

SMART REPORT 2023



Sustainability



Care



Air



Respect



Performance



Authenticity

INDEX

3	1	ABOUT US	28	3	IMPACTFUL STORIES
4	1.1	Our mission	30	3.1	Waste and scrap reduction
5	1.2	Brand essence	31	3.2	Product carbon footprint (product LCA)
6	1.3	SCARPA history	32	3.3	Abatement of volatile organic compounds
8	1.4	People	33	3.4	Product lifecycle management
9	1.5	SCARPA group	34	3.5	Resoling and reuse culture promotion
10	1.6	Letter to stakeholders	35	3.6	Packaging review
11	1.7	Benefit company	36	3.7	Sustainable energy sources
12	1.8	Beliefs	37	3.8	Supplier sustainability mapping
14	1.9	2023 sustainability profile – benefit impact assessment (BIA)	38	3.9	Reporting kit
15	1.10	Sustainability profile	39	3.10	Dialogue with companies in the industry and/or local area
16	1.11	Methodological note	40	3.11	Sustainability for the community
18	2	MATERIALITY ANALYSIS	41	3.12	Double purpose contract_events
19	2.1	Stakeholder mapping	42	3.13	Global engagement survey
23	2.2	Materiality analysis	43	3.14	Corporate welfare
27	2.3	Stakeholder engagement	44	3.15	Internal communication on sustainability
			45	4	APPENDICES
			46	4.1	Annual report concerning the pursuit of common benefit
			56	4.2	Impact improvement
			59	4.3	GRI content index

1 ABOUT US

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES



1.1 OUR MISSION

We sustainably create and produce the most innovative footwear, designed to reach any height.

1.2 BRAND ESSENCE

SCARPA accompanies mountain lovers and those who share their values on every adventure, extreme or everyday, sharing their tenacity and determination, because for more than 85 years **SCARPA** has been creating footwear that's innovative, hardwearing and high-performance, thanks to cutting-edge technology, artisan expertise and collaboration with top athletes.



1.3 SCARPA HISTORY

1938

Rupert Edward Cecil Lee Guinness founds the company S.C.A.R.P.A.



**SOCIETÀ
CALZATURIERI
ASOLANI RIUNITI
PEDEMONTANA
ANONIMA**

1956

The company is taken over by Francesco, Luigi and Antonio Parisotto.



1960

Production increases from 10.000 to 120.000 pairs of shoes, and employees rise from 17 to 50.

1992

New generation



1996

Expanding the headquarters from 2.500 to 6.500 square metres.

1.3 SCARPA HISTORY

1
ABOUT US

2005 Growing on the other side of the ocean. **SCARPA North America** Inc. is founded, with headquarters in Boulder, Colorado.

2
MATERIALITY ANALYSIS

2015 A new production site is opened in **Serbia**.

3
IMPACTFUL STORIES

2017 After 20 years of collaboration, the production site in Romania was acquired. In the same year, **SCARPA SCHUHE** was founded in Switzerland.

4
APPENDICES

2018 Celebrating the **80th anniversary** with a limited edition collection.



2020 New brand identity, positioning and mission.



1.4 PEOPLE

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

1407
employees

384 in Italy
working at Asolo headquarters

444 in Serbia

470 in Romania

63 in China

32 in USA

14 in Switzerland



1.5 SCARPA GROUP

- ▼ Scarpa in the world
Colour legend
- Subsidiaries
 - Headquarter
 - Production sites

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES



1.6 LETTER TO STAKEHOLDERS

Respect and care for our employees and the community, reducing the impact of our production processes, creating more durable products that pollute less, devising a circular alternative for the end-of-life management of our footwear, and testing fully-recycled and certified materials.

These are tangible and measurable commitments that **SCARPA** is putting into practice with a view to the future, to create new virtuous business models, while constantly striving to lower our environmental and social impact.

In our first “Smart Report” we aimed to inform our stakeholders about a selection of the initiatives we implemented in 2021, and announce our projects for the years to come. This new 2023 Report highlights the tangible implementation of those very commitments and the rigour each programme is being implemented with.

Today, being sustainable for a company does not only mean reducing their environmental impact on the planet it goes beyond that.

It also means implementing processes that aim to ensure economic and social well-being: this lies at the heart of the new business model, which must embrace every aspect of a company's business.

In this regard, no company can feel exempt from such a responsibility: what is required is a new and extraordinary effort that has never been tackled before.

A profound respect for nature and the mountains has always been the cornerstone our choices were based on: the quality, performance and durability of our products, innovation, and attention to environmental issues are the values that have led **SCARPA**'s business for decades and that guide it every day. Furthermore, close ties with the local community and a focus on the needs of our employees have always set us apart and are part of the company's very make-up.

These are the premises on which **SCARPA** wants to build a new idea of the future, today: a new approach to business oriented towards finding a balance between material desire and ethics, while respecting the environment and people.

1.7 **BENEFIT COMPANY**

SCARPA became a Benefit Company, a legal status introduced in Italy in 2016 to identify those companies that, besides profit, pursue specific goals of common benefit, with the aim of generating value for people, the planet, businesses, and the productive realities of the country.

This is a very important milestone: two years after the launch of the Green Manifesto, **SCARPA** made the choice to formalise the commitment to operate according to a model of responsible, sustainable, and transparent development.

Becoming a Benefit Company is an important intermediate stage on the way towards the BCorp certification.

At **SCARPA** we have always tried to pay particular attention to the respect for the environment, people, and the community: indeed,

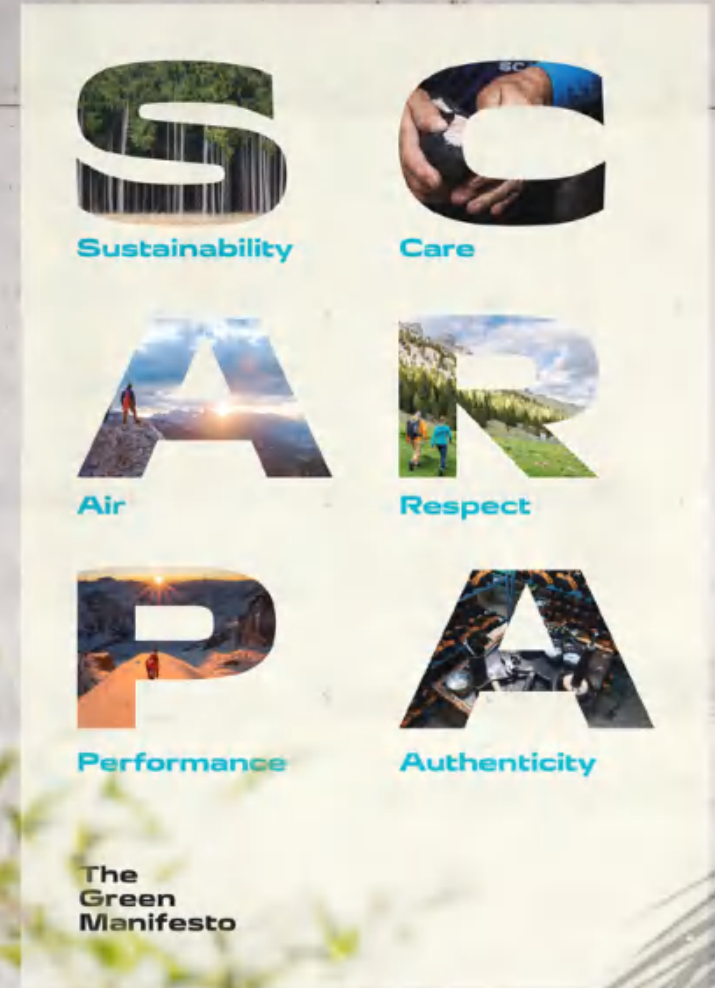
it couldn't be otherwise for a company rooted in a passion for mountains and nature. It has been done this through a series of solid actions with specific objectives, such as reducing the impact of production processes, creating products that are more durable and less polluting, studying a

circular alternative for the end-of-life management of footwear, and experimenting with totally recycled and certified materials. All this without ever losing sight of **SCARPA** fundamental's, namely quality, performance, product durability and innovation.



1.8 BELIEFS

SCARPA beliefs are presented in the "Green Manifesto", a programmatic commitment that sets out the company's sustainable principles and makes them concrete in new initiatives for sustainability.



1.8 BELIEFS



SUSTAINABILITY

For **SCARPA**, sustainability is a natural imperative which has always guided its way of doing business. **SCARPA** is aware that any product has impacts, there is no 100% sustainable footwear in the world.



CARE

Care and attention guide the realization of all **SCARPA**'s products, to reach maximum quality and durability.



AIR

SCARPA's vocation is the outdoor, the open air, an active but at the same time relaxed lifestyle, which prefers the slowness of walking, the fatigue of ascent, the taste of contemplation of the landscape.



RESPECT

Respect, for **SCARPA**, is the highest form of devotion and recognition. It is the very foundation of co-existence and it concerns not only the relationship between human beings, but also between them and the mountain, between humans and the environment.



PERFORMANCE

SCARPA is a technical company. It has always been at the forefront of technology because **SCARPA**'s passion is to create high-performance products that are as sustainable as possible.



AUTHENTICITY

SCARPA is what you see. Authentic, without filters. Its history speaks for itself: a story born in 1938 and built year after year through experiences, innovations and goals.

1.9 2023 SUSTAINABILITY PROFILE — BENEFIT IMPACT ASSESSMENT (BIA)

Calzaturificio **SCARPA** has continued to measure its economic, environmental and social sustainability performance principles through the Benefit Impact Assessment, one of the most robust, exhaustive and used impact measurement standards in the world.

Already in 2021, Calzaturificio **SCARPA**, by conducting a self-assessment on the Italian perimeter, which was not verified by B Lab, **SCARPA** scored above 80 points, the threshold of excellence, attesting to the positive impact generated.

For the third year in a row, **SCARPA** has committed to conducting an evaluation of the sustainability performance of all the branches assessed, with the aim of drafting an improvement plan for the Group. Specifically, as in 2021 and 2022, the Group has conducted two separate BIAs for non-emerging countries (branches in Italy, Usa and Switzerland) and emerging countries (branches in Serbia, Romania and China) in order to define a more targeted improvement strategy.

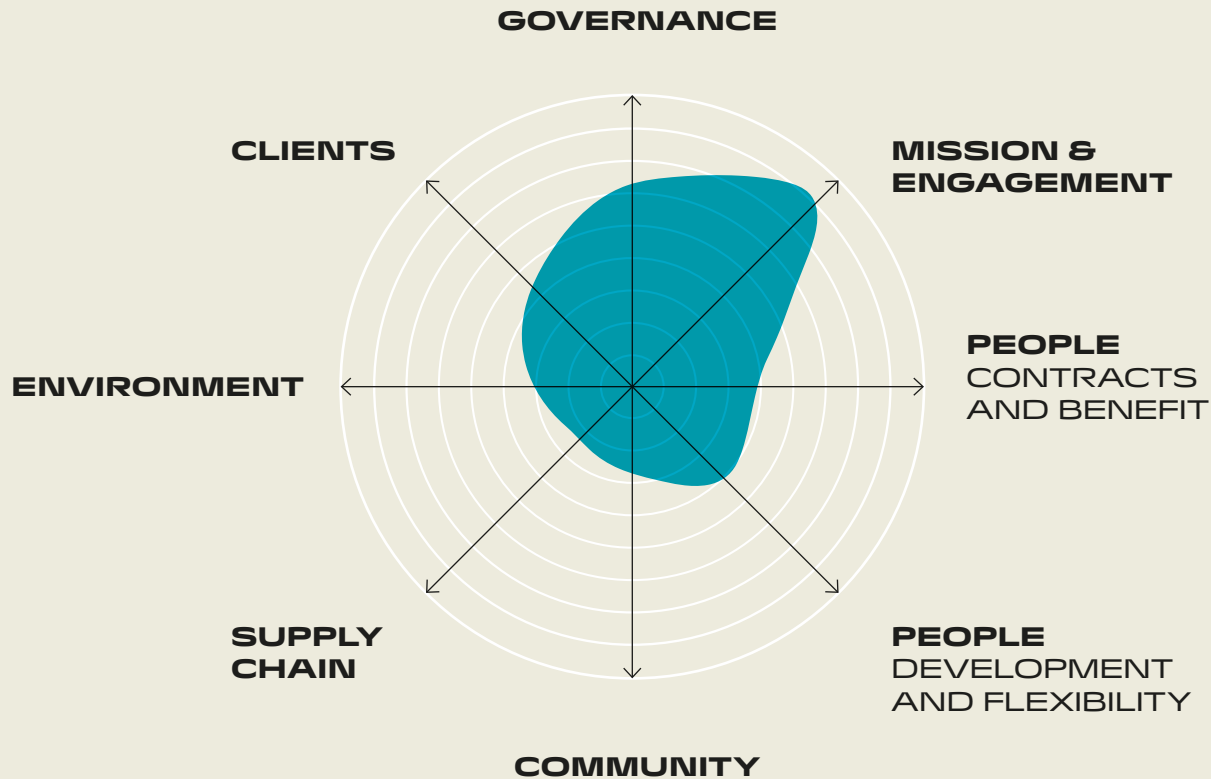
1.10 SUSTAINABILITY PROFILE

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES



† The score is the result of an unverified self-assessment by B Lab, calculated and developed with the strategic support of Nativa, the regenerative design company.

B SCORE

EMERGING
MARKETS 2023

Serbia, Romania
and China

66,0[†]

58 in 2022
45 in 2021

B SCORE

NON EMERGING
MARKETS 2023

Italy, Usa
and Switzerland

85,1[†]

77 in 2022
75 in 2021

1.11 METHODOLOGICAL NOTE

METHODOLOGICAL NOTE, READING GUIDE AND REFERENCE STANDARDS

The 2023 Smart Report is an evolution of its predecessors because, for the first year, we have decided to report with reference to GRI (Global Reporting Initiative) standards, in order to start complying with international standards and prepare for the CSRD regulation to which the 2025 report is subject. From today **SCARPA** wants to publicly disclose its most significant impacts on the economy, environment and people and how they are managed.

This Smart Report supplements the Impact Report prepared as a Benefit Corporation within the Management Report of the Consolidated Financial Statements.

REPORTING SCOPE, REPORTING YEAR AND REPORTING AND MEASUREMENT PROCESS

The Report is published annually. The information and figures given are for 2023 (1 January - 31 December), unless otherwise stated. The indicators will be updated on an annual basis to allow for comparison and, where possible, are compared with the same period in 2022.

The reporting scope of the economic data is represented by the fully consolidated companies in the 2023 Consolidated and Annual Financial Statements of CALZATURIFICIO S.C.A.R.P.A. S.P.A. Benefit Corporation with headquarters in Asolo (Italy) subject to Statutory Audit and filed on 31/05/2024. The scope of the environmental and social data and information also refers to the Parent Company and its subsidiaries as at 31st December 2023.

Company	Head office	Control type	Stake
Scarpa North America Inc.	U.S.A.	Direct	100%
Scarpa Schuhe AG	Switzerland	Direct	100%
Guangzhou Quinquan Trade Company	China	Direct	90%
Shoe Far East Trading Ltd	Hong Kong	Direct	100%
First Nation Ltd	Hong Kong	Direct	100%
Guangzhou Songlian Footwear Co. Ltd	China	Indirect	100%
Balkan Factories d.o.o. Alibunar	Serbia	Direct	80%
Parilab d.o.o. Alibunar	Serbia	Indirect	80%
SC Acellum Srl	Romania	Indirect	80%

1.11 METHODOLOGICAL NOTE

The Group also includes the company Scarpa PAD S.r.l. in liquidation, which is 95% directly owned by the Parent Company, whose corporate purpose is the marketing of footwear to public entities in Italy and abroad. The company is currently in voluntary liquidation and for this reason is not included in the scope of consolidation.

Guangzhou Qinquan Trade Company, Scarpa Far East Trading Ltd, First Nation Ltd, and Balcani Factories d.o.o. Alibunar are excluded from the scope of the environmental and social issues either because of their small size in terms of personnel employed and/or negligible environmental impacts, as companies with no manufacturing activities.

Any specific limitations in the area of reporting have been noted within the document. Where it was not possible to find quantitative data with the reporting tools available to the Group, recourse was made to estimates, which, if any, are based on the best available methodologies, as well as appropriately reported in order to ensure a fair representation of performance and the reliability of the data. For questions on reporting or information, the contact reference is info@scarpa.net.

Several departments were involved in the collection of the data and impact stories, and the drafting of the report was an expedient to strengthen interconnection, the systemic approach and to improve communication, also internally, with respect to the objectives set. Performance indicators, where possible, have been defined according to the requirements of the GRI standards and are listed in the GRI content index at the end of the report. Historical data are used for comparative purposes to assess the evolution of our operations over time. Where necessary, assumptions or estimates were made, which are specified in the respective sections of the report.

The 2023 Smart Report contains the materiality analysis that identified the relevant topics dealt with throughout the document and involved stakeholders through questionnaires. In the 2024 report, **SCARPA** undertakes to carry out a dual materiality analysis and to update it annually, in continuity with previous years.

2 MATERIALITY ANALYSIS



2.1 STAKEHOLDER MAPPING

In 2023, **SCARPA** set itself a series of goals to strengthen its role as a Legacy Leader, that is, to leave a positive footprint for future generations.

Out of these, the project with the greatest significance was our mapping and involvement of key stakeholders to jointly define material issues for the company, which resulted in the creation of a plan to engage and co-evolve with them to improve our impact in that direction.

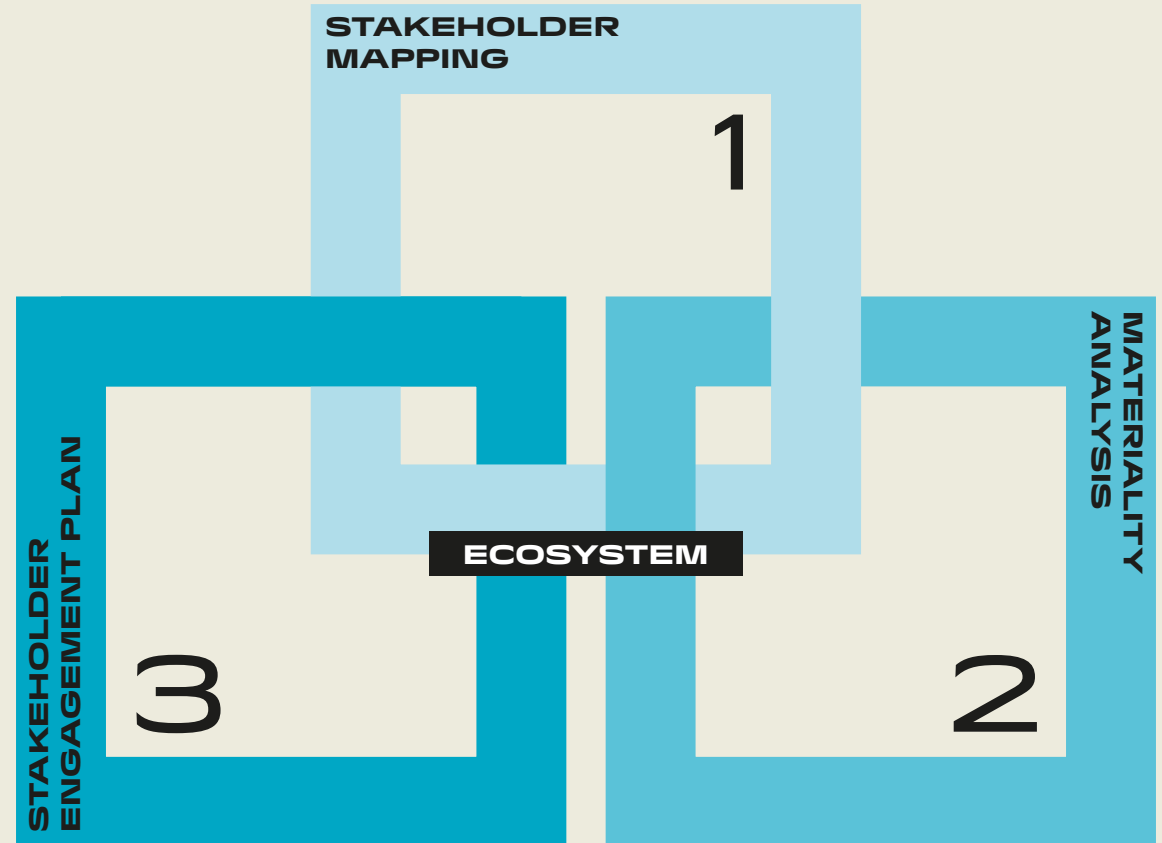
For **SCARPA** it was critical to engage stakeholders in its sustainability evolution, in line with the Benefit Corporation model adopted by the company, by acting on issues that are relevant to itself and its ecosystem.



2.1 STAKEHOLDER MAPPING

The project was carried out in three phases:

1. stakeholder mapping and temperature matrix definition to understand the importance and priority of each stakeholder;
2. the materiality matrix that identifies the sustainability issues relevant to stakeholders;
3. the hypothetical actions and pathways that the company can take to maximise the value generated together with its most relevant stakeholders.

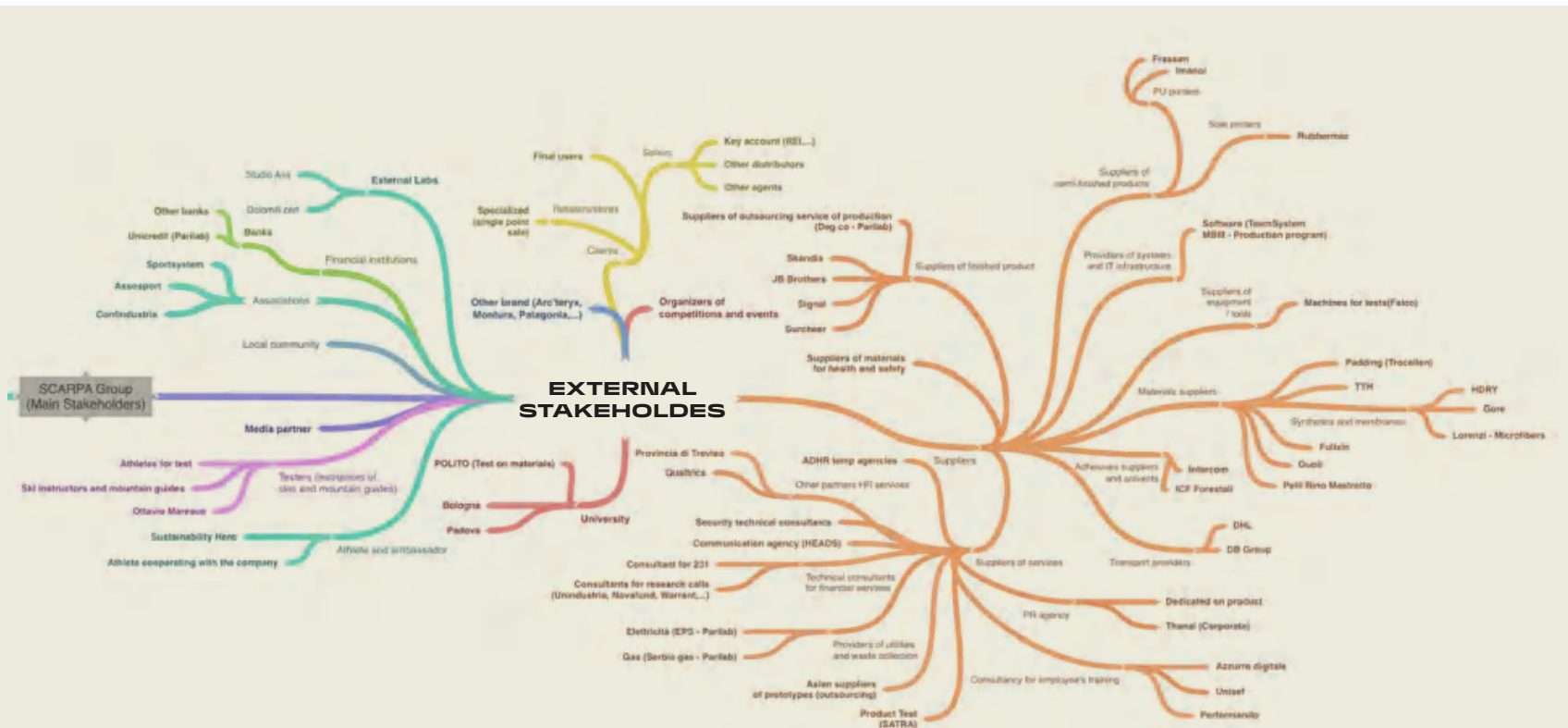


2.1 STAKEHOLDER MAPPING

Throughout the year, all heads of business departments and managers of foreign subsidiaries were interviewed to comprehensively map the ecosystem of stakeholders and prioritise the most relevant ones in order to define an engagement plan and/or strengthen dialogue around the topic of sustainability.

We then prioritised by assessing the relevance of the stakeholder to **SCARPA** in terms of business and the degree to which the stakeholder was interested in sustainability issues, the focus given to environmental and social impacts in the company's strategy, and their ability to bring value to **SCARPA's** evolution.

▼ Mapping the **SCARPA** Group's Priority External Stakeholders

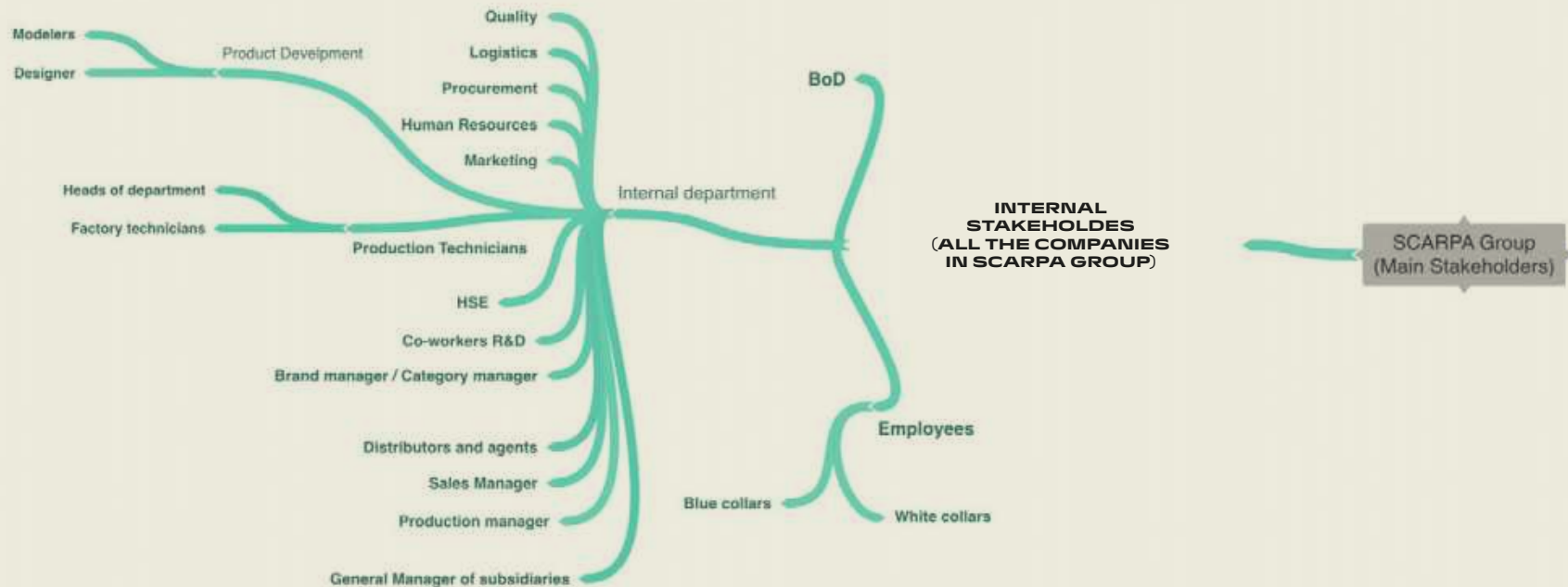


2.1 STAKEHOLDER MAPPING

The mapping enabled us to identify the priority stakeholders to be involved. This allowed us to reflect on moving from a silo approach to a systems approach, reconsidering engagement as a mode of co-creation with stakeholders, and pursuing **SCARPA's** purpose as a Benefit Corporation.

During interviews with each department head (+15 people involved), +90 potential projects were identified, with +60 stakeholders involved, +20 “inter-departmental” projects.

▼ Mapping the **SCARPA** Group's Priority Internal Stakeholders



2.2 MATERIALITY ANALYSIS

The materiality analysis was carried out by identifying a list of material issues by benchmarking and prioritising them, gathering the **SCARPA** Group's viewpoint and stakeholders' perspective, to define the materiality matrix.

Specifically, relevant topics analysed by 17 competitors, 8 industry associations, events and alliances were collected to identify the 23 potential material topics that emerged.

Then these were analysed according to significance in terms of frequency and strategic relevance, through the definition of a materiality threshold.

▼ List of material topics

- Colour legend
- Environment
 - People
 - Community
 - Customers
 - Governance

MATERIAL IMPACTS				NON-MATERIAL IMPACTS
Circular design	People's involvement, well-being and welfare	Transparent management and traceability of the supply chain	Consumer health and safety	Biodiversity
Product durability and quality	Staff training	Environmental impacts along the supply chain	Open, clear and transparent communication *	Customer experience and education
Air quality, transportation and emissions	Diversity, inclusion and equal opportunity for workers	Relationships, involvement and community development	* Topic below the materiality threshold for the benchmark performed, but relevant given the new regulations required in view of greenwashing.	Promotion of healthy, sporty and alpine lifestyle
Energy efficiency	Occupational health and safety	Respect for human rights in the supply chain		Ethical business practices and anti-corruption
Water management				Stakeholder listening and involvement
Responsible sourcing of raw materials and sustainable packaging				
Waste Management				
Management of chemicals and pollutants				

Materiality
threshold
(<4)

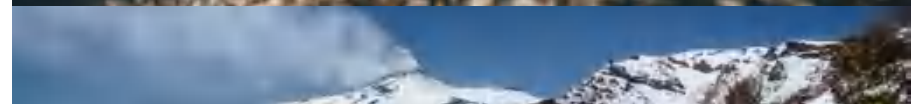
2.2 MATERIALITY ANALYSIS

More than 400 people were involved, namely:

- **relevance to SCARPA** — the priorities for **SCARPA** were voted on during a dedicated workshop to gather the perspective of department contact persons and the CEO;
- **relevance to stakeholders** — the priorities were investigated by sending out a questionnaire involving more than 400 people from suppliers, employees, customers, associations, consultants, and public bodies.

The questionnaire aimed to listen to each stakeholder's opinion with respect to the priority and importance of material issues for **SCARPA**, based on their knowledge of the company and the industry. All this information formed the basis for representing the Materiality Matrix, i.e., the comparison of material topics prioritised by stakeholders and those prioritised by **SCARPA**.

The same were, then, categorised into priority bands, with the aim of selecting, from the 90+ potential projects that emerged during the interview phase with **SCARPA**'s corporate contacts, those that were most aligned with the priority issues for stakeholders and **SCARPA**.



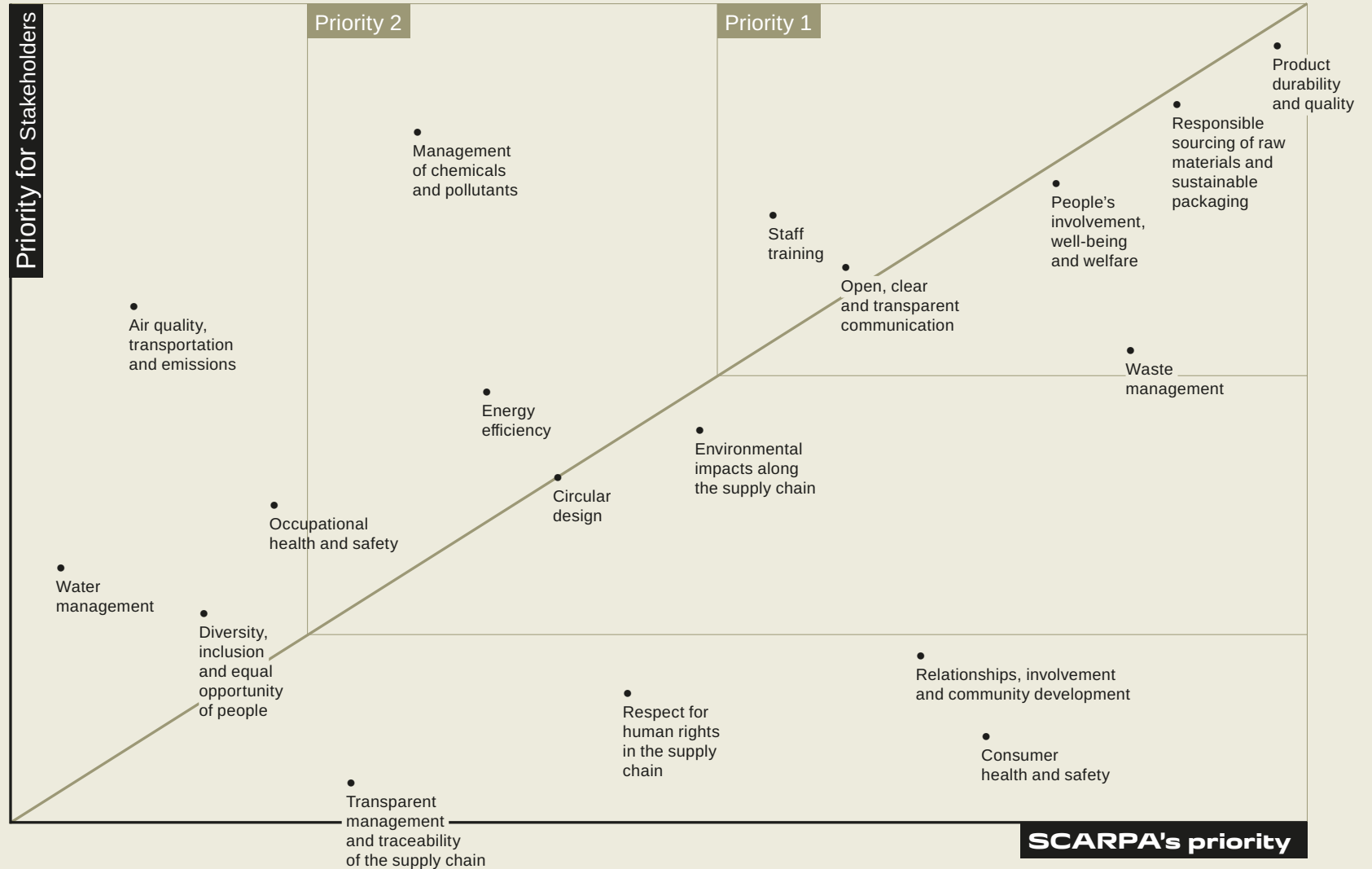
2.2 MATERIALITY ANALYSIS

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES



2.2 MATERIALITY ANALYSIS

Each material topic was also tracked with respect to potential impact in pursuit of **SCARPA's** Common Benefit Purposes.

Impact area		
Environment and product	Community	People
Product durability and quality	Relationships, involvement and community development	People's involvement, well-being and welfare
Responsible sourcing of raw materials and sustainable packaging	Clear, open and transparent communication	Staff training
Waste Management	Environmental impacts along the supply chain	Occupational health and safety
Circular design	Transparent management and traceability of the supply chain	Diversity, inclusion and equal opportunity of people
Energy efficiency	Respect for human rights in the supply chain	
Management of chemicals and pollutants		
Air quality, transportation and emissions		
Water management		
Consumer health and safety		

2.3 STAKEHOLDER ENGAGEMENT

For each material topic in priority 1 and 2, projects (~20) were identified and each was assigned a manager who analysed the project both from the perspective of business benefits and the impact it may have on society and the environment.

In addition, KPIs were identified for each project, i.e., indicators that will allow us to measure the progress of the project and objectively report on its achievement.

3 IMPACTFUL STORIES



IMPACTFUL STORIES INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

		Material topic	2023-2024 activity/project	
Purpose of common benefit	Environment and product	Waste Management	Waste/scrap reduction	3.1
		Energy efficiency	Product carbon footprint (product LCA)	3.2
		Management of chemicals and pollutants	VOC abatement	3.3
		Responsible sourcing of raw materials and sustainable packaging	PLM Product Lifecycle Management	3.4
		Product durability and quality	Incentivising the resoling of our products and promoting a culture of reuse	3.5
		Responsible sourcing of raw materials and sustainable packaging	Sustainable energy sources: searching for green energy suppliers and introducing self-generation energy systems	3.6
	Packaging Review: evaluation of potential modification/reduction of product packaging		3.7	
	Sustainability supplier/branch mapping		3.8	
	Community	Open, clear and transparent communication	Reporting kit	3.9
		Relationships, involvement and community development	Dialogue with companies in the industry and/or local area	3.10
			Sustainability for the community	3.11
	People	Open, clear and transparent communication	Double purpose contract_events	3.12
People's involvement, well-being and welfare			Global Engagement Survey	3.13
		Corporate Welfare	3.14	
	Staff training	Internal communication on sustainability	3.15	

3.1 WASTE AND SCRAP REDUCTION

WHAT

Our environmental policy and controlled factory management system focus on reducing waste and scraps through a series of targeted strategies and actions. One of the main initiatives is the proper management and identification of waste, followed by the implementation of specific strategies to reduce and reuse manufacturing waste. A tangible example of this practice is the reuse of rubber scraps, a by-product generated during the cutting phase, which can be transformed through a devulcanisation process to be reused in place of virgin rubber. This demonstrates how innovation and sustainability can coexist, resulting in the highest quality products with a lower environmental impact.

IMPACTS GENERATED ON BUSINESS

The rubber sheets obtained by recycling rubber scraps now become components of climbing footwear. Our commitment to extend this process to models in other categories will enable us to reduce waste and raw material management costs in an economy of industrial scale. Conveying our commitment to reducing waste and promoting resource reuse has a positive impact on our reputation and sets us apart in the marketplace, attracting environmentally-aware consumers and enhancing the reputation of our company. By reducing the amount of waste generated and promoting sustainable management practices, we thereby reduce the risks of negative environmental impacts and possible sanctions due to non-compliance with regulations.

SOCIAL AND ENVIRONMENTAL IMPACTS

The reuse of rubber waste promotes a circular approach to resource management, thereby reducing dependence on virgin raw materials and contributing to the conservation of natural resources. By minimising the amount of waste going to landfill and promoting reuse, we are contributing to reducing environmental pollution and preserving local ecosystems. By promoting the reuse of rubber waste and implementing sustainable waste management practices, we are contributing to the creation of a more responsible and sustainable production chain. By working with our suppliers and partners along the entire value chain, we encourage the adoption of environmentally-friendly practices, thereby improving the overall environmental impact of our sector and promoting a culture of sustainability throughout the entire industry.

KPIS (AS PER IMPACT REPORT)

Waste/scraps reduction at the group level

Closed-loop reuse of rubber scraps
1% reduction in rubber consumption

Group-wide implementation of waste policy
1% reduction in waste generated per footwear compared to previous year at the group level



3.2 PRODUCT CARBON FOOTPRINT (PRODUCT LCA)

WHAT

The LIFE CYCLE ASSESSMENT (LCA) of a product is a key tool for assessing its environmental impact throughout the life cycle of a good, from its production to its disposal. This method analyses the stages of raw material extraction, transportation, production, distribution, use, and end-of-life of the product, providing a holistic and scientific view of its impact on the environment, including the emission of climate-altering gases. Having a complete picture of the social, environmental and economic impacts enables the company to make informed decisions and actively commit to long-term sustainability.

In 2023, **SCARPA** conducted a targeted training course on Life Cycle Assessment (LCA) studies for the R&D department and the Marketing department. At the same time, it also carried out LCA studies for internal use, which identified the benefit of recycled materials

over virgin materials in terms of conserving resources and reducing climate change impacts. In addition, these studies have highlighted the environmental cost of logistical inefficiencies, leading to the implementation of lower-impact solutions.

IMPACTS GENERATED ON BUSINESS

Through LCA, the company can identify critical issues in the production process and implement improvements to reduce environmental impact, optimising and increasing operational efficiency. Furthermore, communicating positive LCA results can differentiate our products in the marketplace, attracting consumers who are increasingly attentive to the environmental impact of the goods they purchase. Finally, by optimising the life cycle of a product, the company can reduce its operating costs related to resource use and disposal processes, thereby improving its market competitiveness.

SOCIAL AND ENVIRONMENTAL IMPACTS

By identifying and mitigating sources of greenhouse gas emissions and other pollutants throughout the product life cycle, we can help fight climate change and protect air quality. By minimising our use of non-renewable natural resources and promoting sustainable production practices, we help preserve resources for future generations. By reducing exposure to harmful materials during the production and use of our products, we support the health and safety of employees and consumers. By identifying opportunities to recycle, reuse, and restore the product at the end of its useful life, we promote the transition to a more sustainable and resilient circular economy.

KPIS (AS PER IMPACT REPORT)

Product carbon footprint
(product LCA)

LCA by product category
1

Comparison of two
products in the same
category
1

3.3 ABATEMENT OF VOLATILE ORGANIC COMPOUNDS

WHAT

In 2023, **SCARPA** took major steps to reduce its environmental impact by focusing on reducing volatile organic compound (VOC) emissions in its production process.

VOCs are chemicals that are emitted from many industrial products and processes, including adhesives and solvents used in footwear manufacturing. These substances can have adverse effects on human health and the environment, contributing to air pollution. To address this problem, **SCARPA** has taken a number of strategic actions. First, we conducted a thorough assessment of industry best practices, analysing the most advanced technologies and the most effective solutions.

Through these partnerships, we have planned a major investment for 2024: the installation of an innovative and highly energy-efficient air purification system.

With this system, we will be able to reduce VOC

emissions to levels far below legal limits, with values ranging from 1.9 to 3.4 grams of VOC per pair of shoes produced.

The adoption of this system will enable us to maintain a very high product performance, while respecting the environment.

IMPACTS GENERATED ON BUSINESS

By ensuring that our VOC emissions are below regulatory limits, we will increase our chances of obtaining public contracts subject to environmental restrictions (meeting one of the criteria) and maintaining compliance with Italian Legislative Decree 231/2001, reducing the risk of legal violations resulting from unsustainable practices.

SCARPA will distinguish itself with a Best Practice in its industry by adopting cutting-edge technologies, such as the regenerative combustor.

SOCIAL AND ENVIRONMENTAL IMPACTS

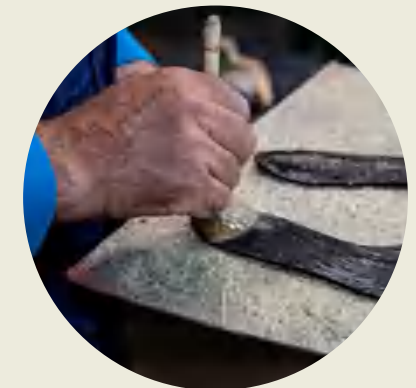
By reducing VOC emissions to a maximum of 3.4 grams per pair of footwear, far below the regulatory limit of 25 grams, **SCARPA** will have significant positive environmental impacts: better air quality: reduced VOC emissions contribute to improved air quality in the surrounding environment, reducing air pollution and human health risks; protected biodiversity: by minimising VOC emissions, **SCARPA** contributes to preserving natural habitats and biodiversity, helping to protect plant and animal species that are sensitive to chemical pollution.

KPIS (AS PER IMPACT REPORT)

Installation of VOC abatement system

Start of work
Completion of work

Atmospheric emissions permit update
VOC per pair <25g VOC



3.4 PRODUCT LIFECYCLE MANAGEMENT

WHAT

The project aims to equip itself with a tool, PLM (Product Lifecycle Management), that can collect detailed information about the materials **SCARPA** uses to produce its footwear. Information ranges from the supplier master sheet to the composition of materials in the bill of materials. With this tool, we are able to organise audits for suppliers and create workflows for their certification. This is an extremely complex project that requires the involvement of several business departments and that was given the green light in 2023 with a detailed vendor analysis to choose the most suitable partner for our needs.

IMPACTS GENERATED ON BUSINESS

All this information can increase brand awareness, and moreover, analysing the costs of a shoe in greater detail allows for improved margins and more efficient production.

SOCIAL AND ENVIRONMENTAL IMPACTS

Detailing the composition of the products will make it possible to calculate the impact they may generate on the environment on a large scale.

KPIS (AS PER IMPACT REPORT)

PLM product selection

% selection progress
100%

Contracting a selection that respects the characteristics of the project
By Dec. 2024



3.5 RESOLING AND REUSE CULTURE PROMOTION

WHAT

The project involves fostering a culture of reuse by resoling our products: the easier it is to find a resoler in the local area, the more likely it will be that a sole will be resoled.

The goal, therefore, is to create a **SCARPA RESOLING** community that incentivises and promotes a culture of extended and sustainable use.

In addition to an ad-hoc BTC communication campaign run by the company, all key players are involved: stores, climbing gyms, etc., so as to reach as wide an audience as possible.

IMPACTS GENERATED ON BUSINESS

The activities of spreading a culture of reuse, creating the community of resolvers in the various areas, and promoting **SCARPA**'s image as a brand that cares about the durability of its products and the impact generated in the environment will increasingly lead consumers to approach and buy products from brands like **SCARPA**.

SOCIAL AND ENVIRONMENTAL IMPACTS

The more shoes that are resoled, the less need there will be to dispose of them.

KPIS (AS PER IMPACT REPORT)

**Incentivise the resoling
of our products**

**participation
in training days**
no. participants: 50%

**and promote a culture
of reuse**

**Introduction
of new resolvers**
no. resolvers: 3



3.6 PACKAGING REVIEW

WHAT

Thanks to the partnership established in 2023 with the Rudholm Group, we were able to create a single-material, glue-free packaging solution, which has been adopted by all production sites.

In addition, during the exploratory phase of the project, consideration was given to replacing the staples in the booklets that accompany the finished product with cotton staples to encourage recycling. So, following an initial prototype phase that was completed in recent months, the packaging was overhauled in order to ensure high standards of production efficiency and product quality. The requested changes are currently being validated.

IMPACTS GENERATED ON BUSINESS

The introduction of a single packaging material supply platform for all production sources will enable a solid partnership with the Rudholm Group, thereby ensuring logistical efficiency and a high level of service, as well as the colour uniformity of packaging materials. The strategic decision to use a single distributor with several production sites located in close proximity to **SCARPA's** production sites will reduce the procurement lead time.

SOCIAL AND ENVIRONMENTAL IMPACTS

The new packaging solution ensures proper handling of our end-of-life packaging, reducing the risk of contamination during the recycling process and improving the quality of the recycled material. The new network of locally located distributors is designed to reduce the impact of packaging transportation resulting in efficient transportation to factories.

KPIS (AS PER IMPACT REPORT)

Packaging review: evaluation of potential modification/reduction of product packaging

Evaluation of alternative options for box replacement with glue dots
number of alternative solutions: at least 3 options

Evaluation of the overall economic impact of supplying new boxes, considering assembly time and logistics costs
Overall cost change from the current situation: zero impact compared with current costs

Introduction of new product booklets, without staples
% staple-free booklets: 100% staple-free booklets from H2 2024

3.7 SUSTAINABLE ENERGY SOURCES

WHAT

The project aims to consolidate **SCARPA's** commitment to significantly reducing its energy footprint, following the virtuous example of the Asolo production site, which since 2020 has been using 100% electricity from certified renewable sources, 15% of which is self-generated from the photovoltaic park. Following a preliminary mapping of the energy mix of all **SCARPA's** production sites conducted during 2023, a number of renewable sourcing opportunities were identified, such as identifying a provider of renewable electricity for the production plant in Romania and evaluating the expansion of the photovoltaic plant in Romania. Pursuing these goals is in line with our long-term commitment to sustainability and represents a key step in achieving our carbon emission reduction goals.

IMPACTS GENERATED ON BUSINESS

This project enables the identification of alternative sourcing solutions for electricity supply with lower environmental impact and the possible improvement of supply conditions. Another crucial aspect concerns energy security: relying on local renewable sources will reduce our dependence on fossil fuel imports, providing greater economic stability and protecting us from fluctuations in the global energy market. In addition, the investment in self-producing energy systems will have the dual effect of increasing the energy independence of our production sites and giving us greater control over our operating costs. This will give us greater control over our operating costs and enable us to plan our future strategies with greater certainty.

SOCIAL AND ENVIRONMENTAL IMPACTS

Investing in renewable energy sourcing is a strategic decision that reinforces our commitment to sustainability and social responsibility. Using energy from renewable sources can significantly reduce our greenhouse gas emissions, contributing to the global fight against climate change. In addition, the transition to clean energy sources decreases air pollution, improving air quality and, consequently, the health of communities living near our facilities. This project also represents awareness raising and the co-evolution of external partners for resource use, thereby promoting a shared culture of sustainability and environmental responsibility.

KPIS (AS PER IMPACT REPORT)

Sustainable energy sources: searching for green energy suppliers and introducing self-generation energy systems

Information gathering on the current energy supply of owned and outsourced factories
% total factories carrying out production for **SCARPA**:
100% data collected

Information gathering on the production carried out for Scarpa by owned and outsourced factories
% of production for **SCARPA** out of the factory total: 100% data collected

Improving electricity supply for generation from sustainable resources
% energy supply between traditional and sustainable sources: +20% supply from sustainable sources

3.8 SUPPLIER SUSTAINABILITY MAPPING

WHAT

Supplier sustainability mapping is a key initiative to ensure that the entire supply chain operates according to principles of environmental and social responsibility. **SCARPA** is fully aware of the strategic importance of maintaining strong relationships with suppliers. This not only provides customers with high quality products in terms of performance and durability, but also protects workers along the supply chain and safeguards the environment. Our relationships with suppliers go beyond the purely commercial sphere, based on sharing a common work ethic and commitment to sustainability.

IMPACTS GENERATED ON BUSINESS

Monitoring and evaluating suppliers' sustainability practices allows us to ensure that the materials and components used in our products meet the highest standards of quality and sustainability, improving the performance and durability of the final product. Sustainability mapping enables the identification and mitigation of risks associated with unsustainable or ethical practices in the supply chain, reducing the risk of disruptions in production and potential reputational damage. Working with suppliers who share our sustainability values sets us apart in the marketplace and meets growing consumer demands for environmentally-sustainable products and improves our competitive position.

SOCIAL AND ENVIRONMENTAL IMPACTS

Working with sustainable suppliers allows us to reduce the overall environmental impact of our production by promoting responsible natural resource use practices and minimising emissions and waste. Sustainability mapping promotes greater transparency along the supply chain, increasing consumer and stakeholder confidence in our company and products. Through collaboration with suppliers who share our values, we contribute to the creation of a more sustainable supply chain. This commitment promotes a culture of sustainability throughout the industry, improving the overall environmental impact of the industry and encouraging environmentally-friendly practices throughout the entire value chain.

KPIS (AS PER IMPACT REPORT)

Measuring sustainability across the board by submitting the **SCARPA** questionnaire to important suppliers

% of respondents out of total
70% respondents



3.9 REPORTING KIT

WHAT

We developed and shared an information “kit” to help understand and enhance the distinctive sustainability elements of our brand and **SCARPA** products. This tool is designed to be used internally and to provide verified answers to our stakeholders who, with increasing determination, seek to partner with sustainable brands. Each year, we prepare information, such as the Smart Report, Supplier Risk Assessment Report, Sustainability Profile, RSL, and Organisational Carbon Footprint, which we wish to share to meet the growing demands for information both inside and outside the Group. In addition, **SCARPA** aims to promote international alignment in the industry regarding communication on product sustainability attributes and to reduce the organisation’s multiple and diverse sustainability data requests.

IMPACTS GENERATED ON BUSINESS

The information kit enhances communication about the activity related to sustainability and the characteristics of our products to support sales and marketing activities.

SOCIAL AND ENVIRONMENTAL IMPACTS

Measuring, comparing and improving social and environmental impacts related to the **SCARPA** ecosystem.

KPIS (AS PER IMPACT REPORT)

Reporting kit

Reporting kit creation
at least one internationally-based instrument: 1

Sharing

Internal stakeholders - managers: 80% managers

3.10 DIALOGUE WITH COMPANIES IN THE INDUSTRY AND/OR LOCAL AREA

WHAT

We wish to be advocates in the dissemination and sharing of best practices, by promoting circular economy initiatives similar to the Life Re-Shoes and Maestrale Re-Made projects, both locally and internationally.

During 2023, we presented our sustainability efforts and circular economy projects to businesses, educational institutions and associations by organising conferences, workshops, and training courses. We also actively participated in international events and fairs, such as Ecomondo, Treviso Sustainability Week, and the Climate Summit in Austria. We present practical cases of reducing the use of new natural resources and their diffusion to stimulate replicability in the footwear sector and transferability to other sectors. In our vision of sustainability, sharing is critical to evolution, so we intend to be active in creating and promoting stable working networks to disseminate and co-create ESG best practices.

IMPACTS GENERATED ON BUSINESS

Developing new circular remanufacturing processes for materials related to the end-of-life of boots and footwear, co-creating new standards and co-participating in international industry round tables will have impacts on brand reputation and ensure alignment with upcoming European regulations. Developing shared sector communication tools helps us plan and develop new models and actions related to **SCARPA**'s specific common welfare goals as a Benefit Society, and also facilitates fair, shared, and comparable information and averts the risk of unintentional greenwashing.

SOCIAL AND ENVIRONMENTAL IMPACTS

Reduced use of new resources, reduced CO₂ emissions and reduced waste. Dissemination and co-creation of ESG best practices.

KPIS (AS PER IMPACT REPORT)

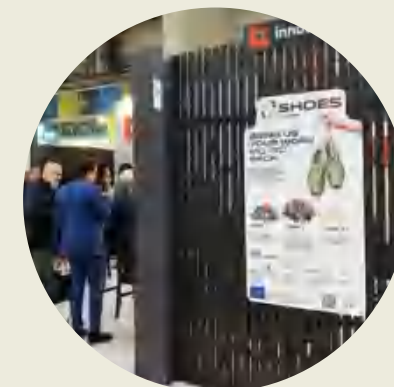
Dialogue with companies in the industry and/or local area

Launch project with international stakeholders

International stakeholders: at least 1 completion

Circular economy/ecodesign/common standards

New working round table: at least 1



3.11 SUSTAINABILITY FOR THE COMMUNITY

WHAT

SCARPA defines a community impact strategy to honour its commitment to people, the environment and society. In order to implement the third specific purpose of our by-laws, the company initiated a project in 2023 to define areas of focus on which it would then develop civic responsibility initiatives, particularly toward the local community. The analysis started from **SCARPA**'s values and history, thanks in part to the involvement of the Parisotto family, which helped identify the guidelines.

IMPACTS GENERATED ON BUSINESS

Implementing initiatives that have an impact on the territory (local and otherwise), supported by marketing initiatives that give them the right resonance, will have impacts on brand awareness and employer branding.

SOCIAL AND ENVIRONMENTAL IMPACTS

Developing community initiatives will have positive impacts on the preservation of the territory, the well-being of people and help spread the principles of sustainability to younger generations.

KPIS (AS PER IMPACT REPORT)

Sustainability for the community

**Implementation
of sustainability
improvement actions**
no. of actions taken by
2024: > 7 actions

implementation of an
activity in at least one
of the areas indicated:
completion of work



3.12 DOUBLE PURPOSE CONTRACT_EVENTS

WHAT

The aim is to evaluate and improve the impact of **SCARPA** events, with a particular focus on those in the Trail Running category. The project involves the creation of a contract format that creates a dual bond between the company and its partners, based on both business objectives and the value of sustainability. In 2023, we began to map the type of events in the various disciplines and to define a regeneration goal with the help of the **SCARPA** Brand Managers.

IMPACTS GENERATED ON BUSINESS

Strong impact in terms of brand awareness with **SCARPA** being a trailblazer when it comes to adopting the “Regenerative Event Framework” model for the first time in trail running races. This NATIVA-developed model for analysing event performance allows us to measure the social and environmental impact of these events and adopt an improvement plan.

SOCIAL AND ENVIRONMENTAL IMPACTS

The regenerative event model mobilises all those involved in the ecosystem, including partners, local communities and the wide range of participants and spectators. The event therefore becomes a regenerating force for the people, communities and the environment. A model that will encourage the entire industry and millions of people to act.

KPIS (AS PER IMPACT REPORT)

Creating an “impact” contract format for events that changes the relationship from “purely economic” to “value-based”

Creating the format
Completion of work

Implementation
of a trail running event
according to the format
Completion of work

3.13 GLOBAL ENGAGEMENT SURVEY

WHAT

The company conducted a climate analysis involving all employees globally. The benchmark model included 3 main KPIs that measure employee experience within the company (engagement, experience vs. expectations, and intention to stay) and more than 40 questions that serve as influencing factors for the main KPIs. The results were analysed in detail by individual office and employee clusters. In 2024 they will be presented to management and shared with all employees through workshops structured in small groups, allowing for a more in-depth analysis of the responses and the formalisation of an improvement plan.

IMPACTS GENERATED ON BUSINESS

Analysis of the current situation will enable the implementation of timely actions that will improve people's level of motivation and consequently their performance.

SOCIAL AND ENVIRONMENTAL IMPACTS

Employees are involved in identifying areas for improvement at the organisational and company levels, resulting in the implementation of action plans aimed at improving well-being.

KPIS (AS PER IMPACT REPORT)

Questionnaire issued to all Group employees

% responses
80%

% engagement
65%

% of employees involved in results sharing workshops
100%

3.14 CORPORATE WELFARE

WHAT

Corporate welfare refers to the set of initiatives and programs put in place by a company to improve the well-being of its employees, both professionally and personally. These initiatives may include a wide range of services and benefits, such as health care, family support, training and professional development, fitness and wellness programs, and more. The goal of corporate welfare is to create a positive and sustainable work environment that promotes employee productivity and satisfaction.

Over the past year, **SCARPA** has intensified its commitment to local community promotion and development through close cooperation with its partner TRECUORI.

This commitment has taken the form of a series of corporate welfare initiatives aimed at supporting not only employees but also the entire province.

By partnering with TRECUORI, **SCARPA** has been able to accurately monitor the impact of its corporate welfare initiatives at the provincial level. This revealed that a significant percentage of corporate welfare expenditures were invested directly in the province, thus helping to strengthen the local economic and social fabric and foster greater cohesion and a more harmonious and productive work environment.

IMPACTS GENERATED ON BUSINESS

Investing in corporate welfare not only improves employee well-being, but also generates a number of tangible benefits for **SCARPA**'s business. These benefits result in increased productivity, reduced operating costs, a better corporate image and stronger integration with the local community.

SOCIAL AND ENVIRONMENTAL IMPACTS

These benefits not only improve the well-being and quality of life of employees, but also contribute to a stronger and more cohesive local community. Promoting health, inclusion, educational development and family support.

KPIS

	Direct Welfare	Total
2021	€ 315,878 (52%)	€ 315,878 (52%)
	Percentage spent in the Province	
	52%	52%
2022	€ 671,384 (43%)	€ 671,384 (43%)
	Percentage spent in the Province	
	43%	43%
2023	€ 466,253	€ 466,253
	Percentage spent in the Province	
	53%	53%

3.15 INTERNAL COMMUNICATION ON SUSTAINABILITY

WHAT

The company is committed to spreading the principles of sustainability to all employees, generating awareness of the importance of the impact each individual within the organisation can bring. During 2023, managers were involved in training regarding the company's values, its sustainability journey over the past few years and their role as managers of a Benefit Corporation. During 2024, this training will be extended to the entire corporate population, not only in Italy but also abroad, through webinars, in-person meetings and team building days.

IMPACTS GENERATED ON BUSINESS

Increased employee awareness of the company's strategy and greater alignment between different business departments on what are common goals.

SOCIAL AND ENVIRONMENTAL IMPACTS

Awareness by all employees of the sustainability journey that **SCARPA** is taking is aimed at aligning the company's values and expected behaviours and increased involvement in sustainability initiatives.

KPIS (AS PER IMPACT REPORT)

Development and dissemination of a communication plan involving all group employees on sustainability issues

% trained employees
100%

Event in Italy involving employees
by Dec. 2024



1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

4 APPENDICES



4.1 ANNUAL REPORT CONCERNING THE PURSUIT OF COMMON BENEFIT

CALZATURIFICIO S.C.A.R.P.A. S.P.A. acquired the status of a Benefit Company by notarial deed dated 25/05/2023 through the incorporation in its by-laws of its vocation and purposes of common benefit for the creation of value for all its stakeholders.

It is the result of a long sustainability journey, which has always been an integral part of the company's history and business model.

The management of Benefit Company requires its directors to balance the interests of its shareholders and the community and to establish an organisational, administrative, and accounting structure that is appropriate to the pursuit of common benefit.

SCARPA's Board of Directors has appointed an impact manager who is entrusted with functions and tasks aimed at the pursuit of social goals, and a department dedicated exclusively to sustainability has been established to oversee, implement, and realise goals of common benefit throughout the organisation.

Moreover, **SCARPA** has established a solid regeneration strategy, committing itself as a benefit corporation to common benefit goals related to people, the environment, and the community as made clear below by individual purpose, with the overall goal of creating more economic, social and environmental value than it uses.

4.1.1 EVOLUTION

Since the end of 2019, **SCARPA** has been on a path of strategic evolution by setting itself non-financial goals.



SUSTAINABILITY PATH

SCARPA wants to improve sustainability performance and create the conditions of Legacy Leader.

Legacy (heritage, sign, footprint) that Scarpa wants to leave for the future, for the next generations.

2019	2020	2021	2022	2023
<p>Performance Assessment</p>	<p>Materiality Analysis</p> <p>Green Manifesto, SLCA and Improvement MasterPlan</p>	<p>Group Sustainability Assessment and Strategy</p> <p>Supply Chain Evolution</p>	<p>Smart Report (first sustainability report)</p> <p>SCARPA lead the Re-Shoes project</p>	<p>SCARPA becomes a Benefit Corporation</p> <p>Measurement of GHG emissions according to ISO 14064</p>

4.1.1 EVOLUTION

To meet the transparency requirements of the legislation, Benefit Corporations are required to prepare an annual impact report that is to be attached to the corporate financial statements.

To this end, below we summarise the aims of Common Benefit, a summary of the activities carried out in 2023, and the goals we aim to achieve in 2024. Finally, the overall impact assessment obtained through the standard Benefit Impact Assessment is presented.

Purpose of Common Benefit

The three specific purposes stated in our By-laws represent the distinctive ways in which the Corporation is committed to creating shared value over the long term:

Commitment

We respect the mountains, nature and future generations, so our design considers the entire life cycle of products, aiming to create a circular system. We systematically research and design solutions and adopt innovative technologies and processes to minimise our consumption of natural resources, reduce waste and negative impacts on the environment.

The care and attention we give to the quality, performance, durability and safety of our products go hand in hand with innovation toward integrated sustainability.

Activity

SCARPA has always been committed to protecting the environment and meeting legal obligations for environmental compliance and voluntary standards, prepared to respond flexibly to the challenges posed by an increasingly dynamic market. Every year we measure our Organisational Carbon Footprint and in 2023 we measured the impact relative to 2022.

In 2023 we deployed a passive mains filter at our Asolo headquarters, a tool that improves electrical power quality by decreasing power and voltage outages and imbalances. As a result, we achieved an average efficiency of 5.96% in energy consumed and savings equivalent to 1,402.12 trees.

We subject all our materials to strict compliance processes and work closely with our suppliers to track and minimise the use of harmful chemicals along the supply chain.

1. Environment and product

	Commitment	Activity
2. Community	<p>We are committed to promoting a widespread, transparent and accountable culture of sustainability, with the goal of creating cohesive communities determined to evolve toward a shared direction of social and environmental regeneration. We protect local areas with a special focus on the local community of Asolo, through the sponsorship and promotion of regeneration, nature conservation and social fabric projects.</p> <p>We believe in the value of interdependence between the company and our other stakeholders in order to amplify the positive social and environmental impacts of shared projects.</p> <p>That is why we build strong relationships with our stakeholders, especially our suppliers, customers and athletes, through an ongoing dialogue aimed at strengthening the adoption of increasingly sustainable practices.</p>	<p>During 2023, we consolidated our willingness to undertake regenerative pathways with our stakeholders through a Materiality Analysis that involved more than 400 of them globally and that set in motion a series of projects that will see us engaged on various fronts in the coming years.</p> <p>The company also has a deep commitment to our suppliers with whom, through constant dialogue, we seek to create lasting partnerships and initiatives aimed at leaving a positive impact on the planet. 75% of our suppliers have signed the company's Code of Conduct, thereby committing themselves to act consistently with the company's values.</p> <p>We are also committed to communicating honestly and transparently what we actually do, which is why we recently created an Ethical Marketing Policy, which defines the standards we apply to each of our marketing initiatives.</p>
	<p>We want our workplaces and work environment to contribute to improving the well-being and quality of life of our human resources and to be attractive to the best talent, capable of enhancing increasingly specialised training pathways and consequently generating job opportunities for future generations. We are committed to contributing to the development of skills at all levels and roles in the company to develop an increasingly advanced production process capable of integrating excellence in product quality and technical performance with the most advanced solutions that improve sustainability.</p>	<p>A company climate analysis involving all employees, both white and blue-collar, is conducted annually and is accompanied by workshops and action plans aimed at continuously improving their well-being. Commitment to sustainability is a fundamental principle of our company and each of our employees is called upon to contribute actively and responsibly, starting with top management. The MBO reward system in place in the company requires each of our managers to have at least one sustainability goal pertaining to his or her specific department and to strive to achieve it with the contribution of his or her work group.</p> <p>To make this principle even more solid, the company has initiated specific management training on issues of common benefit so that, in the pursuit of business objectives, we operate responsibly, sustainably and transparently toward people, communities, territories and the environment.</p>
3. People		

4.1.2 2024 GOALS

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

2024 goals

Activity/project	Method	KPIs	Target
1. Environment and product			
Waste/scrap reduction	Closed-loop reuse of rubber scraps	% reduction in rubber consumption	At least 1%
	Waste policy implementation	1% reduction on average in waste generated per footwear compared to previous year at the group level	At least 1%
Product carbon footprint (product LCA)	LCA analysis	LCA by product category	1
		Comparative LCA between two products in the same category	1
VOC abatement	Atmospheric emissions permit update	VOC per footwear	<25g
PLM Product Lifecycle management of sustainability information	PLM Software selection	Software participating in the selection	At least 4
	Implementation of PLM with a chapter for the purpose of collecting and managing sustainability information	Product selection	Contracting a selection that respects the characteristics of the project and identifying kick-off date in 2024

2024 goals			
Activity/project	Method	KPIs	Target
1. Environment and product			
Incentivising the resoling of our products and promoting a culture of reuse	Participation in training days	No. participants	50%
	Introduction of new resolers	No. resolers	3
Sustainable energy sources – Searching for green energy suppliers and introducing self-generation energy systems	Information gathering on the current energy supply of owned and outsourced factories	% total factories carrying out production for SCARPA	100% data collected
	Information gathering on the production carried out for SCARPA by owned and outsourced factories	% of production for SCARPA out of the factory total	100% data collected
	Improving electricity supply for generation from sustainable resources	% energy supply between traditional and sustainable sources	+20% supply from sustainable sources
Packaging Review – Evaluation of potential modification/reduction of product packaging	Evaluation of alternative options for box replacement with glue dots	# Alternative solutions	At least 3 options
	Evaluation of the overall economic impact of supplying new boxes, considering assembly time and logistics costs	Overall cost change from the current situation	Zero impact compared with current costs
	Introduction of new product booklets, without staples	% staple-free booklets	100% staple-free booklets from H2 2024

2024 goals			
Activity/project	Method	KPIs	Target
2. Community			
Reporting KIT	Reporting Kit Creation	At least one internationally-based instrument	1
	Sharing	Internal Stakeholders – Managers	80% Managers
Dialogue with companies in the industry and/or local area	Launch project with international stakeholders	International stakeholders	At least 1 Completion
	Circular economy/ecodesign/ common standards	New working round table	At least 1
Sustainability supplier/branch mapping	Measuring sustainability across the board by submitting the SCARPA questionnaire to suppliers of marketed items and suppliers of overseas subsidiaries	% of respondents out of total	70% respondents
Sustainability for the community	Implementation of sustainability improvement actions	No. of actions taken by 2024	> 7 actions
		Implementation of an activity in at least one of the areas indicated	Completion of work
Double purpose contract_athletes	Create an "impactful" contract format for athletes that changes the relationship from "purely economic" to "value-based"	Creating the format	Completion of work
		% of athletes signing the new contract	20%
Double purpose contract_events	Create an "impactful" contract format for events that changes the relationship from "purely economic" to "value-based"	Creating the format	Completion of work
		Implementation of a trail running event according to the format	Completion of work

2024 goals			
Activity/project	Method	KPIs	Target
3. People			
Global Engagement Survey	Questionnaire issued to all Group employees	% responses	80%
		% engagement	65%
		% of employees involved in results sharing workshops	100%
Internal communication on sustainability	Development and dissemination of a communication plan involving all group employees on sustainability issues	% trained employees	100%
		Event in Italy involving employees	By Dec. 2024
		Event in Italy involving employees	By Dec. 2024

4.1.3 MEASURING IMPACT

As a Benefit Company, we are required to regularly measure our company's impact on people and the planet, using an international benchmark standard.

We opted for the Benefit Impact Assessment (BIA), a tool employed by B Corps to measure their sustainability profile.

During 2023, we achieved a group-wide score of 72.1 points.

OVERALL IMPACT OF CALZATURIFICIO S.C.A.R.P.A. FOR THE YEAR 2023

The BIA score, from a Group assessment perspective, was not limited to the Parent Company alone which, as early as 2021, had measured its own performance, obtaining a score of 81 points (self-assessment) with the measurement and respective scores in the following areas: Governance (16.8), People (23.1), Community (16.3), Environment (15.6) and Customers (9.2).

In the course of 2021, **SCARPA** undertook to broaden its scope through an evaluation of the sustainability performance of all its subsidiaries, with the aim of drafting an improvement plan for the Group's international operations. The first Group measurement of 2021 achieved 75 points for non-emerging countries (Italy, Switzerland and Usa) and 45 for emerging countries (Serbia, Romania and China).

The expansion of the scope in 2022 allowed us to increase the score to 77 points for non-emerging countries and 58 points for emerging countries (scores again derived from a self-assessment that were not verified by B Lab).

SCARPA continued with an established strategy in 2023, measuring performance across the Group and achieving a further increase to 85.1 points for non-emerging countries and 66 points for emerging countries.

In 2023, Calzaturificio **SCARPA** had a weight of about 60% of the Group's total turnover (about 63% considering the perimeter of non-emerging countries) and about 29% of the Group's total employees (about 90% considering the perimeter of non-emerging countries).

4.1.3 MEASURING IMPACT

The details of the overall score in the individual BIA analysis areas with reference to the year 2023 can be found below.

With respect to the aggregate BIA score, pertaining to the Benefit Corporation regulations, 2023 highlights specific to Calzaturificio S.C.A.R.P.A. SPA are identifiable.

As an example, in 2023, electricity consumption decreased by 23% and the self-generation of energy from photovoltaics increased by 32%.

**GOVERNANCE
AREA SCORE**
16.1 POINTS

**CUSTOMERS
AREA SCORE**
7.1 points

**PEOPLE AREA
SCORE**
17.9 points

**ENVIRONMENT
AREA SCORE**
18.1 points

**OVERALL
SCORE**
72.1 POINTS

**COMMUNITY
AREA SCORE**
12.9 points

4.2.1 IMPACT IMPROVEMENT PEOPLE

CUSTOMER SATISFACTION

The Parent Company is committed to maintaining the level of customer satisfaction above 60%. Target achieved since 2021. In 2023, the satisfaction level was 77%.

EMPLOYEE DIVERSITY

The Group undertakes to guarantee diversity in the workplace, with at least 30% female employees in non-emerging countries and at least 50% in emerging countries.

VIOLATIONS OF THE CODE OF ETHICS

The Group found no violations of its Code of Ethics.

PERFORMANCE BENEFITS

The Group has set an MBO model on social and environmental performance for all managers in the parent company and those in emerging countries.

ETHICAL MARKETING

The Group has defined a set of principles to ensure that our marketing approach is accurate, transparent and respectful towards our audience.

SUPPLY CHAIN

Each year, the Group publishes a specific report on its supply chain relationships.

PRIVACY & POLICY

Managing the privacy and data of all those who interact with **SCARPA** is very important. That is why a section of our site has been dedicated to this matter, with the aim of making it as complete and clear as possible.



4.2.2 IMPACT IMPROVEMENT ENVIRONMENT

GREENHOUSE GAS EMISSIONS – GHG

The Group is committed to reducing its GHG emissions in categories 1 and 2 by at least 1%. Target already achieved in 2022 and 2023, compared to 2021 and 2022 figures, respectively. In 2023, the GHG reduction taken into account was 15%.

REUSING RUBBER

The Parent Company is committed to reducing its rubber consumption and to reducing the waste generated per shoe by at least 1% compared to the previous year. Target already achieved in 2022 and 2023, compared to 2021 and 2022 figures, respectively. In 2023, the waste reduction in relation to footwear produced was 5% in Via E. Fermi 1, Asolo, Italy.

SUPPLY CHAIN INVOLVEMENT

The Group is committed to reducing the greenhouse gas emissions generated in its supply chain by at least 1% for emerging and non-emerging countries by 2023.

PACKAGING

100% of our primary packaging is FSC (Forest Stewardship Council) certified, demonstrating our commitment to sustainable and responsible forest management practices. We are actively working to further reduce the environmental impact of our packaging, and although the project is still being finalised with numerous tests currently underway, we are determined to find the optimal solution. Meanwhile, we have already made significant progress in improving packaging logistics. We have also made great strides in optimising packaging logistics. Since 2022, the new strategies we have implemented have led us to reduce annual CO2 equivalent emissions by approximately 1400 kg compared to the previous supply and transportation systems.



4.2.2 IMPACT IMPROVEMENT ENVIRONMENT

MATERIALS STRATEGY

Continuing with the initiative started in 2022, we have developed a database of approved materials that have been rigorously lab and field-tested. We have defined two thresholds for the amount of recycled material: 45% and 100%, to ensure optimal performance.

Our research and development experience has enabled us to establish that some materials maintain performance with 45% recycled components, while others can use 100% recycled components. Besides design, cost and innovation, we also focus on durability and reduced environmental impact during our product development process. Not all products contain recycled materials, since we always balance performance and environmental impact to ensure the excellence of our products.

WATER

Water consumption is not a material topic for **SCARPA**. Water is not used in the production processes, only to cool some machinery. This system has also been maximally optimised by implementing a closed-loop system, which allows for the constant reuse of water without any drainage. However, top-ups are needed to compensate for the evaporated water. Therefore, the company's water consumption is mainly attributable to the toilet facilities. In 2023, the Parent Company's water consumption was 7,890 cubic metres, with a per capita consumption of 3,029 litres. **SCARPA** does not set targets to reduce water consumption, but is committed to not exceeding the current per capita consumption and to continuously monitoring the industry's best practices to minimise water consumption.

ENERGY INTENSITY INDEX

The **SCARPA** Group's energy intensity, calculated as the ratio between the kWh consumed and pairs of shoes produced in its factories, is constantly monitored. The Group aims to continuously improve this metric by adopting energy efficiency measures to reduce the environmental impact per unit of product.

SCARPA Group annual data

	kWh	Methane Sm ³	Hazardous waste tons	Non-hazardous waste tons
2021	5,309,894	242,904	8.6	498.3
2022	6,481,346	187,988	17.3	629.6
2023	3,882,551	215,393	10.1	353.1

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI 1	Used	STATEMENT OF USE CALZATURIFICIO S.C.A.R.P.A. S.P.A. Società Benefit has reported the information cited in this GRI content index for the period from 1 January 2023 to 31 December 2023 with reference to the GRI Standards.
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GRI standard		Disclosure		Location		
GRI 2	General Disclosures 2021	2-1	Organisational details	2-1a	Legal name.	1.11
				2-1b	Nature of the company and legal form.	1.11
				2-1c	Location of headquarters.	1.11
				2-1d	Countries of operations.	1.11
		2-2	Entities included in the organisation's sustainability reporting	2-2a	Entities covered.	1.11
		2-3	Reporting period, frequency and contact point	2-3a	Reporting period and frequency of sustainability reporting.	1.11
				2-3d	Contact point for questions related to the report or information submitted.	1.11
2-6	Activities, value chain and other business relationships	2-6b	Value chain, including; ii. The organisation's supply chain.	1.5 2.1		

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard	Disclosure		Location
	2-7	Employees	2-7a Total number of employees 1.4
	2-12	Role of the highest governance body in overseeing the management of impacts	2-12a Role of the highest governance body and of senior executives in developing, approving, and updating the organisation's purpose, value or mission statements, strategies, policies, and goals related to sustainable development. 4.1
	2-13	Delegation of responsibility for managing impacts	2-13a How the highest governance body delegates responsibility for managing the organisation's impacts on the economy, environment, and people. 4.1
	2-22	Statement on sustainable development strategy	2-22a Statement from the highest governance body of the organisation on the relevance of sustainable development to the organisation and its strategy for contributing to it. 1.1

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard	Disclosure		Location
	2-23	Policy commitments	2-23a Policy commitments for responsible business conduct. 1.7
			2-23f How the policy commitments are communicated to workers, business partners, and other relevant parties. 3.15
	2-24	Embedding policy commitments	2-24a How it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: ii. how it integrates the commitments into organisational strategies, operational policies, and operational procedures. 3.2
			2-24a How it embeds each of its policy commitments for responsible business conduct throughout its activities and business relationships, including: iii. how it implements its commitments with and through its business relationships. 3.10 3.12

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard		Disclosure		Location
		2-29	Approach to stakeholder engagement	2-29a Approach to engaging with stakeholders. 2.1 2.2 2.3
GRI 3	Material Topics 2021	3-1	Process to determine material topics	3-1a Process it has followed to determine its material topics. 2.1 2.2 2.3
				3-1b Stakeholders and experts whose views have informed the process of determining its material topics. 2.1 2.2 2.3
				3-2 List of material topics 3-2a Material topics. 3
		3-3 Management of material topics 3-3c Policies or commitments regarding the material topic 3		
		3-3d actions taken to manage the topic and related impacts, including. 3		
GRI 101	Biodiversity 2024	101-2	Management of biodiversity impacts	101-2a how it applies the mitigation hierarchy by describing: i actions taken to avoid negative impacts on biodiversity. 3.3

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard		Disclosure		Location		
GRI 301	Materials 2016	301-3	Reclaimed products and their packaging materials	301-3a	Percentage of reclaimed products and their packaging materials for each product category.	4.2.2
		GRI 302	Energy 2016	302-1	Energy consumption within the organisation	302-1e
		302-2	Energy consumption outside of the organisation	302-1b	Total fuel consumption within the organisation from renewable sources.	3.7
		302-4	Reduction of energy consumption	302-4a	Amount of reductions in energy consumption achieved as a direct result of conservation and efficiency initiatives.	4.1.1
		302-5	Reductions in energy requirements of products and services	305-a	Reductions in energy requirements of sold products and services achieved during the reporting period.	4.1.3

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard	Disclosure		Location
GRI 303 Water and Effluents 2018	303-1 Interactions with water as a shared resource	303-1a How the organisation interacts with water.	4.2.2
	303-5 Water consumption	303-5a Total water consumption.	4.2.2
	Reduction of GHG emissions	305-5a GHG emissions reduced as a direct result of reduction initiatives.	4.2.2
GRI 306 Waste 2020	306-1 Waste generation and significant waste-related impacts	306-1a Organisation's significant actual and potential waste-related impacts.	3.1
	306-2 Management of significant waste-related impacts	306-2a Actions, including circularity measures, taken to prevent waste generation in the organisation's own activities and upstream and downstream in its value chain, and to manage significant impacts from waste generated.	3.1
	306-3 Waste generated	306-3a Total weight of waste generated in metric tons, and a breakdown of this total by composition of the waste	4.2.2

4.3 GRI CONTENT INDEX

1
ABOUT US

2
MATERIALITY
ANALYSIS

3
IMPACTFUL
STORIES

4
APPENDICES

GRI standard		Disclosure		Location		
GRI 308	Supplier Environmental Assessment 2016	308-2	Negative environmental impacts in the supply chain and actions taken	308-2c	Significant actual and potential negative environmental impacts identified in the supply chain.	3.8
				308-b	Number of suppliers identified as having significant actual and potential negative environmental impacts.	4.2.1
GRI 401	Employment 2016	401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees	401-2a	Benefits which are standard for full-time employees of the organisation but are not provided to temporary or part-time employees.	3.14
GRI 413	Local Communities 2016	413-1	Operations with local community engagement, impact assessments, and development programs	413-1a	Operations with implemented local community engagement, impact assessments, and/or development programs, including the use of: iv. local community development programs based on local communities' needs.	3.11
GRI 417	Marketing and Labeling 2016	417-1	Requirements for product and service information and labeling	417-1a	Whether each of the following types of information is required by the organisation's procedures for product and service information and labelling: v. Other.	3.9 4.2.1

 **SCARPA®**