



Eyes on the Planet

2024 Achievements
Publication: April 2025

Eyes on Carbon

We're committed to minimizing the Group environmental impact throughout its entire value chain, aiming to mitigate the effects of climate change on the planet. Key milestones include reducing and neutralizing the carbon footprint of its direct operations (Scopes 1 and 2) globally by 2025.

In addition, in 2024, new emissions reduction targets were validated by the Science-Based Targets initiative (SBTi) as aligned with the Paris Agreement goals.

Eyes on Circularity

Right from the development phase, our efforts focus on optimizing the use of resources while ensuring high product standards, with the objective to shift from fossil-based materials to bio-based and/or recycled materials and embed eco-design in all its innovation developments by end of 2025. Additional efforts include increasing internal recycling capabilities and implementing circular services to extend product life or give products a second life.

Eyes on World Sight

EssilorLuxottica's responsibility toward vision and society is reflected in its corporate citizenship initiatives. Among these, the OneSight EssilorLuxottica Foundation actively champions vision care in underserved communities, making vision care accessible to everyone, everywhere.

In parallel, accessibility is pursued also in other forms, bringing art to all through its 'Eyes on Art' initiative.

Eyes on Inclusion

We seek to develop a culture of learning, diversity and safety along with a working environment that offers everybody the same opportunities on the basis of merit and without discrimination. Significant progress is being made in the Company's Diversity, Equity and Inclusion (DE&I) efforts and in the deployment of its culture of health, safety and well-being in the workplace.

Eyes on Ethics

Our vertically-integrated business model is the key to delivering and ensuring a fair and ethical business approach wherever it has a presence. The Company's Code of Ethics and Business Partners' Code of Conduct establish harmonized practices and protect human and labor rights across its entire value chain, as per the International Bill of Human Rights and ILO Conventions.

2024 Key accomplishments and facts

SBTi validation
of near-term emission
reduction targets

58%
renewable energy in
Group's energy mix

63%
valorized waste

>195,000 employees
60% female
35% female senior
executive

>9 million
Leonardo education hours
since 2021

Almost **100,000**
internal shareholders in
85 countries

>5,500 employees
volunteering
vs 3,800 in 2023

979 million people
with permanent access to
vision care since 2013

Eyes on Carbon

Committed to 42% absolute reduction in Scope 1 and 2 emissions and 25% absolute reduction in Scope 3* emissions by 2030 as per SBTi validated targets

Energy
Efficiency

Renewable
Energy

Supply Chain &
Logistics
Optimization

Stakeholders'
Engagement in
Climate Journey

*Purchased goods and services – not including Equipment, Instruments and Wearables sub-categories - fuel- and energy-related activities, upstream transportation and distribution and waste generated in operations



In 2024, scopes 1 & 2 GHG emissions down by 16% from the 2022 baseline, in line with 2030 absolute reduction target.



Energy Efficiency

- Upgrading large electrical motors to higher energy efficiency classes.
- Replacing cooling systems both for Operations processes and air conditioning with higher efficiency units.
- Application of LED technology for lighting both in the new facilities and in older ones.



Renewable Energy

- New on-site renewable energy plants started, for a total of 37.8 MWp of capacity added and contributing to 65% increase in consumption of self-produced renewable energy in 2024.
- Continuous expansion of the Group’s renewable energy supply program, without which 550,000 tCO₂e more would have been emitted in 2024.
- Expected installation of additional renewable energy plants on-site over the next five years, generating up to 95,000MWh/year of renewable energy and reducing >54,000 tCO₂e/year.



Supply Chain & Logistics Optimization

- Network optimization and digital modelling of the Group’s own manufacturing and logistic footprint to optimize supply chain flows.
- “Alternative to air” initiative to minimize the impact of switching from air to other transportation modes.
- Air fleet renewal by prompting logistics suppliers to use the most efficient aircraft models and optimize routings.



Stakeholders’ Engagement in Climate Journey

- Engagement of direct suppliers, as key partners in Scope 3 emissions reduction, in different responsible sourcing initiatives.
- Sustainability training and awareness initiatives for employees and customers available via online learning path on Leonardo.

Eyes on Circularity

Shift from fossil-based materials to biobased and/or recycled materials and embed eco-design in all innovation developments by the end of 2025 while increasing the waste valorization rate by 10 points from 2024 baseline over the next five years.



Alternative
Materials



Recycling
Initiatives



Packaging



Services



By placing the product at the center and leveraging vertical integration, we innovate in materials processes and consumer experience.



Alternative Materials

- >40% of new collections made with responsible materials for frames and plano lenses.
- New proprietary sustainability assessment tool (eco-design) supporting the evaluation of innovation projects for eyewear and lenses.
- Introduction of recycled demo lenses.



Recycling Initiatives

- 63% Waste Recovery rate.
- >95 tons of internally recycled nylon.
- >4 tons of nylon scraps recycled, producing >20,000 displays distributed across our stores in EMEA.



Packaging

- Progressive elimination or conversion of single-use plastic elements and alternative material explorations.
- Fedon’s plants in Shenzhen (China) and Alpago (Italy) have been awarded the Global Recycled Standard Certification (GRS) for fabrics.



Services and In-store sustainability

- Ray-Ban Repair & Renewal Station and “Officina Rinnovo” initiative in Salmoiraghi&Viganò.
- Take back program expansion into GrandVision Italy and Synoptik.
- WELL certification for 400 stores in three years; 100 applied in 2024.

Eyes on World Sight

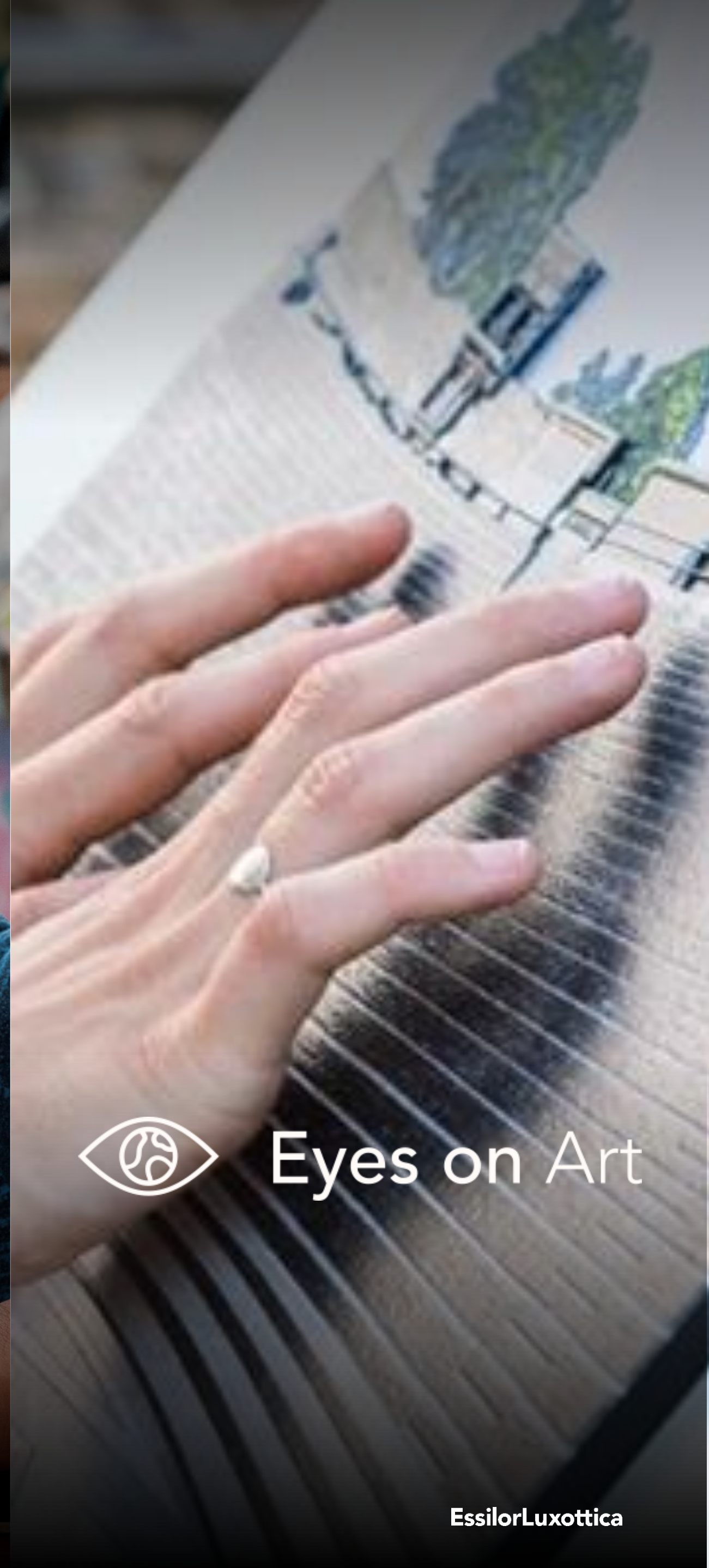
Our responsibility toward vision and society



Global partnerships



ONESIGHT
EssilorLuxottica Foundation



Eyes on Art



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



Awareness & Advocacy

- Collaborative partnership on the World Health Organization's (WHO) SPECS 2030 initiative.
- Elevating vision care through global integrated campaigns: World Sight Day in October, World Children's Day in November.
- Recognized on Fortune magazine's 'Change the World' list, named a 'Champion of Good' in Singapore, and honored with the 'Melvin Jones Fellowship Award' by Lions Clubs International in the United States.



Access points & Wearers Created

As of 2024:

- 979 million people with access to vision care.
- 86.8 million people equipped with eye-glasses.
- 33,400 rural optical points created, in 139 countries.
- >150,000 moments of engagement for EssilorLuxottica colleagues through the Learn, Act, Share engagement framework.



Corporate Citizenship

- Art accessibility through Eyes on Art initiatives, from leveraging on our broadcasting capabilities to creating tactile exhibits.

Eyes on Inclusion

A global community of more than 200,000 dedicated employees

Diversity
Equity and
Inclusion

People
Development and
Well-being

Care and Social
Dialogue

Employee
engagement &
Culture



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

Diversity, Equity, Inclusion

People Development and Well-being

- Women representing 60% of Group employees, 35% of Management bodies and 35% of Senior Executives roles.
- Establishment of the Inclusion Committee dedicated to championing diversity, equity, and inclusion within the Group.
- Launch and publication of Global DEI Policy on corporate website.

- Leonardo platform provided 3.4 million hours of education, +25% from 2023.
- Group gender pay gap analysis considering job classification revealing an average gap of 6%.
- Ongoing global roll-out of OnePerformance, unified and consistent approach to performance management.

Care and Social Dialogue

Employee engagement & Culture

- Launch and publication of Global EHS Policy on corporate website and continued commitment towards zero work-related accidents.
- Launch of EssilorLuxottica European Work Council representing employees from 26 EU countries and UK.
- 39% of Group employees covered by collective bargaining.

- Launch of Your Voice listening campaign with 78% global participation rate.
- Launch of extensive mapping of welfare and wellbeing initiatives worldwide.
- Almost 100,000 Group’s internal shareholders in 85 countries up from 83,500 in 2024 thanks to record investments in 2025 international shareholding plan.

Eyes on Ethics

Conducting business based on solid ethical foundations, aiming to establish a relationship of trust with all stakeholders

Responsible
Sourcing

Human
Rights

Data
Privacy

Business
Ethics



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



Responsible Sourcing

- EssilorLuxottica Responsible Sourcing program covering Labor & Human Rights, Environment, Health & Safety, Governance & Ethics.
- 106 responsible sourcing audits at supplier sites in 2024:
 - 43 on Apparel, Footwear and Accessories (AFA) suppliers
 - 63 on current and potential Direct Material suppliers.



Business Ethics

- New Anti-Money Laundering and Terrorism Financing policy.
- Global roll-out of dedicated training programs on Code of Ethics and on Anti-Corruption.
- Continuous deployment of internal reporting platform SpeakUp, available 24/7 in 19 languages.



Human Rights

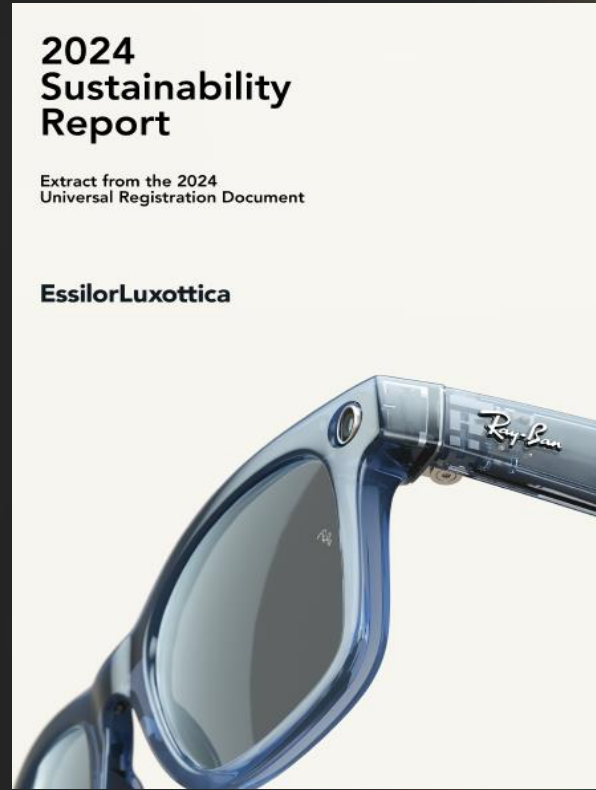
- Launch of a Human Rights task force to anticipate the implementation of CS3D (Corporate Sustainability Due Diligence Directive).
- Possible to report potential breaches anonymously and without retaliation via SpeakUp platform.



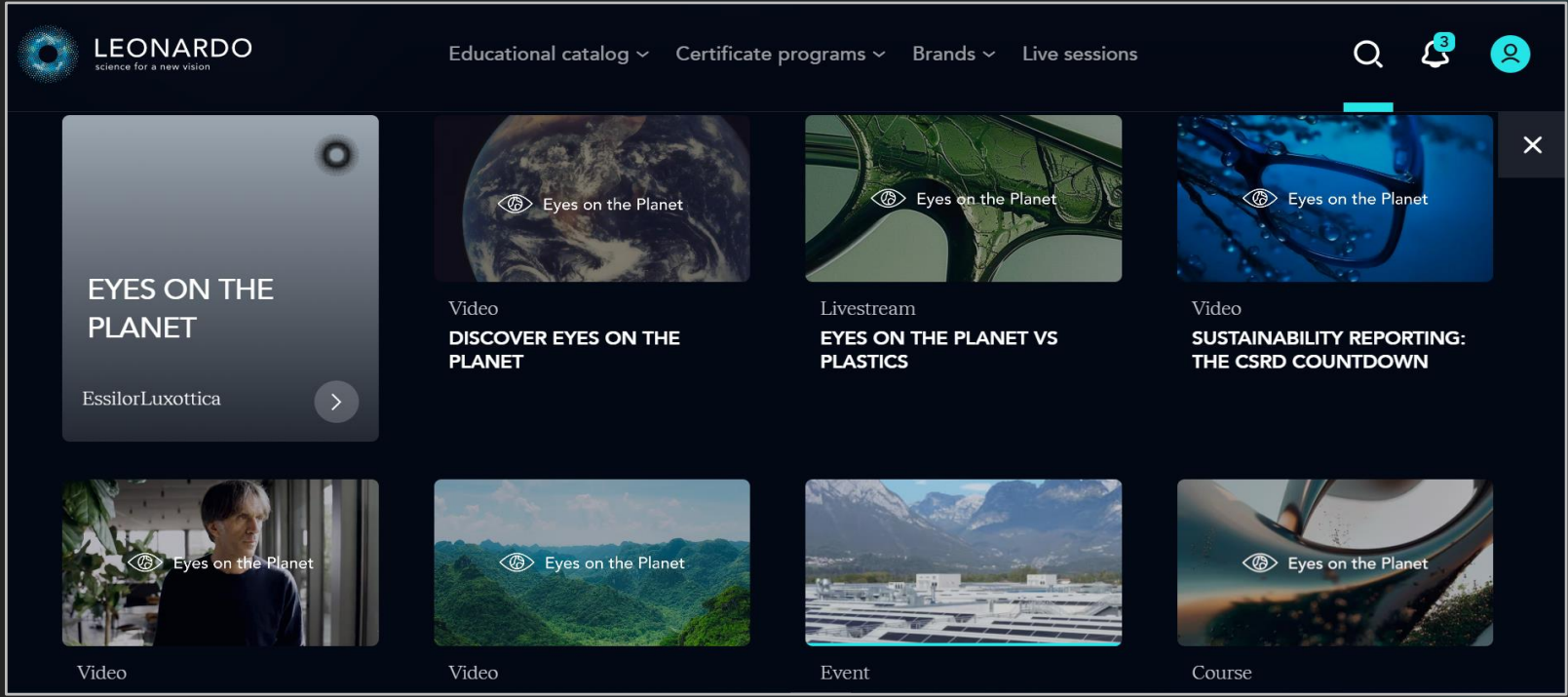
Data Privacy

- Privacy compliance program integrating a compliance-by-design approach into business activities, supported by comprehensive data protection policies and procedures.
- Launch of new privacy and data protection training modules.

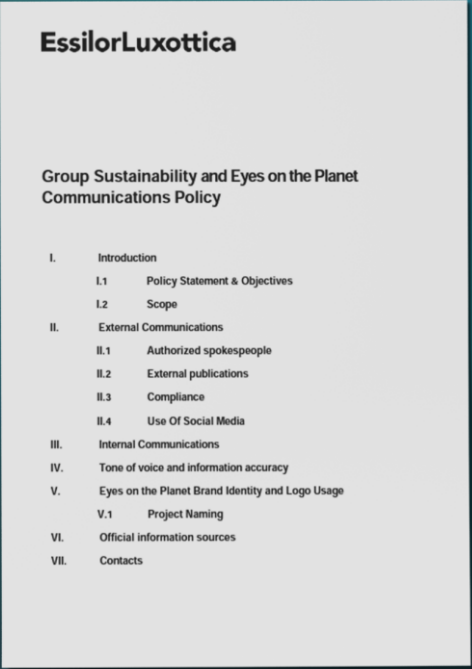
Translating facts into communication: engaging different audiences



2024 Sustainability Report



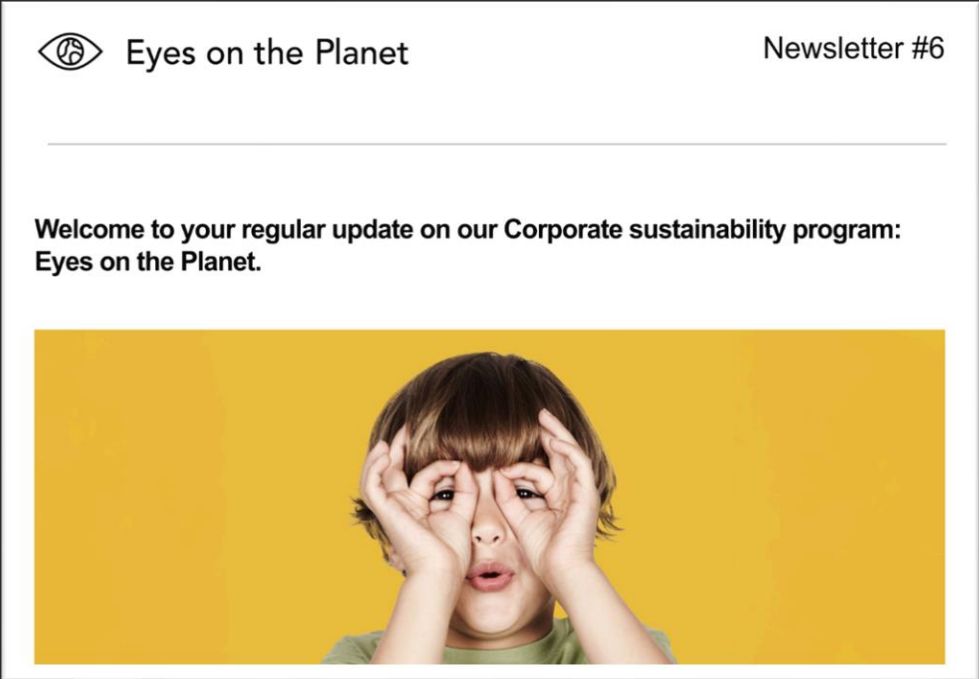
Eyes on the planet channel on Leonardo



Group Sustainability communication policy



Eyes on The Planet video



Newsletter



2025 Sustainability week

Recognition for Sustainability Efforts

MSCI ESG RATINGS

ESG Rating: AAA – «Leader»
(December 2024)

CDP

Climate: A- (from B in 2023)
Water security: B (first time)

Sustainalytics

ESG Risk Rating: 16.9,
Low risk (Sep. 2024)

Moody’s Analytics

Overall ESG Score 54/100 (Jun.
2024)

Constituent of **Dow Jones Best-
in-Class Europe Index**
and of **FTSE4Good Index Series**

Constituent of
FT Leaders in Diversity list

Inclusion in **S&P Global 2025 Sustainability Yearbook**

Corporate Sustainability Team

Milan (IT) Elena Dimichino, Chief Corporate Sustainability Officer

Milan (IT)

Marica Biancotti

Maria Giulia De Micco

Agordo (IT)

Marco Bordignon

Maddalena Del Mutolo

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