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MARCOLIN LAUNCHES THE NEW “LEADERSHIP ACADEMY” WITH A FOCUS ON WOMEN



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Venice/Longarone, November 16, 2023 – **Marcolin**, a worldwide leading group in the eyewear industry, kicks off the “*Leadership Academy*”, a training project dedicated to the Company’s talents and future leaders that this year, at its third run, features a **session dedicated to women’s leadership**.

Launched in 2021, Marcolin’s **Leadership Academy** is designed to boost the convergence of individual and corporate goals. It is composed by **ten meetings**, each focused on the skills and values on which Marcolin’s Leadership model is based, such as openness to change, practicality, responsibility and sense of belonging.

A new entry for this year is the **integration of soft skills enhancement modules dedicated to women’s leadership** aiming to train leaders of tomorrow who can guide and inspire others based on the principles of equity and inclusiveness.

The future managers will work along company executives and external experts, who will provide them with the tools needed to improve the skills required to lead a team and promote innovation, culture, and change.

Sabrina Paulon, Marcolin Group HR Director, points out: “*The Leadership Academy, and specifically this year’s run, is an integral part of a vision launched many years ago, whereby Marcolin is committed to*

promoting a culture of respecting differences. Diversity is a value for us and a driver of economic growth and development not only to the advantage of women, but of all the people involved. This is why we want our future leaders to be able to implement a model that embraces values rather than gender-related features.”

Marcolin's vision in terms of **diversity and inclusion** is one of the **key pillars** on which its **ESG** corporate strategy is built. Today, 57% of the company's employees are women, 43% of whom are senior managers. In 2022, Marcolin received the recognition "*Best Employers for Women*" in the eyewear industry from the German ITQF Institute, which rewarded the top 360 companies in Italy.

This year's opening ceremony was set against the breathtaking backdrop of the city of **Venice**, with an **event** that brought together new talents with those from the past in a **workshop and an inspirational tour** of Basilica di Santa Maria della Salute and Punta della Dogana. This is the first of ten events that will be held between November 2023 and February 2024.

The Leadership Academy stands alongside the **Manufacturing Academy**, a professional enhancement project designed for manufacturing roles which, today more than ever, require integrating craft with technological skills. Every year, the Group offers, to its people in Italy and abroad, over 5,600 hours of training to favor an increase in productivity and in-house performance, upskilling, talent retention and employer attractiveness.

About Marcolin:

Marcolin is a worldwide leading group in the eyewear industry founded in 1961 in the heart of the Veneto district, Italy. It stands out for the unique ability to combine craftsmanship with advanced technologies through the constant pursuit of excellence and continuous innovation. The portfolio includes proprietary brands (WEB EYEWEAR), as well as more than twenty licensed brands: TOM FORD, Guess, adidas Sport, adidas Originals, Max Mara, Moncler, Zegna, GCDS, MAX&Co., MCM, Tod's, Pucci, BMW, Kenneth Cole, Timberland, GANT, Harley-Davidson, Marciano and Skechers. Through its own direct network and global partners, Marcolin distributes its products in more than 125 countries. At the end of 2022, Marcolin Group had about 2,000 employees and net sales of €547.4 million.
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