

Registered Office
via Antonio Fogazzaro, 28
20135 Milano
phone +39.02.550281
fax +39.02.55028859

Incorporated with limited liability
Share Capital
Euro 255.882.400,00 i.v.
P. iva e C.F. 10115350158
R.I. Milano Monza Brianza Lodi
R.E.A. 1343952 MI

Hong Kong Office
8th Floor, One Taikoo Place
979 King's Road,
Quarry Bay,
Hong Kong
phone +852.3526 7100
fax +852.2526 1796

Industrial Office
via Lungarno, 1213-1261
località Valvigna
52028 Terranuova B.ni (AR)
phone +39.055.91961/91931
fax +39.055.9738373

PRADA spa

Milan, December 16th 2020

From: Lorenzo Bertelli



To: All employees

Subject:

Diversity and Inclusion

Dear colleagues,

You are all aware of our Group's commitment to ESG issues; the initiatives undertaken have covered many aspects of Sustainability, from environmental to social, from circular economy to the protection of artistic heritage.

Since last year, particular attention has been given to the theme of Diversity and Inclusion, an essential element of social sustainability, to be meant not simply as a safeguard for individuals, but more generally, as a prerequisite for creating the ground that allows people to freely express their individuality.

On the other hand, freedom of expression is the founding factor of a creative industry like ours, which must understand and anticipate social changes, surrounding all generations in the diversity of their aspirations, especially today in an increasingly integrated and globalized society.

The progress of a community, of a society, is the result of the responsible commitment of people, who only together, each with their own contribution, can achieve meaningful results, through a network of interrelations both inside and outside their community, and relationships based on a serene and constructive dialogue.

In November 2019, the annual conference organized by Prada in New York, as part of the "Shaping a Future" program, focused on Diversity and Inclusion (D&I), stimulating a debate between representatives of universities, international organizations, together with world-renowned artists, architects, jurists and athletes.

./..

This conversation also followed the initiative launched in the previous months by Prada USA on D&I, with a training program for all Prada's North American staff, coordinated by an Advisory Council composed by external experts and directed by a Chief Diversity, Equity & Inclusion Officer, Malika Savell, who recently joined our New York staff.

Together with the HR Department, we are defining a training program starting from 2021, for the whole Group, which will concern all of us, no one excluded. The training aims at creating mutual awareness and inspiring trust, which are the basis for cooperation, respecting, of course, the values of each different local culture.

All together, we will have the opportunity to bring to new life the ethical values supported by the International Organizations and by the constitutional dictates of nations that Prada has incorporated into its Code of Ethics and its Sustainability Policy. These principles will allow each of us to a responsible participation in the cultural and social progress of the community where we all operate.