTAL | 959 | 34.508,64 |

If we perform a category-by-category analysis of the wage gap, i.e., gross annual salary of men over women, the result is as follows for the years 2021-2022:

| 2022 | | | |
|--------------------------------|------------|--------------|-------|
| Division / Category | Number Men | Number Women | % Gap |
| <i>All areas except Retail</i> | | | |
| Executive Board | 5 | 4 | -28% |
| Senior Manager | 11 | 4 | 65% |
| Manager | 12 | 29 | 22% |
| Specialist | 9 | 13 | -10% |
| Remaining employees | 55 | 245 | 21% |
| <i>Retail</i> | | | |
| Remaining employees | 16 | 561 | 32% |
| Total employees | 108 | 851 | |

| 2021 | | | |
|--------------------------------|------------|--------------|-------|
| Division / Category | Number Men | Number Women | % Gap |
| All areas except Retail | | | |
| Executive Board | 8 | 6 | -2% |
| Senior Manager | 15 | 8 | 17% |
| Manager | 12 | 29 | 22% |
| Specialist | 12 | 15 | -4% |
| Remaining employees | 60 | 299 | 7% |
| Retail | | | |
| Manager | - | 4 | n/a |
| Remaining employees | 7 | 479 | 28% |
| Total empleados/as | 114 | 840 | |

If we perform a category-by-category analysis of the wage gap for the Executive Board, i.e., gross annual salary of men over women on the Executive Board, the result is as follows for the years 2021-2022:

| 2022 | | |
|-----------------|------------|-------------|
| MAN | | |
| | Average | Number |
| Executive Board | 314.297,63 | 5 |
| WOMAN | | |
| | Average | Number |
| Executive Board | 433.785,31 | 4 |
| % Gap | | -28% |

The average remuneration for board members of the Group's holding company, Catiberia Acquisition Holdco, S.L.U, is €437,557.15

| 2021 | | |
|-----------------|------------|------------|
| MAN | | |
| | Average | Number |
| Executive Board | 266.681,96 | 8 |
| WOMAN | | |
| | Average | Number |
| Executive Board | 272.227,71 | 6 |
| % Gap | | -2% |

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

The average remuneration for board members of the Group's holding company, Catiberia Acquisition Holdco, S.L.U. can't be analyzed in terms of wage gap because then the data would no longer be anonymous.

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

8.

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

8.1.

The company's commitment to sustainable development

1. EMERGENCIA REFUGIADOS UCRANIA:

En 2022, con motivo del estallido de la guerra en Ucrania y de la emergencia derivada del desplazamiento de millones de refugiados ucranianos, el Grupo lanzó una campaña solidaria y realizó una aportación por importe de 25.000 Euros a ACNUR, que permitió dar protección y asistencia humanitaria a 937 personas refugiadas en los países vecinos de Ucrania.

2. YOUR DRESS FOR HER FUTURE:

Mediante esta iniciativa, Pronovias facilita la donación de vestidos de novia ya utilizados por parte de las clientes, poniendo a su disposición su red de tiendas para entregarlos y encargándose Pronovias de enviarlos a las organizaciones con las que participa para este proyecto. Mediante esta iniciativa, el Grupo no sólo facilita la donación y, por tanto, la circularidad del producto, sino que también se compromete a igualar con vestidos nuevos el mismo número de vestidos donados, para permitir que los fondos sean destinados a acciones caritativas dirigidas a empoderar a las mujeres. En 2022, un total de 61 vestidos

Pronovias en total fueron donados por o a través de Pronovias a Brides for A Cause, una asociación en Estados Unidos. Asimismo, en 2022 se realizó una ulterior donación a de 118 nuevos vestidos adicionales donados directamente desde Pronovias para igualar las aportaciones realizadas por la iniciativa "Your dress for her future" del año 2021, sumando un valor total de \$484.150. Los fondos han sido destinados a asociaciones y organizaciones no gubernamentales cuyo objetivo es el empoderamiento de mujeres.

3. FUNDACIÓN AURA:

Desde enero de 2019 Pronovias colabora con la Fundación Aura que tiene como misión la colaboración en la inserción laboral de personas con discapacidad intelectual. En 2022 se han donado 1.200 euros a esta fundación y, además, el Grupo Pronovias tiene contratadas en 2022 a dos empleadas en colaboración con la Fundación Aura. En este sentido, la Fundación Aura entregó en 2022 el reconocimiento "Club X + Futurs" a Pronovias por su labor de inclusión social.

8.2.

Supply chain, subcontracting and suppliers

One of the main objectives of the Pronovias Group is to strive to research and develop new styles, patterns, fabrics and designs in keeping with the latest fashion trends and with a high demand for quality geared towards satisfying the needs of its

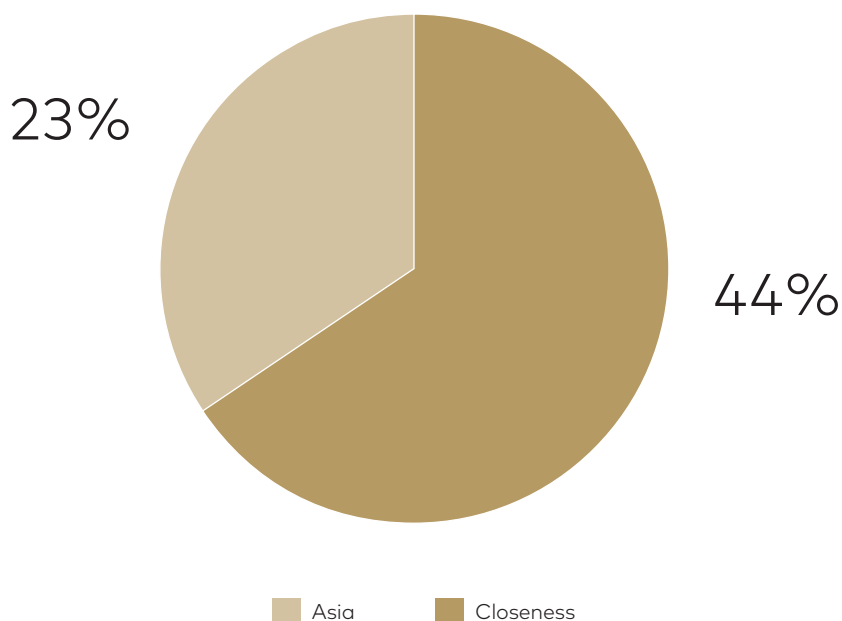
customers. This is achieved through a strong supply chain, made up of fabric suppliers, final product suppliers, monitored by a rigorous quality control and distributed through logistics suppliers.

8.2.1.

Network of product suppliers.

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

In 2022, we had 67 active suppliers, with active meaning at least one purchase order per year. So, of the 67 active suppliers, 23 are located in Asia and 44 in countries considered "nearby" (Spain, Italy, Portugal, Turkey, Ukraine, Lithuania and Latvia).



In line with the plan announced, we continue working to decrease our number of active suppliers compared to previous years.

| Year 2019 | Year 2020 | Year 2021 | Year 2022 |
|---------------------|---------------------|---------------------|-----------------------------------|
| 88 active suppliers | 82 active suppliers | 69 active suppliers | 67 active suppliers |
| Change | -6.9% vs 2019 | - 15.9% vs 2020 | - 2,9% vs 2021 - 23,9% vs 2019 |

In 2023, the Group will continue streamlining its suppliers even further, whenever possible.

8.2.2. *Product quality control*

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

In 2022, the Pronovias Group consolidated its good practices at all its control platforms and, at the end of the year, launched a total quality control project, which is expected to bear fruit in the second half of 2023.

8.2.3. *Logistics and product distribution.*

In 2022, the Group reorganized its logistics platforms to better serve customers, maintaining its presence in Europe, North America and Asia. From these platforms, we continue distributing products to the various distribution channels around the world.

The Group will keep an eye on market demand and review its logistics setup to ensure efficient customer service, minimizing delivery time and unnecessary movements and maximizing use of stock.

8.2.4. *Supplier selection*

The selection of suppliers is governed by criteria of objectivity and transparency, reconciling the Group's interest in obtaining the best conditions with the convenience of maintaining stable relationships with ethical and responsible suppliers. The Group's Spending Approval Committee, which reviews the spending proposals and budgets provided by the

various suppliers, is required to apply the principles outlined above.

As noted in previous reports, the Pronovias Group has been committed to better supplier management since 2019, when it set up the SVM (Strategic Vendor Management) department, which has been expanded in the following years.

8.2.5. *Supplier evaluation and monitoring system*

In 2022, the SVM department focused mainly on two areas: improving vendor document management and setting up a procedure for registering new vendors based on a stage-based method.

Likewise, as we noted in last year's report, we have

also promoted the ECOVADIS project to incorporate new vendors into the program. The goal we set for 2022 to reach 80% of vendors wasn't possible, as we prioritized stabilizing the supply chain and focused vendors on this goal. The real value was 5%.

8.3. Consumers:

8.3.1. Consumer satisfaction

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

The Satisfaction System is operational at all "PRONOVIAS" and "NICOLE" shops. In 2021, we implemented it at the 10 main national franchises. In 2022, we extended it to the rest of the national franchises. In 2023, we expect to extend it to international franchises.

The objectives of the Satisfaction System are as follows:

- to move from isolated perceptions to real-time customer feedback based on the transactions handled in the store;
- to obtain information on the evolution of the in-store experience in real time;

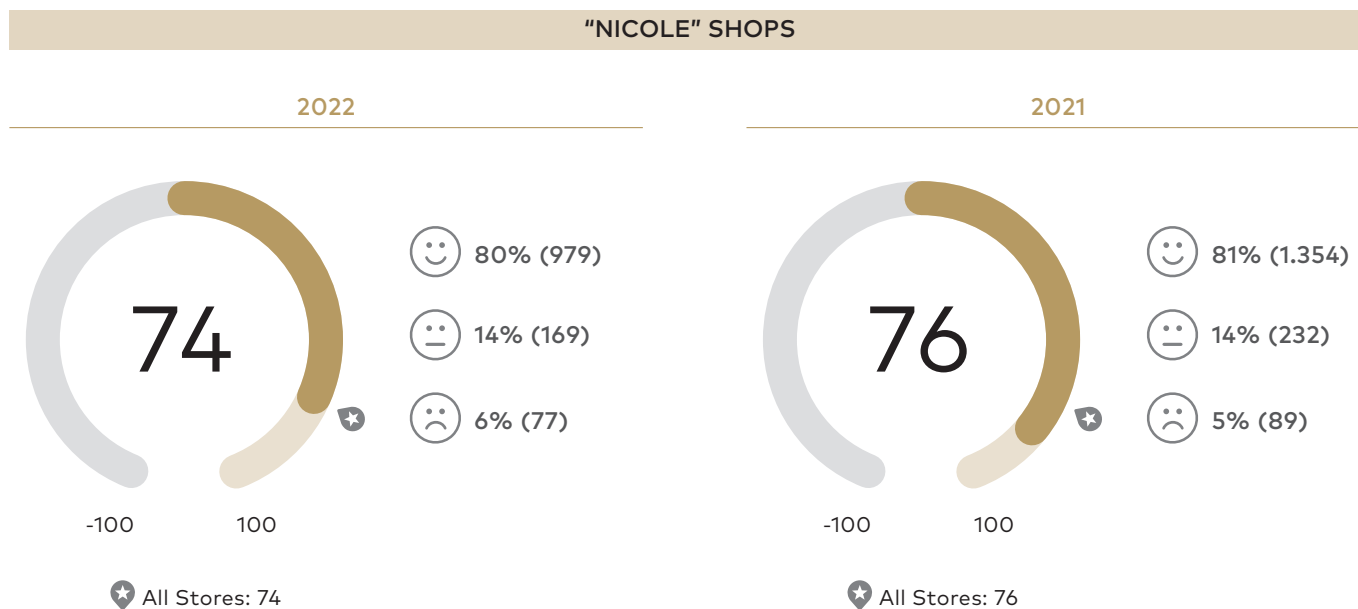
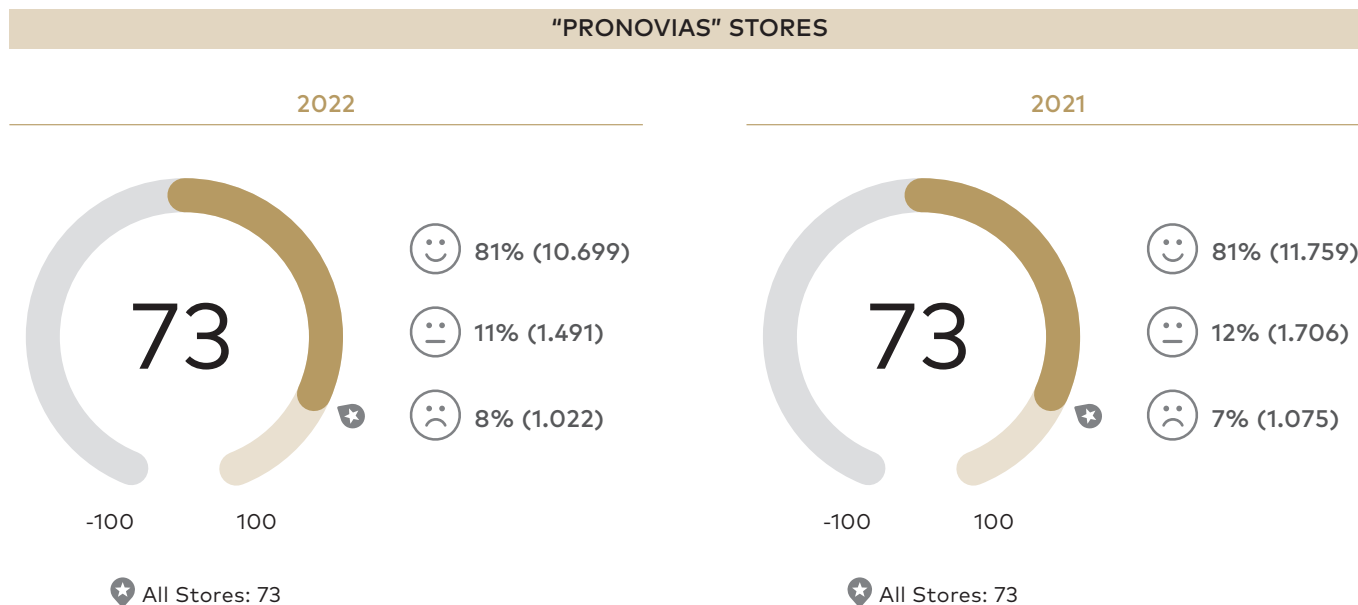
- to take action and win back dissatisfied customers, developing action plans based on their reasons for dissatisfaction;
- to improve our team's training to ensure customers get the best experience every day.

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

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

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

See below the NPS results for the year 2022, and their comparison with the previous year:



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

and questions about prices and availability in shops.

In 2021, as a result of our ongoing work to be more open to customers, we implemented a WhatsApp service for shops. This new tool has been particularly useful in improving customer experience before

coming into the shop, as it helps them prepare for their appointment and anticipate their expectations.

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

In 2022, we received a total of 1,652 complaints from customers of "PRONOVIAS" shops, compared to 1,520 in 2021, 3,291 in 2020 and 1,377 in 2019. It should be noted that any incident reported by a customer of the referred stores managed by the Group is considered a 'complaint'. The slight increase in 2022 was due to complaints related to the huge backlog of fittings from 2019 and 2020, due to COVID-19.

However, most of the complaints were resolved satisfactorily by the Pronovias Group internal customer service department and closed within the 2022 fiscal year. In 2022, 87 were official complaints (Consumer Affairs and claim sheets), 2 more than

the previous year (2021: 85). This is almost double those in 2020, when there were 45. There were 21 exceptional cases of death, illness or abuse.

In addition to the above, the Group continuously monitors reviews on Google, Yelp and Facebook regarding "Pronovias" stores, with the aim of improving the average rating and responding to our customers. In 2022, the 'PRONOVIAS' brand shops got a Google rating of 4.44. This was down slightly from 2021, when it was 4.58.

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

The director of each shop contacts the customers that contact us with things to improve. The Customer Engagement team also responds to Google reviews to thank and answer each customer.

8.3.2.

Consumer information

The products marketed by the Pronovias Group comply with the applicable regulations regarding the protection of the health and safety of consumers and users. There weren't any complaints regarding the health and safety of consumers and users in 2022 (nor in 2021, 2020, 2019 or 2018).

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

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

Similarly, the information provided to our customers and consumers, both in our commercial activities and in the promotion and advertising of Pronovias Group products, is truthful and relevant, and is conveyed in a clear manner so as not to offer false, misleading or deceptive information. Furthermore, our advertising campaigns will not present images that could induce or promote unhealthy or dangerous behavior.

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

8.4.

Donations to foundations and non-profit organizations

In 2022, the Pronovias Group made direct donations to foundations and non-profit organizations for a total of €25,000.

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

9.

Tax information

9.1.

Net result obtained by country and income tax paid

The net result obtained by country and income tax paid for the year
from January 1 to December 31, 2022 is detailed below.

| | Net income | Corporate tax | Effective % Corporate tax |
|----------------|---------------|---------------|------------------------------|
| Spain | - 569.140.346 | 10.055.859 | 2% |
| France | 453.545 | - | 0% |
| United States | 830.484 | 389.205 | -47% |
| Hong Kong | 1.888.367 | - 193.042 | 10% |
| Germany | - 114.492 | - 54.209 | -47% |
| Italy | 418.821 | - 606.257 | 145% |
| United Kingdom | 52.806 | - | 0% |
| Portugal | 536.377 | - 149.763 | 28% |
| Poland | 9.479 | - | 0% |
| China | - 1.483.160 | - | 0% |
| Brazil | - 87.020 | - 48.307 | -56% |
| Mexico | 15.007 | - 166.174 | 1.107% |
| Netherlands | - 1.057.564 | - | 0% |

9.2.

Subsidies

None of the Group companies receive public subsidies.

AMANDINE OHAYON

Member and Chair of the Board of Directors

GLENN LAWES

Member of the Board of Directors

LUCILLA TALAMAZZI BONGIOANNI

Member and Secretary of the Board of Directors

PRONOVIAS GROUP
CRAFTING JOY

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