



MONCLER

Sales Trebaseleghe Employee Store Policy

Issuing date	April 2023
Owner	<i>Human Resources Department</i>
Revisions	March 2025

Purpose

Moncler Group intends to communicate the rules regarding the sales process at the Employee Store in Trebaseleghe (PD), with reference to sales to Group Employees and Employees' Family & Friends.

This policy, issued in April 2023 and revised in March 2025, must be considered immediately effective.

Scope of application: all employees of Moncler Group Companies.

The Moncler Group HR Department is responsible, in agreement with the other functions involved, for any updates to this *policy* that may be deemed necessary based on the evolution of the organization.

Contents

1. <i>Preface</i>	2
2. <i>Field of application</i>	2
3. <i>Distribution</i>	2
4. <i>Product prices</i>	2
5. <i>Sales limits per individual</i>	3
6. <i>How to access and buy</i>	4
7. <i>Rules of conduct</i>	5
8. <i>Discount revocation</i>	5
9. <i>Distant sales for Moncler employees – HQ Milan and Piacenza</i>	5
10. <i>External access</i>	6

1. Preface

The Moncler Group gives employees the opportunity to purchase Moncler and Stone Island products on special terms for personal use at the Employee Store in Trebaseleghe (PD).

Below are the rules of conduct, compliance with which is a necessary condition for maintaining the assignment of discount conditions and access to the Store.

The Company reserves the right to modify this policy at any time, including the rules of use and assignment of discount conditions, also with reference to individual Employees in the event of violation of the established rules.

2. Field of application

This present policy applies to **all Moncler Group employees** and substitutes any other different condition previously allowed to the employees.

3. Distribution

The present document is made available to employees through publication via MINE and EXPLORE, in the *Archive* and *Essentials* sections dedicated to policies and procedures.

Each employee is therefore required to examine the whole content of present policy and, in the case of use of the company discount conditions, will not be able to complain about the lack of knowledge of the associated document.

4. Product prices

The products in the Employees Store already benefit from the application of a discounted price list compared to the Moncler and Stone Island stores.

All employees hired by Moncler Group Companies on fixed-term, permanent and internship contracts are eligible to a FURTHER DISCOUNT compared to the discounted price list.

The assignment of the discount is at the exclusive discretion of the Moncler Group and the Human Resources Department is responsible for the possible suspension or revocation of the entitlement, based on any anomalous behavior observed or not in line with this policy.

5. Sales limits per individual

EMPLOYEE (with employee discount)

The seasons are divided as follows:

- Spring-Summer from March to August;
- Fall-Winter from September to January.

To guarantee all employees an appropriate assortment of goods, the Moncler Group has decided to place the following **individual restrictions on the purchase of discounted items** compared to the applied price list.

Regarding the quantity of outerwear, the limit applies to the collection season and not the sale season. **Therefore, the outerwear that can be purchased throughout a year in the Fall-Winter collection can be a maximum of 5.**

TABLE 1: SEASONAL LIMITS PER EMPLOYEES - WITH DISCOUNT

	BRAND MONCLER	BRAND STONE ISLAND
Outerwear	5 (different from each other)	5 (different from each other)
Knitwear	15 products, of which 5 pieces of the same items	15 products, of which 5 pieces of the same items

When the above purchase limits are reached, the employee may decide to purchase without a discount with the limits in Table 2 (limits applying to Family and Friends).

FAMILY & FRIENDS (without employee discount)

The employee is obliged to book an appointment for family and friends for a maximum of 5 individual accesses per season (maximum 10 per year).

TABLE 2: SEASONAL LIMITS PER FAMILY & FRIENDS - WITHOUT DISCOUNT

	BRAND MONCLER	BRAND STONE ISLAND
#products	10 products, of which max 3 pieces of Outerwear	10 products, of which max 3 pieces of Outerwear

Dedicated checks will be carried out on compliance with this principle and potential violations will be sanctioned from the company to which the employee belongs.

6. How to access and buy

The Employee Store is open:

- Monday-Friday from 12:00 to 14:30 and from 15:30 to 19:00;
- Saturday from 09:00 to 13:00.

Access to the Employee Store is only permitted by online booking:

<https://www.moncler.com/it-it/BookAnAppointment/Trebaseleghe/>



EMPLOYEE STORE TREBASELEGHE

PRENOTA UN APPUNTAMENTO

Programma una sessione di shopping presso il negozio per dipendenti di Trebaseleghe. Puoi richiedere un appuntamento per te o per un ospite.

PER ME PER UN OSPITE

INSERISCI LE INFORMAZIONI

Indirizzo email*

SuccessFactors ID*

GESTIONE APPUNTAMENTI PRENOTA UN APPUNTAMENTO

Booking is mandatory for both employees and F&F.

The employee must register the guest, who will then receive instructions for completing the reservation.

A maximum of two F&F guests can access at a time.

The stay is a maximum of one hour.

At the time of purchase, the following rules apply:

- the employee must be recognized by the store staff, using an **identity document**;
- the guest is required to present the **QRcode generated at the time of booking** and has to consent to the release of personal data for registration on the Moncler sales system;
- **each sale must be registered**, meaning assigned to a customer (employee or guest) previously booked;
- payment must be made at the time of collection of the goods;
- **payment can be made by credit card or other traceable instruments, debited from the payslip. Cash payments are not accepted**;
- the cost of any repairs/modifications is totally borne by the purchaser;
- employee discount purchases have to be registered in the name of employees.

If even just one of the previous conditions is not respected, the store staff must refuse recognition of the discount on purchases.

7. Rules of conduct

It is absolutely forbidden to take advantage of the discounts:

- For purchases on behalf of third parties and/or for resale;
- To obtain advantages/influence the conduct of third parties (e.g public administration).

Any excesses and/or abuses in the use of discounts, or in the methods of making purchases, will be considered in conflict with this regulation and may result in:

- Suspension or revocation of the possibility of accessing discounts;
- Disciplinary proceedings, in line with the disciplinary system / with the employment contract.

The employee store has an obligation to monitor strict compliance with this policy and is required to report any non-compliant behavior to the Human Resources Department.

The Human Resources, Security and Internal Audit departments will carry out periodic checks to detect any abuses and will ask for the adoption of appropriate disciplinary sanctions.

8. Discount revocation

The employee will no longer be authorized to access the company discount in the event of:

1. Termination of the employment relationship;
2. Any excesses and/or abuses in the methods of making purchases;
3. Any other violation of this policy and in any case at the discretion of Human Resources.

9. Distant sales for Moncler employees – HQ Milan and Piacenza

Corporate employees of the Moncler company based in the Milan and Piacenza offices can purchase products remotely through the following procedure:

- Send an email to vm02@moncler.com with **mandatory** specifying the model code (complete with part and colour) and size.

Requests will be processed on the Monday following the week of request.

The exchange of goods is allowed only within 7 days of the purchase.

It will not be possible to carry purchase on consignment.

10. External access

Retired ex Moncler employees can have access to the Store by benefiting from the employee discount.