9th Edition



True-Luxury Global Consumer Insights

July 2023





2023 study keeps True-Luxury consumer at the center...



9th Edition True-Luxury consumer survey

Respondents **12,000**+ **respondents**

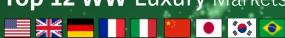
of which 2,000 in China & 2,000 in US

Avg. spend

€39K+ Avg. personal spend¹ (back to pre-Covid level)

Markets

Top 12 WW Luxury Markets





Research partner

1. Includes personal and experiential luxury, excluding cars, yachts, smartphones and

..with a much wider range of tools, sources and deep dives



30+ in depth interviews with individual **True-Luxury consumers**



25+ interviews & content discussion sessions with industry experts & topic leaders



Brand new deep dive on **customer experience**, based on quali-quantitative sources and advanced **data & analytics tools**



Engagement of local Luxury experts and industry partners from China and US



HIGHSNOBIETY

2023 STUDY: CONTENTS



- 1 FUTUREPROOF: LUXURY MARKET THRIVES AMIDST UNCERTAINTY
 - Market outlook & True-Luxury consumer sentiment
- 2 TOP 10 TRENDS CEOS SHOULD STAY AHEAD OF Snapshot of market, consumer and novel Luxury trends

LUXURY IN A CHANNEL-LESS AGE:
TRUE-LUXURY CONSUMER STILL UNHAPPY
The new frontier of Luxury experience

Chapter 1.

FUTUREPROOF:
LUXURY MARKET
THRIVES AMIDST
UNCERTAINTY

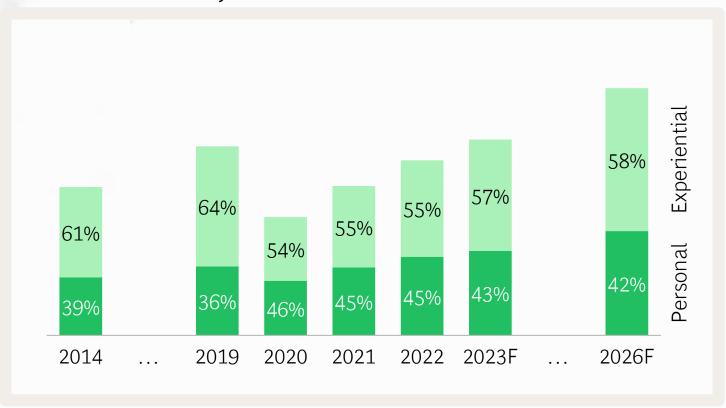
Market outlook & True-luxury consumer sentiment

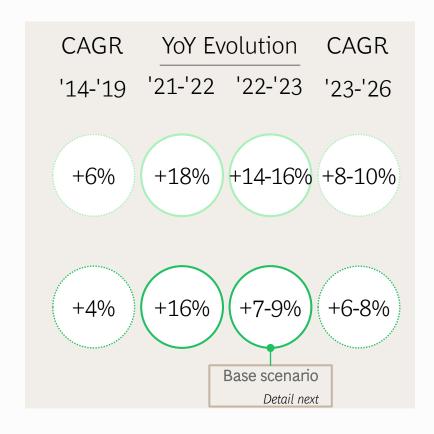




Personal luxury has recovered to pre-covid levels and Experiential on the way; High single-digit growth expected

Global True-Luxury Market



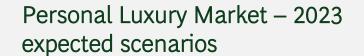


Note: Personal includes apparel, footwear, accessories, leather goods, beauty, jewelry (branded and unbranded) and watches / Experiential includes furniture, food and wine, fine dining & hotel and exclusive vacations

Source: BCG Fashion & Luxury Market Model as of June 2023; BCG Analysis

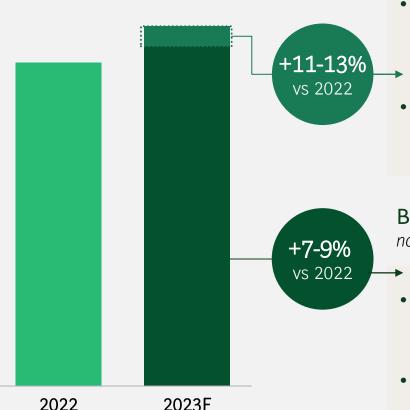


Unprecedented complexity to make Luxury market forecasts | Today's macroeconomic volatility requires an assessment on a weekly horizon



We envision 2 evolution scenarios based on key geographies outlook





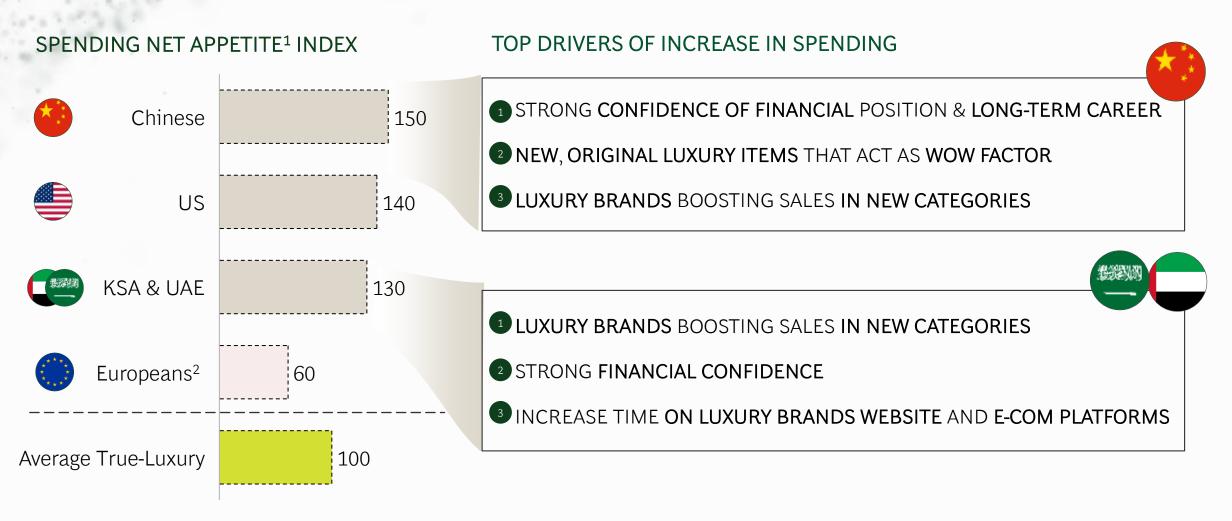
- Strong restart of China Luxury market (~+20% vs '22), mainly fueling domestic consumption, while gradual spend increase in nearby countries (e.g., HK, Macao) and in int. destinations from H2 2023
- Solid confidence of US consumers despite the macro context, driving domestic and international demand (high-single digit growth)

Base Scenario: Slow-down of Western Consumers not compensated by Asian acceleration

- More cautious outlook for China (~+15% growth '22-23) with technical rebound domestically and slow restart of international consumption
- Limited confidence of consumers in Western markets, with H2 '23 heavily impacted by economic uncertainty (mid-low single digit growth)



Post-Pandemic spending euphoria booming in China consistently with recent re-opening, while persisting in US despite pessimistic sentiment





The top of the pyramid has consistently overgrown the bottom: conquering the wealthiest segments is the key priority for luxury brands

100	Cluster	2016		2022		2026F			
		Pop. (M)	Size (B€)	Pop. (M)	Size (B€)	Pop. (M)	Size (B€)		CAGR Pop. '22-'26
50 k€	Beyond money	0.3	20	0.5	38	0.6	50-60	, 5%	9%
20 k€	Top absolute	1.4	31	1.7	53	2.3	60-70	4%	8% ;
E le C	Absolute & Entry absolute	15	201	17.6	260	18.9	320-340	3%	2%
5 k€	Total true-luxury	16.8	252	19.8	352	21.9	430-470	3%	3%
2 k€	Top aspirational	20.9	62	20.5	71	24.5	90-100	0%	5%
<2 k€	Other aspirational	375.0	551	327.2	476	425.3	720-730	-2%	7%
	Total Luxury Consumers	~410	~870	~370	~900	~470	~1240-1300	-2%	6%

- 2 wealthiest clusters representing less than 1% of the market but accounting for ~10% of sales
- Strong growth of the top segments confirming their priority role in the upcoming years
- '16-'22 population decline due to strong impact of Covid on aspirational and Chinese slow down in '22; acceleration over the next years

Note: Numbers rounded. Personal includes apparel, footwear, accessories, leather goods, beauty, jewelry (branded and unbranded) and watches / Experiential includes furniture, food and wine, fine

dining & hotel and exclusive vacations

Chapter 2. TOP 10 TRENDS CEOs SHOULD STAY AHEAD OF

Snapshot of market, consumer and novel Luxury trends



Navigating the Luxury landscape: top 10 trends CEOs should stay ahead of

EVOLVING MARKET REALITIES

Plan to quickly react and setup to tackle challenges

- CHINA IS BACK, BUT
 PLAYBOOK IS DIFFERENT
- KSA: IGNITE THE UNTAPPED POTENTIAL
- SHIFTS & OPPORTUNITIES IN THE SUPPLIER LANDSCAPE

SHIFTING CONSUMER PREFERENCES

Evolve to address consumers' needs, behaviors and taste

- LUXURY IN A CHANNEL- LESS AGE: TRUE-LUXURY CONSUMER STILL UNHAPPY
- DECODING THE GENERATIONAL DIVIDE
- SUSTAINABILITY & NEW OWNERSHIP MODELS ACCELERATION
- DOUBLE DOWN ON VIC VERY IMPORTANT CUSTOMERS VIA CLIENTELING 3.0

NEW(ISH) FRONTIERS REQUIRING INVESTMENT

Get prepared, experiment & invest (or be left behind)

- THE REVOLUTION OF GENERATIVE AI
- WEB3 & METAVERSE: VIRTUALIZATION OF FASHION & IDENTITY

10

SCALE MATTERS MORE THAN EVER

Top 10 trends CEOs should stay ahead of (I/IV) – Evolving Market Realities

EVOLVING MARKET REALITIES

CHINA IS BACK, BUT
PLAYBOOK IS DIFFERENT

China revamp is happening (15-20% expected growth in '23) with evolving dynamics compared to Pre-Pandemic:

- Increased local demand (82% in '23, unlikely to return to '19 level 45%)
- Thriving digital ecosystem (46% purchases online)
- Higher diversification in the consumer base with heavy spenders, younger & lower-tier cities driving growth

Brands should develop a new playbook to win the evolving consumers locally and internationally and recruit emerging groups, step-changing presence in the online ecosystem, reimagining online shopping experience and devising creative tactics across touchpoints (e.g., enrich Mini Programs, leverage localized content) KSA: IGNITE THE UNTAPPED POTENTIAL

KSA is a key growth engine in Middle East, worth ~3B€ and projected to reach ~6B€ by '30 (+10-12% CAGR '22-30). This is driven by massive investments (>1T€) in local development (Vision 2030), internal pent-up demand (from ~40+% spend leakage today) and boost of luxury tourism, fostered by young (60%+ of <30y), heavy-spending, increasingly sophisticated, and digitalized KSA consumers (+17pp online penetration¹ vs avg. True-Luxury)

Specific strategy to capture growth in Saudi vs other GCC countries, incl. finding the **right local partner**, **upgrading product offer** to match international standards of the local **sophisticated consumer** and **enhancing retail footprint** to capitalize on new real estate giga-projects (e.g., Diriyah Gate)

SHIFTS & OPPORTUNITIES IN THE SUPPLIERS LANDSCAPE

Post-Covid supplier landscape has drastically changed. Increasing number of supply-focused investments & M&A both from suppliers, consolidating into specialized poles, & from brands selectively investing in upstream vertical integration. Due to rarity of competences & difficulty of access, reliable setup of local suppliers is increasingly crucial

Brand CEOs have the responsibility to actively react to shifting suppliers' dynamics, contributing to shape them. They should assess how to optimize supply chain, thinking strategically on the best make-buy setup to secure volumes, while maintaining flexibility and fostering a local made-in set-up

Top 10 trends CEOs should stay ahead of (II/IV) – Shifting consumer preferences

SHIFTING CONSUMER PREFERENCES

LUXURY IN A CHANNEL- LESS AGE: TRUE- LUXURY CONSUMER STILL UNHAPPY

Luxury brands and industry experts have been actively discussing omnichannel journeys and the creation of truly seamless Customer Experiences for more than a decade. However, less than 50% of luxury consumers are truly satisfied with their overall experience.

Luxury brands have spent considerable time and resources perfecting the offline customer experience and in-store selling ceremony and, as a consequence, their in-store satisfaction level is ~x2 that of mass retailers. However, online ceremonies of luxury brands are greatly lagging behind, with luxury satisfaction level being ~ 0.8x that of mass players. This 'digital discontent' is created by two types of unmet needs: functional (like speed and availability) and emotional (like pampering & human reassurance). While functional issues are often in the forefront for both brands and customers, solving only functional tablestakes, will not allow brands to deliver a true luxury experience.

Current brand practices & misconceptions are, like the underestimation of touchpoints (which are ~x30 vs only 10 years ago) or silo-view of channels (while in reality >50% of journeys are multichannel) are further fueling the digital discontent.

In order to master CX in a channel-less age, brands will need to quickly fix the basics on functional aspects, leveraging the playbooks that are already in place and dedicating the necessary time, investments, and discipline to bridge the gap with "best in class" players on service efficiency, speed and reliability. In order to propel CX to new heights, brands will need to take the lead, writing the playbook on emotional step-change. To do so, every brand will need to strategically decide whether to "play defense" by hyper-specializing or "play offense" by hyper-personalizing. Hyper-specialization requires the definition of a specific, focused role for each touchpoint (based on its' strengths) and the guidance of each customer to the optimal touchpoint based on his or her needs. Hyper-personalization on the other hand, requires that all touchpoints are empowered to play every role and can be adapted (in real time) to individual customer needs. No matter which, in order for brands to master the new frontier of luxury experience, it is crucial not to revert back to the channel view: brands should always privilege a customer journey-view over a business channel-view.

Top 10 trends CEOs should stay ahead of (III/IV) – Shifting consumer preferences

DECODING THE GENERATIONAL DIVIDE

The generational surpass is finally happening: Young (Millennials & Gen Z) twice the size vs '16 and worth ~210B€ in '22, expected to almost double again by 2026. Therefore, there are 2 segments to address: Young spending more (+15% vs old), with positive future outlook (33% appetite of Millennials vs Olders -12%); Olders guaranteed growth (3x cum. spend in last 15y vs younger and 20x vs Gen Z) and worth ~190B€ today

SHIFTING CONSUMER PREFERENCES

SUSTAINABILITY & NEW OWNERSHIP MODELS ACCELERATION

Brand purpose & responsibility non-negotiable anymore, accelerated by upcoming regulations especially in EU and relevance for consumers (65% influenced by Sustainability, +4pp vs 2019, 72% for Gen Z); appetite for **new business** models - renting & second-hand - continue to accelerate (65% interested in purchasing preowned luxury, +5pp vs 2019)

DOUBLE DOWN ON VIC - VERY IMPORTANT **CUSTOMERS - VIA CLIENTELING 3.0**

The top of the pyramid has consistently overgrown the bottom and the 2 wealthiest clusters (Beyond Money & Top absolute), represent less than 1% of population, but account for ~10% of sales. Moreover, they are expected to grow at a faster rate (8+% CAGR '22-26 vs 6% avg. True-Luxury).). As a consequence, the top segment ("Beyond Money") will triple in size by 2026 (vs 2016).

Looking forward, Brands should adopt a twostep strategy: in the short term, embrace a bifocal approach, capturing opportunities of both segments in the next decade with tailored solutions

In the mid-term, brands should loyalize Gen Z & Millennials, harvesting past years' overinvestments

ESG agenda should be pursued with urgency and, given the complexity of the landscape and the evolving regulatory environment, it is fundamental to join forces at Sector level, partnering with authorities & institutions

Key to selectively invest resources on the ESG topics which are the most impactful for each brand business model

Luxury brands have always focused on VIC, but nowadays they should place higher efforts to drive loyalty with increasingly demanding top clients, offering flawless experiences and reaching perfection in selling ceremonies, also leveraging Al-based tools to make a step change in clienteling and 1:1 personalized journeys

customers)

Top 10 trends CEOs should stay ahead of (IV/IV) New(ish) frontiers

NEW(ISH) FRONTIERS REQUIRING INVESTMENTS

THE REVOLUTION OF GENERATIVE AI

GEN AI has a tangible impact for Luxury, across (i)

creativity support and boost (e.g., content & product design), (iii) **complexity** & costs **reduction** (e.g., ops. &

hyper-personalization and CX enhancement, (ii)

logistics optimization) and (iv) manual tasks

automation. Specifically, GenAI will allow luxury

brands to overcome "reach vs depth" tradeoff:

scalable solutions for personalized treatments

offered to VIC only, could be extended to mid-

pyramid & aspirational customers (90%+ of Luxury

WEB3 & METAVERSE: VIRTUALIZATION OF FASHION & IDENTITY

Web3 still at early-stage in Luxury, and, despite being a new frontier, its adoption slowed down with long path ahead to mass market. However, it is expected to gain traction due to higher consumers' appetite (70+% current & prospective virtual fashion buyers) led by 2 driving engines, Young tech.

Pioneers and Escapers (e.g., from Middle East, India & Brazil) and due to higher investments in technology

RELEVANT ACROSS ALL TRENDS

SCALE MATTERS MORE THAN EVER

10

Scale has become a competitive advantage with Luxury Megabrands consistently growing ~3x vs luxury market, reaching 10-20+B€ revenues vs 2-5B€ of medium-sized brands. This is increasingly widening the gap with "followers" and contributing to strong polarization

Experiment with the technology, focusing on the highest potential business-led use cases and building technology muscle, while preparing the workforce and defining clear policies to protect the business

Since Web3 adoption is still lagging, but will definitely accelerate in the coming years, brands should be ready to capture upcoming opportunities, incl. gamified, immersive and community-based experiences which can boost consumer engagement ~5x vs traditional approach. This will allow to recruit new audiences, amplify content and nurture communities

Growth must be seen not only as a value creation source, but as an imperative to **stay relevant** in the market, unlocking **ability to invest** in **marketing** (i.e., digital media & content creation), **retail** (i.e., securing the best locations) and building an **agile** and **AI** & **tech-backed operational machine**. Smaller brands should invest in creativity and find innovative channels to distinguish

KSA: ignite the untapped potential



NASCENT MARKET TO THRIVE

~3B€ to ~6B€ in '30

KSA as the next growth frontier: 2x size of personal Luxury market by '30 (+10-12% CAGR '22-'30)

MATERIAL DRIVERS
OF RAPID SURGE

>1TE in local investments

Vision 2030 massive local investments:

- Internal pent-up demand (from ~40+% spend leakage today), with ~+500k sqm in Riyad three flagship future retail locations¹ and +~90% mall supply by '27
- Rise in high-end tourism (8 giga-projects)

SOPHISTICATED LUXURY CONSUMER

~60% of population <30 years old

Young, wealthy (13k HNWI²), well-travelled & digitalized (+17pp online penetration³), confident to spend more (+7pp net appetite⁴ vs avg. True-Luxury)

^{1.} KAFD, Diriyah Gate and new airport hub; 2. High-Net-Worth-Individual: net wealth between \$5-\$50M; 3. Based on last purchase channel including omnichannel (e.g., ROPO); 4. Net appetite in next 12 months: (% of a lot more + % of a bit more) – (% of a bit less + % of a lot less) Source: BCG Fashion & Luxury Market Model as of June 2023; BCG-Altagamma True-Luxury Global Consumer Insight Survey Mar/Apr 2023(12K respondents in 12 countries); Saudi Tourism Authority; Reuters; Giga-projects press releases; Desk Research

Decoding the generational divide

GENERATIONAL SURPASS

~X2 GenZ & Millennials by '26 (vs '22)

Young (Millennials & Gen Z) worth ~210B€ of personal Luxury market in '22 (from ~95B€ in '16) and expected to almost double again by 2026

Older (GenX, Boomers & Silvers) worth ~190B€ in '22 (from ~230B€ in '16) and expected to decrease to ~160B€ by '26 2 RELEVANT SEGMENTS...

...WITH POLARIZING PREFERENCES

Young: fast to adopt new tech, greatly value sustainability & new ownership models and seek guidance from peers & community

Older: interested in spending on experiential luxury (like hotels & wellness) & seek professional guidance WAY FORWARD...

...WITH CLEAR SHORT VS MID-TERM APPROACH

Short: bifocal approach, capturing opportunities of both segments in the next decade with tailored strategies

Mid-term: loyalize Gen Z & Millennials, harvesting past years' over-investments

The Revolution of Generative Al

DISRUPTIVE IMPACT

OPPORTUNITIES IN LUXURY REACH VS RICHNESS

100 users on ChatGPT in 2 months

Marketing strongest potential CX & Perso for GenAl in Luxury

90+% aspirational luxury consumers

Impact is here to stay:

- 80% of workers will be affected
- 67% of digital leaders prioritizing GenAI in the next 18 months
- More traditional sectors less disrupted, yet significant impact for Luxury in Mktg, CX & Perso
- Stronger potential for mass fashion in product & design

GenAI offers scalable opportunities for personalized VIC treatments to be extended to ~350M of mid-tier & aspirational customers, breaking the reach vs richness trade-off

Chapter 3. LUXURY IN A CHANNEL-LESS AGE: TRUE-LUXURY CONSUMER STILL UNHAPPY

The new frontier of Luxury experience





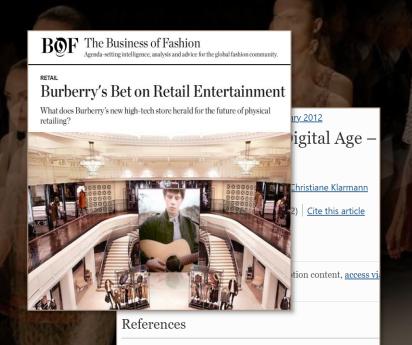
COMPANIES'
BLIND SPOTS

Revealing companies misconceptions & realities about the Luxury CX 3

NEW FRONTIERS

Discovering opportunities for the elevation of the experience

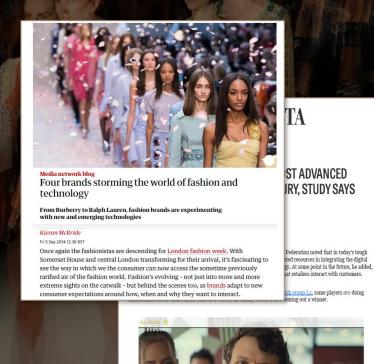
We've been talking about omnichannel for more than a decade ...

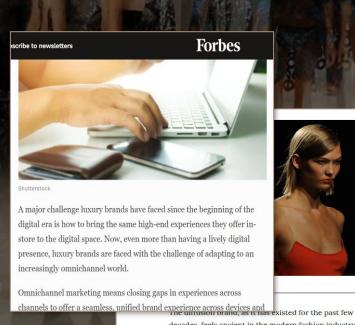


2012

Atwal, G./Williams, A. (2009): Luxury Brand Marketing -

Everything!, in: Journal of Brand Management, 16, 5/6, p







Omnichannel marketing means closing gaps in experiences across

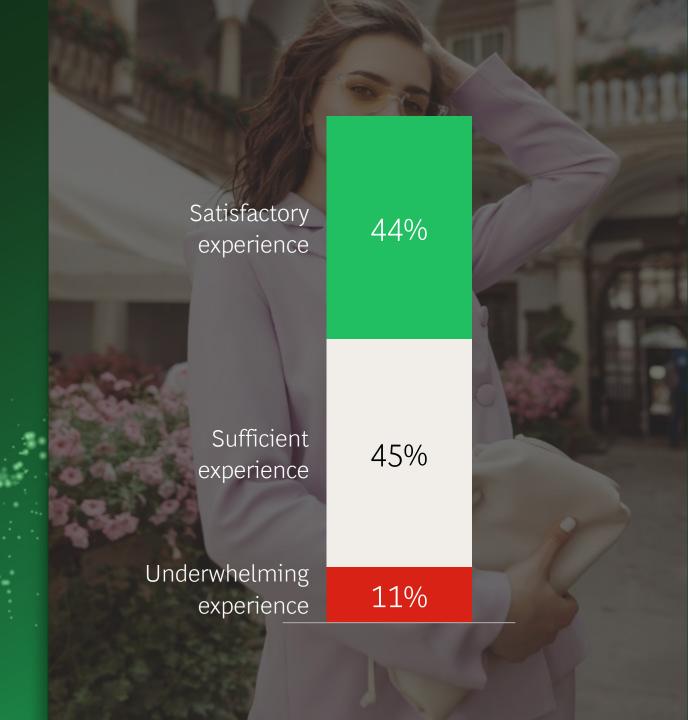
decades, feels ancient in the modern fashion industry.

In fashion, the term "diffusion brand" means a secondary line by a well-known designer. (Think Marc by Marc Jacobs, CK by Calvin Klein.) They are intended to reach a younger, aspirational demographic with lower price points and

and so on.. 2014

...yet customers are still not happy

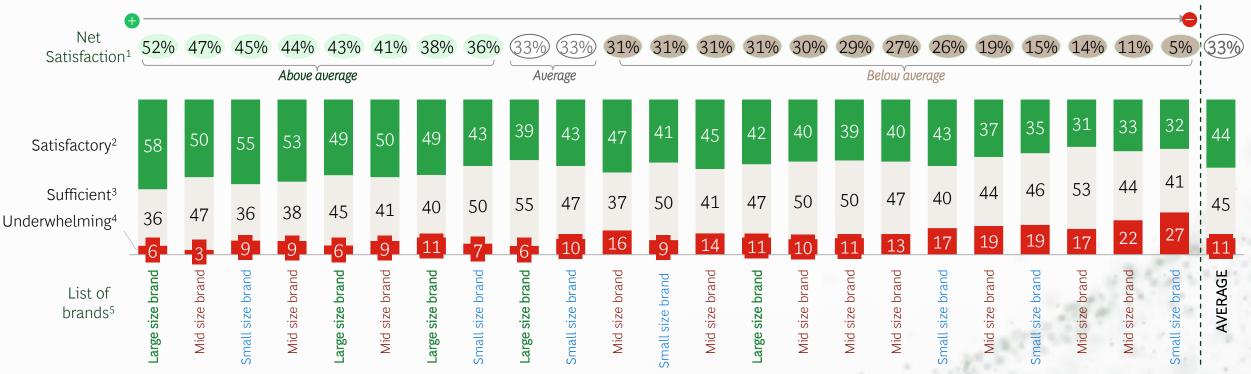
Less than half of Luxury consumers are truly satisfied with their overall experience and feel it was above expectations



Brand temperature check | All brands struggle to reach Net Satisfaction Score above 50 and huge satisfaction gaps exist among peers

Think about the expectations you had at the beginning of your purchase experience. How much was the actual experience of buying the luxury item in line with your initial expectations?

Satisfaction on last purchase (online & offline) by brand, %



Note: Included only Brands with at least 30 respondents who have purchased from them

^{1.} Net Satisfaction = % Above Expectations - % Below Expectations; 2. Above expectations 3. Purchase experience in line with expectations; 4. Purchasing exp. below expectations 5. Clustering of brands based on 2022 revenues



Luxury brands have spent decades perfecting the **offline** experience ...

Luxury brands beat retailers hands down in the offline experience

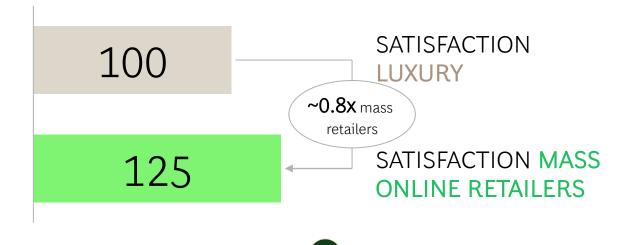


Going to my favorite stores is like treating myself – I feel pampered, I get my champagne... I'd go everyday - Anna, 48 y.o.

Note: Satisfaction based on NPS calculated as % of Promoters (9-10 ranking) minus % of Detractors (0-6) and converted to 100 Source: BCG-Altagamma True-Luxury Global Consumer Insight Survey Mar/Apr '23 (2.6 K respondents in 6 countries); BCG analysis

...yet online ceremonies are lagging behind their in-store counterparts

Instead, online experiences of retailers are overall comparable & even superior in terms of services



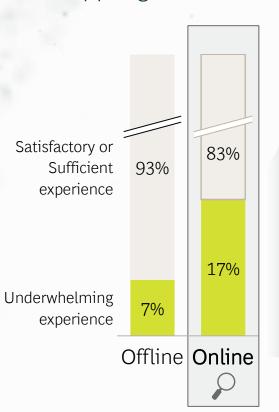
Why is my online experience the same whether I'm buying a blue polo or a 10k€ travel bag from my favorite Luxury brand?

- Adam, 35 y.o.

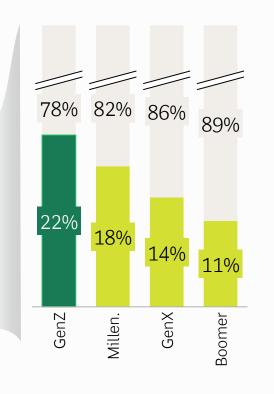


The Digital Discontent | Dissatisfaction with the online experience most pronounced in Europe and amplified amongst GenZ

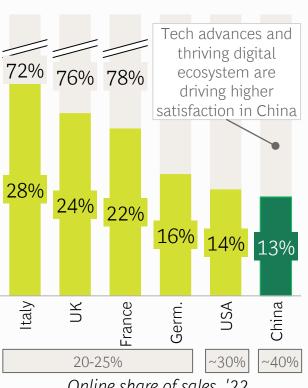
Online dissatisfaction 10pp higher vs offline



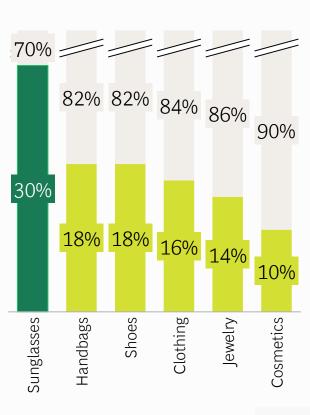
1 in 5 GenZers believe online experience is underwhelming



Chinese are more satisfied online, Europeans less content

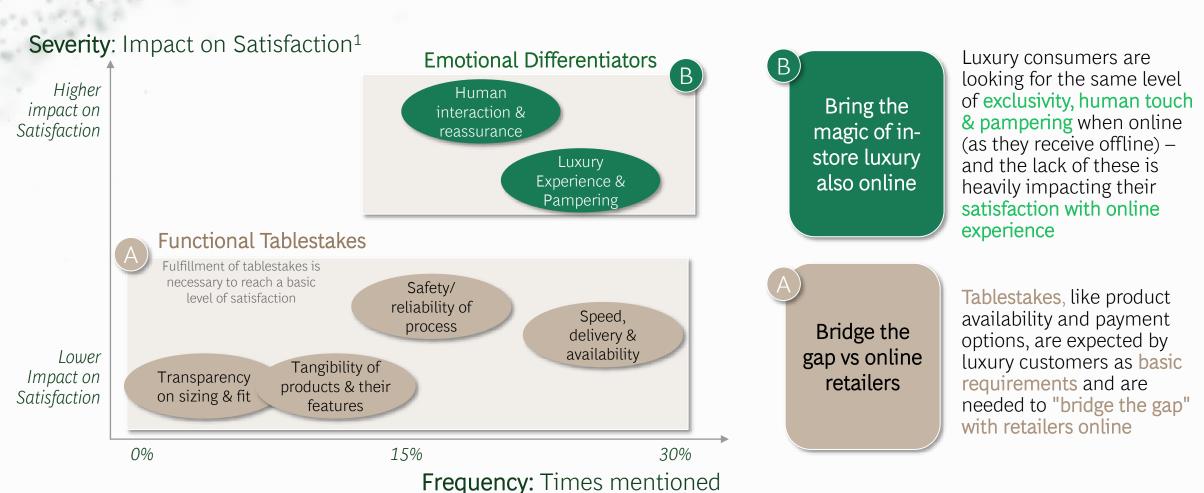


Sunglasses drastically stand out for online dissatisfaction





The Digital Discontent is built on two gaps: with mass retailers on functional tablestakes & with in-store luxury on emotional differentiators



^{1.} Level of impact that the "Unmet Need" has on the level of dissatisfaction customers experience with their online experience (measured through NPS) Source: BCG-Altagamma True-Luxury Global Consumer Insight Survey Mar/Apr '23 (2.6 K respondents in 6 countries)





the Journey |
An exemplary
customer story

Illustrative





Scroll on brand.com, looking for a gift for a special occasion





Purchase a €8K luxury handbag on brand.com, 2 weeks before the occasion



Convert - Repeat



Receive email that item is no more in stock (1 week after purchase)



Support & Grow



Receive no follow-ups from brand or sales assistants



Convert - Repeat



Go to store & find out that item was not reserved & recently sold



Convert - Repeat



Use "chat" & locate in-store availability (but with no possibility to deliver at home)

This might sound like a horror story built on a myriad of functional unmet needs...



Solving only functional issues will not be enough to deliver a true luxury online experience

FUNCTIONALTABLESTAKES



Bag wasn't available



It couldn't be shipped



Reservation wasn't communicated

Functional tablestakes, while crucial, often only represent the surface...

EMOTIONAL DIFFERENTIATORS



"While browsing I was left completely alone – I needed human guidance"



"Online payment felt cheap – same as when I buy groceries online"

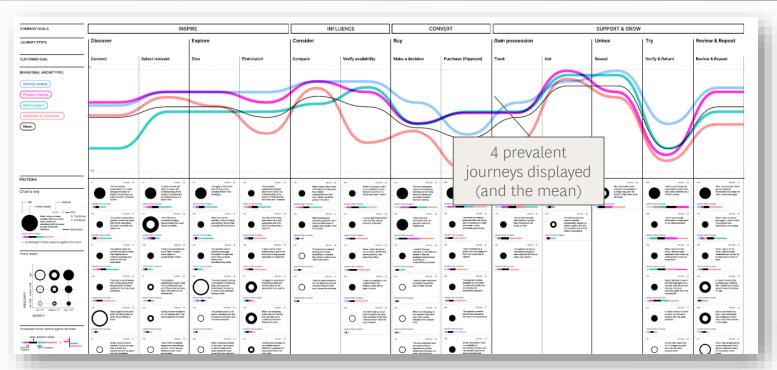


"The chat was about as luxurious as that of a car rental service" Without also addressing Emotional differentiators, the digital discontent will not be solved



Friction map | To quantify the weight of each emotional and functional friction, 2.600 individual luxury customer journeys were mapped...

Luxury Consumer Friction Map along the journey



Frictions emerging along the journey are **not to be simplified** by (i) "**clustering**" based on partial differentiators (e.g., only geography) or (ii) applying a "**one-size-fits-all**" approach

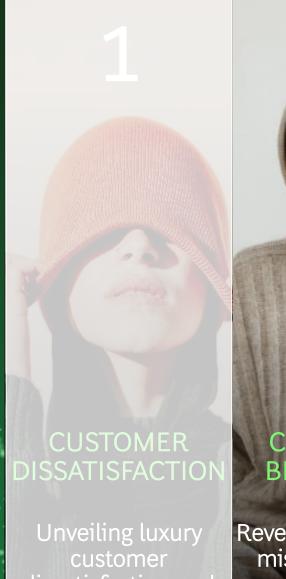
Individual journeys need to be analyzed to understand each customers' individual frictions

Exemplary frictions in Aftersales:

At-home "unboxing" of online purchases is completely neglected by brands:

- ~ 70% of consumers find unboxing extremely important and felt it was anticlimactic
- ~ 65% say brands are missing to provide an "extra surprise" in their package (e.g., note, small gift)





Unveiling luxury
customer
dissatisfaction and
gap of online
channel



NEW FRONTIFRS

Discovering opportunities for the elevation of the experience

How brands are acting vs what the reality is for customers | 4 brand misconceptions that further fuel emotional & functional unmet needs





NEGLECT OF THE HUMAN INTERACTION

TRANSACTION-BASED

MEASUREMENT OF

ONLINE ROI

Brands continue to privilege a siloed channel view to measure performance & define incentives

Brands underestimate the recent increase in complexity of Customer Journeys

Brands are failing to provide human interaction & reassurance across the online journey

Most brands are focusing on maximizing transactional functionalities at the expense of inspiration and are only partially measuring the success of online investments

Less than 50% of Journeys are mono-channel, and the majority of consumers switch heavily between channels

Journeys now contain up to 500 touchpoints (exponentially more than just a few years ago) and are no longer linear, but iterative

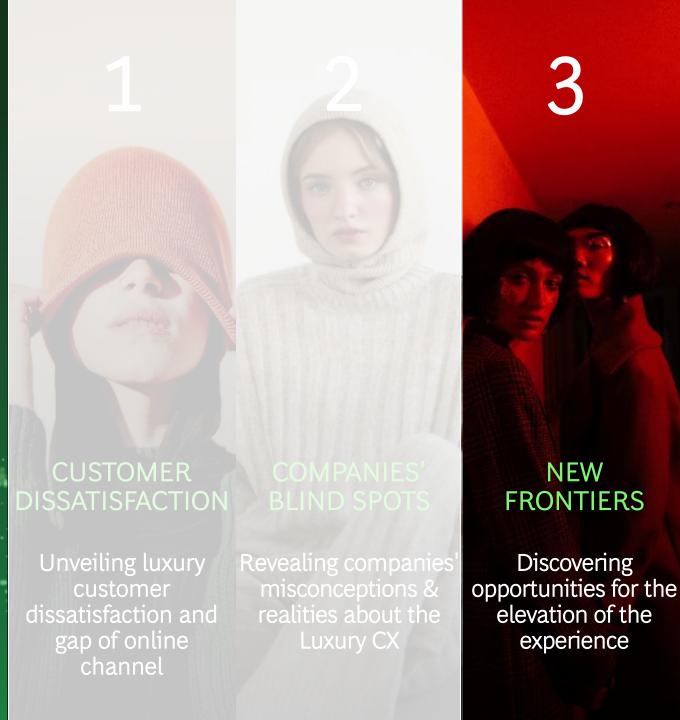
40+% of customers yearn for stronger human guidance, reassurance and care from the brand, both on and offline

Only **25%** of customers inspired on brand-owned channels purchase on brand.com – measuring ROI on transaction KPIs leads to under-use of online

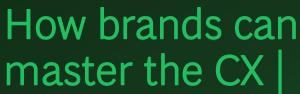
Predominantly fueling functional tablestakes

Predominantly fueling emotional differentiators

Zoom into Luxury customer experience







Propelling customer experience to new heights by fixing the basics on functional aspects & focusing on emotional step-change

FUNCTIONAL TABLESTAKES

A PLAYBOOK IS THERE
Leverage what's already in place

EMOTIONAL DIFFERENTIATORS

- B WRITE THE PLAYBOOK
 Luxury brands need to take the lead
 - Livery brand needs to gain profound understanding of each journey that their customers undertake...
 - 2 ...and strategically decide what role each touchpoint and channel should play along the customer journey...
 - 3 ... allowing them to unlock the emotional connection across all channels, harnessing clienteling and next level customer service



Hyper-specialization vs Hyper-personalization | Brands should strategically decide which role to play in each touchpoint

PLAYING DEFENSE

HYPER-SPECIALIZATION

Definition of a focused role for each touchpoint & guidance of customers to the optimal one



- Identify prevalent journeys & optimize each touchpoint
- Re-design processes, people, trainings, incentives & tech

PLAYING OFFENSE

HYPER-PERSONALIZATION

All touchpoints are empowered to play every role & can be adapted in real time to customers' needs



- Collect data on each customer (in store, online & 3rd party)
- Learn to recognize each customer & adapt TPs in real time



Altagamma & BCG Team for the 9th edition of the study



















Stefania Lazzaroni

Javier Seara

Filippo Bianchi

Sarah Willersdorf

Guia Ricci

Marco Giglio

Luca

Gatti

Simone Gentili

Sofia Nicoletti

Altagamma General Manager

BCG Managing Director & Senior Partner

BCG Managing Director & Senior Partner

BCG Managing Director & Partner

BCG Managing Director & Partner

BCGX Managing Director

BCG Partner & Director

BCG Partner

BCG Consultant



Thank you.

BCG



