

VISIONGROUP

**SUSTAINABILITY
REPORT
2025**
EXECUTIVE SUMMARY

Sustainability Report pursuant to Legislative Decree no. 125/2024,
implementing Directive 2022/2464/EU of the European Parliament and of the Council.
(CSRD - Corporate Sustainability Reporting Directive)



Dear Stakeholders



In 2025, Vision Group further strengthened its commitment to excellence in professional optical services through an increasingly extensive network of directly operated stores and affiliated partners across Italy. The visual wellbeing of the people who choose us every day remains the foundation of our business and the driving force behind our continuous pursuit of improvement, a commitment we strive to honour with the same dedication reflected in the trust our customers place in us.

Recent years have marked a period of significant growth for the Group. The partnership with ICG, the international private equity fund that became a shareholder in 2024, has enabled us to accelerate our development plans, embed ESG principles more deeply into our strategy and define with greater clarity the key drivers that will guide our future growth.

It is within this context that we are publishing our first Sustainability Report. This is a voluntary choice that we regard first and foremost as an act of responsibility. We have not undertaken this journey to comply with a regulatory requirement, but because we believe that transparency towards our stakeholders is a value in itself, and that providing clear disclosure of our progress is the most authentic way to demonstrate the seriousness of our commitment.

For Vision Group, sustainable growth means operating with full responsibility towards the millions of customers who rely every day on our VisionOttica and VistaSì networks.

We pursue this by continuously improving the quality of our services, investing in the development of our people and promoting a corporate culture grounded in ethics, professionalism and close attention to the local communities in which we operate.

Looking ahead, we are fully aware of the complexity of the environment in which we operate. The evolving European sustainability regulatory framework, global market dynamics and geopolitical uncertainty will require adaptability and strategic clarity. At the same time, demographic changes and growing attention to visual health, from the increasing prevalence of myopia among younger generations to the rise of presbyopia within the adult population, further reinforce the strategic and social importance of the role Vision Group can play in people's everyday lives.

Within this context, we renew our commitment to building a solid and sustainable growth model based on expertise, responsibility and innovation, with the aim of generating long-term value for all our stakeholders.

This first Sustainability Report marks the beginning of a continuous improvement journey that we intend to pursue with rigour and with the same passion that has always characterised our people.

Thank you for the trust you continue to place in us.

Marco Procacciante
CEO, Vision Group S.p.A.

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AN OVERVIEW OF VISION GROUP'S COMMITMENT

In 2025, Vision Group publishes its **first Sustainability Report**, prepared on a voluntary basis and aligned with the Corporate Sustainability Reporting Directive (CSRD).

This milestone marks the beginning of a journey towards greater **awareness and accountability**.

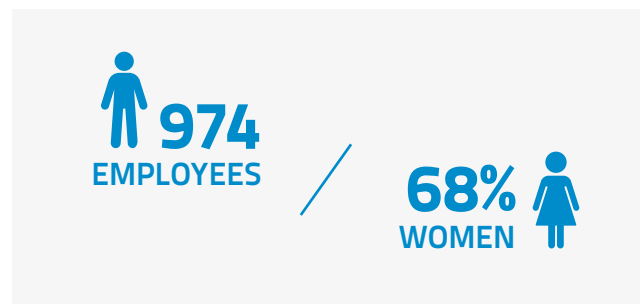



 **+220**
DIRECT STORES


 **+300**
AFFILIATED STORES

 **2.200**
INDEPENDENT OPTICIANS



 **974**
EMPLOYEES

68% 
WOMEN



 **100%**
electricity from
RENEWABLE SOURCES



CERTIFICATIONS

ENVIRONMENTAL PROTECTION



VISION GROUP sources
100%
of its electricity from certified
renewable energy sources
through the purchase
of Guarantees of Origin



73%
of total energy
consumption comes
from renewable sources

DECARBONISATION TARGETS



The Group has defined **decarbonisation targets** aimed at reducing **Scope 1 and Scope 2** emissions, aligned with the criteria of the **Science Based Targets initiative (SBTi)** and consistent with pathways to limit global warming to 1.5°C, in line with the **Paris Agreement**.



-59%
Scope 1 and Scope 2
emissions **by 2034** compared
to the 2024 baseline year

296 tCO₂eq
Scope 1 emissions

-14% vs 2024

665 tCO₂eq
Location-based
Scope 2 emissions

-11% vs 2024

0 tCO₂eq
Market-based
Scope 2 emissions

unchanged vs 2024

8.684 tCO₂eq
Scope 3 emissions



PUTTING PEOPLE FIRST

Direct employees and affiliates



DIVERSITY, EQUITY AND INCLUSION POLICY



In 2025, Vision Group adopted a Diversity, Equity and Inclusion (DE&I) Policy, formalising its commitment to fostering a **fair, inclusive and respectful workplace** where every individual feels valued and recognised.

AFFILIATE TRAINING



Tour Academy 2025

Promoted by Vision Group Academy, this travelling programme is designed **to provide entrepreneurs in the optical sector** with training in AI, market analysis, staff training, digital content and operational processes, **with over 300 participants**. The programme also includes prompt engineering and the development of a Conversational AI system aimed at enhancing the customer experience.

Community



Initiatives supporting people with disabilities

Targeted initiatives aimed at fostering employment inclusion and professional development for people belonging to protected categories, in collaboration with social cooperatives.



Promoting visual wellbeing

Vision Group organises prevention-focused initiatives through free screening programmes, Visual Stress Tests and local community events.



Social responsibility

VisionOttica Award

An annual programme through which Vision Group promotes research in Optics and Optometry and rewards theses and research projects developed by emerging talents.

Fondazione Amici per la Vista

Through the Fondazione Amici per la Vista ETS, Vision Group supports social initiatives aimed at improving eye health in Italy and around the world.

Andasibé Project in Madagascar

Vision Group contributes through funding and professional volunteering to support an ophthalmology department and combat blindness, improving access to care and training local healthcare staff.

Clients



Quality Policy

Vision Group's Quality Policy defines the Company's commitment to **ensuring safe products and services** that comply with the standards governing the medical device sector.



Quality certifications

Vision Group is certified **UNI CEI EN ISO 13485:2021** and **CERT.O Quality Certification**, guaranteeing quality management systems for the supply of medical devices and services, as well as **high standards** in products and performance.

CUSTOMER EXPERIENCE AND DATA PROTECTION



Vision Group **enhances every customer interaction** through an advanced platform that monitors feedback and reviews, ensuring timely responses and targeted actions. A fully transparent and traceable consent management system gives customers full control over their preferences, allowing them to update or withdraw consent at any time.

GOVERNANCE AND ACCOUNTABILITY



Organisation, Management and Control Model pursuant to Legislative Decree 231/2001

In 2025, Vision Group adopted the 231 Model, establishing a **structured framework of principles and rules of conduct**. The 231 Model defines the criteria to be followed in order to prevent, among other things, cases of **active and/or passive corruption** involving consumers, affiliates, suppliers, Public Authorities and Institutions.

Code of Ethics

Vision Group defines its **corporate culture** through its Code of Ethics, an integral part of the 231 Model. The Code outlines the Company's Ethical Principles: **legality, fairness, transparency, confidentiality and respect for human dignity**.

Whistleblowing

A dedicated **reporting channel** has been established for behaviours, acts or omissions that may harm the public interest or compromise the integrity of the Company. The related procedure defines the technical and organisational measures required to ensure an adequate level of security, including in relation to **the processing of personal data** connected with the management of reports.



VISION GROUP





Choosing sustainability
means changing the way
we look at the world:
it is through a clearer, shared
and more responsible vision
that we can shape the future
ahead of us.

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