

## TAKE OFF OBTAINS UNI/PdR 125 CERTIFICATION, CONFIRMING ITS COMMITMENT TO GENDER EQUALITY

Milan, 22nd December 2022

**TAKE OFF** (TKO:IM), a company operating in the *retail trade* of clothing and accessories for adults and children, announces that it has obtained **UNI/PdR 125: 2022** certification on the Gender Equality Management System.

Obtaining such certification involves measuring, reporting and evaluating a set of Key Performance Indicators (KPIs) inherent to gender equality policies within the organisation, in order to attribute a level of efficiency and measure improvements over time. Each indicator is assigned a number of points that contributes to achieving the minimum score required to earn the certification.

In particular, the macro-areas under analysis were: (i) culture and strategy; (ii) governance; (iii) HR processes; (iv) opportunities for women's growth and inclusion; (v) pay equity between the genders; (vi) parenting and work/life balance. Such indicators were applied according to the "Principle of Proportionality", due to the dimensions of the organisation. The certification was issued by the entity *Dasa-Rägister*.

The UNI/PdR 125:2022 standard is also one of the main forecasts in the **PNRR** (Italy's National Recovery and Resilience Plan) under the transversal priority of gender equality, also resulting in tax relief and rewards when participating in public tenders.

**Aldo Piccarreta**, TAKE OFF President and CEO, states, *"This achievement yet another certification rewarding the company's ongoing commitment to sustainable policies within all spheres of the business. Ensuring an effective Inclusion Management System allows us to determine and monitor precise targets for improvement, as well as gain a significant competitive advantage in the market. Adopting an ESG approach is proof of TAKE OFF's desire to pursue a sustainable business whilst maintaining a working model that focuses on inclusiveness and on the adoption of an ethical and transparent approach."*

The **TAKE OFF Group** (TKO:IM – ISIN IT0005467425) operates in the retail trade of clothing and accessories for adults and children, with a nationwide presence of 163 shops, of which 42 are operated directly and 121 through affiliation agreements. The company pursues a project of strategic development based on shop expansion by leveraging five competitive advantages: knowledge of the preferences of a broad customer base, a strong focus on the *customer experience*, exceptional operational competence, strong supplier relations and effective purchasing policies.

The parent company Take Off S.p.A. is the leading Italian outlet chain, with own and third-party brand products. Besides distributing internationally-renowned labels, Take Off S.p.A. offers 'fashion boutique' shopping experiences through a broad portfolio of proprietary brands aimed at both male and female customers (Andrea Maggi Milano, Henry Smith London, 121, Gaia Galli Milano, Stella Berg, Yuko Hayate, Tokyo, Massimo Moresco). With 49 sales outlets, of which 42 are directly operated and 7 are under affiliation, Take Off S.p.A. boasts an innovative business model based on discounting and inventory management, thanks to 'active' logistics management and a database of around 147,000 affiliated customers. In 2021, the company inaugurated its proprietary e-commerce channel as a tool for maximising brand awareness.

The subsidiary Over S.p.A., with 114 exclusively-affiliated sales outlets and a database of 261,000 customers, produces own-brand products for children up to 14 years of age under the Overkids label, which combines high quality with affordable prices, allowing the Group to serve customers of all age brackets and increase their loyalty rate.

The communiqué is available at [www.1info.it](http://www.1info.it) and on [www.takeoffoutlet.com](http://www.takeoffoutlet.com).

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