Eyes on the Planet

Eyes on the Planet

Eyes on Carbon

Climate Change - Working towards carbon neutrality of direct activities (Scopes 1 & 2 emissions) worldwide by 2025, already achieved in Europe in 2023 by improving energy efficiency across facilities, increasing the self-production and use of renewable energy and ultimately supporting the protection and restoration of natural ecosystems. In 2023, official commitment to setting near-term emissions reduction targets according to the Science-Based Targets initiative (SBTi), as a step forward in the Group's efforts to address climate change.

Eyes on Circularity

Sustainable product and offering - Circularity approach addressing the value chain, leveraging the Group sustainable innovation expertise across its materials, processes, products and services. The goals is to embed an eco-design approach in all our product developments by 2025.

Eyes on World Sight

Social impact - From the OneSight EssilorLuxottica Foundation's achievements on its four strategic priorities (crating permanent access, innovating for affordable solutions, funding subsidized and free services, and raising awareness) to harnessing corporate philanthropy to promote accessibility to art through the Eyes on Art project.

Eyes on Inclusion

People well-being - The Company's employees are the leading players and contributors to EssilorLuxottica's sustainable development and value creation efforts. Development of a collective culture that fosters learning, nurtures diversity and prioritizes safety along with a working environment that offers equal opportunities based on merit, fairness and without discrimination. This strong culture of health, safety and well-being in the workplace is extended to families and communities under the OneWelfare program.

Eyes on Ethics

Fair and ethical practices within the value chain - EssilorLuxottica's vertically-integrated business model is the key to delivering and ensuring a fair and ethical business approach wherever it has a presence. The Group's ethical principles are stated in its Code of Ethics and in the Business Partners' Code of Conduct and are at the basis of the Group's efforts on responsible sourcing, human rights and business ethics.

2023 Key accomplishments and facts

Carbon neutral in our direct operations in Europe

63% valorized waste

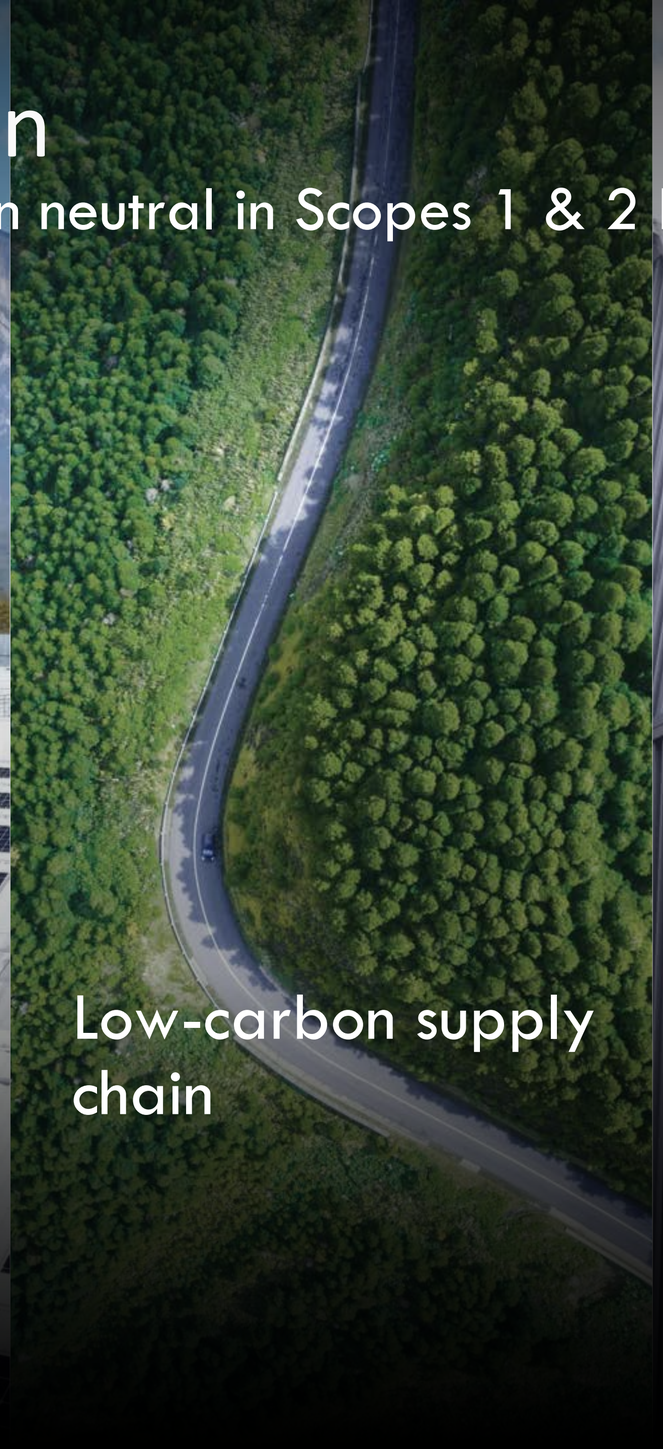
>2.7 million Leonardo education hours

4,900 optical points created in rural communities

Eyes on Carbon

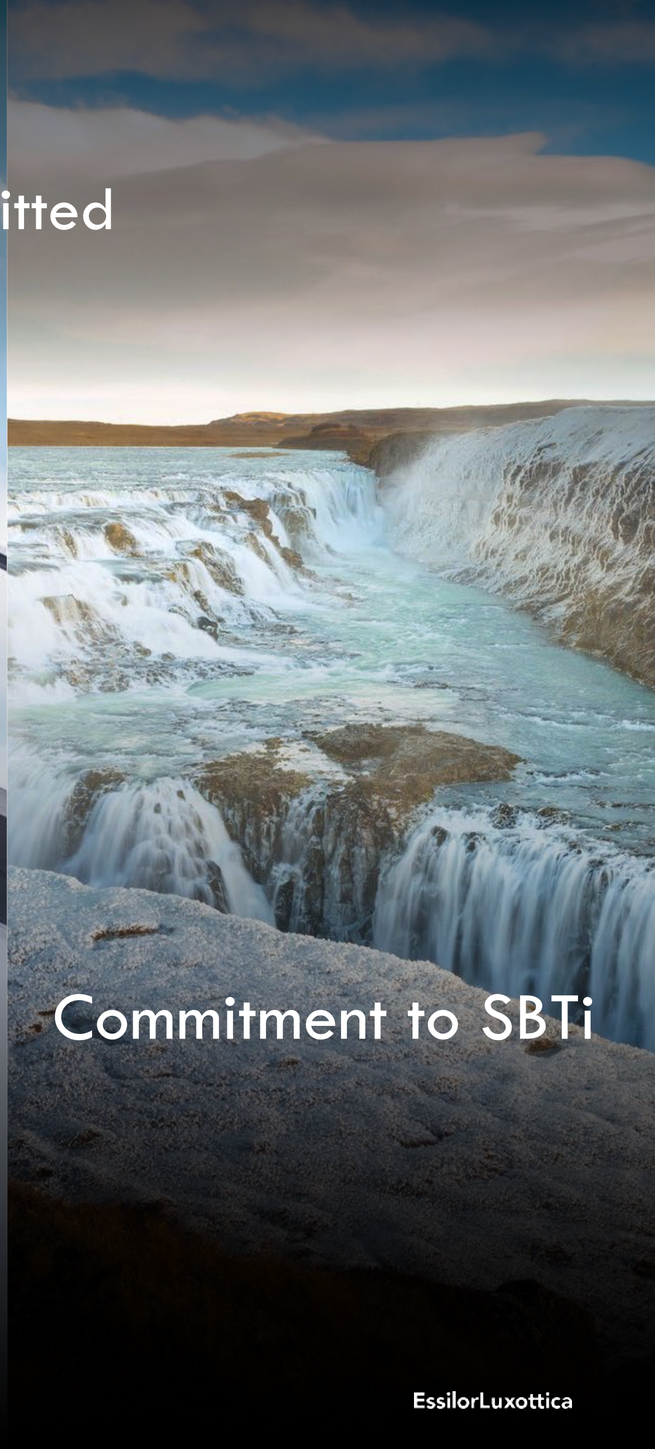
On track to be carbon neutral in Scopes 1 & 2 by 2025 and SBTi committed

Renewable Energy



Low-carbon supply chain

New buildings designed to be sustainable



Commitment to SBTi

Eyes on Carbon

Commitments

Carbon neutrality target for direct operations worldwide by 2025.
Setting near-term emissions reduction targets according to the Science-Based Targets initiative (SBTi).

Key work streams

- Carbon neutrality
- Climate resilience
- Natural capital

Progress – Key highlights

- Achieved carbon neutrality for Scopes 1 & 2 emissions in Europe in 2023, with goal achieved in France and Italy in 2021.
- SBTi commitment as natural evolution of climate efforts.
- >60% increase in self-produced renewable energy for a total of approx.14GWh in 2023.
- Twelve-year Power Purchase Agreement (PPA) for wind energy supply (approx. 900 GWh) between 2023 and 2034.
- Low-carbon logistics projects: e.g., modal shift, nearshoring / reshoring of supply chain.
- New Building Guidelines including criteria for Gold level LEED certification for new manufacturing and distribution buildings (applied to new buildings in France, Thailand and Mexico).
- Major forest restoration project of 30 hectares beside the Agordo plant (Italy) and investments in natural ecosystem projects.

Eyes on Circularity

The product is naturally at the center and vertical integration is the enabler

Bio-based plastics

Internal Recycling

Recycling Collaborations

Packaging

Services

Eyes on Circularity

Commitments

Shift from fossil-based materials to biobased and/or recycled materials and embed eco-design in all product developments by 2025.

Key work streams

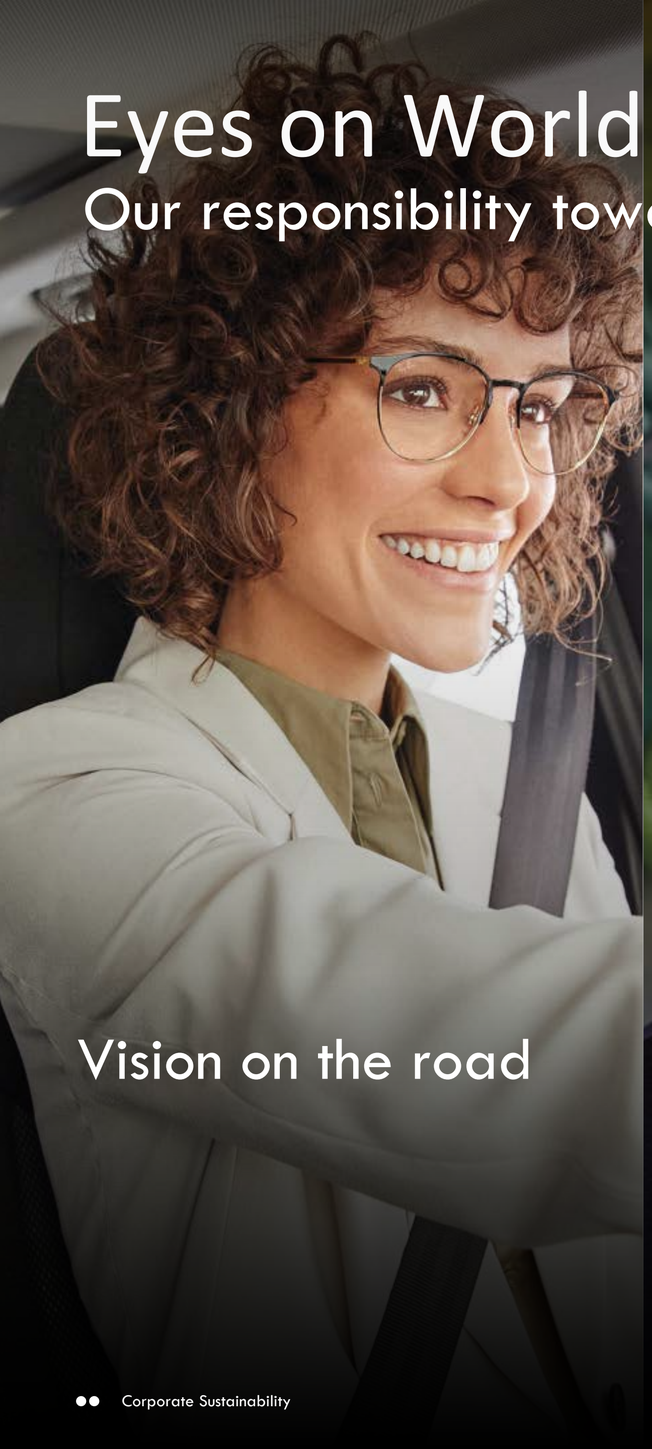
- Circular Sources
- Circular Products
- Circular Services

Progress – Key highlights

- 63% waste valorization rate (versus 58% in 2022).
- >90t of recycled nylon in Italy, China and Brazil (first eyewear company to obtain ISCC certification for the Circular Economy).
- >90% growth versus previous year of sourced quantity of biobased nylon up to around 31% of sourced nylon.
- Introduction of bio-circular polycarbonate for Plano lenses.
- Acceleration of roll out of Slim Fit project, allowing to avoid more than 1,250t of waste in 2023.
- -19% plastic consumption for the new Varilux XR series lens.
- In-store sustainability and circular services: WELL certification for 400 stores in three years, Ray-Ban Repair & Renewal Station, the Collect & Reuse initiative in Salmoiraghi&Viganò.

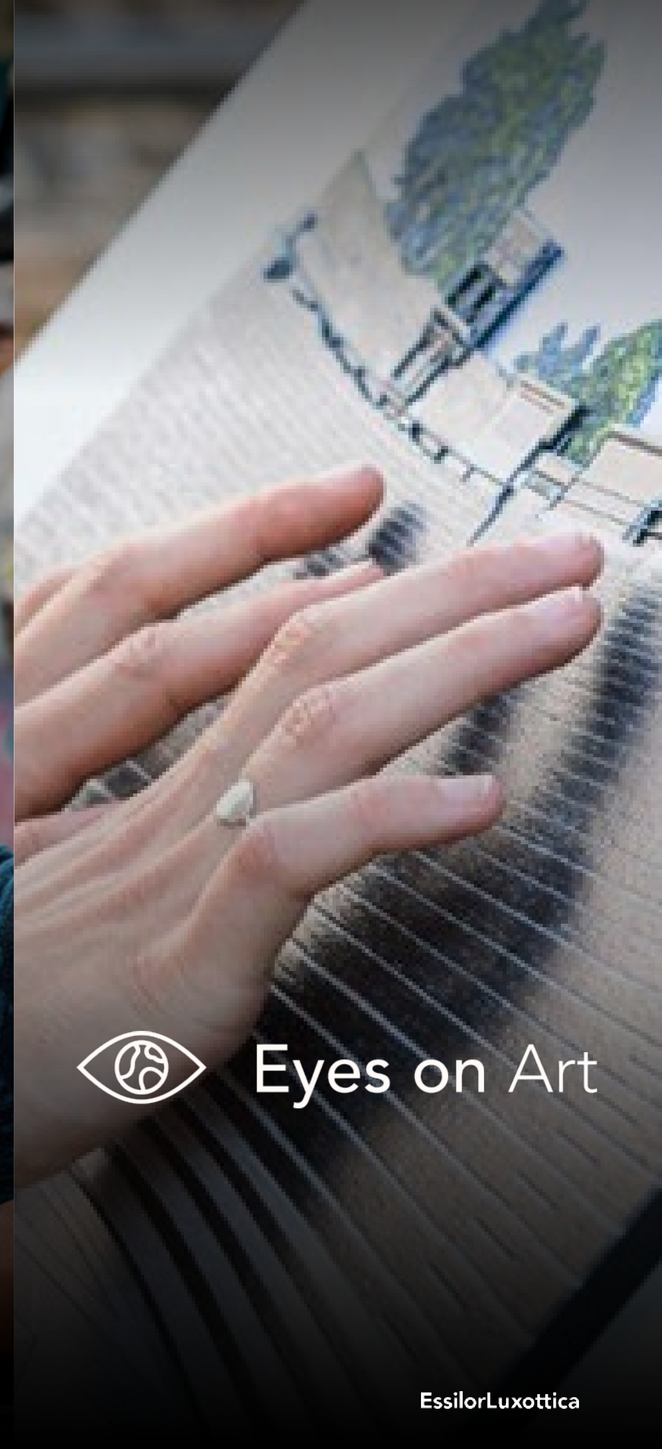
Eyes on World Sight

Our responsibility toward vision and society



Vision on the road

ONESIGHT
EssilorLuxottica Foundation



Eyes on Art

Eyes on World Sight

Commitments

Eliminate uncorrected poor vision by 2050 and engage local communities on outreach initiatives.

Key work streams

- Awareness & advocacy
- Breakthrough solutions
- Access point & impactful programs
- Corporate citizenship

Progress – Key highlights

- Through non-profit actions, 26 people are provided with brand new eyeglasses every single minute.
- Impact to date: 72 million people equipped with clear vision, and 27,700 rural optical points created, in 130 countries.
- Establishment of the OneSight EssilorLuxottica Foundation office in Latin America in 2023
- Affordable solutions: Prototyping of ClickCheck™ 2.0 refraction tool and launch of Ready2Clip™ Generation II.
- >3,800 employee volunteers in 2023
- Awareness initiatives: early campaign for World Sight Day in October, EssilorLuxottica for World Children's Day in November, joint campaign with the UN Special Envoy for Road Safety
- Art accessibility through **Eyes on Art** initiatives, from leveraging on our broadcasting capabilities to creating tactile exhibits.

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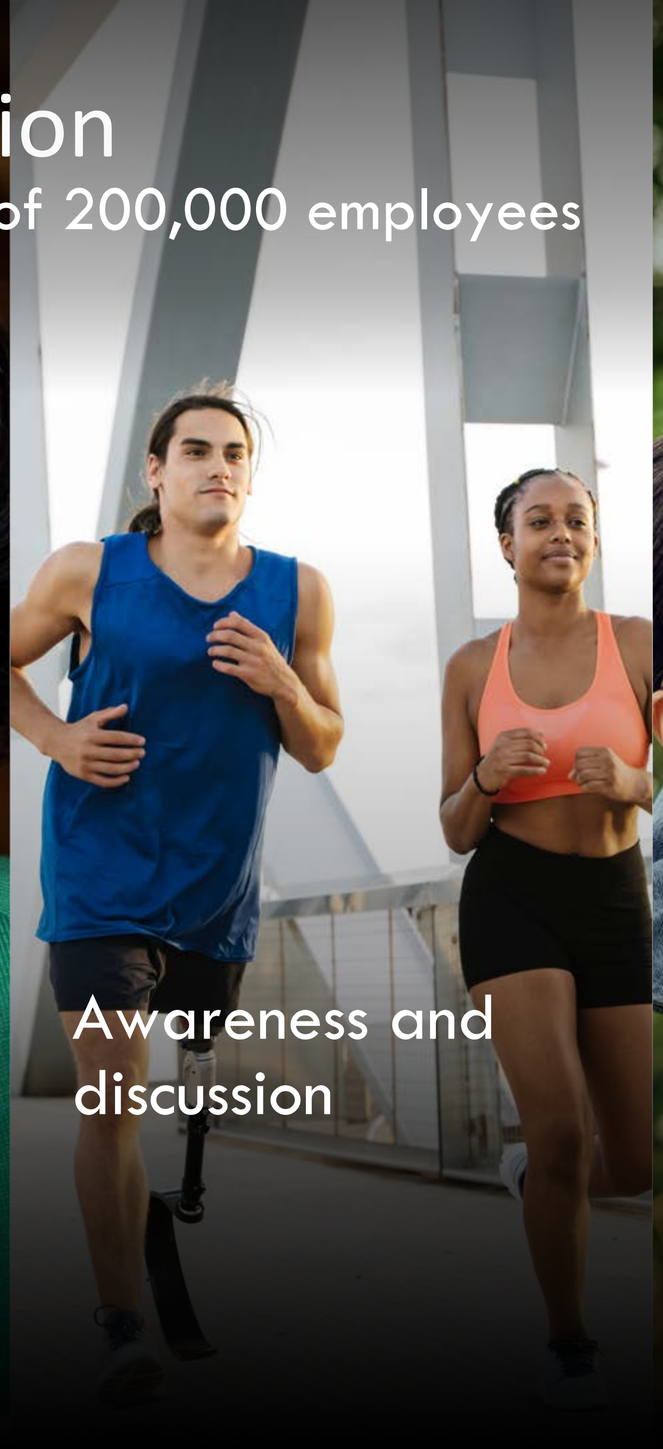
Eyes on Inclusion

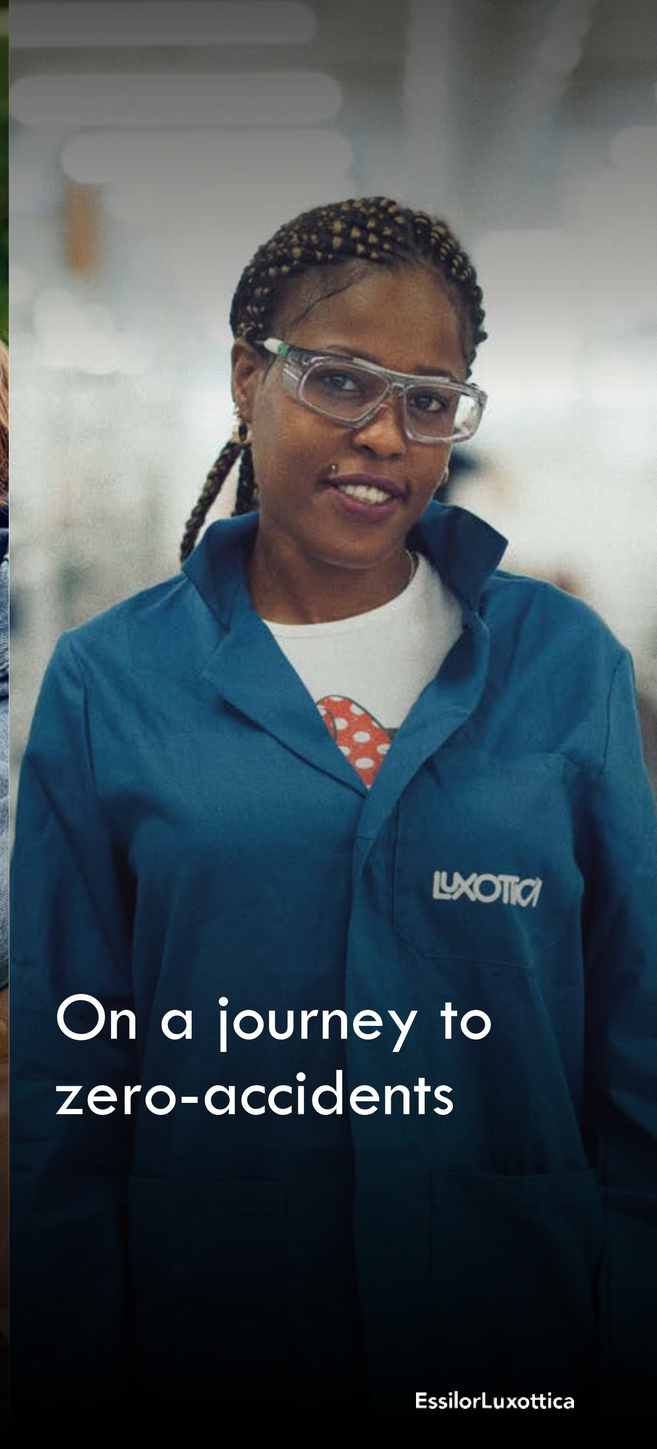
A diverse community of 200,000 employees

Recognitions



Awareness and discussion

Well-being for employees & families



On a journey to zero-accidents

Eyes on Inclusion

Commitments

We are building an inclusive and safe environment where our 200,000 employees can thrive, feel valued and constantly learn.

Key work streams

- Diversity, Equity, Inclusion
- People development
- Health & Safety
- Employee engagement & culture

Progress – Key highlights

- Consolidation of DE&I function for execution of global program and deployment of local initiatives.
- Launch of the Group Inclusion Board.
- Gender diversity: women representing 60% of all Group employees, 39% of the members of the Management Bodies and 33% of Senior Executives as of December 2023.
- An inclusive learning culture:
  - over 2.7 million hours of education, including 21,158 live sessions on Leonardo in 2023
  - partnership with Harvard Business Publishing further establishing Leonardo as a leading destination for learning across the industry.
- Journey towards zero work-related accidents.
- 77,500 employee shareholders in 86 countries (2023 edition of Boost with 67% subscription rate).

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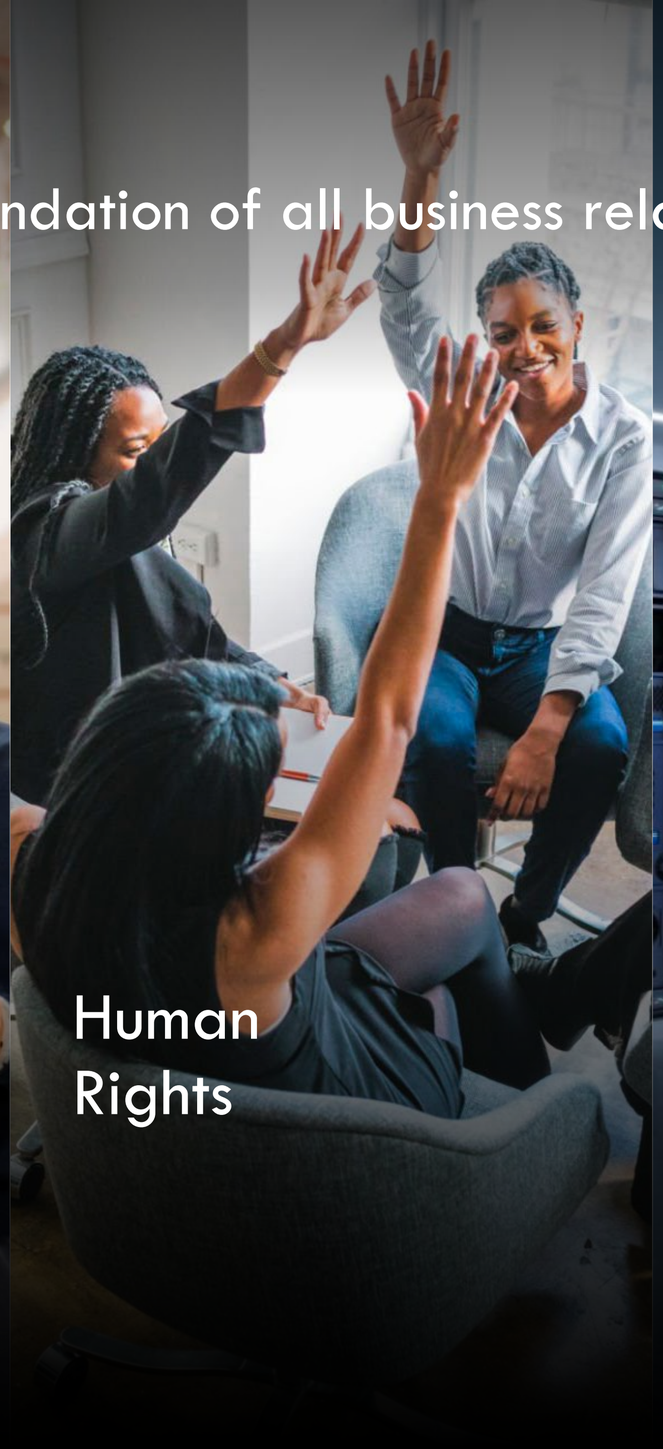
Eyes on Ethics

A fair and ethical foundation of all business relations to create shared value

Responsible Sourcing



Human Rights

Data Privacy

Business Ethics

Eyes on Ethics

Commitments

Ensuring a fair and ethical foundation of all business relations and collaborations to create shared value with our stakeholders

Key work streams

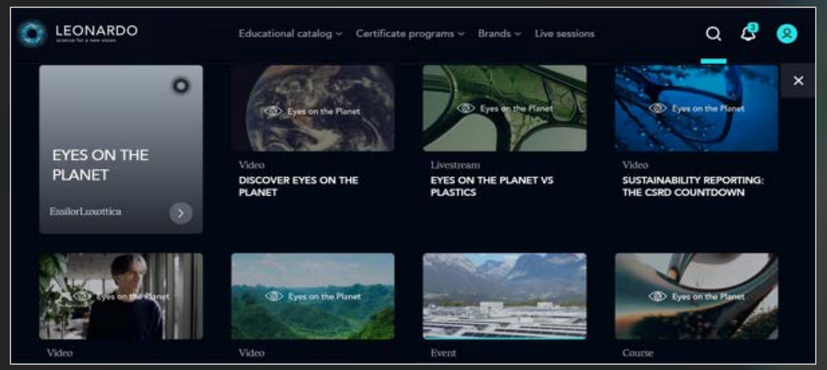
- Responsible Sourcing
- Human Rights
- Business Ethics

Progress – Key highlights

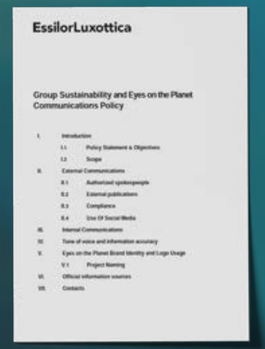
- In 2023, update of Group's Code of Ethics and publication of the Business Partners' Code of Conduct to establish harmonized practices, along with protecting human and labor rights across the entire value chain.
- Launch of a new internal reporting tool 'SpeakUp' in 19 languages, allowing both employees and external stakeholders to report potential concerns and violations.
- Existing actions unified under one EssilorLuxottica Responsible Sourcing program covering Labor & Human Rights, Environment, Health & Safety, Governance & Ethics.
  - 55 current and potential suppliers audited in 2023
  - 47 audits conducted on AFA suppliers production plants
- Availability of the new anticorruption training module in 11 languages on Leonardo training platform.
- Implementation of an Anti-Bribery & Corruption compliance program.

Translating facts into communication: engaging different audiences

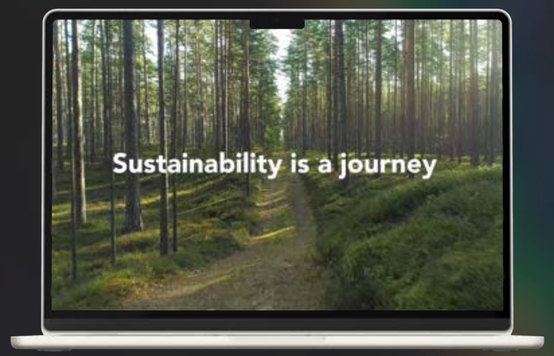
2023 Sustainability Report



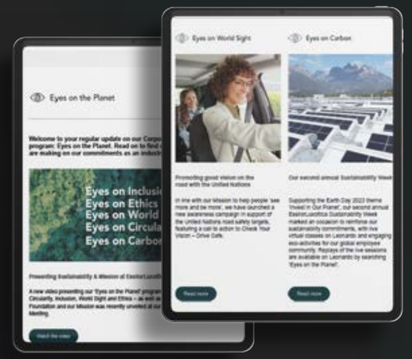
Eyes on the planet channel on Leonardo



Group Sustainability communication policy



Eyes on The Planet video



Newsletter

2024 Sustainability week

Recognition for Sustainability Efforts

MSCI ESG RATINGS

ESG Rating: AA
(May 2024)

CDP

Climate Change Score: B (2023)

Sustainalytics

ESG Risk Rating: 19.6,
Low risk (Jun. 2024)

Moody's Analytics

Overall ESG Score 52/100
(Jun. 2023)

FTSE4Good Index Series

Constituent of the FTSE4Good Index Series (since 2018)

FT Leaders in Diversity list

Constituent of the FT Leaders in Diversity list (Dec. 2023)