

# CORPORATE SUSTAINABILITY

& RESPONSIBILITY REPORT 2023

ZIANO DI FIEMME



LA SPORTIVA  
innovation with passion

46.2833496,  
11.5544342



LA SPORTIVA®  
innovation with passion



**“It takes little to love this land  
that inspires our choices,  
day after day”**

LORENZO DELLADIO  
President & CEO  
La Sportiva S.p.A.

# RELEVANT ACTIVITIES

IN THIS SUSTAINABILITY REPORT

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**SHARING**

MISSION, VISION,  
PURPOSE & VALUES  
what guides us on our journey.

02

**SUSTAINABILITY**

Integration and  
projects overview.

03

**RENEW**

of the shoes  
- the ReSoul Lab.

04

**ACQUISITION**

of Meet Italia, strengthening  
«MADE IN ITALY» and reaching 700  
people through the La Sportiva Group.

05

**ACTIVATION**

of three shuttles  
for La Sportiva staff and  
sustainable mobility.

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# INTRODUCTION

# LETTER FROM THE CEO AND PRESIDENT



24 november 2021 - Lorenzo Delladio:  
Entrepreneur of the Year 2021 - Consumer & Retail category  
[https://www.ey.com/it\\_it/news/2021-press-releases/11/premio-ey-imprenditore-dell-anno-24112021](https://www.ey.com/it_it/news/2021-press-releases/11/premio-ey-imprenditore-dell-anno-24112021)

*Dear Reader ...*

*We want to introduce this Corporate Sustainability and Responsibility Report 2023 with a premise: 2023 was a year of evolution, transformation and consolidation.*

*The people at La Sportiva have always been at the heart of the company's evolution from a craft workshop to an international company. From this point of view, 2023 was a year of expansion and growth of initiatives, which we will describe in this report by showing the positive impact generated.*

*A significant initiative was the activation of the three shuttle services for La Sportiva staff, which made it possible to implement more sustainable mobility in a mountainous area, covering almost 200 km a day along the Avisio valleys. Currently, about 100 people use this service: a clear sign of support and benefit of the initiative.*

*La Sportiva has embarked on a path of digital transformation that has involved, and is involving, all company functions; this activity will guarantee us a state-of-the-art technological structure for the years to come with a definite positive impact on the way people work. To cope with this evolution, training also played a key role, leading to a doubling of the investment and the number of hours dedicated during the year, with activities that mainly invested in internal managerial culture.*

*"Made in Italy" and craftsmanship are distinctive and important elements for La Sportiva to preserve. This is why, in June 2023, we acquired Meet Italia s.r.l., a long-standing supplier, which will give us greater production capacity and control over product quality.*

*Sustainability is an ever-changing topic, from regulations to our customers' requirements, from decarbonisation targets to product innovation. These activities require new skills and implementation strategies, for which the need arose to create an internal department within La Sportiva that emblematically includes sustainability in its corporate strategies. Thus, in 2023, the Strategy & Sustainability Department was born.*

*The end of 2023 and the beginning of 2024 thus represented a period of exploration for the definition of relevant goals and activities to be pursued; in this review, we will narrate what the activities for 2024 will be.*

Lorenzo Delladio,  
CEO & President

# THE SUSTAINABLE DEVELOPMENT STRATEGY

*It's been just a few months since we published our 2021-2022 sustainability report and here I am, commenting our new report for the year 2023.*

*In and of itself, this signals the change in pace and shift in ambition we are setting for ourselves when it comes to sustainability. Each single year we are now going to update this crucial document and take the time to measure our progress.*

*Last time I made my comments on our journey, I used two distinct terms to describe my state of mind: pride and impatience.*

*These feelings remain, but now they are flanked by a growing sense of confidence in our way forward, challenging and uniquely beautiful.*

*So, on one side we speed up our act to be able to soon reach science measured targets, on the other side we continue our daunting and magnificent challenge: to be head-quartered and to manufacture in the middle of a beautiful alpine environment, employing local people and ensuring we minimize any impact.*

*Many concrete steps taken this year towards our vision. First the institution of an internal sustainability function, and then the enhanced welfare measure to make working with us more pleasant, the inauguration of the state of the art ReSoul Lab, the solar panels expansion to all suitable surfaces, the launch of resolability to our most successful approach shoes.*

*We still have a long ways, but this determined journey gives me confidence.*

Marcello Favagrossa,  
Managing director



March 2021 – Marcello Favagrossa joins the La Sportiva as general director.



# METHODOLOGICAL NOTE

The La Sportiva sustainability report aims to describe the activities that La Sportiva has had at heart since 1928: product, environment and people.

Since 2016, La Sportiva has drawn up the sustainability report on a voluntary basis every two years, a sign of attention and sensitivity to sustainability and corporate responsibility issues by including them in short, medium and long-term corporate choices.

The results, information and data present in the 2023 sustainability report refer to La Sportiva S.p.A. based in Ziano di Fiemme [Via Ischia n. 2, 38030, TN] and includes the period from 1 January 2023 to 31 December 2023. The environmental data refers to the main headquarters and production site in Ziano di Fiemme.

Considering the publication of the previous financial statements in November 2023, it was chosen to give continuity to the structure already created by updating the relevant information. In 2024, we intend to carry out a dual materiality analysis and align ourselves with the new CSRD directive.

The sustainability report is drawn up «in accordance with the GRI Standard», the most widespread standard for non-financial reporting. With this balance compared to the previous ones, La Sportiva has given a structure completely new, applying a representation of material themes under 5 pillars relevant for La Sportiva.

With this aim, the definition of the material topics, the impact generated and its management are topics that La Sportiva has undertaken for the preparation of this report and intends to continue on this path, analyzing and evaluate together with stakeholders, further impacts and potential initiatives to be undertaken for sustainable development.

The 2023 sustainability report was not subject to external Assurance.

For further information and details regarding this La Sportiva sustainability report **you can send a request to: [sustainability@lasportiva.com](mailto:sustainability@lasportiva.com)**

# WE ARE LA SPORTIVA

WE ARE A BIG FAMILY THAT MAKES THE MOUNTAINS ITS PASSION

# SINCE 1928: A HISTORY OF PEOPLE AND PASSION

**PASSION FOR A PRODUCT AND THE PEOPLE OF A REGION**

**1928**

La Sportiva was founded in Tesero, Val di Fiemme, by Narciso Delladio.

**'70**

La Sportiva specialises in mountains. Francesco's sons joined the company: Lorenzo, Marco and Luciano.

**1990-2003**

La Sportiva grows, moving into a new production facility in Ziano di Fiemme. ISO 9002 quality since 1997. UNI ISO 14001-9001 for quality and respect for the environment [2003].

**2016**

Innovation is part of La Sportiva's DNA, which is why a dedicated space was created to develop footwear products.

**2020-2022**

Years of difficulties due to the pandemic, but also of strong growth.

**TO DISCOVER THE ENTIRE HISTORY OF LA SPORTIVA, CLICK HERE.**



**'40-'50**

La Sportiva becomes a brand and expands. Narciso's son Francesco joins the company.

**1977**

Lorenzo Delladio's intuition and the realisation of the climbing shoe.

**2005-2010**

The fourth generation joined the company, first Giulia Delladio and then Francesco Delladio. La Sportiva expands into new markets abroad.

**2018**

90 years of La Sportiva

**2023**

Acquisition of Meet Italia and consolidation of «Made in Italy»

# A STORY THAT CHANGED CLIMBING



# SINCE 1928: A HISTORY OF PRODUCTS AND INNOVATION

THROUGHOUT ITS 90 YEARS, THE COMPANY HAS ALWAYS PIONEERED CUTTING-EDGE PRODUCTS

**1928**

Narciso Delladio makes footwear for lumberjacks and farmers

**1947**

Ski boot lacing patent

**1987**

First climbing shoe with rubber strap

**2008**

First Stratos ski mountaineering boot

**2009**

No-Edge Technology

**2012**

First clothing collection [winter 2012-2013]

**2016**

First Sustainability Report

**2017**

Mythos eco

**2021**

EvoShell

**2022**

Resole platform™

**2023**

TX4 R

## CLIMBING



## MOUNTAINEERING



## APPROACH



## MOUNTAIN HIKING



## MOUNTAIN RUNNING®



## SKI MOUNTAINEERING



# MISSION

## TOOL AVANGUARDIA

For verticality experts and enthusiasts all over the world, La Sportiva manufactures **essential «tools»** for Mountain action, with the highest possible functionality and sustainability, thanks to **bold intuitions** and **production wisdom**, with a commitment to testing within the mountaineering community and to continuous progress.

# VISION

## ONE WITH MOUNTAINS

A world where humans, ascent after ascent, motion after motion **merge with the Mountain**, connect with Nature, in a challenge that becomes **shared prosperity**.

# PURPOSE

## INSPIRING AN ELEVATED LIFE

A life, where the **awakened senses** are the momentum to keep rising, to reach a **physical, emotional** and **inner fulfillment**.



# REALNESS

**Pragmatic** and **constructive**, we always look for the **functional solution** in what we do and how we do it.



# PASSION

The **push** for advancement, the **courage** to go further, the **physical and inner passion** for what we do.



# INGENUITY

**Imaginative** in products generation and production techniques, **steeped** in artisanal know-how, **original** in corporate culture.

# RESPECT

For the environment, for people, for community. We put **integrity** and **transparency** in everything we do.



# FIEMME VALLEY: WHERE THE MAGIC HAPPENS

## **UNIQUE AND PRIVILEGED, BUT FRAGILE AT THE SAME TIME.**

It all started in 1928 in Val di Fiemme, a unique and privileged territory that allowed La Sportiva to grow and expand maintaining a special bond with it that is still present and that has contributed to the economic and social development of the valley.

For La Sportiva, doing business in an alpine context like the Val di Fiemme implies the presence of two mountain side. On the one hand, the advantage of being surrounded by an environment conducive to the development of the best products to experience the mountains. On the other hand, the logistical and operational difficulties of doing business at 1000 meters and the daily evidence of climate change that inevitably have a negative impact on the local ecosystem. The complexities are therefore not few, but it is thanks to the rope of all the people of La Sportiva and their passion that it is possible to maintain the roots in this territory.

La Sportiva is surrounded by an environmental excellence of forests and mountains and this makes its people sensitive to their protection and preservation. Extreme natural events such as the Vaia storm and the bostric are just examples of climate change and moving towards sustainable development is the only way to avoid an irreversible scenario.

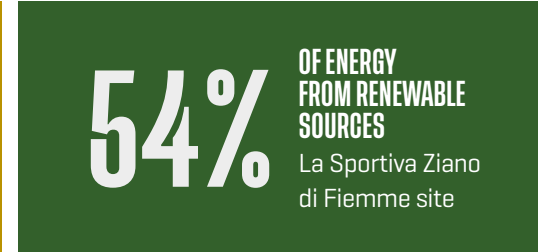
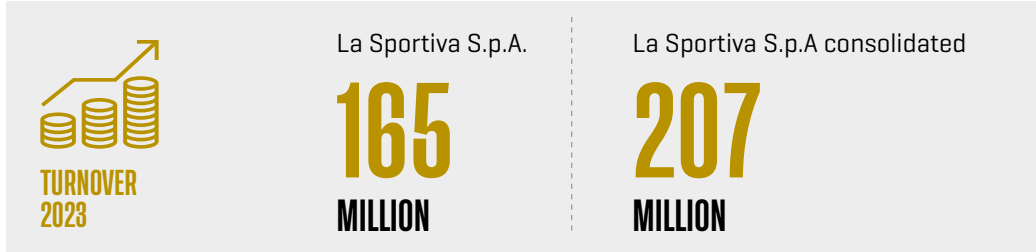
For this reason, La Sportiva is committed to reducing its environmental and social impact throughout the value chain, activating sustainability projects and looking to the future while continuing to innovate and reinvent itself, without ever losing sight of those values that have guided it from the beginning.




# OUR ROUTE


THE PATH, RESULTS AND PHILOSOPHY TO SUSTAINABILITY


# 2023 HIGHLIGHTS LA SPORTIVA S.P.A.





**INTEGRATED MANAGEMENT SYSTEM**  
  
 UNI EN ISO 9001 - 14001 - 45001

 A symbol to our contribution to extending product life by resoling.

 #WelfareTrentino Supplementary Health Care Fund

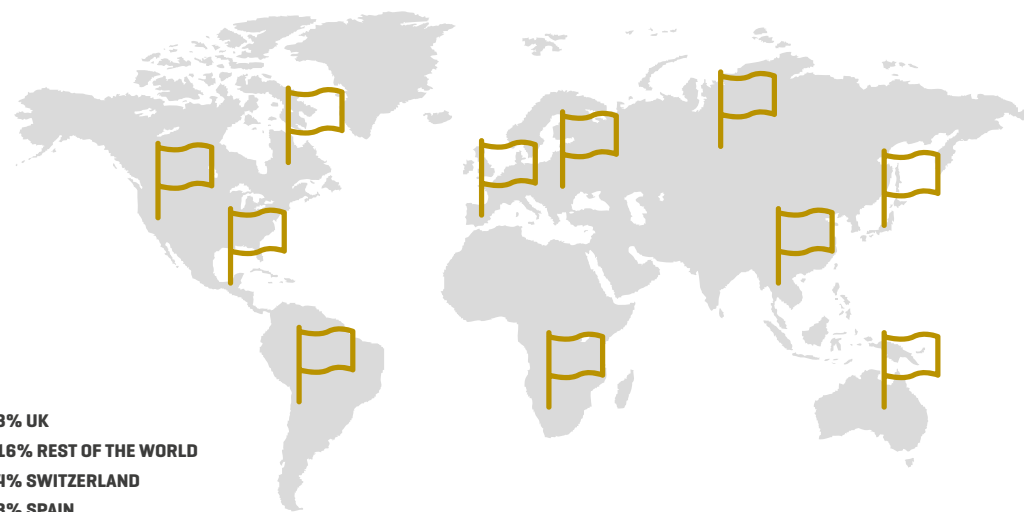
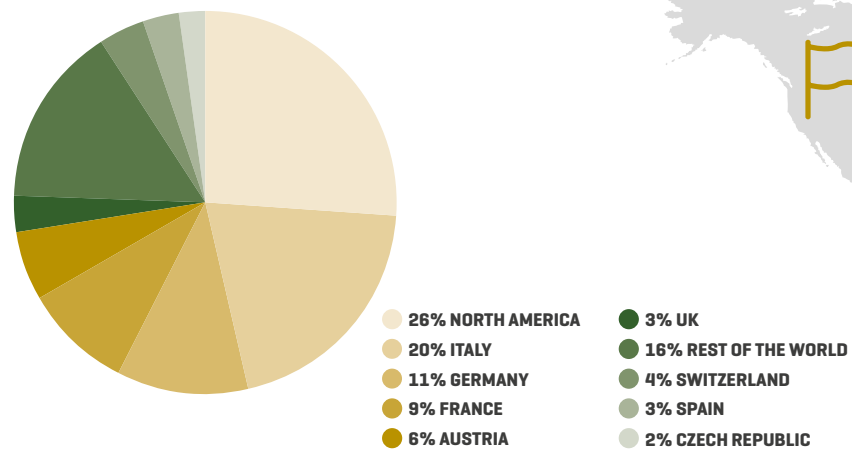
 As of 2019, La Sportiva Group donates 1 per cent of its turnover from the clothing division to environmental and social project

 Among these projects, the Trento Alpine Society is supported.

 Member of EOCA since 2013, supporting environmental projects.

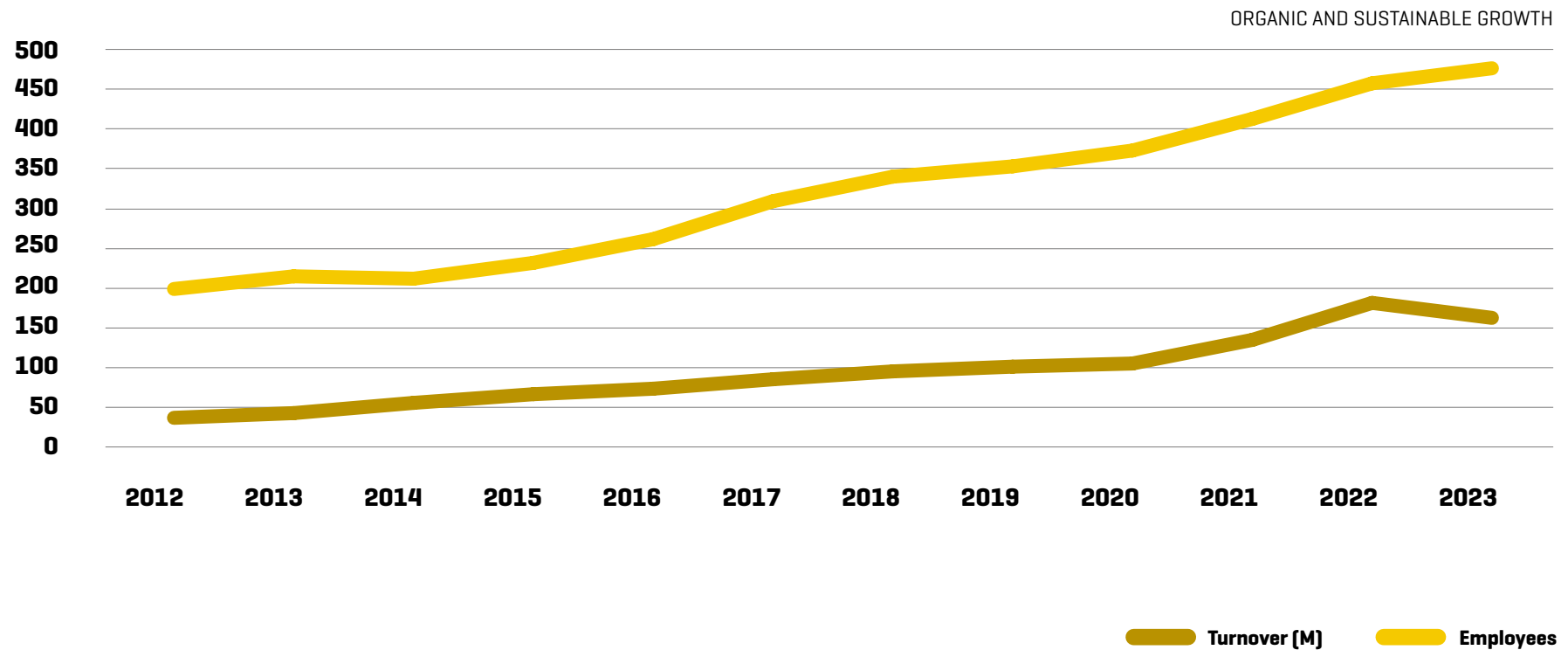


TURNOVER-BY-COUNTRY



# SUSTAINABLE DEVELOPMENT

**2023 SAW A DROP IN TURNOVER, DUE TO SEVERAL SOCIO-ECONOMIC FACTORS, AFFECTING THE OUTDOOR MARKET IN GENERAL. DESPITE THIS SLOWDOWN, LA SPORTIVA CONTINUES TO INVEST IN PEOPLE BY HIRING NEW PROFILE TO SUPPORT INNOVATION, CORPORATE EVOLUTION AND DIFFERENT PROJECTS.**



# OUR SUSTAINABILITY FRAMEWORK

LA SPORTIVA HAS DEFINED A STRUCTURE FOR MANAGING SUSTAINABILITY AND CORPORATE RESPONSIBILITY, GIVING IT A SENSE OF PRIORITY AND IMPORTANCE.



## AWARENESS

awareness, based on data, for informed, sustainable and responsible decisions.

## SUSTAINABILITY

a broad, long-term vision that includes environmental, social and economic dimensions.

## RESPONSIBILITY

committing to be accountable to someone or to oneself for one's own actions and the consequences that arise from them.

# OUR AGENDA 2030

On 25 September 2015, the 193 member countries of the United Nations signed the **2030 Agenda** for **Sustainable Development**, a plan of 17 global goals.

La Sportiva, in its role as a leading company in the outdoor sector, has decided to adhere to the 2030

Agenda and become a promoter of sustainable development guidelines. Therefore, La Sportiva is committed to ensuring the achievement of the Sustainable Development Goals [SDGs] by including them in our main themes.

In the materiality analysis process described on the next page, the contribution of 13 out of 17 sustainable development goals are considered.



## OUR CONTRIBUTION



# MATERIALITY ANALYSIS

## PROCESS FOR DETERMINING MATERIAL TOPIC

La Sportiva's Sustainability and Responsibility Report is based on the identification of material topics, i.e. the most relevant economic, environmental and social issues.

Following the publication of the GRI Standards update, and in particular GRI Standard 3 - Material Topics, the process of identifying material topics was revised, which is based on the concept of the impact generated by organisations towards the external context [so-called "Impact materiality"].

La Sportiva has identified five pillars of particular relevance for action from a sustainability perspective: product, value chain, environment, people and community, governance. For each pillar, material topics were identified according to their impact significance for La Sportiva.

The company adopts an approach of continuous improvement and dialogue with key internal stakeholders and secondarily with external stakeholders. There has since been a restructuring of the definition of material topics and its impacts, compared to the previously defined topics.

The changes of material topics were managed by the sustainability office, which was in charge of analysing the different areas by defining material topics, current and potential, as well as positive and negative impacts on the economy, environment and people.

The work was shared and approved by the management team and Board of Directors. In addition, all stakeholders were involved by means of a questionnaire to define the relevance and priority according to their views on the material issues identified.

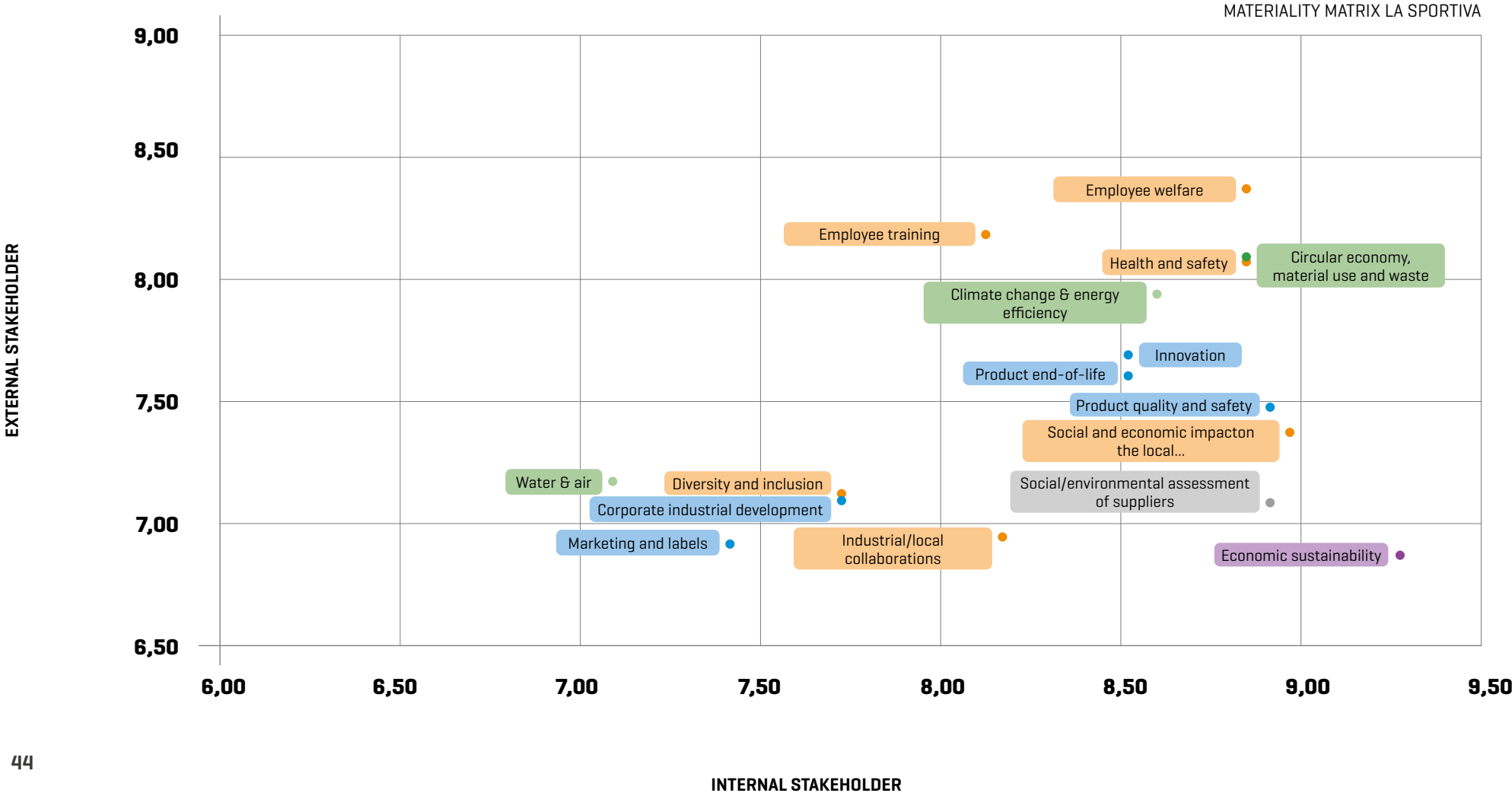
The commitment for the next sustainability report is the involvement of other stakeholders for a detailed analysis of material issues.

| MATERIAL TOPIC                                 | PILLARS              | PRIORITÀ |
|--|----------------------|----------|
| Climate change & energy efficiency             | Environment          | x        |
| Water & air                                    | Environment          |          |
| Circular economy, material use and waste       | Environment          | x        |
| Economic sustainability                        | Governance           |          |
| Social and economic impact on the area         | People and community | x        |
| Industrial/local collaborations                | People and community |          |
| Health and safety                              | People and community | x        |
| Employee Training                              | People and community | x        |
| Employee welfare                               | People and community | x        |
| Diversity and inclusion                        | People and community |          |
| Innovation                                     | Product              | x        |
| Corporate industrial development               | Product              |          |
| Product quality and safety                     | Product              | x        |
| Marketing and labels                           | Product              |          |
| Product end-of-life                            | Product              | x        |
| Social / environmental assessment of suppliers | Value chain          |          |

All topics are relevant, X determines a prevalence for La Sportiva and the stakeholders involved.




# MATERIALITY MATRIX

**CONSIDERING A VISION OF EXTERNAL AND INTERNAL STAKEHOLDERS, THE MATRIX REPRESENTS THE RESULT BY INCLUDING THE MATERIAL ISSUES ON WHICH LA SPORTIVA SHOULD FOCUS IN THE YEARS TO COME.**









# MATERIAL TOPIC

**A DESCRIPTION OF THE MATERIAL TOPICS. IN THE APPENDIX, A DESCRIPTION OF THE IMPACT AND MANAGEMENT OF EACH MATERIAL TOPIC.**

| La Sportiva Pillars  | Material topic                                    | SDGs contribution  | Material Theme Description  |
|----------------------|---|--|---|
| Environment          | Climate change & energy efficiency                |     | Implementing a transition plan by reducing greenhouse gas emissions, using energy from renewable sources and making energy resources efficient, including infrastructure and corporate fleet. Involve current suppliers and select future ones, which implement an energy transition and efficiency path. |
|                      | Circular economy, material use and waste          |    | Develop products by applying eco-design principles, select materials from recycled sources. Activate production processes by optimising material consumption and look at production waste by reducing it or giving it a second life.  |
|                      | Water & air                                       |     | Ensuring proper management of water consumption and indoor air circulation. Select materials whose production process consumes less water and causes less pollution. Working with suppliers who pay attention to water and air management.  |
| Governance           | Economic sustainability                           |    | Ability to create long-term value as a lasting economic success.  |
| People and community | Social and economic impact on the local territory |     | Investing resources at a local level, enhancing Val di Fiemme and Made in Italy, collaborating with international entities for reasons of advanced technological development and proximity to raw materials.  |
|                      | Industrial/local collaborations                   |     | Collaborate for continuous and shared improvement. Working together for common goals by developing synergies to amplify the efforts of individuals.   |
|                      | Health and safety                                 |     | Guaranteeing working conditions that ensure full respect for the right to physical and mental health protections for staff.   |
|                      | Employee training                                 |     | Developing human capital by involving all employees in training and professional development, developing individual talent and integrating new skills in line with business needs.  |
|                      | Employee welfare                                  |     | Promote initiatives aimed at employee welfare by having a comprehensive and satisfactory welfare plan, complementing it with value-sharing activities.  |
|                      | Diversity and inclusion                           |     | Promoting an inclusive corporate culture by valuing diversity and ensuring equal opportunities in career paths, selection process and remuneration.   |
|                      | Product   | Innovation   |     |

# MATERIAL TOPIC

**A DESCRIPTION OF THE MATERIAL TOPICS. IN THE APPENDIX, A DESCRIPTION OF THE IMPACT AND MANAGEMENT OF EACH MATERIAL TOPIC.**

| La Sportiva Pillars | Material Topic                                 | SDGs contribution  | Material Topic Description   |
|---------------------|--|--|--|
| <b>Product</b>      | Innovation                                     |  | Develop innovative products that can be recognisable by applying state-of-the-art solutions starting with innovation through design, materials and production processes.                     |
|                     | Corporate industrial development               |  | Contribute to strategic industrial development by ensuring innovation and economic sustainability, enhancing the value of "Made in Italy".   |
|                     | Product quality and safety                     |   | Ensuring high quality standards starting with material selection, development and quality control in all steps of the product development process. Apply La Sportiva's RSL to all suppliers. |
|                     | Marketing and labels                           |   | Provide clear and transparent information about the product and its production. Communicating company activities and projects in a responsible manner.                                       |
|                     | Product end-of-life                            |  | Extend product life by designing according to principles of durability, reusability and reparability. Provide instructions for product care and maintenance.                                 |
| <b>Value chain</b>  | Social / environmental assessment of suppliers |  | Evaluate the supplier according to clear and shareable environmental and social criteria, ensuring continuous monitoring and mutual collaboration.   |

# STAKEHOLDERS

A collaborative and inclusive approach to defining goals and strategies, sharing sustainability initiatives together with all company stakeholders.

A continuous dialogue with the management team, board of directors, La Sportiva staff, suppliers, customers, athletes, local partners and trade associations. Stakeholder engagement varies according to La Sportiva's projects and the degree of relevance of a material issue.

Below is a list and description of the main stakeholders.

**Management Team & BoD:** meetings, discussion of priorities and projects in different areas of the company.

**La Sportiva people:** involvement through questionnaires and open dialogue with the human resources department.

**La Sportiva N.A.:** key partner for the spread of the La Sportiva brand and products in America.

**Suppliers:** raw materials, semi-finished products, consultants, testers. A vision from those who support us in the realisation of La Sportiva products.

**B2B customers:** our main customers and distributors located worldwide.

**Athletes / Ambassadors:** We believe in our athletes. We support their visions with our products. Team LaSpo is a group of 40 Skialpers, 50 Mountain runners and 165 Climbers.

**Local partnerships:** FiemmePER, a foundation based on an integrated vision of the various factors that contribute to the sustainable development of Val di Fiemme, collaborating with other entities in the area.

**Trade associations:** Assosport, Italian Outdoor Group, Confindustria Trento, European Outdoor Group.

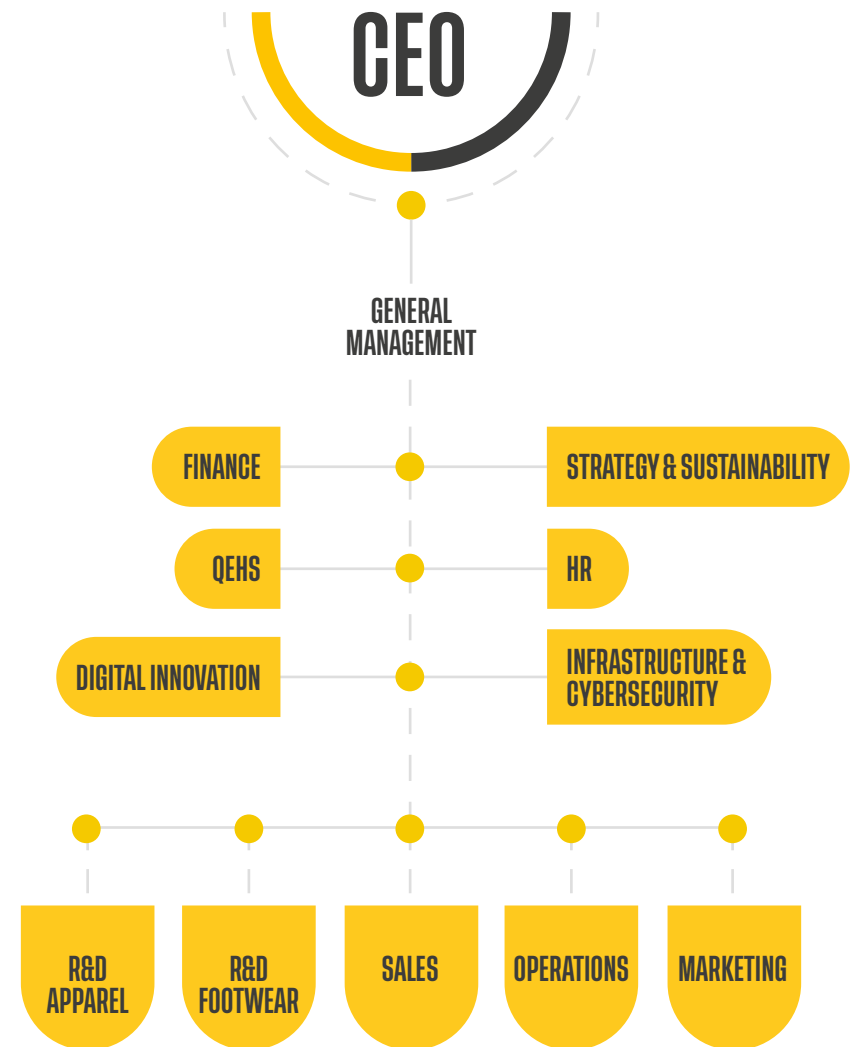


# INTEGRATED SUSTAINABILITY

Integrated sustainability is an approach that considers the interconnection between economic, social, and environmental aspects within an organisation. It is a model that balances economic growth with environmental protection and people's wellbeing. In practice, it means developing corporate strategies that consider these three pillars harmoniously and synergistically. La Sportiva has integrated sustainability into its organisation together with strategy by creating a dedicated department: Strategy & Sustainability.

The result is the ability to represent and include sustainability concepts in the different corporate strategies and to cooperate between different functions. This structure allows an acceleration of the process and implementation of solutions that can generate a positive impact and pursue product and supply chain decarbonisation goals.

Furthermore, considering sustainability as a transversal issue, the involvement of different functions is at the heart of different projects. For this reason, it will be essential to create alliances with other realities and organisations and to involve stakeholders actively.



# AN OVERVIEW ON OUR SUSTAINABILITY PROJECTS

## MEASURE IMPACT, DEFINE OBJECTIVES, TRACK PROGRESS

Measuring business and product impact by following:

- GHG protocol for Corporate Carbon Footprint
- PEFCF for product LCA [Life Cycle Assessment]

Once we have measured the impact of materials, products and suppliers we will define decarbonisation targets, tracking different metrics in order to decrease our overall impact on the environment.

01

## RACE TO ZERO - THE COMMITMENT TO TACKLE CLIMATE CHANGE

La Sportiva joined the European Outdoor Group [EOG] in December 2023, which as an industry association engages in various sustainability initiatives. La Sportiva will commit to join the global "Race to Zero" campaign by the end of 2024, setting out a plan to halve CO<sub>2</sub>eq emissions by 2030 and a plan to net-zero by 2050.



RACE TO ZERO

02

## ESG VALUE CHAIN ASSESSMENT

An in-depth look at the environmental, social and governance [ESG] impact along La Sportiva's entire value chain. Key points of this assessment include: Risk Identification, Impact Assessment, Improvement Strategies, Monitoring and Reporting.

This activity will help La Sportiva to operate in a more sustainable and responsible manner by increasing the traceability of the value chain from an ESG perspective.

03

## PRODUCT RENEWAL

Resoling footwear has always been a competence of La Sportiva, combining craftsmanship and extending the life of a product. Thanks to La Sportiva's ReSoul Lab, the network of authorised resolvers, the increase in resoleable footwear models and the future extension of an apparel repair service, La Sportiva is committed to offering services to maximize the durability of its gear. We are also exploring solutions to provide an end-of-life service and the repurpose of materials at the end of a product's life.

04

## COOPERATION, COLLABORATION AND CULTURE

La Sportiva's approach to sustainability is based on the cooperation and collaboration with different stakeholders. A key role is the involvement of all people within the company, creating a widespread culture. In addition, La Sportiva is active with trade and territorial associations, suppliers, customers and distributors to share and contribute to projects on different areas, from technical LCA issues to local community support activities.

05

## «MOUNTAIN» PROJECT

La Sportiva is linked to its territory, both locally and where one can experience the mountains. We are surrounded by fragile beauty, which urges us to act, to be an active part of sustainable progress. This willingness to act leads us to an exploratory phase to identify projects where we can have a positive contribution on our territory and environment, with an ethical and long-term ambition.

06



# PRODUCT

**OUR DAILY COMMITMENT: TO DEVELOP PRODUCTS  
IN A RESPONSIBLE AND SUSTAINABLE WAY.**



# INNOVATION

**Innovation is not something to do with meetings between engineers and complex software algorithms. At least in the La Sportiva house it is not like that. Rather, it is a natural process, arising from the needs of athletes and mountaineers, constantly in contact with the most extreme mountains. They try to push their own limits, and when they come to La Sportiva they ask for products that can support them. And there is always someone ready to listen to them, to turn an impossible wish into something concrete.**

# PRODUCT DEVELOPMENT PHILOSOPHY

## FUNCTIONALITY

TECHNICITY

SUSTAINABILITY

DURABILITY

UNIQUENESS

## INNOVATION

## QUALITY

## FUNCTIONALITY AS THE KEY OBJECTIVE

The primary goal of our product development process is to fulfill a functional need, ensuring excellence in performance. Each product begins with a clear purpose: to serve a specific, functional requirement of the user.

## KEY PILLARS OF OUR PRODUCT DEVELOPMENT

The development process is supported by four critical pillars:

- **Technicity:** This refers to the technical sophistication of our products. We strive to incorporate advanced technological features that enhance the product's functionality and user interaction, while always striving for performance excellence.
- **Sustainability:** Sustainability is paramount in our product design. We ensure that every product is developed to minimize environmental impact and be respectful of social practices. Elements we consider include materials selection, materials composition, production process environmental impact, supply mileage, product durability & reparability, social and labor conditions of the supply chain.
- **Durability:** The longevity and robustness of our products are crucial. We aim to create products that maintain functionality with use, providing long-term value to the user. Durability is expressed as number of uses while maintaining the initial functionality and performance. It can be integrated with elements of sustainability such as resoling.
- **Uniqueness:** Each product reflects the unique identity of our brand. This involves maintaining a consistent style, values, and quality – both in terms of aesthetics and of technical elements – that align with our brand's image and reputation.

## FOUNDATIONS

At the base of our philosophy lie two foundational elements:

- **Innovation:** Innovation is at the core of our development process. We consistently seek to break new ground with original ideas and solutions that set our products apart in the marketplace. Innovation can be applied to raw materials, stylistic solutions, technical solutions of functionality.
- **Quality:** High standards of quality are non-negotiable. Every aspect of our product development, from the initial concept to the final output, has quality at its core, to ensure that the user receives a superior product.

# PRODUCT QUALITY AND SAFETY



Quality is a priority and necessary element in all stages of La Sportiva's processes. Materials and finished products must guarantee high quality standards.

This is why, in 1997, La Sportiva was the first company worldwide in the outdoor footwear sector to adopt an integrated quality and environment system.

The integrated management system serves as a unique tool to supervise and verify regulatory compliance, continuous improvement and the status of objective achievement. La Sportiva S.p.A. has adopted an integrated management certification system, achieving:

UNI EN ISO  
**9001**  
for organisational  
quality

UNI EN ISO  
**14001**  
for environmental  
management and improvement

UNI EN ISO  
**45001**  
for occupational  
health and safety

In general, the company aims to standardise activities to ensure high performance, applying parameters to achieve predefined goals. Every aspect of company organisation is clearly defined and every process is constantly monitored through regular audits and is evaluated through performance indicators.

Raw materials, semi-finished and finished products are controlled, with the aim of guaranteeing the best quality and safety of a La Sportiva product for the end user.

# RSL: RESTRICTED SUBSTANCES LIST



La Sportiva has defined internally an RSL, updated on an annual basis and shared with the entire raw material supplier network and manufacturers working in partnership with La Sportiva.

The official document is produced four-handedly with Research and Certification Institutes of international standing to best meet the most stringent regulations in the markets in which La Sportiva operates.

La Sportiva develops sampling and related chemical tests at the start of its production to ensure the compliance of subsequently marketed products.

One issue to which La Sportiva pays great attention is the use of PFAS substances in production processes and materials.

***What are PFAS? Acronym for "perfluorinated alkylated substances". These substances are resistant to major natural degradation processes due to the presence of very strong bonds between fluorine and carbon atoms.***

La Sportiva's products, dedicated to the North American market, were already made compliant with the new regulations during the SS24 collection [regulations to come into force in January 2025].

Even though for other markets outside the USA no implementation date for PFAS has yet been defined; La Sportiva has decided to handle the same change with the same logic already starting with the next FW24/25 collection.

# OUR PASSION IS THE MOUNTAIN



*Sometimes I wonder if in our approach to work we are on the borderline between passion and obsession.*

*Passion is what drives us every day, since back in 1928, to keep our gaze upwards, to think vertical, to draw inspiration from our surroundings and transfer it into what we do every day: in the attention to detail, in the quality of each component, in respect for people and the environment.*

*Our passion is the mountains.*

*Obsession, on the other hand, is something more compulsive, which one undergoes and does not choose.*

*Obsession is not an optional extra, it is a state of mind, an ongoing process that leads us to always trying new ways to satisfy it, but it takes away the pleasure, it takes away the taste and satisfaction of achieving great things. No, for us to continually propose new products for those who go to the mountains, for all those who live it as we do, with intensity and dedication, is above all a great pleasure. Technicality for us is not an obsession. It is joy.*

*"Mountain Mentality": that's what we call it in La Sportiva. It is with this approach that we think about every detail, every solution, every process. Each product is created with an extremely technical *raison d'être*: we take care of every aspect of going into the mountains, trying to satisfy every little need of the most demanding enthusiast, knowing that in their enjoyment of extraordinary moments there is our contribution.*

*Passion and technicality at La Sportiva tend to coincide, one defines the other, the differences cancel each other out between past, present and future.*

Lorenzo Delladio,  
CEO & President

# « MADE IN ITALY »

**Climbing shoes and high mountain boots** are made by hand, so specific skills and machinery are needed to make functional, quality products with highly technical characteristics.

The result behind a La Sportiva product is a unique ensemble. The heart is in the **Dolomites**, nestled in the mountains at Ziano di Fiemme, where all departments are united in the same place: research and development, production, quality, technical assistance, marketing, human resources, logistics, warehousing, and all the other areas that make a **La Sportiva** product possible.

The company wants to be an active part of the area and has the will to continue to invest in new production infrastructures and technological tools to ensure sustainable development, handing down the art of making shoes and boots, all while enhancing more and more the «**Made in Italy**».

In 2023, «Made in Italy» products:

**81% - 83%\***

**CLIMBING**



**63% - 67%\***

**MOUNTAIN**



**100%**

**SKI MOUNTAINEERING**



La Sportiva aims to have a **local supply chain**, selecting raw materials close to the production sites, giving an even more relevant and significant value to the «Made in Italy» product.

Below is a count of the main suppliers for «Made in Italy» products in the climbing, mountain and ski mountaineering categories.



\*the data varies because it is influenced by the two collections launched in 2023: SS23 & FW23.

# THE STRENGTH OF « MADE IN ITALY »

## **La Sportiva strengthens its strategic positioning by acquiring the company Meet Italia**

*Meet Italia has been a partner of La Sportiva for over twenty years. The acquisition has reinforced our 'Made in Italy' and has increased our production capacity for climbing shoes and mountaineering boots.*

This acquisition marks a fundamental step for the Trento-based company in strengthening its leadership at the top end of the global and domestic outdoor market, but also in reaffirming its core values.

Lorenzo Delladio, President and CEO of La Sportiva, comments: "We produce more than 90 per cent of our climbing shoes in Ziano di Fiemme, and for us it is a source of pride to continue to produce in Italy, in our historical location. The decision to acquire Meet

Italia is strategic for us because it allows us to remain in Italy and strengthen our offer of unquestionable quality". And continues "at the same time, our strategy of strengthening and modernising our production site in Ziano di Fiemme also continues".

And concludes saying "a special thank you to the Morellato family, with whom I have personally worked for 25 years and with whom we share basic values and love for the product. I am happy that they have agreed to remain part of the corporate structure".

Meet Italia, founded in 1985 in the Montebelluna district, is one of the most important companies in the footwear sector for the production of uppers. Boot hemming is an ancient craft, which La Sportiva knows well, and which continues to represent an unparalleled craftsmanship gesture. The Ziano di Fiemme-based company, which has made production quality in Italy an added value for its climbing and mountaineering footwear, has thus seized the opportunity to expand its production core, choosing a company whose solid foundations are based on Made in Italy and which now employs 150 people.



# CRAFTSMANSHIP OF DEVELOPING PRODUCTS

**VARIOUS PROCESSES EVOLVED OVER THE YEARS HAVE ALLOWED US TO BE PIONEERS AND ALWAYS AT THE FOREFRONT IN THE CREATION OF CLIMBING SHOES AND MOUNTAIN BOOTS.**

## 1. CUT

This is the phase from which all the flat components that make up the shoe are obtained. The raw materials in leather and rubber come in the form of rolls and plates: the operator selects and controls the material with his eyes and hands, positions it under the cutting blade or on automated cutting tables. The shape of the components is given by hundreds of steel punches placed by hand one after the other under the blade to obtain every single piece for every single size. The components are ready for the second phase.

## 2. STITCHING

The assembly by stitching of all the constructive components of the upper. Another way to say extremely high tailoring. Sturdy leathers with a thickness varying from 1 to 3 mm and micro components are sewn by skilled hands with millimeter precision: the performance of the shoe starts from here. Automation reduced to a minimum: seams are three-dimensional and craftsmanship is the most advanced.

## 3. SKIVING

This is the phase in which all the rubber components are prepared for assembly. The skiving machines run along each single rubber edge, obtaining zones with differentiated thickness and gradual tapering by means of mechanical abrasion. Careful eyes and hands guide the process which is a crucial phase of high specialization.

## 4. ASSEMBLY

In this phase, the edges and soles are assembled on the uppers. In a manual process supported by the latest generation of machinery, there are grafting and gluing operations of all the stiffeners on the soft part of the upper. This is where the assembly of midsoles, counters, soles, edges and reinforcements takes place: the sock obtained from the hemming is now a full-fledged shoe with every assembled component. Behind every brushstroke of glue: tightness, elasticity and flexibility of the product.

## 5. GRINDING

The final touch: each boot and shoe is chiseled to create the correct edge of the sole, going to card (remove) the excess rubber that protrudes from the profile of the shoe. This process is done by hand to guarantee the particular inclination that each model requires in order to perform correctly on the rock. In those millimeters there is all of La Sportiva.



**A SUSTAINABLE APPROACH AND  
OUR CONTRIBUTION TO A PRODUCT'S END OF LIFE**

# RESOLING

Resoling has always been part of La Sportiva's culture. All products, in particular Mountain, Climbing and Approach are designed and manufactured with a view to **extending** their **life cycle** by replacing the tread once it is worn out.

Below are the total resoleable models for the year 2023:



It's possible to recognise a resoleable product by the "RESOLEME" logo.

95%

CLIMBING

84%

MOUNTAINEERING

28%

APPROACH

100%

SKI MOUNTAINEERING

77%\*

OVERALL TOTAL

For the product categories "Mountain hiking" and "Mountain running" it is not yet possible to apply resole technology due to constraints of shoe structure, materials and production processes.

In order to spread the culture of resoling, La Sportiva has been active for years with its "authorised resolers" programme, which involves a careful choice and selection of highly specialised workshops. Each craftsman is trained directly by experienced La Sportiva staff and is supplied with all **original** spare parts specially designed for perfect **renewal** of the products.

54

AUTHORISED  
RESOLERS

14

COUNTRIES  
Global presence



List of authorised  
resolers

For more: [Maintenance and resoling of mountain shoes | La Sportiva® - Blog](#)

## The life of a shoe and prolonged technical functionality.

Resoling has **two great benefits**: the first for the **climber** and the second for the **reduced environmental impact**.

- For climbers, after a few uses, the shoe adapts to the foot ensuring maximum performance. Resoling makes it possible to maintain the shoe's technical functionality over time.
- La Sportiva's experience has made it possible to estimate the life cycle of a climbing shoe. Generally, after 78 uses the sole reaches that minimum thickness [this value depends on several factors and should not be taken as an absolute value] at which it may need to be replaced or the worn part resoled.

The study considered 312 uses and two scenarios:  
**resole 3 times vs not resoling and purchasing 4 pairs of shoes.**



### SOLUTION

Frequency of use

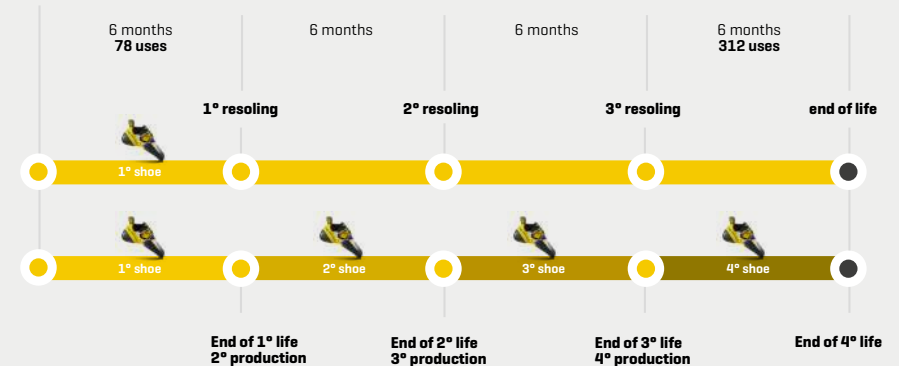
3 times a week

Life span without resoling

6 months (78 uses)

Life span after 3 resoles

2 years (312 uses)



Resoling has a minimal environmental impact considering the entire production process of a shoe (about 6-10% compared to the internal process), so resoling is confirmed as an activity that extends the life of the product and the consequence is a lower environmental impact than buying 4 new shoes.

**TARGETS: Increasing the number of resoleable models, increasing the number of authorised resolers, creating greater awareness of resoling.**

\*average data considering the seasons: SS23 & FW23

## FOOTWEAR RENEWAL

# RESOUL LAB

In September 2023, La Sportiva opened a new centre dedicated to the renewal of footwear near its production site in Ziano di Fiemme.

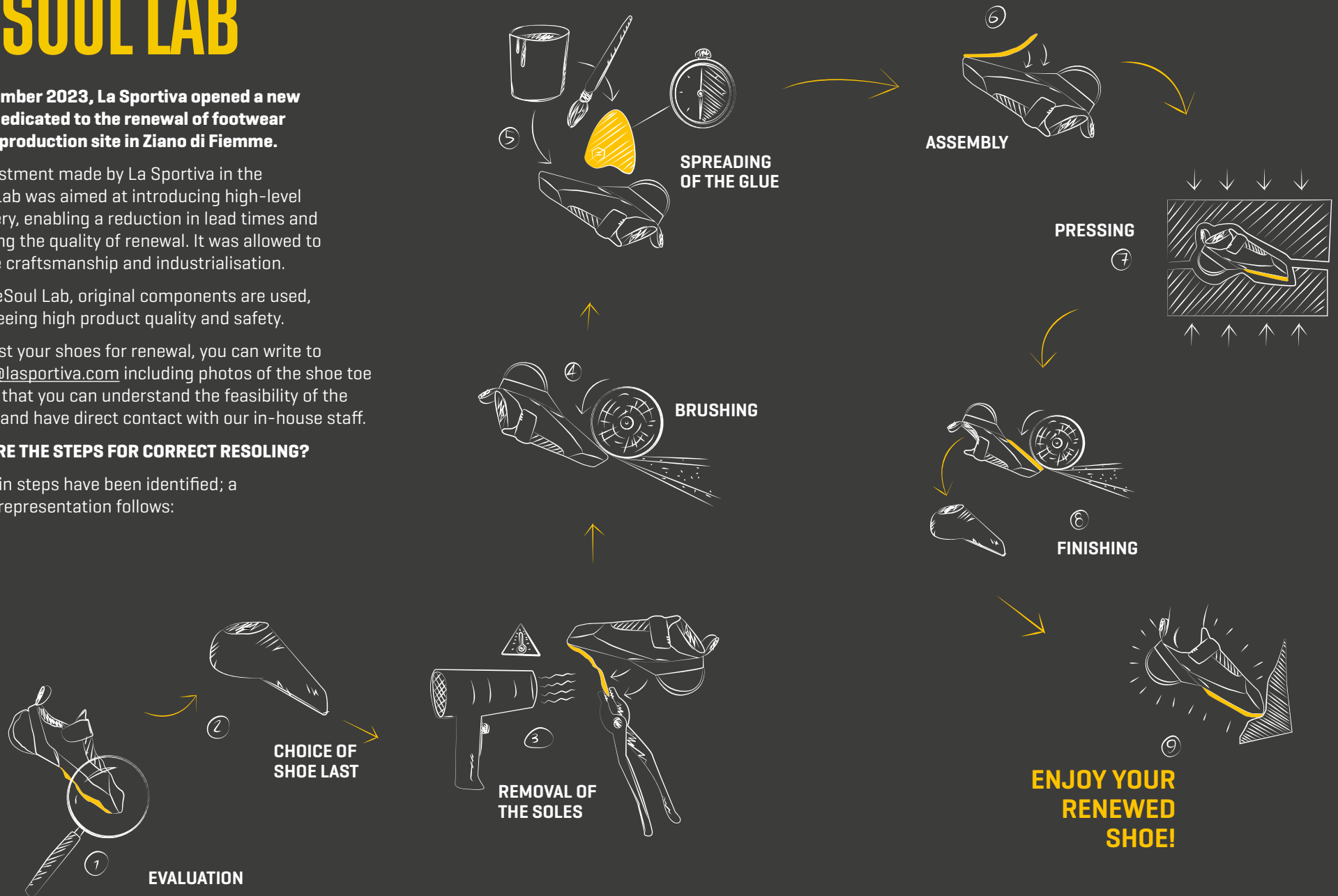
The investment made by La Sportiva in the ReSoul Lab was aimed at introducing high-level machinery, enabling a reduction in lead times and increasing the quality of renewal. It was allowed to combine craftsmanship and industrialisation.

In the ReSoul Lab, original components are used, guaranteeing high product quality and safety.

To entrust your shoes for renewal, you can write to [service@lasportiva.com](mailto:service@lasportiva.com) including photos of the shoe toe wear, so that you can understand the feasibility of the process and have direct contact with our in-house staff.

### WHAT ARE THE STEPS FOR CORRECT RESOLING?

Nine main steps have been identified; a graphic representation follows:



# THE RENEWAL VADEMECUM

## ● What?

Resoling: since the dawn of climbing, climbers have felt the need to breathe new life into their shoes; this by resorting to the most bizarre practices, often devised and carried out independently.

Today, thanks to the refinement of this activity that has now become customary, we can evolve the term “resoling” to RENEWAL.

Furthermore, thanks to a concrete development philosophy, La Sportiva has always applied the concept of creating a shoe **designed** to be **renewed** without it being subject to structural damage, guaranteeing those who carry out the renewal activity to carry out a quality.

## ● How?

Carrying out professional renewal of a highly crafted product, optimally preserving its core technologies, requires the utmost skill and good manual dexterity [NO-EDGE; P3 SYSTEM; D-TECH; DYNAMIC TECHNOLOGY; FAST LACING SYSTEM; LOCK HARNESS SYSTEM].

Entrusting our shoes to the ReSoul Lab of La Sportiva or to an Authorized La Sportiva resoler means making use of an expert in possession of the guidelines provided by the Company, the best selection of construction forms and original spare parts, machinery and equipment suitable for carrying out high-quality work faithful to the artisanal and excellent approach has always characterized La Sportiva footwear.

## ● When?

- Before our shoes are excessively worn.
- We avoid total consumption of the soles.
- By giving up a few tenths of the rubber's thickness, we avoid damaging the toe's protective edge. This will enable us to obtain a better-performing renewed product and a cheaper service price.

## ● Why?

Renewing a product by limiting waste is first and foremost a noble gesture to reduce the environmental impact.

It will allow us to once again enjoy less painful shoes that are already adapted to our feet.

Considering our NO-EDGE models, we can add that:

- renewal is less invasive. Old soles can be easily removed thanks to thinner and differentiated rubber thicknesses.
- New spare parts are exclusively assembled. This type of renewal does not require any finishing of the excess rubber using an abrasive belt, nor any final brushing.

## SIGNIFICANT DEVELOPMENTS USING RECYCLED MATERIALS

# PROGRESS IN FOOTWEAR

In 2017, La Sportiva introduced an innovative type of rubber with the aim being to utilise production waste. The result was FriXion® Eco rubber that contains 99% rubber from internal production waste.

The use of FriXion® Eco was launched on the market with the development of the MYTHOS ECO, made entirely from this new rubber.



Since 2018, the FriXion® Eco rubber has also been introduced on other models, with 26 out of 35 using this compound.

The FriXion® Eco is the first big step in the circularity of La Sportiva, and we would like to implement this approach on other models and product types as well, here are some examples:

The TX Hike (link), which has a high amount of recycled content and is bluesign certified, was presented in 2022.

Furthermore, in most of La Sportiva's footwear it was introduced:

Plantari Ortholite® Hybrid  
**20% IS FROM RECYCLED MATERIALS**



**LACES 100% FROM RECYCLED SOURCE**



TX Hike

## INNOVATION IN THE APPROACH SHOE

# RESOLE PLATFORM™

In 2022, La Sportiva took a further step in its sustainability journey with the introduction of Resole Platform, the world's first technology that allows complete and safe resoling of Approach footwear.



This patented innovation fosters a path of education and awareness with the end user, who can continue to use footwear that is well adapted to his or her foot and can avoid replacing a used product, which is still in good condition, and thus reduce his or her environmental footprint without sacrificing technical performance.

The first model to adopt this technology is the TX2 Evo, the lightest model in La Sportiva's **Approach** range.

Thanks to the validation of the Resole Platform technology, the TX4 R was introduced in 2023.

Thanks to the Resole Platform technology, other models in the Approach category will adopt this resoling system.







# APPAREL

La Sportiva has had technical clothing in its product catalogue since 2012. Thanks to this, La Sportiva succeeds in passing on the product development philosophy to other products as well, setting a direction from the very beginning under the core of sustainability.

La Sportiva uses the best materials for technical performance, all whilst seeking the most sustainable solutions, from the use of recycled and recyclable fibres to the selection of organic cotton, as well as having recognised certifications and standards to achieve the lowest possible environmental impact.

Below are the elements that distinguish La Sportiva clothing and its technical characteristics.



Recycled is the logo developed by La Sportiva to classify products containing materials derived from recycled plastic. To classify a product as "Recycled", the garment must be made of at least 85% recycled material.



EVO Shell is the membrane with the lowest environmental impact and a close-the-loop concept thanks to the technology provided by Sympatex. 100% from recycled, PFAS-PFC-free and single-material sources.



With a view to circularity, La Sportiva uses 100% recycled down in all its garments.

# CERTIFICATIONS & STANDARD



Since 2012, La Sportiva has been an official member [Bluesign SYSTEM PARTNER]. Since 2014, La Sportiva has been manufacturing products with Bluesign Approved materials meaning that a textile component or chemical substance fully meets the Bluesign® CRITERIA.



GOTS is the world's leading standard for the textile processing of organic fibres, incorporating ecological and social criteria, supported by independent certification of the entire textile chain. La Sportiva materials are GOTS.



All of La Sportiva's recycled fabrics are Global Recycled Standard certified. This allows greater reliability regarding the source of the raw material used.

La Sportiva also selects materials that are not certified by the main recognised bodies, but pays great attention to every aspect of selection, seeking high quality and process standards.

# APPAREL COMPOSITION

La Sportiva is committed to introducing materials from recycled sources and organic cotton into the clothing collection.

In addition, La Sportiva selects suppliers who meet high quality, environmental and social standards. Below is the composition of the different seasons.

| COLLECTION COMPOSITION | SEASONS    |            |             |            |
|------------------------|------------|------------|-------------|------------|
| TYPE OF MATERIAL       | FW22       | FW23       | SS22        | SS23       |
| <b>fabric</b>          | <b>92%</b> | <b>86%</b> | <b>100%</b> | <b>98%</b> |
| Polyester Recycled     | 23%        | 32%        | 20%         | 33%        |
| Polyamide              | 24%        | 15%        | 27%         | 19%        |
| Polyamide Recycled     | 16%        | 18%        | 13%         | 20%        |
| Polyester              | 16%        | 7%         | 19%         | 13%        |
| Organic Cotton         | 6%         | 6%         | 13%         | 8%         |
| Cotton                 | 5%         | 4%         | 6%          | 3%         |
| Other                  | 1%         | 2%         | 1%          | 2%         |
| Recycled Cotton        | 0%         | 1%         | 0%          | 0%         |
| <b>Insulation</b>      | <b>8%</b>  | <b>14%</b> | <b>0%</b>   | <b>2%</b>  |
| Syntetic Recycled PES  | 5%         | 11%        | 0%          | 2%         |
| Recycled Down          | 3%         | 4%         | 0%          | 0%         |
| Other                  | 1%         | 0%         | 0%          | 0%         |

|                                  | FW22       | FW23      | SS22      | SS23       |     |
|----------------------------------|------------|-----------|-----------|------------|-----|
| <b>TOTAL MATERIAL COLLECTION</b> | <b>111</b> | <b>85</b> | <b>98</b> | <b>103</b> |     |
| cotton                           | standard   | 3%        | 3%        | 3%         | 2%  |
|                                  | organic    | 24%       | 24%       | 24%        | 26% |
| polyester                        | standard   | 14%       | 9%        | 14%        | 2%  |
|                                  | recycled   | 53%       | 60%       | 53%        | 67% |
| other                            | -          | 4%        | 4%        | 4%         | 3%  |
| Bluesign material approved       | 60         | 47        | 39        | 52         |     |
| % materiali bluesign             | 54%        | 55%       | 40%       | 50%        |     |



*"Reducing our impact with virtuous best practices, always evaluating the sustainability of our choices and improving the quality of life of our community are values we have carried since 1928. They are passed on, strengthening from generation to generation within our family and influence our collaborators and external entities working with us.*

*We still have a long way to go, we are aware of that, but by working together in a sustainable direction, we can be agents of change and make a difference. And if we have learned anything from mountaineering, it is that no summit is impossible if you climb it together, roped together."*

*Lorenzo Delladio,  
CEO & Presidente*



# VALUE CHAIN

**SUCCESS IS THE ORIGIN OF A SOLID PARTNERSHIP  
OF TRUST AND RESPECT WITH ALL THOSE INVOLVED.**

# SUPPLY CHAIN

The heart and brain are in Val di Fiemme, where La Sportiva develops and prototypes cutting-edge products.

La Sportiva was born and raised as a footwear company, linked to "Made in Italy". La Sportiva's products have grown over time, introducing different types of footwear to meet specific demands, even going so far as to introduce clothing.

Some of La Sportiva's products are manufactured outside Italy, relying on manufacturers with highly specialised technologies, an advanced, favourable industrial environment and proximity to raw materials.

The footwear and textile sector in Asia reflects these characteristics and La Sportiva has strong partnerships with leading manufacturers and suppliers.

## CONTRACTUAL COMPLIANCE WITH SUPPLIERS AT LA SPORTIVA

During the contractual phase with suppliers of finished products, La Sportiva ensures compliance with essential environmental and social standards by incorporating mandatory clauses. These clauses help guarantee that our products meet high ethical standards. Main clauses include:

- » No forced labour is permitted.
- » No child labour is permitted.
- » No discrimination is permitted.
- » Salaries and benefits requirements.
- » Freedom of association and collective bargaining.
- » Working hours limits.
- » Disciplinary practices.
- » Health and safety measures.
- » Environmental requirements.
- » Compliance with RSL from La Sportiva.

## SUPPLIERS' FINISHED PRODUCT

## SEASON

### CATEGORY

### SS23

### FW23

#### Apparel

15

14

Asia

13

9

Europe

1

4

Africa

1

1

#### Footwear

4

4

Asia

2

2

Europe

1

1

Italy

1

1



# LA SPORTIVA NORTH AMERICA

La Sportiva N.A. plays an important role for La Sportiva. The headquarters is located in Boulder (Colorado, USA), a strategic area for the outdoor industry.

Thanks to the work of La Sportiva N.A., we are recognised in America as a company of quality and prestige in the outdoor industry.

For the year 2022, La Sportiva N.A. has started a process in the field of environmental impact, obtaining the «Climate Neutral» certification, renewing this commitment also for the year 2023. The activities carried out were to calculate the emissions linked to the business La Sportiva N.A., define reduction plans and offset the footprint with carbon credits, making a careful selection, supporting projects with a real environmental impact.

La Sportiva N.A. is a significant stakeholder for La Sportiva, for this reason there is a continuous dialogue on various topics and initiatives. In the image below, the La Sportiva N.A. team with the management team and ownership of La Sportiva.



# GLOBAL PRESENCE

La Sportiva distributes to 71 countries, through distributors and direct agents.

Over the years, a relationship of mutual trust has been established, guaranteeing solid stability for the distribution of La Sportiva products.

In addition, La Sportiva has assets:

**5**  
BRAND STORES



**8**  
FLAGSHIP SHOPS





# ENVIRONMENT

OUR CONSUMPTION, EMISSIONS, IMPACT ON THE ENVIRONMENT.



**The mountain is more  
than a place or a setting.  
Climbing high is an instinct,  
a vocation, a way of life.**

# ENERGY

92% of purchased electricity is certified with a Guarantee of Origin (GO), an electronic certification that attests the renewable origin of the sources. The remaining 8% is covered by self-generated energy through a solar panel system.

**In 2023, at the Ziano di Fiemme headquarters, the investment in renewable energy was made, covering all the roofs of the La Sportiva headquarters with photovoltaic panels. This investment has allowed us to increase peak power by 3.6x compared to the previous installation, guaranteeing coverage of electricity needs of approximately 40%.**

Thermal energy, thanks to the cooperation and proximity with the sawmill of Magnifica Comunità di Fiemme, meant it was possible to integrate part of the new production plant with Magnifica Comunità's district heated, biomass-fuelled plant, which meant thermal energy was obtained with reduced emissions.

To conclude, **54%** of La Sportiva's energy needs\* comes from renewable sources.

| ENERGY CONSUMPTION [%] | YEARS |      |
|------------------------|-------|------|
| TYPE                   | 2022  | 2023 |
| Fossil fuel            | 44%   | 46%  |
| Renewable              | 56%   | 54%  |

| ENERGY CONSUMPTION [MWh]           | YEARS        |              |
|------------------------------------|--------------|--------------|
| TYPE                               | 2022         | 2023         |
| <b>Electricity</b>                 | <b>1.636</b> | <b>1.639</b> |
| Hydroelectric                      | 1.492        | 1.507        |
| Solar panels                       | 145          | 132          |
| <b>Thermal energy</b>              | <b>1.952</b> | <b>2.414</b> |
| Methane                            | 1.571        | 1.874        |
| District heating (biomass-fuelled) | 381          | 539          |
| <b>Total</b>                       | <b>3.588</b> | <b>4.053</b> |

| ENERGY INTENSITY                              | 2022   | 2023   |
|---|--------|--------|
| energy consumed [kWh] / turnover              | 0,0285 | 0,0196 |
| energy consumed [MWh] / employees             | 9,3875 | 7,8173 |
| energy consumed [kWh] / production Ziano [n°] | 8,0054 | 7,4211 |

# EMISSIONS

Thanks to the use of energy from renewable sources and the partial use of thermal energy from the combustion of biomass used in the sawmill of Magnifica Comunità district heating system, indirect emissions are limited.

The energy objectives planned in the short term will lead to a significant reduction in emissions into the atmosphere, especially for the consumption of methane for the production of thermal energy.

The carbon footprint\*\* below refers only to direct and indirect consumption (Scope 1 + Scope 2). Only CO2 gas emitted into the atmosphere is taken into account.

Scope 3 will be included in the next budget, giving a complete overview of La Sportiva's global impact.

| TOTAL EMISSIONS IN tCO2            | YEARS      |            |
|------------------------------------|------------|------------|
| TYPE                               | 2022       | 2023       |
| <b>scope 1</b>                     | <b>515</b> | <b>468</b> |
| Methane                            | 291        | 238        |
| Diesel                             | 37         | 101        |
| Petrol                             | 187        | 130        |
| <b>scope 2</b>                     | <b>5</b>   | <b>6</b>   |
| District heating (biomass-fuelled) | 5          | 6          |
| <b>Total</b>                       | <b>520</b> | <b>474</b> |

| EMISSIONS INTENSITY                      | 2022   | 2023   |
|--|--------|--------|
| emissions [gCO2] / turnover              | 3,8177 | 2,8420 |
| emissions [tCO2] / employees             | 1,2581 | 1,1332 |
| emissions [tCO2] / production Ziano [n°] | 1,0729 | 1,0757 |

\*Energy consumption does not include the 4 La Sportiva shops, included in the next report.

\*\*For the calculation of greenhouse emissions, were used emission factors from ISPRA 2021 and DEFRA 2022.

# USE OF RESOURCES

La Sportiva is attentive to the use of raw materials, from the initial selection, to the production process and the final management of production waste.

For **internal production**, the main materials used to make climbing shoes and boots are leather and rubber.

FriXion® Eco is the contribution for circular production, while for the valorisation of waste, 99% is managed and recovered, giving it a second life thanks to transformation processes.

# 8%

## RUBBER CIRCULATION

[total FriXion® Eco gum used / total gum used]

FriXion® Eco is the type of rubber from production waste. Further information is given in the "product" section.

|                    | 2022    | 2023    |
|--------------------|---------|---------|
| TOTAL LEATHER [kg] | 141.214 | 141.088 |
| TOTAL RUBBER [kg]  | 295.633 | 314.690 |



## WASTE MANAGEMENT AND RECOVERY

The table describes the amount of waste handled at the plant in Ziano di Fiemme, 95% of which is considered "recoverable", meaning that the waste is processed or turned into a by-product.

| WASTE  | QUANTITY (kg)  |                |
|--|----------------|----------------|
| CATEGORY   | 2022           | 2023           |
| <b>Recovered (R)</b>   | <b>263.775</b> | <b>266.245</b> |
| <b>Normal</b>  | <b>224.365</b> | <b>229.950</b> |
| Rubber   | 134.180        | 134.200        |
| Wood   | 39.730         | 30.660         |
| Leather  | 20.850         | 18.170         |
| Paper and cardboard  | 16.490         | 21.795         |
| Other  | 13.115         | 25.125         |
| <b>Dangerous</b>   | <b>39.410</b>  | <b>36.295</b>  |
| Dust from filters  | 18.570         | 15.360         |
| Absorbents or filter materials containing hazardous substances | 13.650         | -              |
| Waste adhesives and sealants containing solvents               | 4.110          | 17.110         |
| Packaging containing residues of hazardous substance           | 2.750          | 3.450          |
| Other hazardous waste  | 330            | 375            |
| <b>Disposed (D)</b>  | <b>3.500</b>   | <b>280</b>     |
| Normal   | 3.500          | -              |
| Dangerous  | -              | 280            |
| <b>Totale rifiuti La Sportiva</b>                              | <b>267.275</b> | <b>266.525</b> |

## RESOURCES USED INTENSITY

|                                 | 2022   | 2023   |
|---------------------------------|--------|--------|
| Waste / production Ziano [kg]   | 0,5528 | 0,5875 |
| Leather / production Ziano [kg] | 0,2921 | 0,3101 |
| Rubber / production Ziano [kg]  | 0,6114 | 0,6917 |

# WATER AND AIR

## WATER

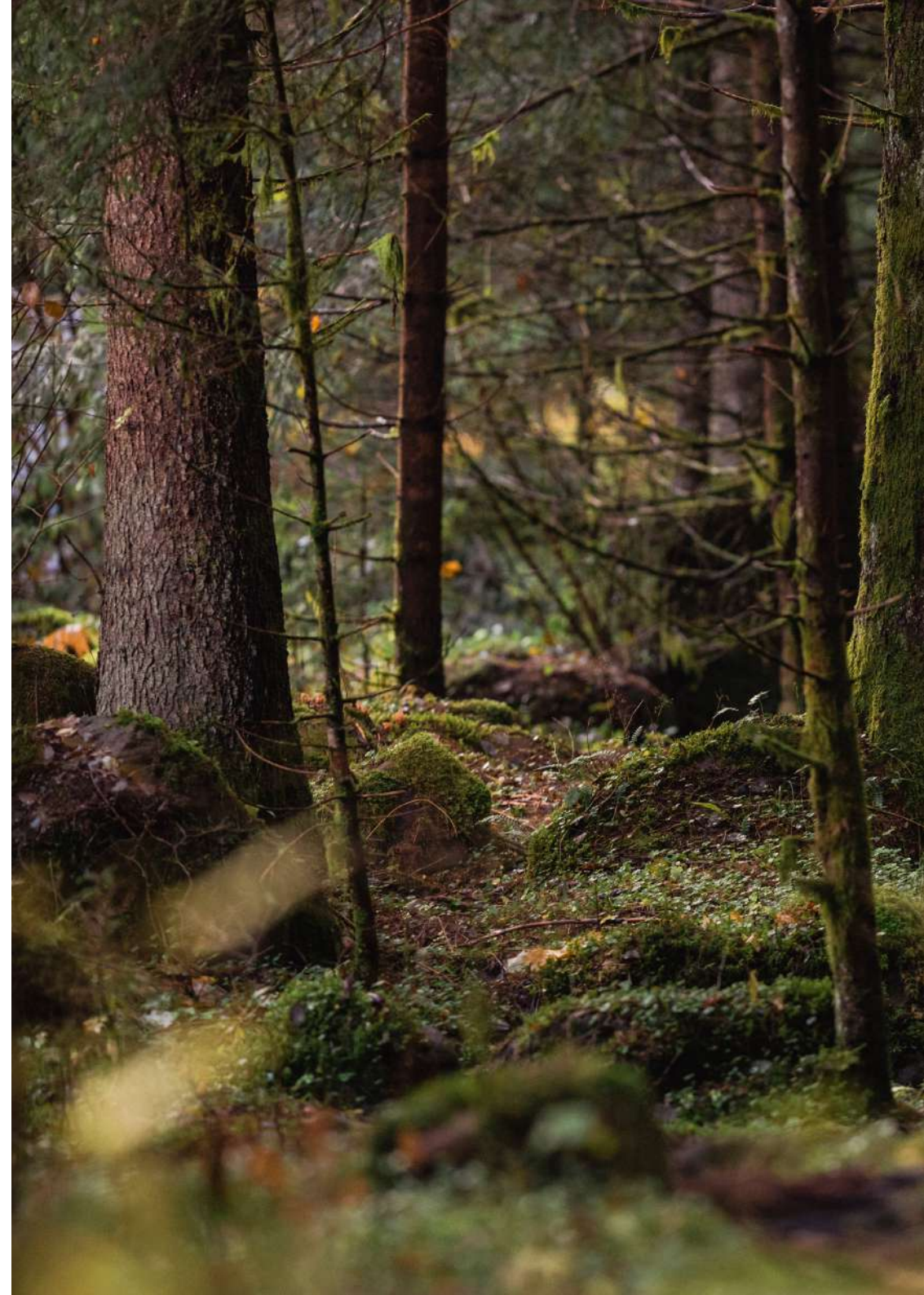
La Sportiva has minimal water consumption. The water used is not only for domestic use and dispersion, but process water is also used in an internal washing machine which optimises the incoming water, activating a closed cycle. Subsequently, the process water is managed as waste and not dispersed into the environment.

| WATER CONSUMPTION BY TYPE [Mc] | 2022     | 2023     |
|--------------------------------|----------|----------|
| Process water [Mc]             | 2,40     | 2,40     |
| Civil uses [Mc]                | 3.608,00 | 4.816,00 |
| Soil Dispersion [Mc]           | 1.110    | 1.000    |
| TOTAL [Mc]                     | 4.720,40 | 5.816,40 |

| ANNUAL WATER USAGE                                      | 2022 | 2023 |
|---|------|------|
| Annual plant water usage [l/n° shoes produced at Ziano] | 7,47 | 8,25 |
| Square metres of green space at Ziano di Fiemme         | 885  | 885  |
| Annual water usage on green spaces [l/sqm green spaces] | 1,25 | 1,23 |

## AIR

La Sportiva uses a Volatile Organic Compounds treatment plant, which in turn uses a regenerative thermal oxidizer, which, by means of a zeolite rotor, purifies the process air, guaranteeing a high amount of safety for workers and avoiding the dispersion of pollutants into the environment.





# PEOPLE & COMMUNITY

#WEARELASPORTIVA



**“The evolution of a product is always a matter of intuition, sensitivity and perception of the athletes and at the same time research work within the company. It is a team effort”**

Giulia Delladio,  
Corporate Marketing Director

# LA SPORTIVA PEOPLE

**489**  
LA SPORTIVA PEOPLE



EMPLOYEES BY  
AGE GROUP

**28%**  
<30 YEARS

**53%**  
30 - 50 YEARS

**19%**  
> 50 YEARS

At La Sportiva, the culture of the "entrepreneurial employee" is promoted, according to which every single employee, regardless of their job title and level, is encouraged to feel and experience the company as their own, so that they are spurred on to devote commitment and passion to work. They are expected to employ method, care, respect and attention in the performance of their work, acting collaboratively to achieve excellent levels of quality and performance.

This is a way to increase each employee's sense of responsibility and belonging, so that they feel part of a team path aimed at achieving results that go far beyond the strictly economic ones.

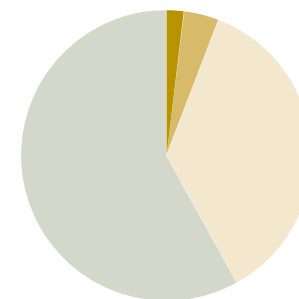
From the beginning, the company management has invested in the development of staff, aware that entrepreneurial success is based on the satisfaction, serenity and trust placed in employees. Thanks to a positive working environment it is possible to express ingenuity and creativity, cultivate productive skills with tenacity and commitment, overcome obstacles and innovate with perseverance.

## BREAKDOWN BY GENDER

**54%** WOMEN

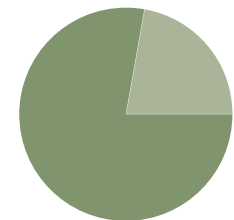
**46%** MEN

## LA SPORTIVA PEOPLE BY CATEGORY



- 2% DIRECTORS
- 4% MANAGERS
- 36% OFFICE STAFF
- 58% FACTORY STAFF

## LA SPORTIVA DIRECTORS



- 22% DIRECTOR FEMALE
- 78% DIRECTOR MALE

# LA SPORTIVA PEOPLE

In line with its desire for continuous growth, La Sportiva continues to invest in staff, aiming to increase the skills and number of employees in both the production and clerical departments. In general, the company also sees a 6.5 percent growth in staff for 2023, of which about 80 percent are new specialised figures to support the office staff.

After all, the turnover levels relate to the dynamics dictated by the management of the retail network, which includes five proprietary stores that are subject to seasonal dynamics.

The company's objective remains that of creating a youthful environment, of exchange and valorisation of people that favours stabilisation, thus guaranteeing organisational growth that is sustainable in the long term, meeting people's needs with a view to work-life balance [see the growth of part-timers by 42%].

## LA SPORTIVA PEOPLE

## YEARS & GENDER

| STRUCTURE                        | 2022       |            |            | 2023       |            |            |
|----------------------------------|------------|------------|------------|------------|------------|------------|
|                                  | FEMALE     | MALE       | TOT        | FEMALE     | MALE       | TOT        |
| <b>category</b>                  | <b>261</b> | <b>198</b> | <b>459</b> | <b>263</b> | <b>226</b> | <b>489</b> |
| directors                        | 2          | 7          | 9          | 2          | 7          | 9          |
| managers                         | 2          | 16         | 18         | 4          | 18         | 22         |
| office staff                     | 80         | 76         | 156        | 81         | 95         | 176        |
| factory staff                    | 177        | 99         | 276        | 176        | 106        | 282        |
| <b>contract type</b>             | <b>261</b> | <b>198</b> | <b>459</b> | <b>263</b> | <b>226</b> | <b>489</b> |
| temporary                        | 41         | 22         | 63         | 40         | 38         | 78         |
| permanent                        | 220        | 176        | 396        | 223        | 188        | 411        |
| <b>contract hours</b>            | <b>261</b> | <b>198</b> | <b>459</b> | <b>263</b> | <b>226</b> | <b>489</b> |
| full-time                        | 231        | 190        | 421        | 225        | 210        | 435        |
| part-time                        | 30         | 8          | 38         | 38         | 16         | 54         |
| <b>age distribution</b>          | <b>261</b> | <b>198</b> | <b>459</b> | <b>263</b> | <b>226</b> | <b>489</b> |
| <30                              | 92         | 52         | 144        | 75         | 64         | 139        |
| 30-50                            | 139        | 96         | 235        | 153        | 106        | 259        |
| 50>                              | 30         | 50         | 80         | 35         | 56         | 91         |
| <b>distribution by seniority</b> | <b>261</b> | <b>198</b> | <b>459</b> | <b>263</b> | <b>226</b> | <b>489</b> |
| 0-5                              | 148        | 100        | 248        | 146        | 128        | 274        |
| 10-15                            | 30         | 21         | 51         | 30         | 19         | 49         |
| 5-10                             | 48         | 40         | 88         | 49         | 41         | 90         |
| over 15                          | 35         | 37         | 72         | 38         | 38         | 76         |
| <b>Total turnover</b>            |            |            |            |            |            |            |
| employed                         | 73 (*17)   | 46 (*14)   | 119 (*31)  | 70 (*21)   | 63 (*20)   | 133 (*41)  |
| ceased                           | 45 (*12)   | 28 (*13)   | 73 (*25)   | 68 (*24)   | 35 (*10)   | 103 (*34)  |

\*of which seasonal retail

**2022**

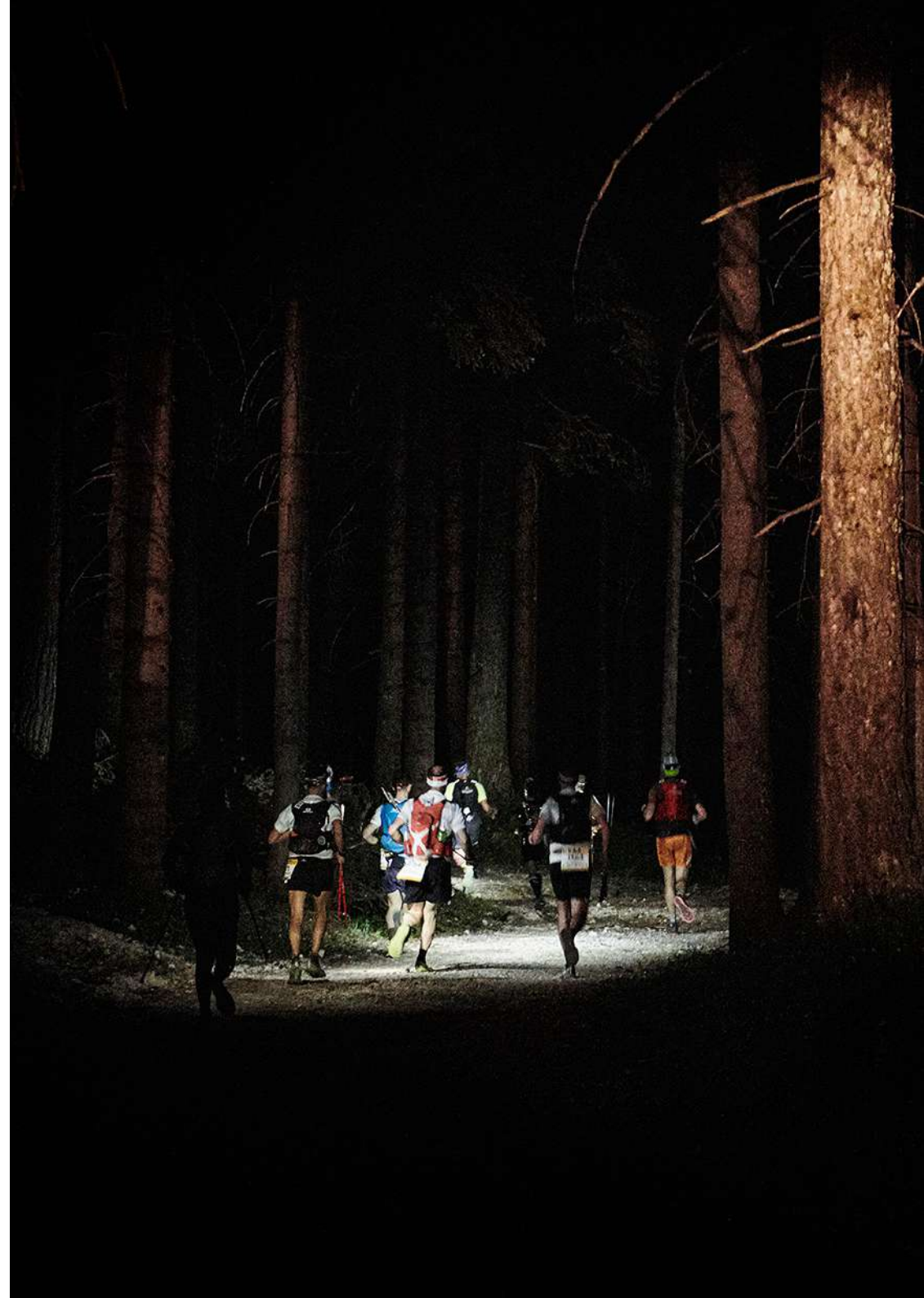
|                   | <b>FEMALE</b> | <b>MALE</b> | <b>TOT</b>    | <b>&lt; 30</b> | <b>30 - 50</b> | <b>&gt; 50</b> |
|-------------------|---------------|-------------|---------------|----------------|----------------|----------------|
| Average year      | 35            | 40          | <b>37</b>     |                |                |                |
| Average seniority | 6             | 8           | <b>7</b>      |                |                |                |
| Positive turnover | 25,11%        | 19,16%      | <b>22,56%</b> | 28,57%         | 20,71%         | 7,89%          |
| Negative turnover | 14,80%        | 8,98%       | <b>12,31%</b> | 17,53%         | 9,60%          | 5,26%          |

**2023**

|                   |        |        |               |        |        |        |
|-------------------|--------|--------|---------------|--------|--------|--------|
| Average year      | 36,75  | 39,71  | <b>37,26</b>  |        |        |        |
| Average seniority | 6,64   | 7,53   | <b>7,05</b>   |        |        |        |
| Positive turnover | 19,92% | 23,37% | <b>21,4%</b>  | 29,65% | 16,44% | 12,82% |
| Negative turnover | 17,89% | 13,59% | <b>16,05%</b> | 17,44% | 14,61% | 21,43% |

**PARENTAL LEAVE**

|   | <b>2022</b>   |             | <b>2023</b>   |             |      |
|---|---------------|-------------|---------------|-------------|------|
|   | <b>FEMALE</b> | <b>MALE</b> | <b>FEMALE</b> | <b>MALE</b> |      |
| Employees who are entitled to and have taken parental leave   | 8             | 0           | 16            | 1           | 17   |
| Employees who returned to work during the reporting period at the end of parental leave   | 5             | 0           | 12            | 1           | 13   |
| Total number of employees who returned to work at the end of parental leave and who were still employed by the organisation 12 months after returning to work | 6             | 0           | 12            | 1           | 13   |
| Return to work rates of employees who have taken parental leave   | 100%          | na          | 75%           | 100%        | 76%  |
| Retention rates of employees who have taken parental leave  | 80%           | na          | 100%          | 100%        | 100% |



# HEALTH AND SAFETY



The **health and safety** of La Sportiva's people are priorities in determining organisational choices and culture.

The primary objective is to achieve zero accidents by defining a series of operational guidelines and actions to coordinate initiatives and actions on all La Sportiva facilities and to stimulate a proactive attitude towards safety.

Among the main activities that are constantly being updated are the assessment of related risks and their mitigation, with short and long-term actions, which includes continuous training and information, supervision and control activities to ensure compliance with company directives, the delivery and use of Personal Protective Equipment [PPE], and maintenance on machinery and equipment.

La Sportiva is working with the **QEHS** department [Quality, Environment, Health, Security] in developing guidelines on health and safety and risk management in the company's buildings and production sites. For this, La Sportiva has adopted **Integrated Management Systems** in accordance with UNI EN ISO 45001, UNI EN ISO 9001 and UNI EN ISO 14001 standards.

Since 1997, La Sportiva has had an occupational health and safety management system certification process in place to ensure that all La Sportiva employees are covered by an occupational health and safety management system.

## Medical Supervision

La Sportiva constantly monitors the company's health situation through the supervision of the Occupational Doctor. In fact, all La Sportiva employees, once hired, are subject to a medical examination.

The examination is repeated at a frequency defined by the referring doctor and the QEHS department, based on the relevant risk assessment for the specific employee. In addition, workers exposed to chemical risks undergo annual blood tests.

## Training

Training and the provision of information to employees is fundamental to La Sportiva to enable people, in the performance of their duties and tasks, to adopt the utmost care and diligence in aspects related to their own health, safety and that of others. In 2023, 1511 hours' worth of training were provided to 169 employees.

In order to create a proper safety culture and awareness from the very first day on the job, the QEHS department provides specific training to all new employees, with a special focus on the main risk areas related to their job.

## Accidents / Illnesses

In 2023, there were no deaths, no occupational accidents with serious consequences and no occupational illnesses. This confirms La Sportiva's commitment to health and safety, continuing with an approach of continuous improvement and attention to workers.

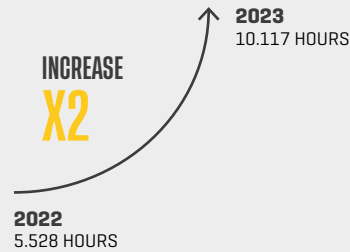
Occupational health and safety indicators for employees

**Recordable occupational accident rates:**



Value calculated as:  
[total number of recordable accidents/total number of hours worked]\*1,000,000.

# PEOPLE DEVELOPMENT



2023 is characterised as a year in which the training and development of people, which has always been in La Sportiva's Respect DNA, has been placed at the centre. This is evidenced by the doubling of the number of training hours carried out, which equates to more than three times the economic investment compared to the previous year.

The company training plan was expanded in many directions, first of all with respect to the different training needs in the technical-specialist field for each company area. While continuing to ensure coverage of the mandatory training needs in the areas of safety and compliance, a training package was expanded for all new recruits to facilitate **onboarding** and ease their entry into the Company. Investment in soft skills and the use of digital tools saw a natural continuation in the perspective of continuous updating.

The protagonist of the 2023 training plan was certainly managerial training, which at La Sportiva meant the **ad hoc** construction of common but differentiated development paths for three different groups of figures: young talents, newly appointed managers, middle management. The contents and narratives of the courses were entirely declined in the light of the company's values and aimed at sharing - culturally as well as technically - knowledge and styles in order to act out the belonging to the company and support the personal and role evolution of the 75 participants in total, also accompanying in this way the growth that La Sportiva has been experiencing in recent years.

Last but not least, special attention was paid to meetings aimed at telling and sharing the internal culture, La Sportiva's authentic and genuine heritage and promoted through the narration of Mission, Vision, Purpose and projects aimed at bringing our values to life. Completing the picture there is training for the entire company staff on the La Sportiva products.

## Breakdown of training hours by course type

| TRAINING CATEGORY                     | 2023          |            |
|---------------------------------------|---------------|------------|
|                                       | HOURS         | %          |
| <b>MANAGERIAL - INDIVIDUAL MASTER</b> | <b>3.870</b>  | <b>38%</b> |
| MANAGERIAL                            | 3.173         |            |
| MARKETING                             | 224           |            |
| LOGISTICS                             | 135           |            |
| HR                                    | 123           |            |
| IT                                    | 112           |            |
| PROJECT MANAGEMENT                    | 104           |            |
| <b>TECHNICAL-SPECIALIST</b>           | <b>1.901</b>  | <b>19%</b> |
| OPERATIONS                            | 1.076         |            |
| EXCEL                                 | 504           |            |
| PRODUCT                               | 307           |            |
| QEHS                                  | 6             |            |
| HR                                    | 5             |            |
| LEGAL                                 | 2             |            |
| <b>SAFETY</b>                         | <b>1.511</b>  | <b>15%</b> |
| SAFETY                                | 1.511         |            |
| <b>INTERNAL CULTURE</b>               | <b>1.273</b>  | <b>13%</b> |
| CORPORATE VALUES                      | 760           |            |
| HR                                    | 348           |            |
| CYBERSECURITY                         | 165           |            |
| <b>INDUCTION</b>                      | <b>890</b>    | <b>9%</b>  |
| IT                                    | 536           |            |
| INDUCTION                             | 354           |            |
| <b>SOFT SKILLS</b>                    | <b>628</b>    | <b>6%</b>  |
| LANGUAGES                             | 424           |            |
| COMMUNICATION                         | 204           |            |
| COMPLIANCE                            | 45            |            |
| GDPR                                  | 45            |            |
| <b>Total training hours</b>           | <b>10.117</b> |            |

## Average hours of training by category and gender (h/participant)

| CATEGORY CLASSIFICATION | 2022   |       |              | 2023   |       |              |
|-------------------------|--------|-------|--------------|--------|-------|--------------|
|                         | FEMALE | MALE  | TOT          | FEMALE | MALE  | TOT          |
| Directors               | 25,63  | 99,50 | <b>78,39</b> | 164,25 | 5,67  | <b>34,50</b> |
| Managers                | 4,50   | 31,44 | <b>28,44</b> | 37,62  | 60,64 | <b>56,64</b> |
| Office staff            | 19,49  | 19,37 | <b>19,42</b> | 32,79  | 35,85 | <b>34,41</b> |
| Factory staff           | 13,03  | 9,82  | <b>11,76</b> | 9,31   | 20,50 | <b>14,18</b> |

# WELLNESS & WELFARE

The wellbeing of employees is a subject close to La Sportiva's heart. We believe that working in an environment where one is comfortable, and in which one has lasting and genuine bonds, can affect the overall productivity of the company. Having engaged and motivated people who are passionate about the product can only have positive consequences in any kind of work.

Since 2017, La Sportiva has joined the corporate welfare plan, promoted by the #WelfareTrentino network, offering its employees an annual budget to be spent via a dedicated platform.

Within the welfare initiatives to support employees there are also:

- Sanimoda Integrated Health Care Fund.
- Meal voucher.
- Flexible working.
- Production bonus



**«We want to create an engaging working environment and instil a team atmosphere and product culture»**

Romina Pinamonti,  
HR Director

# ENGAGEMENT & CORPORATE CULTURE

To foster mutual understanding, promote the activities of DNA La Sportiva and thus foster engagement and retention, various recreational initiatives for staff were promoted and expanded alongside welfare activities, ranging from sports courses, outdoor activities and cultural evenings.

Climbing, yoga, ski mountaineering, cross-country skiing, pre-skiing/total body, sunrise and sunset hikes, and via ferrata hikes were therefore organised at no cost or at a highly discounted price. In addition, cultural evenings promoting mountain safety, financial-insurance education and evenings of confidential meetings and dialogue with La Sportiva ambassador athletes.

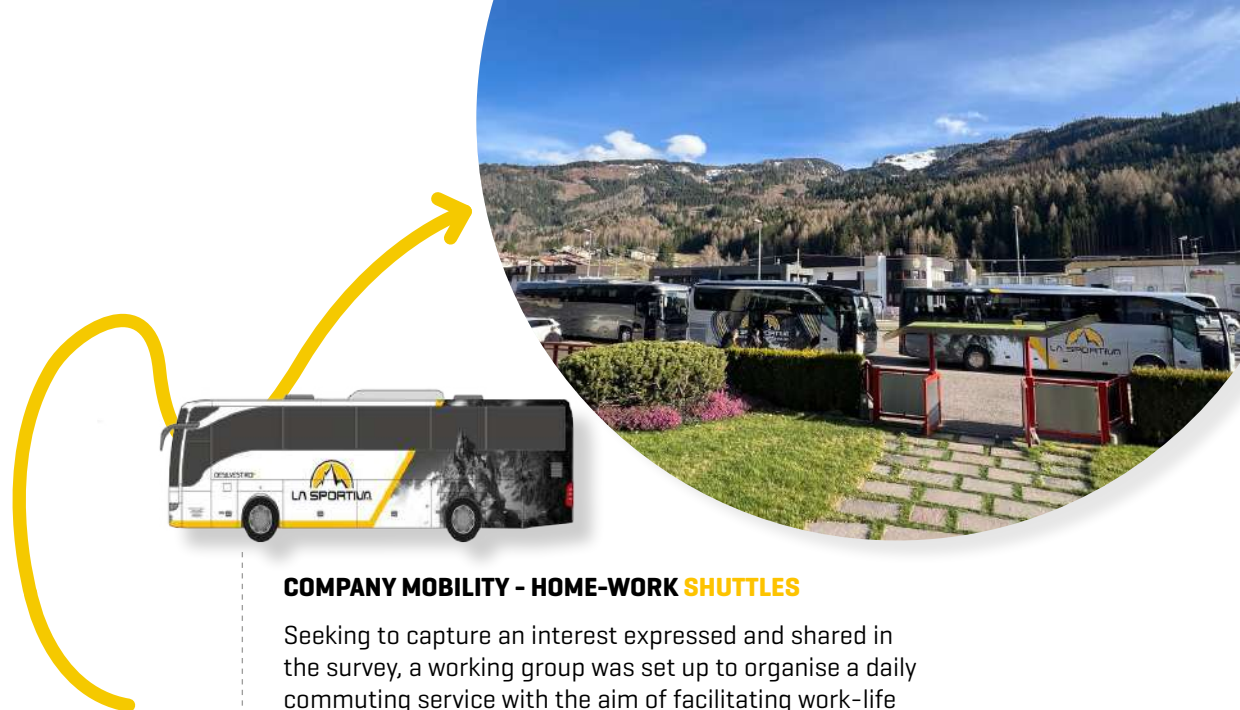
In addition to these activities, La Sportiva has always favoured the participation of its employees in the events it organises internally both on the business side and specifically for its own staff. The company also encourages and promotes participation in a number of climbing, ski mountaineering and mountain running sports competitions that it sponsors, offering registration to internal staff eager to get involved.

All these initiatives are therefore motivated not only by a strong interest in bringing people closer to the mountains, but also by an equally strong interest in offering training/information tools for private life and in promoting an active life devoted to sport, testifying to an all-round focus on people.



# WORK-LIFE BALANCE, SUSTAINABLE MOBILITY & WORKING HOURS CHANGE

With the aim of making La Sportiva a place of work that increasingly coincides with the work-life balance needs of its internal staff, in November 2022 the company formalised to all its employees its intention to invest heavily and across the board in various welfare projects. In order to understand sensitivities and the priorities for action, a wide-ranging internal survey was carried out, in which almost all employees took part, and from the results of which came the initiatives that we report below, and which to date affect the constant growth of welfare initiatives for La Sportiva employees.



## **COMPANY MOBILITY - HOME-WORK SHUTTLES**

Seeking to capture an interest expressed and shared in the survey, a working group was set up to organise a daily commuting service with the aim of facilitating work-life balance, reducing CO2 emissions, reducing traffic and parking difficulties in the industrial area of Ziano di Fiemme, and reducing the daily risk associated with commuting. The service became operational on 1 July 2023 and to date more than 100 people travel to work using the service daily.

## **WORKING HOURS - REVISIONS AND INCREASE IN FLEXIBILITY / PAID TIME OFF FOR MEDICAL APPOINTMENTS**

A second round of discussions saw the company involved in revising the working hours of production personnel at the Ziano di Fiemme site and increasing the flexibility allowed for clerical staff. The review led production personnel to start 30 minutes one hour earlier in the morning (7.30 a.m.) and to the reduction to one hour of the lunch break, with the consequent daily exit at 4.30 p.m., resulting in less overall time spent in the company during the day. For clerical staff, the flexibility of entry in the morning was increased, making it between 7.30 and 9.00 a.m., with consequent possible exit between 4.00 and 7.00 p.m. to complete the 8-hour working day.

Lastly, for everyone, paid leave for medical examinations not deducted from the individual leave total of 8 hours/year was recognised from 01/01/2023 as the outcome of the round table on the subject.

# OUR CONTRIBUTION FOR AND WITH COMMUNITIES

**OUR VOLUNTARY CONTRIBUTION, FOR A POSITIVE SOCIAL AND ENVIRONMENTAL IMPACT.**



La Sportiva has been a founding member of FiemmePER Fondazione ETS since 2021. Lorenzo Delladio is the current vice-president.

The Foundation, whose membership includes not only the 14 founders but also more than 50 companies, cooperatives, banks and professionals from the region, was created as a social infrastructure that aims, with its projects and services, to promote development and territorial competitiveness.

**The FiemmePER programme is based on an integrated vision of the various factors that contribute to the sustainable development of Val di Fiemme, which has become a natural laboratory for social, economic and cultural innovation with a high positive impact.**

Thanks to the support of its members and staff, initiatives were launched in the year 2023 in the areas of:

- **Living:** with the development of an urban renewal project
- **Energy:** with the creation of an Energy Community in cooperative form
- **Mobility:** with the creation of a working group aimed at defining studies and best practices
- **Environment:** supporting the Magnifica Comunità di Fiemme on projects to enhance ecosystem services
- **Co-working spaces:** opening of a co-working space in Ziano
- **FiemmeLAB:** a think tank with young people from the area
- **Fiemme Academy:** community academy aimed at creating training and information moments on the topics of the 2030 agenda, enterprise and entrepreneurship.

For more details on the foundation, please visit: <https://fiemmeper.it/>



Part of the commitment with 1% for the Planet is a four-year partnership between La Sportiva and the Società Alpinisti Tridentini (SAT), the Trentino section of the CAI, which began in 2020, with the aim of enhancing and upgrading the local area. La Sportiva, in the role of Technical Partner, will allocate resources to all SAT activities and in particular to projects with a positive environmental impact.



Cooperativa Samuele

Project aimed at bringing people in difficulty into the world of work. Cooperativa Samuele enables people of all ages to produce special objects made from waste materials provided by La Sportiva.



Since 2013, La Sportiva has been a member of EOCA (European Outdoor Conservation Association), which funds projects around the world aimed at conserving endangered territories, habitats and species, to which it has been donating a percentage of the proceeds of Black Friday since 2018.



In 2019, the company made its environmental commitment official by becoming a member of the organisation 1% For the Planet, which plans to allocate at least 1% of its Apparel turnover annually to environmental projects and causes.

## Other supported associations:

- LILT Italian League for the Fight against Cancer
- The Fairy Children (people with autism)
- Sportabili Onlus Predazzo



# GOVERNANCE

WE DO BUSINESS BY LOOKING TO THE FUTURE WITH RESPONSIBILITY

# A COMMITTED LEADERSHIP TEAM

*"As La Sportiva charts a course through ever-shifting market landscapes, our management team is evolving, embracing new talent whose fresh perspectives, alongside the essential contributions of our veteran team members, help us advance our journey and stay true to ourselves. Our leadership remains committed to ongoing innovation, but is also determined to drive our core business priorities in sync with our dedication to sustainability. Our team is dedicated to reinforcing our brand's position in a rapidly changing environment, because our goal is to make sure La Sportiva continues to deliver durable, cutting-edge products designed to withstand the most technical demands in the most challenging conditions. Craft outstanding products, encourage the curious, please the enthusiasts, love and respect our mountain home, that's our sum-up."*

Marcello Faagrossa,  
direttore generale



# THE GOVERNANCE SYSTEM

La Sportiva S.p.A. is a family business. Lorenzo Delladio, president and CEO, together with the fourth generation represented by his sons Giulia and Francesco, implement daily with passion, foresight and respect choices that follow a well-defined company policy, paying attention to the economic sustainability of the company and the current and potential social and environmental impact.

In addition, La Sportiva's governing team also includes involvement from corporate stakeholders, with La Sportiva supervising impact activities in agreement with the area of interest contacts.

## BOARD MEMBERS

**3**  
EXECUTIVE

**1** FEMALE

**2** MALE

**2** 30 - 50 YEARS

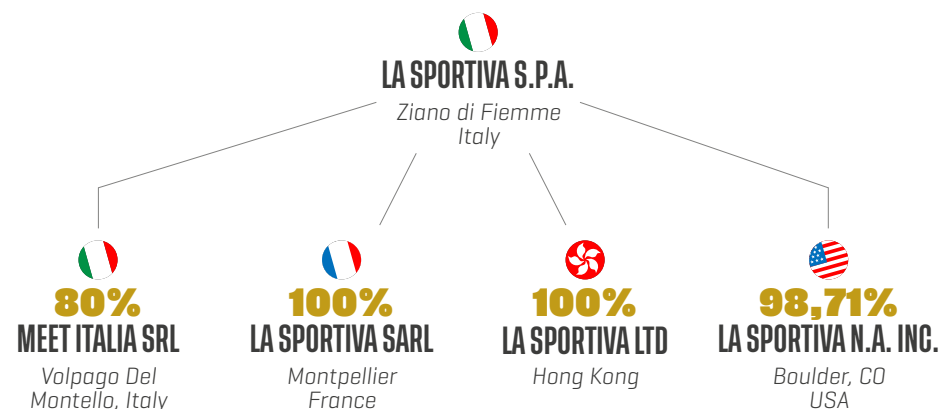
**1** > 50 YEARS

## BOARD OF DIRECTORS

Lorenzo Delladio - President  
Giulia Delladio - Director  
Francesco Delladio - Director

## BOARD OF AUDITORS

Paolo Giovanni Bortolotti - Auditor chairman  
Edgardo Moncher - Auditor  
Giorgio Barbacovi - Auditor



La Sportiva S.p.A. adopts the traditional governance model in which the Board of Directors is central, flanked by the Board of Statutory Auditors, which carries out supervisory activities. This structure guarantees agility and dynamism.

This system of governance has been active since July 2021.

In 2022, La Sportiva appointed a new Supervisory Board more closely aligned with the current organisational structure. During 2022 and 2023, auditing activities were carried out to assess and review adherence and compliance with policies and commitments.

# COMPANY POLICY

La Sportiva S.p.A. considers customers' full satisfaction to be the main objective and the basis of its activity, all whilst respecting the environment that surrounds us, with collaborators and staff who contribute to the sustainability and success of the company.

For this reason, La Sportiva, through its integrated management system, has developed its **company policy**.

All the processes required to manufacture our products are periodically audited, and for each of these processes we set performance indicators, continually setting ourselves targets for improvement. We take care to provide the company with the necessary resources in terms of quantity and quality, as well as human resources, information and training, infrastructure and working environment. This is the only way we can be sure to provide our employees with the motivation and tools they need to produce the products that come to you.

Our goal is to produce quality by making our company a place where people work with satisfaction and identify with their tasks. We do this by providing all employees with education and training on safety, environment, quality and waste so that they can fulfil their duties and responsibilities.

Therefore, being in possession, like La Sportiva S.p.A., via Ischia 2, Ziano di Fiemme [TN], of certification according to UNI EN ISO 9001, 14001 and 45001, is for us a reason for constant and progressive commitment to improving our performance both in respect of procedures and processes, respect for the environment and prevention against accidents and occupational illnesses.

Lastly, La Sportiva systematically implements the principles and provisions laid down in the documents of the organisational model of management and control pursuant to Legislative Decree 231/2001 and subsequent amendments and supplements concerning the company's administrative liability.

We have done all this out of passion, in the knowledge that the adoption of an Integrated Quality, Environment, Health and Security Management System will bring real benefits to all interested parties: to our customers, to our suppliers, to La Sportiva and its staff, and ultimately to the entire community in which our company operates.



POLICY APPLICATION  
La Sportiva®

# CODE OF ETHICS

La Sportiva S.p.A. pays great attention to the ethical aspects of business and considers legality and fairness as indispensable conditions for carrying out its business activities. In offering its services, La Sportiva S.p.a. intends to comply not only with the laws and provisions in force, but also with the inspiring principles and high ethical standards that are set out in this Code of Ethics.

Ethics in business activity is in fact an approach of fundamental importance for the proper functioning and credibility of the Company towards customers, suppliers, shareholders and, more generally, towards the entire economic context in which it operates.

La Sportiva S.p.A. intends to turn the knowledge and appreciation of the ethical values to which it relates into a competitive advantage, values that must not remain stated at a formal level, but must be operationally translated into conduct and behaviour by all addressees.

The Company has therefore decided to adopt a precise Code of Ethics and Conduct (hereinafter referred to as the "Code of Ethics" or "Code"), in order to confirm and set out in a document the principles of fairness, loyalty, integrity and transparency of behaviour, of the way it operates and of the conduct of relations both internally and with third parties. This document must serve as a reference for all procedures, policies, guidelines, contractual relationships adopted by the Company.

"Addressees" of the Code of Ethics are those who work for La Sportiva S.p.A.: employees, directors, control bodies as well as internal and external collaborators who contribute to the achievement of the Company's objectives within the scope of its management and supervision.

These individuals are therefore required to be familiar with the content of the Code of Ethics and to contribute to its implementation and the dissemination of the principles it develops. The rules contained in the Code of Ethics supplement the conduct that the Addressees are required to observe by virtue of the laws, civil and criminal, and regulations in force, and the obligations laid down in collective bargaining. In no way can the conviction of acting to the advantage of La Sportiva S.p.A. justify the adoption of conduct contrary to these principles. Recipients of the Code of Ethics, who violate its rules, damage the relationship of trust with the Company, causing it harm, and will be subject to the sanctions provided for.

The application of the Code of Ethics is delegated to the Administrative Body, which avails itself of the company structures and, for control purposes, of the Supervisory Board established pursuant to Legislative Decree 231/2001.



CODE OF BUSINESS ETHICS  
La Sportiva®

Complaints or reports can be reported by all La Sportiva employees using the form "Worker Participation and Consultation", drawn up in compliance with Article 15 paragraph r, Legislative Decree 81/08. Reports are collected in different areas of La Sportiva's premises, also allowing for the handling of anonymous complaints.

In addition, to request clarifications and raise concerns, the company has adopted a whistleblowing procedure.

With regard to the management of personal data, the company has adopted regulations and policies aimed at ensuring respect for the privacy of its employees, customers, suppliers and any other interested parties. It is possible for the data to be subject to exercise, at any time, vis-à-vis La Sportiva the rights provided for in Regulation 2016/679 listed on the dedicated page, by sending a request in writing to the email address [gdpr@lasportiva.com](mailto:gdpr@lasportiva.com).



PRIVACY POLICY  
La Sportiva®

# APPENDIX

# MATERIAL TOPICS

| La Sportiva Pillars | Material Topic                                    | Description of the environmental, social and economic impact generated by La Sportiva  | Type of impact                                   |
|---------------------|---|--|--|
| Environment         | Climate change & energy efficiency                | 56% energy utilisation (thermal & electrical). Short-term investment in renewable energy sources.<br>--<br>In the process of gathering information and dialogue with major suppliers for a transition to energy-efficient and less energy-consuming applications.  | Positive - current<br>--<br>Negative - current   |
|                     | Circular economy, material use and waste          | La Sportiva implements processes to recover production waste to obtain material used inside the shoe. Introduction of recycled materials in the new seasons. Application of eco-design (single-components).<br>--<br>Inclusion of additional materials from recycled sources through research and development                      | Positive - current<br>--<br>Positivo - potential |
|                     | Water & air                                       | Effective management of water resources and air treatment at La Sportiva production sites.<br>--<br>Collecting information to assess water and air pollution impacts   | Positive - current<br>--<br>Negative - current   |
| Governance          | Economic sustainability                           | Positive and organic growth ensuring economic stability for business development and investments in social and environmental issues.   | Positive - current                               |
| People & community  | Social and economic impact on the local territory | La Sportiva remains anchored and linked to Val di Fiemme and Italy. The impact generated in the local area is significant, employing more than 450 people and continuing to invest in new infrastructure.  | Positive - current                               |
|                     | Industrial/local collaborations                   | Part of La Sportiva's DNA is synergy with the local area, with a close dialogue and mutual support with the area; from these ties FiemmePER was born. La Sportiva is an active participant in trade and industry associations, taking an active part in the development of the sector and the Trentino region.                     | Positive - current                               |
|                     | Health and safety                                 | Implementation of an integrated management system including the three main ISO 9001, 14001, 45001... ensuring maximum safety and health in the working environment.<br>--<br>Incidents of accidents, injuries and illnesses at work, with possible negative impacts on the health and safety of the workforce. Zero injury target. | Positive - current<br>--<br>Negative - current   |
|                     | Employee Training                                 | 5528 hours of training provided, the aim is to develop human capital by guaranteeing the company up-to-date, prepared and qualified figures  | Positive - current                               |
|                     | Employee welfare                                  | Involvement of the entire company in engagement activities and company culture. Benefits and extended welfare to better satisfy La Sportiva people.  | Positive - current                               |

# MATERIAL TOPICS

| La Sportiva Pillars | Material Topic                                 | Description of the environmental, social and economic impact generated by La Sportiva   | Type of impact                                   |
|---------------------|--|---|--|
| People & community  | Employee welfare                               | Involvement of the entire company in engagement activities and company culture. Benefits and extended welfare to better satisfy La Sportiva people.   | Positive - current                               |
|                     | Diversity and inclusion                        | Application of good practices for diversity and inclusion<br>--<br>In the process of collecting information on the management of the material issue by suppliers.   | Positive - current<br>--<br>Negative - current   |
| Product             | Innovation                                     | Continuously searching for new production methods and materials with less environmental impact. Resole platform for Approach models and Recycled materials increasingly present. A clear and well-defined product development philosophy. | Positive - current                               |
|                     | Company industrial development                 | Energy efficiency and use of renewable energy. Introduction of innovative machinery to support production and product quality.  | Positive - current                               |
|                     | Product quality and safety                     | In the product development phase, highly technical characteristics are respected, thanks to a careful choice of materials, respecting RSL and implementing specific production processes  | Positive - current                               |
|                     | Marketing and labels                           | By providing the necessary information to evaluate a product, consumers will be able to make an informed choice and understand La Sportiva's commitment to sustainability through concrete communication.                                 | Positive - potential                             |
|                     | Product end-of-life                            | Making our resoleable products accessible to more markets. Including more and more fabrics from recycled and natural sources for easier recycling.  | Positive - current                               |
| Value chain         | Social / environmental assessment of suppliers | Have an ongoing dialogue with suppliers to assess progress in the environmental and social fields.<br>--<br>Difficulties in defining progress in some areas, e.g. human rights at Asian suppliers.  | Positive - current<br>--<br>Negative - potential |

# GRI INDEX

Statement of use: La Sportiva has reported in accordance with the GRI Standards for the period 01.01.2023 – 31.12.2023.

GRI 1: Foundation 2021

Applicable GRI Sector Standard[s]: -

| Pillars   | Material topic | GRI standard   | Location/note   | Requirement omitted | Omitted reason                     | Explanation   |
|---|----------------|--|---|---------------------|------------------------------------|---|
| <b>THE ORGANIZATION AND ITS REPORTING PRACTICES</b> |                |  |   |                     |                                    |   |
|   |                | 2-1 Organizational details   | We are La Sportiva Our route  |                     |                                    |   |
|   |                | 2-2 Entities included in the organization's sustainability reporting             | Our route   |                     |                                    |   |
|   |                | 2-3 Reporting period, frequency and contact point                                | Methodological note   |                     |                                    |   |
|   |                | 2-4 Restatements of information  | Methodological note   |                     |                                    |   |
|   |                | 2-5 External assurance   | Methodological note   |                     |                                    |   |
| <b>ACTIVITIES AND WORKERS</b>                       |                |  |   |                     |                                    |   |
|   |                | 2-6 Activities, value chain and other business relationships                     | We are La Sportiva Our route > highlights 2023 Product > Made in Italy Value chain  |                     |                                    |   |
|   |                | 2-7 Employees  | La route > highlights 2023 People and community > La Sportiva people  | b.iii               | Information unavailable/incomplete | these values are not yet tracked  |
|   |                | 2-8 Workers who are not employees  | -   | a, b, c             | Information unavailable/incomplete | these values are not yet tracked  |
| <b>GOVERNANCE</b>                                   |                |  |   |                     |                                    |   |
|   |                | 2-9 Governance structure and composition   | Governance > the Governance system  |                     |                                    |   |
|   |                | 2-10 Nomination and selection of the highest governance body                     | Governance > the Governance system  |                     |                                    |   |
|   |                | 2-11 Chair of the highest governance body  | Governance > the Governance system  | b                   | Confidentiality constraints        | the management organization has not yet been published  |
|   |                | 2-12 Role of the highest governance body in overseeing the management of impacts | Our route > materiality analysis Governance > the Governance system   |                     |                                    |   |
|   |                | 2-13 Delegation of responsibility for managing impacts                           | Our route > materiality analysis  |                     |                                    |   |
|   |                | 2-14 Role of the highest governance body in sustainability reporting             | Our route > materiality analysis Governance > company policy  |                     |                                    |   |
|   |                | 2-15 Conflicts of interest   | -   | a, b                | Information unavailable/incomplete | at the moment this information has not yet been made public   |
|   |                | 2-16 Communication of critical concerns  | The most critical matters and/or the most significant violations are always communicated to the Board of Directors either for simple information or to request approval, when required by law or the Company's statute. | a, b                | Confidentiality constraints        | For confidentiality reasons this information has been omitted.  |
|   |                | 2-17 Collective knowledge of the highest governance body                         | Governance > the Governance system  |                     |                                    |   |
|   |                | 2-18 Evaluation of the performance of the highest governance body                | -   | a, b, c             | Information unavailable/incomplete | this type of evaluation is not yet managed  |
|   |                | 2-19 Remuneration policies   | -   | a, b                | Confidentiality constraints        | it is not publicly available  |
|   |                | 2-20 Process to determine remuneration   | -   | a, b                | Confidentiality constraints        |   |
|   |                | 2-21 Annual total compensation ratio   | -   | a, b, c             | Confidentiality constraints        | it is not possible to report the indicator for reasons of confidentiality and competitive advantage of the information requested by it. |

GRI 2: General Disclosures 2021

| Pillars                                 | Material topic                           | GRI standard  | Location/note  | Requirement omitted | Omitted reason                     | Explanation   |
|---|--|---|--|---------------------|------------------------------------|---|
| <b>STRATEGY, POLICIES AND PRACTICES</b> |  |   |  |                     |                                    |   |
| <b>GRI 2: General Disclosures 2021</b>  |  | 2-22 Statement on sustainable development strategy  | Intro > The Sustainable Development Strategy   |                     |                                    |   |
|   |  | 2-23 Policy commitments   | Governance > company policy  | b -> f              | Information unavailable/incomplete | this information is not yet complete and will be integrated shortly                         |
|   |  | 2-24 Embedding policy commitments   | Value chain > supply chain<br>People and community > training<br>Governance > the Governance policy   company policy   |                     |                                    |   |
|   |  | 2-25 Processes to remediate negative impacts  | -  | a -> e              | Information unavailable/incomplete | La Sportiva is defining the processes clearly and they will be published in the next budget |
|   |  | 2-26 Mechanisms for seeking advice and raising concerns   | Governance > code of Ethics  |                     |                                    |   |
|   |  | 2-27 Compliance with laws and regulations   | there were no non-compliances with laws and regulations during the reporting period  |                     |                                    |   |
|   |  | 2-28 Membership associations  | Our route > stakeholders   |                     |                                    |   |
|   | <b>STAKEHOLDER ENGAGEMENT</b>            |   |  |                     |                                    |   |
|   |  | 2-29 Approach to stakeholder engagement   | Our route > stakeholders   |                     |                                    |   |
|   |  | 2-30 Collective bargaining agreements   | The National Footwear and Industry Collective Agreement to which La Sportiva refers for organizational changes is applied to all employees.  |                     |                                    |   |
| <b>3. MATERIAL TOPIC</b>                |  |   |  |                     |                                    |   |
| <b>MATERIAL TOPIC</b>                   |  | 3-1 Process to determine material topics  | Our route > materiality analysis   |                     |                                    |   |
|   |  | 3-2 List of material topics   | Our route > materiality analysis   |                     |                                    |   |
| <b>Specific Disclosure</b>              |  |   |  |                     |                                    |   |
| <b>Environment</b>                      | Circular economy, material use and waste | 3-3 Management of material topics<br>301-1 Materials used by weight or volume<br>301-2 Recycled input materials used<br>3-3 Management of material topics<br>306-1 Waste generation and significant waste-related impacts<br>306-2 Management of significant waste-related impacts<br>306-3 Waste generated<br>306-4 Waste diverted from disposal<br>306-5 Waste directed to disposal | Appendix > material topics<br>Environment > use of resources<br>Environment > use of resources<br>Environment > use of resources<br>Appendix > material topics<br>Environment > use of resources<br>Environment > use of resources<br>Environment > use of resources<br>Environment > use of resources<br>Environment > use of resources<br>Environment > use of resources |                     |                                    |   |
|   | Climate change & energy efficiency       | 3-3 Management of material topics<br>302-1 Energy consumption within the organization<br>302-3 Energy intensity<br>3-3 Management of material topics<br>305-1 Direct (Scope 1) GHG emissions<br>305-2 Energy indirect (Scope 2) GHG emissions<br>305-4 GHG emissions intensity  | Appendix > material topics<br>Environment > energy<br>Environment > energy<br>Environment > energy<br>Appendix > material topics<br>Environment > emissions<br>Environment > emissions<br>Environment > emissions<br>Environment > emissions   |                     |                                    |   |
|   | Water & air                              | 3-3 Management of material topics<br>303-1 Interactions with water as a shared resource<br>303-2 Management of water discharge-related impacts<br>303-3 Water withdrawal<br>303-4 Water discharge<br>303-5 Water consumption  | Appendix > material topics<br>Environment > water and air<br>Environment > water and air<br>Environment > water and air<br>Environment > water and air<br>Environment > water and air<br>Environment > water and air   |                     |                                    |   |

| Pillars                       | Material topic                                    | GRI standard  | Location/note  | Requirement omitted | Omitted reason | Explanation |
|-------------------------------|---|---|--|---------------------|----------------|-------------|
| <b>Specific Disclosure</b>    |   |   |  |                     |                |             |
| <b>Value chain</b>            | Social / environmental assessment of suppliers    | 3-3 Management of material topics   | "Appendix > material topics<br>Value chain > supply chain"   |                     |                |             |
| <b>Governance</b>             | Economic sustainability                           | 3-3 Management of material topics<br>201-1 Direct economic value generated and distributed  | Appendix > material topics<br>Our route > Highlight 2023   |                     |                |             |
| <b>People &amp; community</b> | Social and economic impact on the local territory | 3-3 Management of material topics<br>401-1 New employee hires and employee turnover<br>401-3 Parental leave   | "Appendix > material topics<br>People and community > La Sportiva People"<br>People and community > La Sportiva People<br>People and community > La Sportiva People                                  |                     |                |             |
|                               | Industrial/ local collaborations                  | 3-3 Management of material topics<br>413-1 Operations with local community engagement, impact assessments, and development programs   | "Appendix > material topics<br>Persone and community > our contribution for and with communities"<br><br>Persone and community > our contribution for and with communities                           |                     |                |             |
|                               | Health and safety                                 | 3-3 Management of material topics<br>403-1 Occupational health and safety management system<br>403-2 Hazard identification, risk assessment, and incident investigation<br>403-3 Occupational health services<br>403-4 Worker participation, consultation, and communication on occupational health and safety<br>403-5 Worker training on occupational health and safety<br>403-6 Promotion of worker health<br>403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships<br>403-8 Workers covered by an occupational health and safety management system<br>403-9 Work-related injuries<br>403-10 Work-related ill health | "Appendix > material topics<br>People and community > health and safety"   |                     |                |             |
|                               | Employee Training                                 | 3-3 Management of material topics<br>404-1 Average hours of training per year per employee  | "Appendix > material topics<br>People and community > training"<br>People and community > training   |                     |                |             |
|                               | Employee welfare                                  | 3-3 Management of material topics   | "Appendix > material topics<br>People and community > wellbeing & welfare   involvement & company culture"   |                     |                |             |
|                               | Diversity and inclusion                           | 3-3 Management of material topics<br>405-1 Diversity of governance bodies and employees   | "Appendix > material topics<br>People and community > La Sportiva people<br>Governance > the Governance system"<br>"People and community > La Sportiva people<br>Governance > the Governance system" |                     |                |             |
|                               |   |   |  |                     |                |             |
| <b>Product</b>                | Innovation  | 3-3 Management of material topics   | Appendix > material topics   |                     |                |             |
|                               | Corporate industrial development                  | 3-3 Management of material topics   | Appendix > material topics   |                     |                |             |
|                               | Product quality and safety                        | 3-3 Management of material topics<br>416-1 Assessment of the health and safety impacts of product and service categories  | "Appendix > material topics<br>Product > product quality and safety"<br>Product > product quality and safety   |                     |                |             |
|                               | Marketing and labels                              | 3-3 Management of material topics<br>417-1 Requirements for product and service information and labeling  | Appendix > material topics<br>"Product > product quality and safety"<br><br>Value chain > supply chain<br>Our route > The Sustainable Development Strategy"  |                     |                |             |
|                               | Product end-of-life                               | 3-3 Management of material topics   | "Appendix > material topics<br>Product > resoling"   |                     |                |             |



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