

Contribute

SUSTAINABILITY REPORT 2022

Title story: Adventure race
Himlung Himal page 127

oberalp
GROUP

We believe sustainability is not some distant goal, but a mindset, reflected in our daily actions and choices. It's about how everyone of us chooses to do things. Every day.

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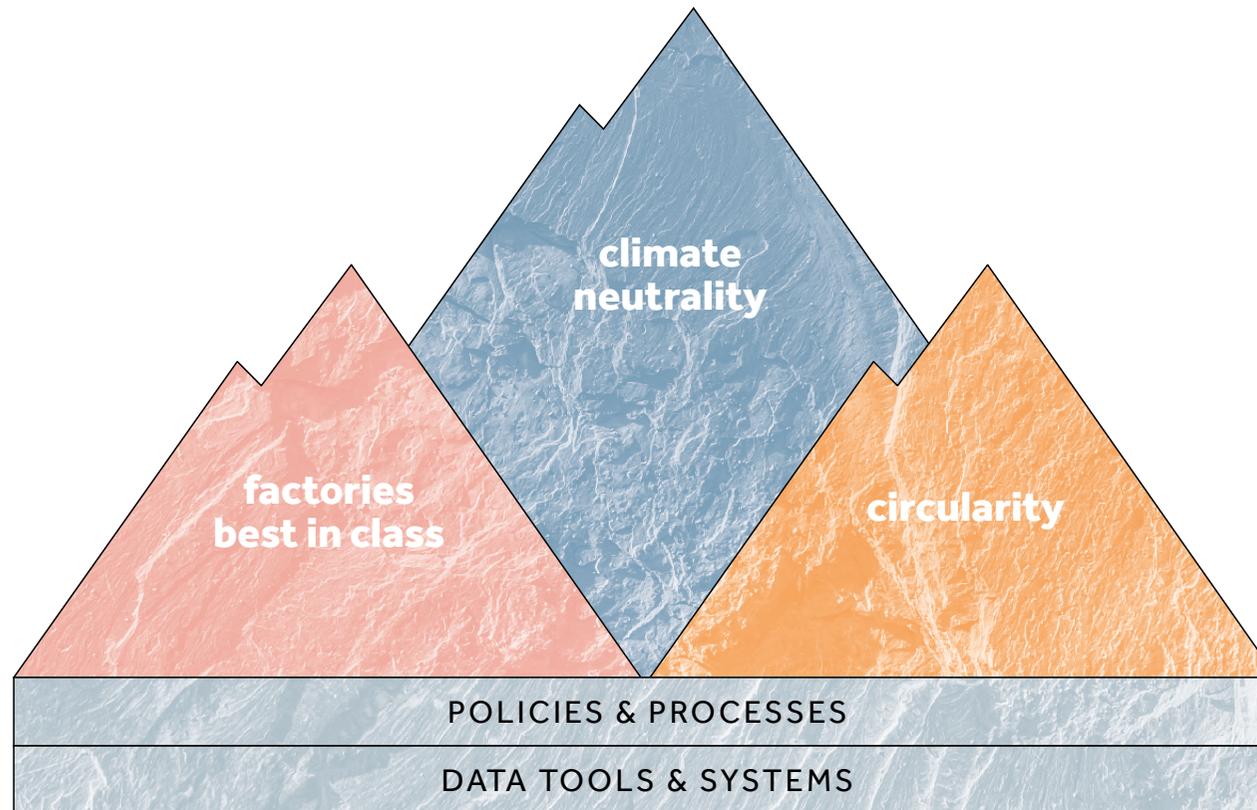
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THE MOUNTAINS WE ARE CLIMBING



These are the mountains we want to climb. To reach our goal of Climate Neutrality, we must first ascend the hill of factories best in class, social & environmental. Our path also leads via Circularity, not only in our products, but also in our processes. We are supported in our aim by state of the art policies & processes, as well as strong data, tools & systems and we can only achieve it, if we work together as a team, as a group. This is us.

#contribute to the future



Thinking about the future means facing uncertain times with different scenarios.

Maybe there is not only one future as a scenario, but several - and even at the same time. I think it could be like that.

What I assume to be a certainty: Future or the plural of it are never diligent repetitions of past success concepts. Intelligent management will presuppose and require thinking in alternatives. The world is too complex to be handled with simple solutions. This also refers to the responsibility that companies have to assume for society.

We do this in small steps, but with the

necessary consistency, and we say "contribute" to it, internally and externally. We do not promise too much. We act as a community because this opens up many opportunities to make each day better than the last.

If we do more, it has to be better. With this belief, I foresee better futures than pasts.

Handwritten signature of Christoph Engl in black ink.

Christoph Engl
Group CEO

#contribute to change

Sustainability is nothing static.

It is about every day's decision we take and is in continuous evolution. It is all about how we take care and how we consciously contribute to lower our impact. This has become more important than ever before.

When I spend time with my children, I can observe how they see the world – through their eyes – and learn what they care for. They have this concept of a mindfully attitude and contribution very much in their mind and behaviour... and want us to do so as well.

Enjoy reading, how we #contribute



Ruth Oberrauch
Executive Board Member
Brand Manager
& Group Sustainability Manager



Chapter 1

WHO WE ARE

About us:
Company and
brands

Strategy: Our plan
of action



The Oberalp Group sits in the heart of the Dolomites in Italy. We are the six brands Salewa, Dynafit, Wild Country, evolv, Pomoca and LaMunt.

We want to inspire people by and for mountains through our mountain sports products.

Mountain Brands we burn for



PURE MOUNTAIN

Salewa is passionate about mountain sports – ambitious alpinism and the mountain experience. Founded in Munich in 1935, the company develops technical products that combine traditional materials with progressive designs. Salewa is committed to upholding high environmental and social standards. Its success is built on a strong sense of regional identity and a belief in quality and values. The brand's in-depth knowledge of mountain sports is reflected in its pursuit of finding new ways to build better, game-changing equipment. Progressive Mountaineering is about more than just performance, it is about gaining inspiration from the mountain environment, personal development and sharing experiences. Salewa is inspired by and helping to shape this constant evolution.



#SPEEDUP

Dynafit is made by athletes for athletes. Speed is our DNA, and we are driven by our obsession to equip mountain endurance athletes, 365 days a year, with the most efficient system possible. We know what counts up on the mountain to achieve personal goals and to tap into the best you have. Intelligent materials, innovative technology, and the courage to follow unconventional paths – these are the keys to our success. Forward, Fearless, Obsessed – Dynafit is always a step ahead, pushing the limits, and fully committed to mountain endurance sports. Working together with Caritas for more than 15 years to produce our ski touring bindings is a collaboration that makes us very proud.



MAKING FRIENDS SINCE 1977

Wild Country is the brainchild of UK-based climber Mark Vallance. It was set up to manufacture what has become the most famous piece of rock climbing gear of all time: the Friend.

Wild Country offers customers the greatest possible freedom in their vertical activities with its technical climbing products. Wild Country help climbers to feel safe and understood in every climbing situation, sharing the most reliable gear that inspires and encourages them to go for the next move.

What drives Wild Country is their ambition, energy and expertise; "pure climbing" is also reflected in the way their items are manufactured.



ABOUT US: COMPANY AND BRANDS



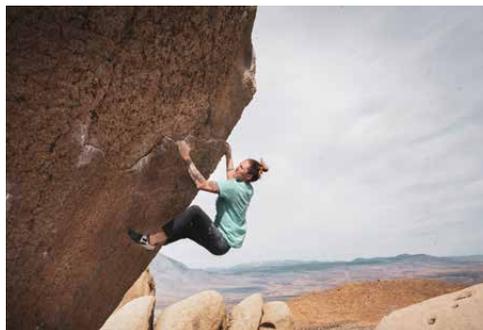
ALWAYS FORWARD

Founded in 1933, Pomoca is a Swiss manufacturer of ski touring skins and rubber outsoles. As the oldest skin manufacturer and leader in the field of ski touring, Pomoca initially revolutionized the market in 1975 with the application of adhesive for skins, followed by the invention of waterproof treatments EverDry in 1985. Pomoca strongly invests in innovative and environmentally responsible technologies and is now the first manufacturer on the market to produce all skins entirely free from PFCs. All skins are manufactured by hand in Switzerland and each skin can be traced back to where it comes from and was made. But they are not only skins. Pomoca means Swiss technology to empower your freedom in the mountains with precise, reliable and simple solutions.



CREATIVE CLIMBING PROJECTS

Founded in Los Angeles 20 years ago, Evolv creates products that embody the relentless progression of the modern climbing culture. Young, creative and unencumbered by tradition, Evolv represents an ethos of progression. They measure success by incremental improvement in what they make, how they climb and who they are as people. So, as they dedicate themselves to the pursuit of technical innovation, Evolv promotes a culture of progression, where everyone can become a better version of themselves. Evolv is the only climbing company in the world that makes climbing shoes and feet for adaptive climbers.



SHAPE HER IDENTITY

LaMunt is the new premium mountain sports brand, made by women for women, founded in 2021. Celebrating confident women who live the mountains in their own unique ways and enjoying their me-time. LaMunt gives mountain loving women new solutions for the best fit & shape, look and pleasure of movement. It is a reinterpretation of the mountain code for women, combining functionality with aesthetics and thoughtfully executed details. Their innovative designs are underpinned by a sustainability-focused approach, e.g. using recycled cashmere for their padding or completely waiving PFCs in their DWR.



Values



PASSION

We have unlimited enthusiasm for sports and mountains. For six generations this love for sports drives us to develop high quality and technically advanced products and brands.



ETHICS

We strive to create meaningful relationships with our international partners.



PEOPLE

Positive attracts positive. Our core asset is our team of talented, open, and culturally diverse people who operate effectively, driven by clear goals and shared values.



COURAGE

We are courageous in the ways we explore our curiosity, seek new paths, and then take responsibility for our decisions and actions.



RESPONSIBILITY

We use resources carefully with an acute awareness of our impact and a deep desire to preserve the environment today and for future generations.



SWEAT TOGETHER

Sweating together is one of the virtues of sports and we live it also at work.



INNOVATION

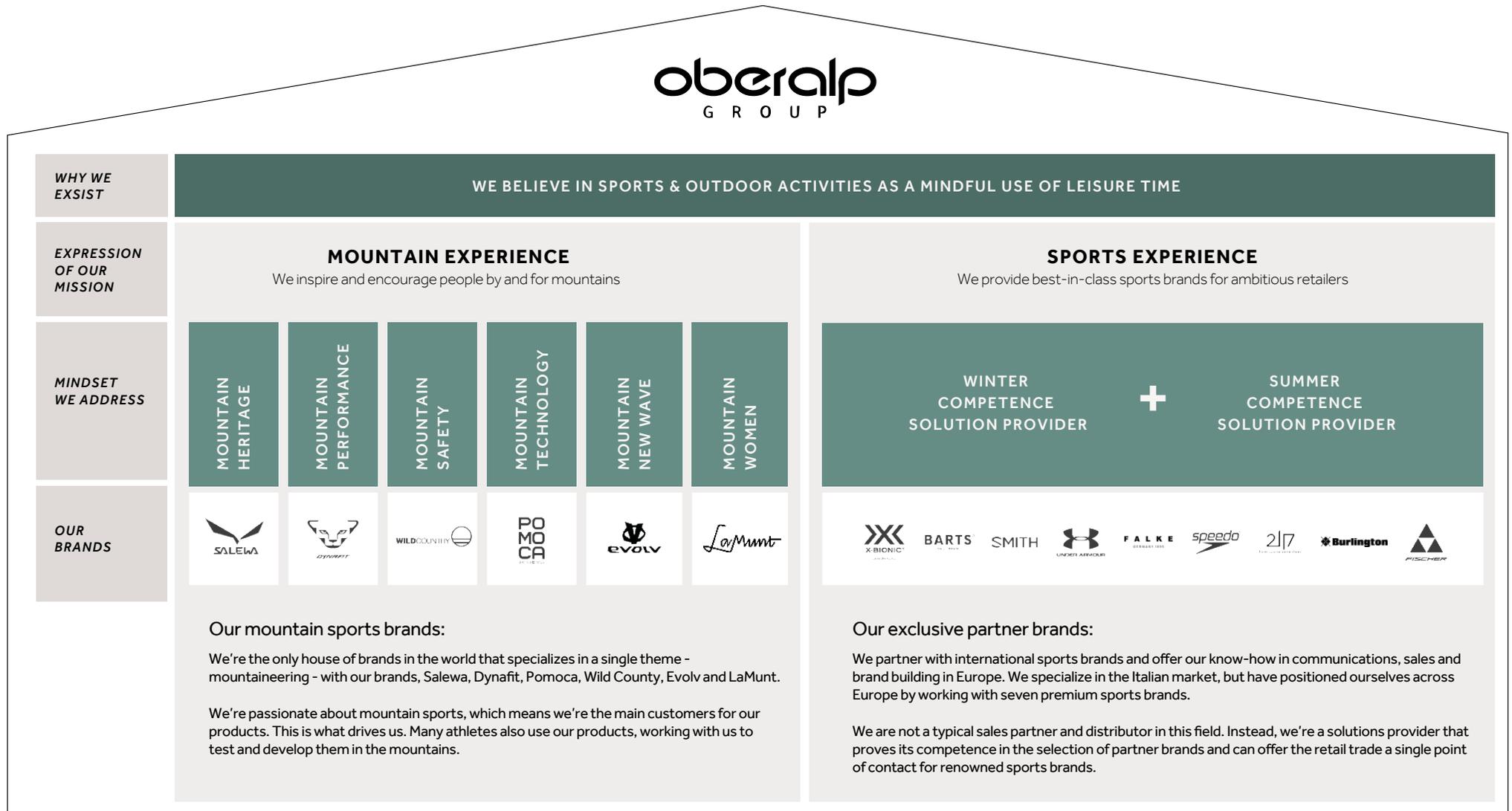
Through the continuous innovation of processes, products and ways of thinking and the cooperation with qualified partners we achieve new standards of excellence.



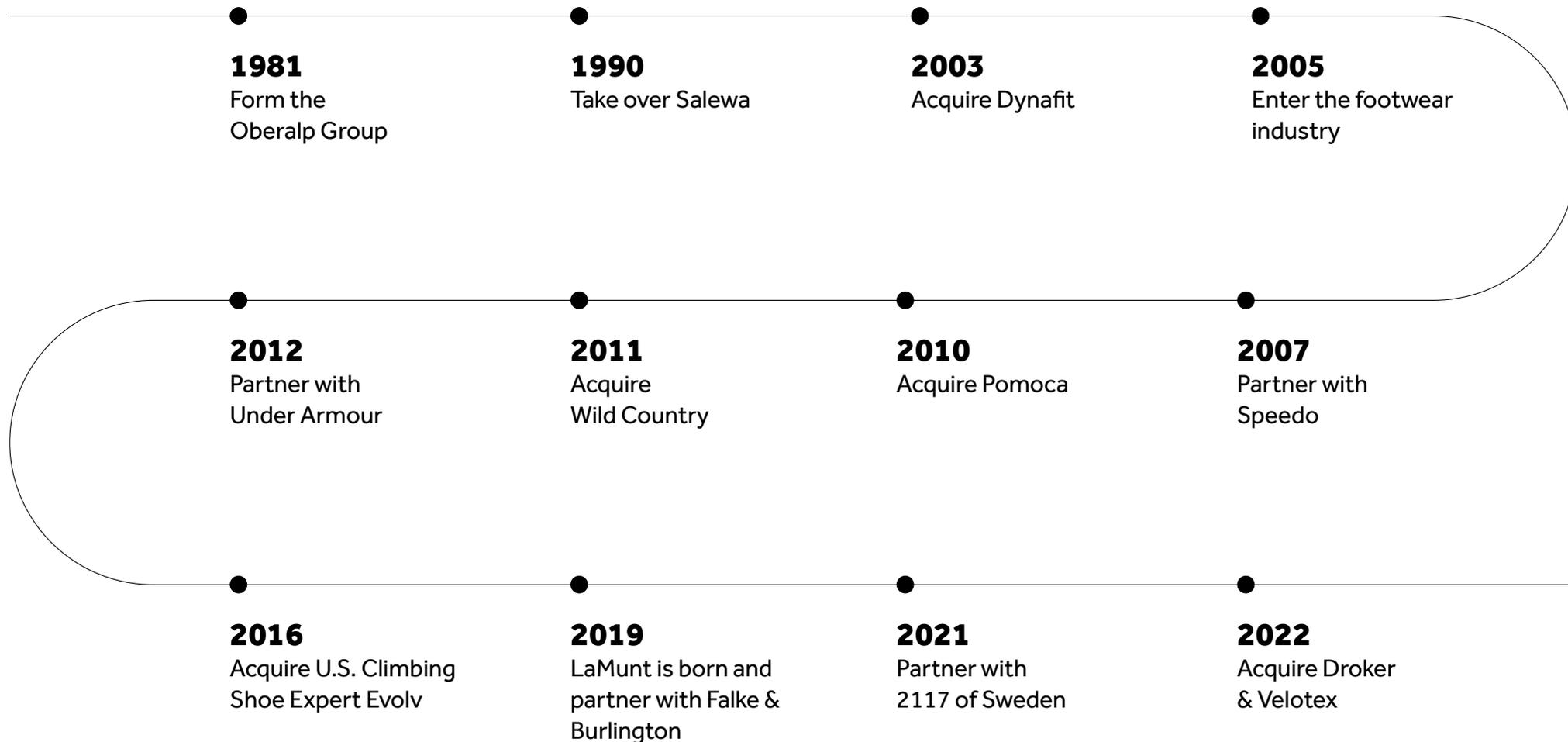
FUTURE

Think long-term but act fast and execute well. Financial success is the consequence and ensures our independence.

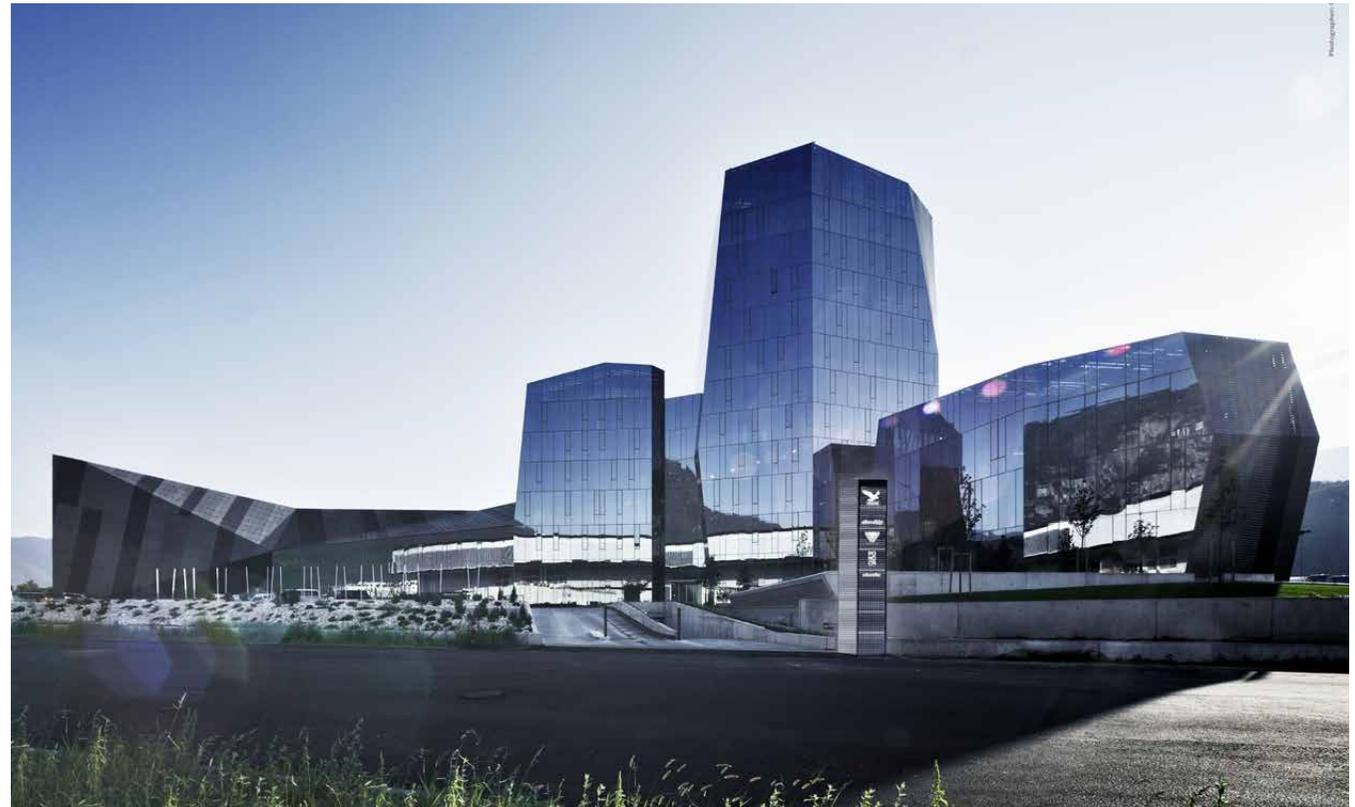
House of Brands



History & Milestones



The Oberalp Group has been a family-owned company for six generations. Anton Oberrauch launched his business in 1846 with the import of quality textile products to the Italian market. In 1981, the Oberalp Group was founded, distributing clothing and other sports products in Italy.



41 years later, we have more than 1200 employees all around the world and we want to inspire and encourage people by and for mountains.

We are active in the product design, development, production and distribution of our six brands: Salewa, Dynafit, Pomoca, Wild Country, Evolv and LaMunt. We also help our partner brands in the sports sector with our management and distribution experience.

While we have grown as a company, we are still a family. No matter how much we will continue to grow, our people will always come first.

Oberalp Group in numbers

6

own mountaineering brands

41

nationalities

24

production countries

1225

employees

9

partner premium
sports brands

236

monobrand stores worldwide

3.500

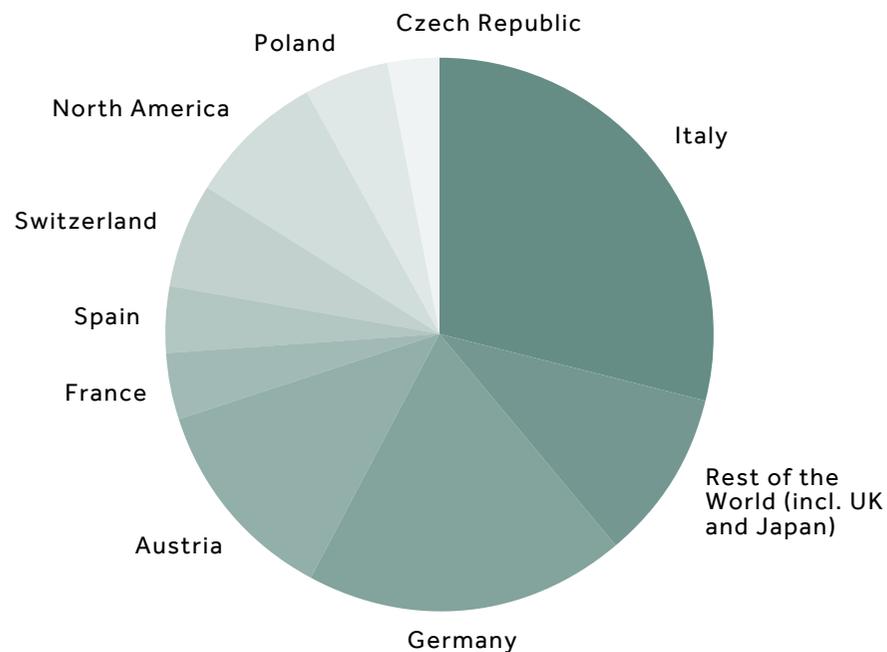
dealers increase our reach

OUR STAKEHOLDERS

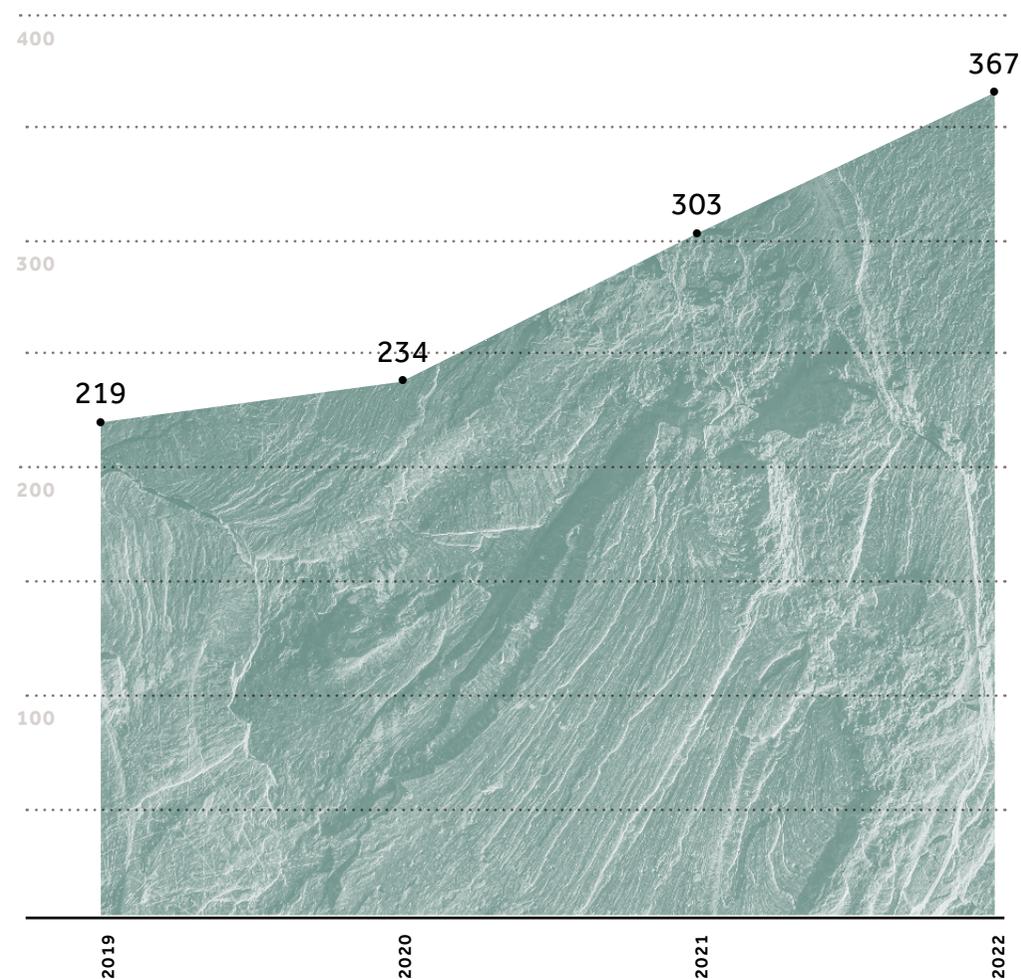
- Consumers
- Our athletes
- The owners (Oberrauch family)
- Our employees NGOs (Sustainable Apparel Coalition, Clean Clothes Campaign, FWF, Greenpeace, etc.)
- Industry associations (Outdoor Industry Association, European Outdoor Group, etc.)
- Local communities
- Other brands
- Media
- Authorities
- Sustainability professionals & experts

We are growing every year

Our turnover is growing every year – and as it grows, our responsibility grows, too. We believe economic, social and environmental sustainability go hand in hand. Excessively rapid growth and tactical action for short-term flare-ups are not the right components for our company's success. In 2022, our turnover was €367 million.



OUR GROUP TURNOVER (MILLION) YEAR ON YEAR



Where products are conceived

**Our four product divisions
Footwear & Technical Equipment,
Apparel, Skins and Bindings
develop and propose the seasonal
product matrix by following the
brand's briefing.**

Each division is responsible for the complete product development process, industrialization and control of the manufacturing process, project management, product design and – development, sourcing and purchasing, production planning and quality control.

They also identify new technical solutions and push product innovation, working together not only with the innovation team, but also, since 2022, with our life-cycle assessment analyst. Contributing to the most sustainable solutions possible.



Climbing shoes
adaptive climbing



Footwear



Apparel



Ski equipment
bindings, ski boots,
ski skins, skis

OUR PRODUCTS



Sleeping bags



Technical hardware
climbing and safety
equipment, poles



Backpacks



Tents

Partner brands we develop

With our distribution brands, we apply our experience on behalf of other players in the sports industry.

As a Group, we built up a reputation as a long-term partner by offering our know-how in communications, sales and brand building for a selection of renowned international sports brands.

We specialize in the Italian market, but have positioned ourselves across Europe by working with nine premium sports brands.



Speedo was born over 90 years ago in Australia and has since become the essence of swimming. Its heritage and innovative technology make this brand leader in this industry. We started working with Speedo in 2007.



Under Armour is an internationally acclaimed US innovator, marketer and distributor of branded performance athletic footwear, apparel and equipment. In 2016, we started working with Under Armour to help it expand in Italy.



Barts is an Amsterdam-based brand, manufacturer of a wide range of excellent accessories like hats, scarves and bags, for winter and summer alike. We have been distributing Barts in Italy since 2011.



Fischer is an international expert in Nordic skiing and one of the world's leading brands in Alpine skiing, known for innovation and cutting-edge technology. We have been partnering with Fischer since 2013 and are managing the brand's presence in the Italian market.



X-Bionic and X-Socks unify Swiss engineering and Italian production, redefining the world of functional sportswear. The two brands take inspiration from nature, using technical solutions to transform sweat into energy. We started our partnership in 2019 distributing the brands both in Italy and Austria.



For over 50 years, Smith has pioneered advanced products to fuel fun beyond walls, creating innovations that amplify awesome, and crafting gears in which every detail makes a difference. We have been partnering with Smith since 2017 and we are developing the brand in the Italian market.



FALKE creates products with unparalleled expertise. They manufacture jumpers, bodies, fine tights and legwear whose designs help transform their sense of style into a reality with harmonious fabrics and colours.



Part of the traditional FALKE brand as of 2008, Burlington has perfected its fabric and shaped the sock trend ever since. High-quality materials are crafted into original Burlington socks in Europe and at its home site in Schmallenberg. We have been partnering with FALKE and Burlington since 2019.



The newest member in our house of brands since 2021 is 2117 of Sweden. They provide easy access to sustainability and design, creating skiwear that is fashionable, highly functional, and without any compromises in terms of sustainability.

Oberalp x Velotex

The stability and quality of supply chains will gain further importance, to ensure high quality products with fast and reliable availability. Verticalization will provide a reliable way of monitoring the supply chain. This will give us the strength we need for the future.

– Christoph Engl, CEO of Oberalp Group

Supply chain for ski mountaineering climbing skin production becomes part of the Oberalp group.

Just into the new year of 2022, the Oberalp group acquired skin-velvet division Velotex GmbH from Pongs Velours GmbH & Co. KG (Wermelskirchen, Germany), leading manufacturer in high-end mohair velvet.

The main raw material of a skin is a specific technical textile, called velours. A high-end yarn made from mohair wool is woven with a special weaving technology, providing traction on one side and a smooth ride on the other.

For many years, Velotex has been the main supplier of velvet for our brand POMOCA, the merger makes the brand the first ski-touring skins manufacturer to verticalize the entire production supply-chain. Joining forces allows us to strengthen the supply chain and better source this valuable raw material.

POMOCA employs 42 people in Denges, Switzerland. Next to their own ski-touring skins, Velotex is “Ingredient Brand” for renowned ski-brands, such as Dynafit, K2, Blizzard or Black Crows, while Velotex employs 10 people in a 3700m2 factory in Wermelskirchen, Germany.



Oberalp x Droker

European production of Salewa mountain shoes in own hands.

In the autumn of 2022, we acquired the high-end shoe factory Droker S.r.l., (Sebes, Romania), which has been manufacturing 40% of Salewa's entire shoe production for many years.

A center of excellence has emerged in the Romanian region of Transylvania, and the entire collection of the popular Salewa "Mountain Trainer" trekking shoe with complex processing of leather/Gore-Tex/soles had been entrusted to the Droker company.

"We plan to equip our new model lines in the mountain boot and trekking sector with new materials and technologies. For this, we need more future-oriented expertise and production capacity.", says Andrea Carraro, responsible footwear division.

"I am very happy that as a family entrepreneur, I can pass on one of my factories to a South Tyrolean family business," Alcide Giacometti says about the sale of one of his three shoemaking plants to the Oberalp group Oberrrauch family in Bolzano. "Together, we have driven many things with our entrepreneurial ideas and Droker will be able to develop in a stable way (...)."

Founded in 1998, Droker has expanded its workforce to 280 employees with permanent employment contracts, many of whom have been in the company for many years.



A mission everyone believes in

We want people to learn from and enjoy the mountains, for many generations to come. To make this possible, we all need to work together, to contain climate change as much as we can.

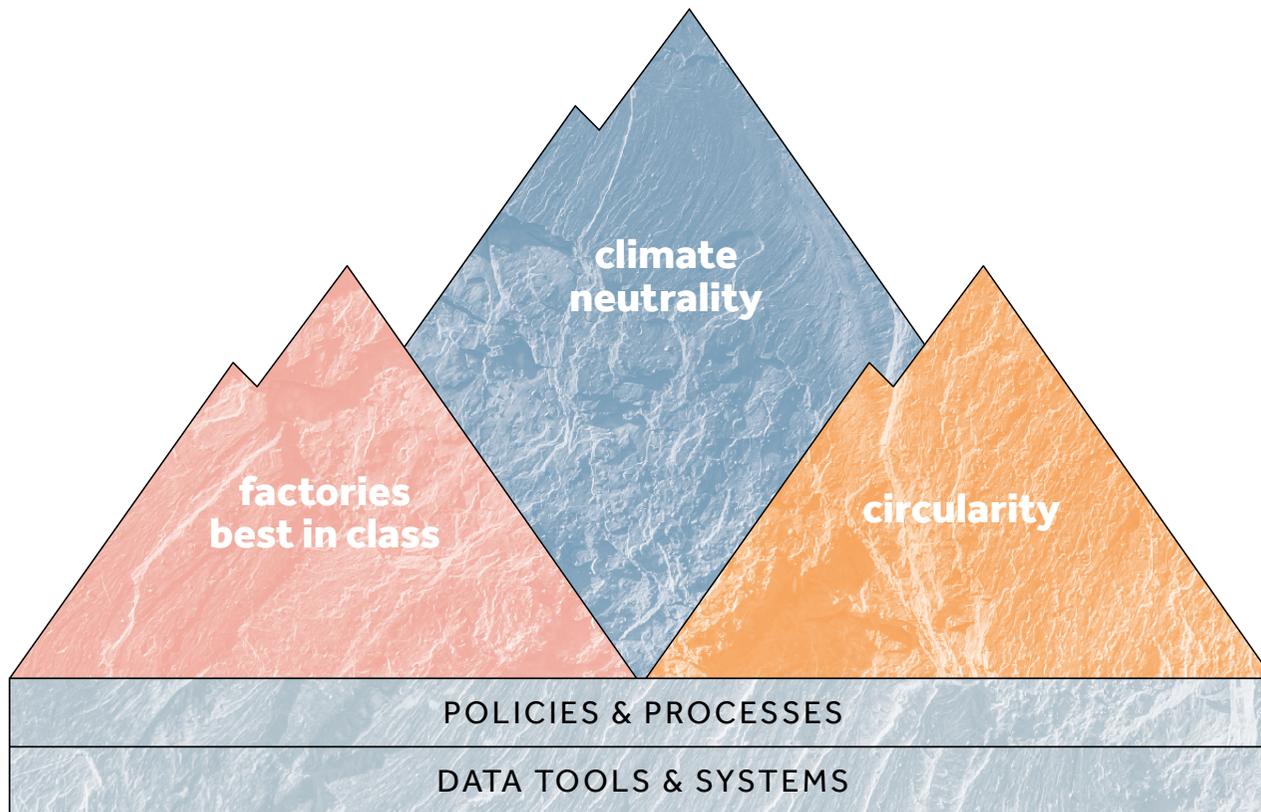
The Sustainability Working Group, created in 2010, involved all the key functions in the Company, to identify the areas we should tackle, and make our commitment to sustainability official towards stakeholders outside the Group. Since then, our Sustainability Department has grown to five people, contributes towards a more sustainable way in every department and brand of the Oberalp Group, and reports directly to the ownership and to our CEO.



The Sustainability Team from the left:

Georg, Life Cycle Assessment Analyst; *Alex*, Sustainability Manager; *Martine*, Social Compliance Specialist; *Sara*, Chemical Compliance Specialist; *Marie*, Sustainability Communication

We aim for Climate Neutrality



Our main objective: reduce our emissions in line with the Paris Agreement and become "climate neutral" by 2030.

Most of the climate impact generated by our operations comes from the design of our products, and from the processes in the factories. To reduce it, we set ambitious goals in two areas: improving the circularity of our products and processes, and broadening the collaboration and monitoring of our factories in addition to the social part, to include environmental performance.

We can only reach our objective if it is set on strong foundations, so we will also need to improve our sourcing and quality policies and processes, our data management and our digital infrastructure – and we need everyone of our colleagues to contribute.

Where we are

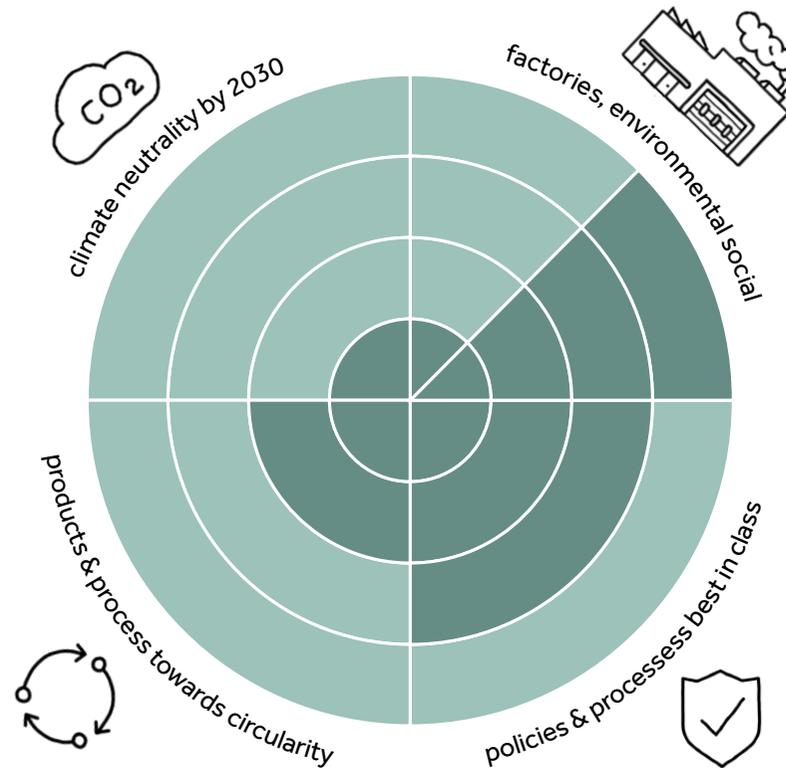
We spent the last years largely making sure the people around our products have safe and ever-improving working conditions; our chemical safety processes are best-in-class; we increased the use of natural and recycled materials, and made pilots to reduce waste, mainly by finding ways to re-use production leftovers.

This is not enough. We need to drastically reduce our climate impact. For this, we need to engage and collaborate with our partner factories and materials suppliers, to collectively improve our environmental performance.
More on page 26

For ourselves, this means designing and engineering products and processes within a **circular economy**. As a start, in 2022, we created a Circular Design Guide and launched a series of workshops for all our brands and product divisions. Furthermore, we are

taking part in a pilot project on Accelerating Circularity, learning what a circular supply chain for recycling used textiles looks like.
More on page 52

For our **policies and processes** this means investing in research and development of less impactful materials.
More on page 77

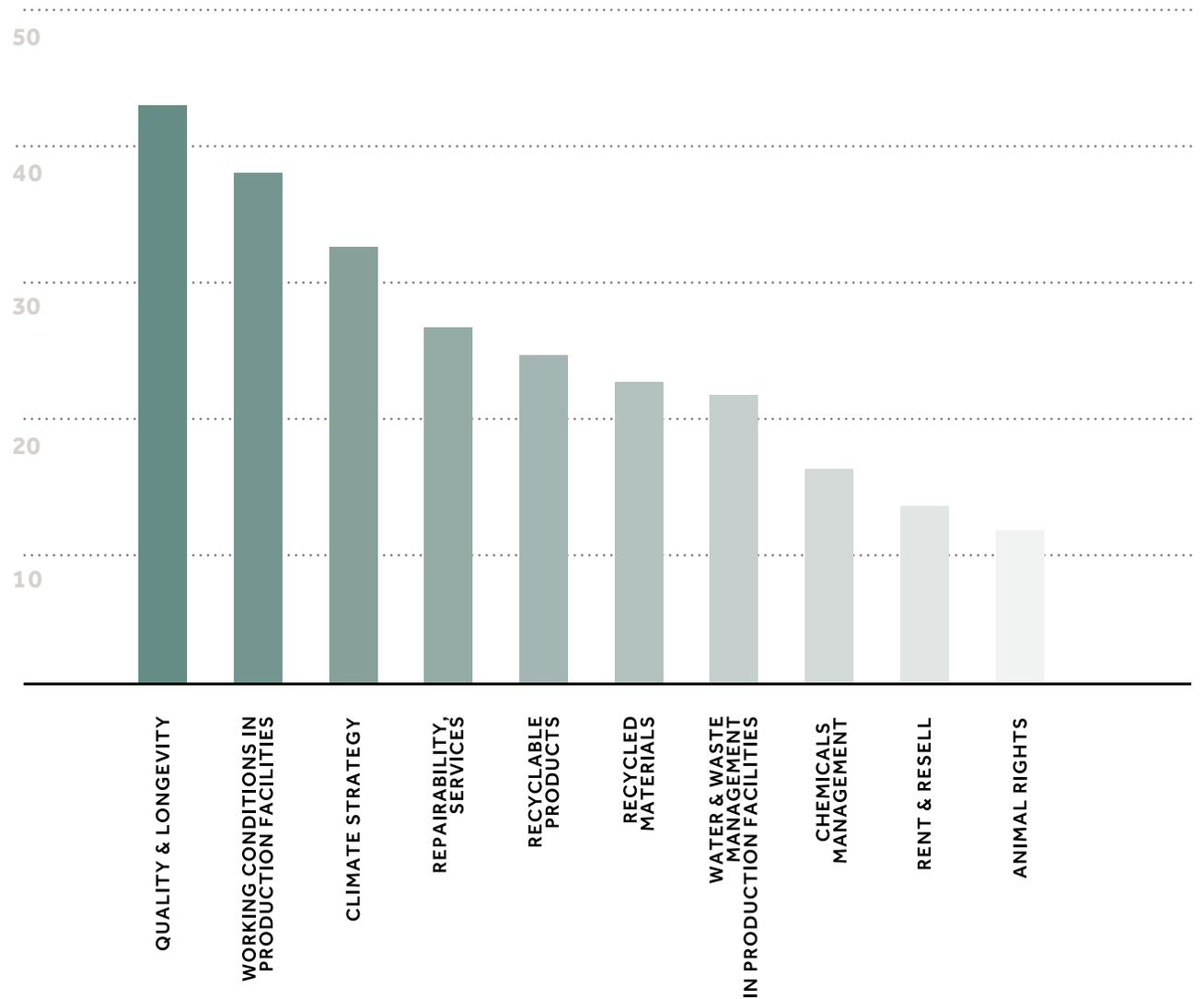


The dark green on this graphic shows where we are. In the brighter green areas, we still have some work to do.

Setting priorities

During our annual all-hands-meetings at the headquarters in Bolzano and Montebelluna, Italy, Aschheim, Germany, and Salzburg, Austria, we asked more than 300 colleagues what to focus on. With the outcome of this survey in place, we saw that we were on the right track with our strategy.

What our colleagues and harshest brand-critics find important, can be translated into our own fields of action. Because what everyone cares about, is ultimately something we can then work on together.



DESIGN & PRODUCE MINDFULLY



Climate Neutrality

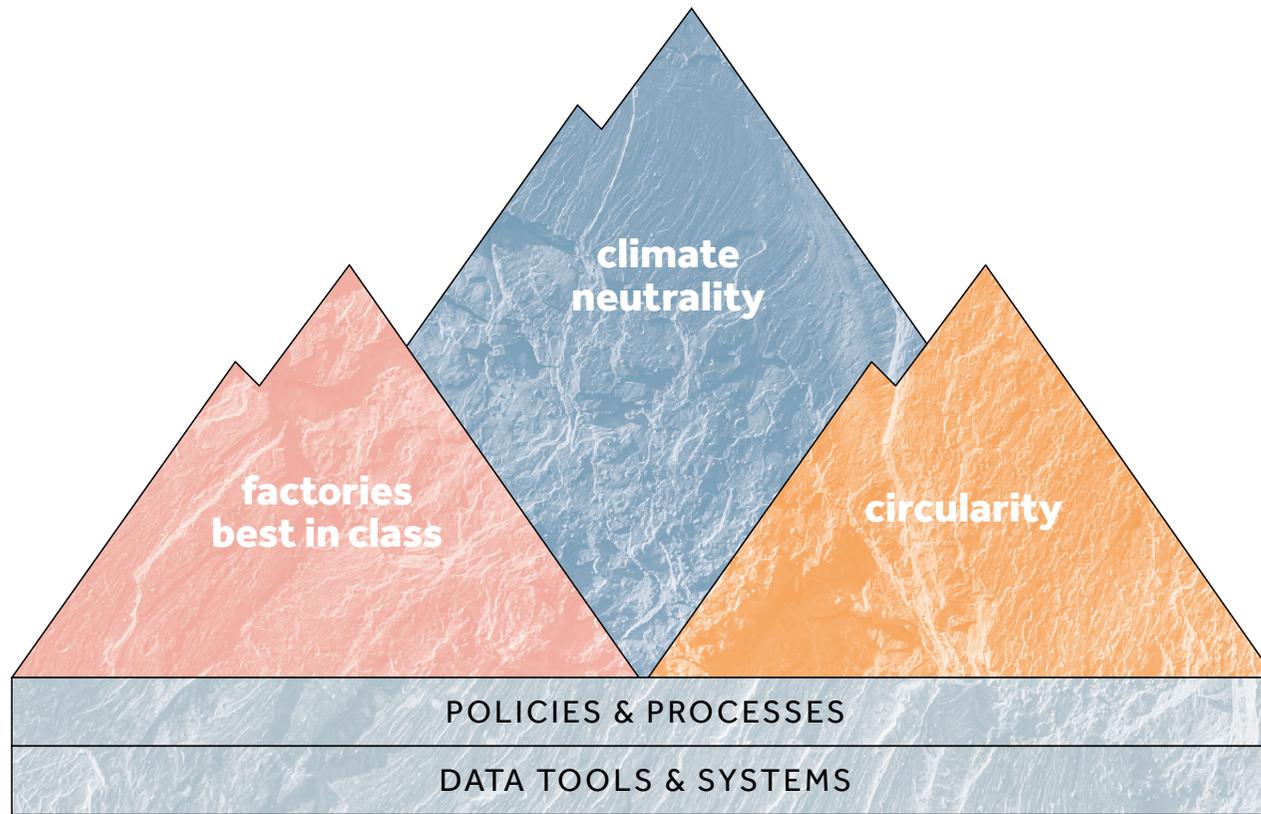
Factories Best in Class

Circularity

- **Recyclable, Recycled and Natural Materials**
- **Longevity**
- **Design & Engineering**
- **Take-back Services & Stay in the loop**
- **Packaging – showcase**

Chemicals

- **Chemical standards**
- **Policies & Processes**
- **PFAS**
- **What's next?**



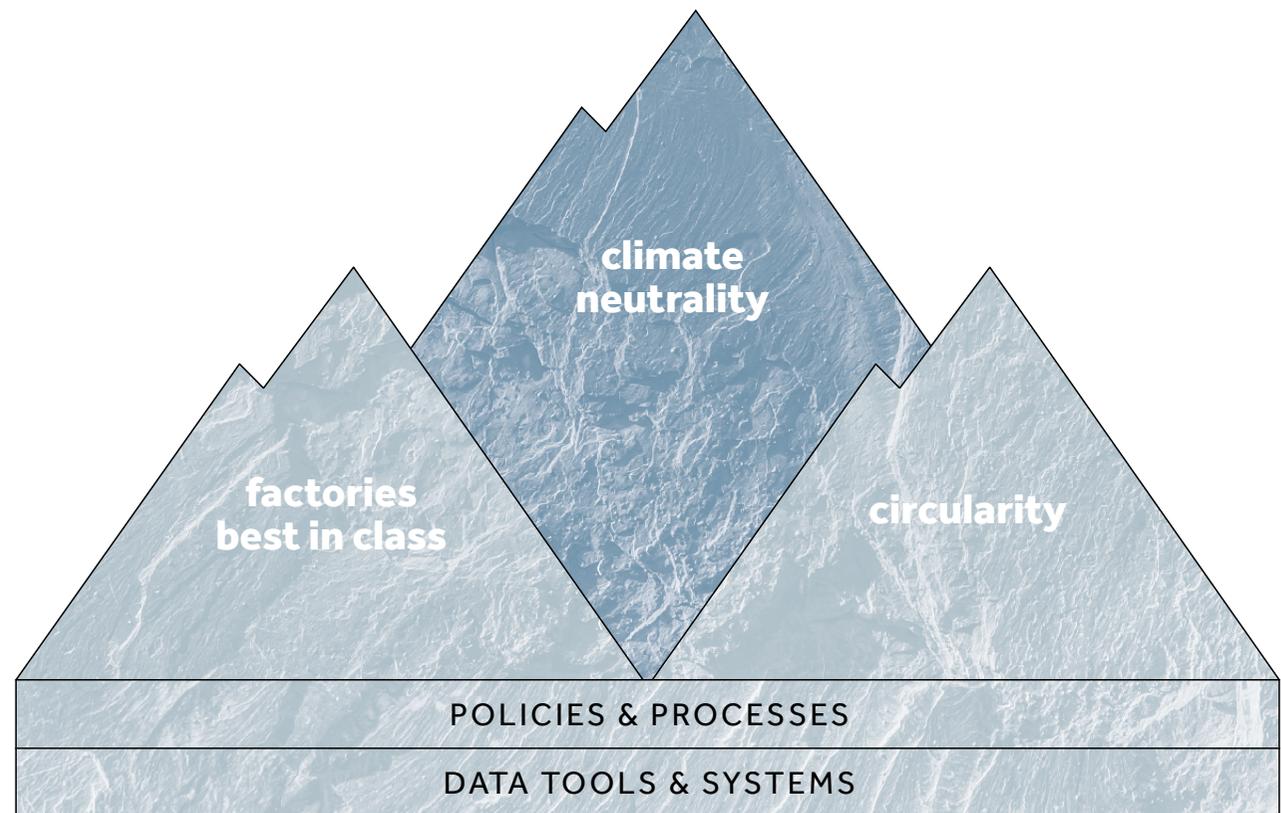
Our main objective: reduce our emissions in line with the Paris Agreement to the point of becoming climate neutral in 2030.

We contribute to that goal by reducing our impact in our factories, redesigning our products and processes towards circularity. This includes scaling more sustainable materials and defining services for our customers to maintain and extend the lifetime of their product. Last but not least, we focus on quality policies and processes, for example on the chemicals that are used in our items.

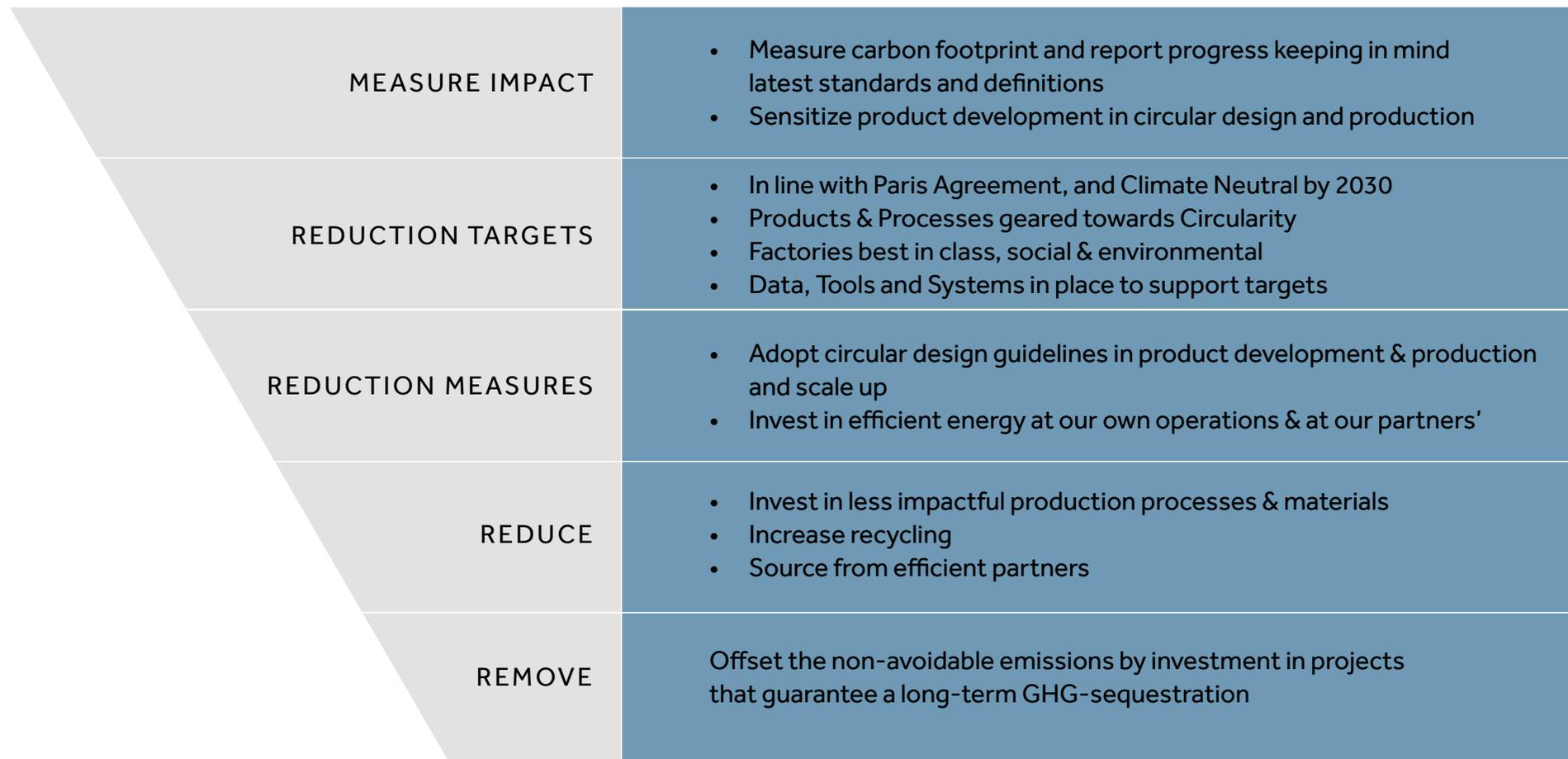
We are raising the bar for ourselves

We contribute to minimizing the effects of the climate crisis in line with the Paris Agreement by becoming climate neutral in 2030.

To do so, it is necessary to find out where we stand and set science-based targets for ourselves, developing effective projects and measures, which are implemented and driven from within our team.



How to get there



We measure our impact

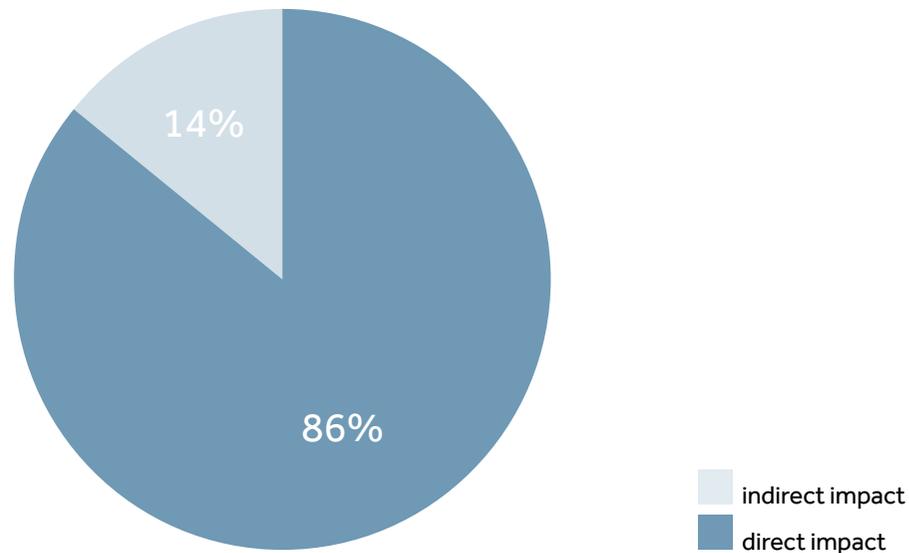
In 2015 we first measured our Corporate Carbon Footprint (CCF). Since then, we have come a long way, and it is time to raise the bar.

An initial assessment of the total greenhouse gas emissions (GHG) of the Oberalp Group showed that 85% of our impact came from products bought from external companies (indirect impact), and the remaining 14% were generated by our own operations (direct impact).

Back then, we decided to tackle our own emissions first: with the help of an Energy Manager and changes in equipment, we reduced our energy consumption and thus our emissions.

In 2021 we realised this was not enough, and decided to measure again, in detail, also our indirect GHG emissions, those related to upstream and downstream operations within our supply chain. Being able to see where and why emissions are generated within our product supply chain, will enable us to device and implement measures to reduce them.

Easy said, easy done? Not quite. We planned to make a new CCF in 2022, but realised that our data structure and resources were not enough to carry out the measurements; that we had to work at least two years on this, and that we should start somewhere, not do all at once.



CLIMATE NEUTRALITY

How we will proceed

To achieve this, we have to ensure that the needed data for the calculations is as accurate as possible.

We are setting up a process that allows us to assess all GHG-emissions related to our operations, including all relevant upstream and downstream processes of our supply chain.

- Collection of all relevant data points within our supply chain, up to our Tier 2 suppliers
- Reorganizing & refining our internal data structure, closing existing data-gaps

This will enable us to

- Calculate our overall Carbon Footprint on a company level
- Assess the carbon (and environmental) footprint of all our products and use the resulting insights for product development to subsequently:
 - Invest in research and development of more sustainable materials
 - Designing and engineering products and processes with circularity in mind



Jancsi Hadik

We start with ourselves

We opened the doors to Oberalp's global headquarters in 2011. It is the heart and soul of our company, a warm, welcoming, ecological workplace for over 300 Oberalp employees. The building offers a climbing gym, a center for conferences and events, a Salewa Mountain Shop and the Bivac cafe.

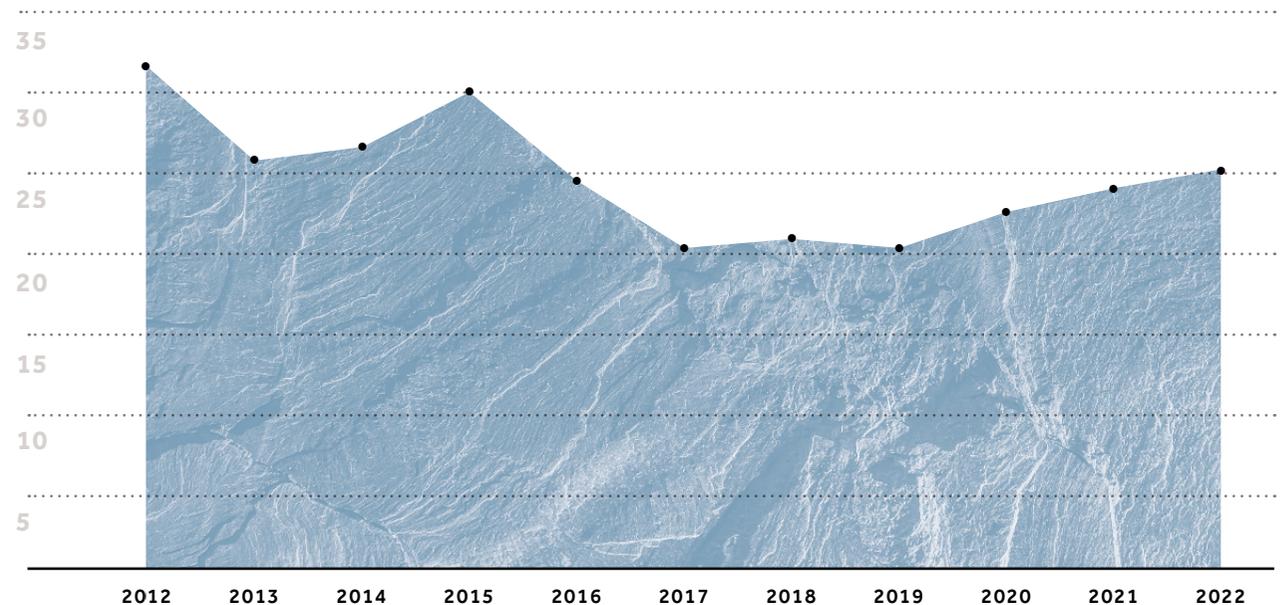
OUR HEATING AND COOLING SYSTEM Is based on concrete core activation. Pipes run through the concrete walls and ceilings, acting as large thermal storage units and regulating the building temperature while saving energy. We manage 75% of all warehouse operations through an automated central warehouse system, which features an energy recovery through the breaking system.

OUR PHOTOVOLTAIC SYSTEM

Produced more than 700.000 kWh of electricity, which was fed into the grid. This is a higher amount than we are consuming at our headquarters, helping us compensate our emissions.

We are constantly working on minimizing our energy consumption. Since 2012, despite the opening of 4 new office floors and a constant growth of our number of employees, we have decreased it by 20,41 %.

ELECTRICITY CONSUMPTION PER SQUARE METER AT OUR HEADQUARTERS



Greener Car Policy

The age of electric vehicles has finally dawned: with new technologies and possibilities on the way, we have decided to update our mobility practices to a more “Green Car Policy”, in addition to the charging stations for e-bikes that are already in place for customers and employees and the e-vespas for our colleagues in Bolzano.

SALEWA CHARGING STATION IN BOLZANO

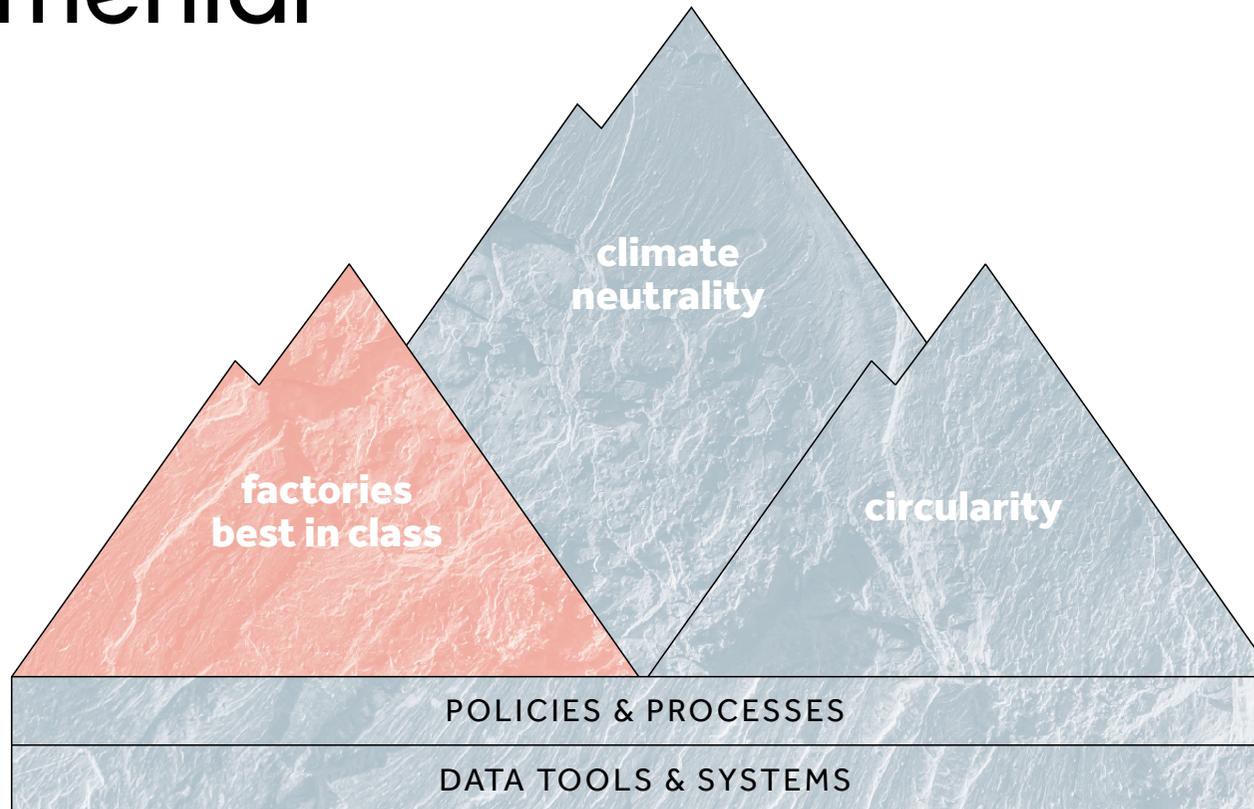
- At the outdoor parking lot, intended exclusively for Salewa Store, Salwa Cube, and Salewa Bivac customers.

OBERALP GARAGE CHARGING STATIONS

- Stations 1 and 2 located below the exit ramp, are intended for employees with company cars on fringe benefits.
- Station 3 located opposite stations N° 1 and 2, is intended for employees with private e-cars.

Each station allows charging to be activated exclusively with the Charge-Point App, and as for the station reserved for employees with private cars, we point out that the company provides charging at the cost of purchase. The charging station does not accept payment through credit or other cards, and the only way to proceed with the transaction is through the Charge-Point App or through any other charging card already in the driver's possession. Through the App, it is also possible to monitor in real-time the progress of the recharge and the expected time for its completion. We remind to move the car after the recharge is complete so that the charging station is available for other colleagues.

Best in Class Social & Environmental



We contribute by extending the focus of promoting fair working conditions in our factories to becoming best in class also environmentally. We are investing in our factories, engaging our suppliers to collectively improve their environmental performance and have included the topic in our Code of Conduct.

We promote fair working conditions



Martine's visit to Bangladesh and Vietnam

Martine is our Social Compliance Specialist. Her task is to make sure that the factory workers are treated with respect and that human rights are upheld to the highest standards.



Martine's journey at Oberalp started about four years ago. Shortly after she was hired, the pandemic hit, and all travel became impossible. Thus, she was unable to inspect the facilities in person and had to do all the monitoring work remotely. Despite this big limitation, she was always able to assess the situations in the factories where we produce and to act in time in case of problems.

During the summer of 2022, travel restrictions ceased, and she flew to Bangladesh and Vietnam to visit six suppliers of apparel, footwear and equipment, together with our Chemical Compliance Specialist Sara Riato.

After years of only getting to know the factories through photos, third-party audit reports and the stories from colleagues who had visited them, Martine was able to see the plants in person, assess their limitations and potentials and above all, meet the social compliance officer she had been in contact with daily, albeit by email.

During the visit, she became a clearer picture in regard to prioritization and to discuss the most relevant issues. During her follow-ups, she can work on the most pressing issues and work together with the factories to resolve them.

Oberalp code of conduct

Our code of conduct tells the world how we work as a company and the standards we follow. Every one of our suppliers has to sign and commit to it.

Essentially, it is about social compliance as part of sustainability. It is about behaving ethically towards all workers and the environment at every stage of the supply chain.

It is a tool for employees and suppliers to know their rights. The code of conduct is posted on visible places in every factory we produce in. A hotline is also available for workers to file a complaint whenever they feel their rights are not being respected.



Wages must enable decent living standards



The employment relationship must be formally established in a written contract



People must be employed based on their ability and never discriminated against



Working conditions must be decent and safe



All employees must be treated with respect and dignity



Business should be free of corruption



We don't tolerate *child labor*, ever



Hours of work should be reasonable and overtime must be voluntary and adequately paid



Environmental protection through a precautionary approach, the mindful use of resources and waste management systems



Employees must *choose to work*, not be forced to work



Workers have the right to join unions

We produce around the globe



Most of our production is outsourced, meaning we do not own the factories – apart from the Pomoca site in Switzerland, our footwear facility Droker in Rumania and mohair production Velotex in Germany.

This means we have to pick our production partners carefully and make sure we install fruitful and long-term partnerships.

We produce our bindings, skis, ski boots, skins and some of our technical hardware – like via ferrata sets and ropes - and some of our footwear in Europe. This allows us to easily monitor every step of production, making sure it meets our safety and performance requirements.

We always look for the best production location, considering technical expertise and know-how. Many factories with cutting and sewing skills are located in Asia, where most of our apparel, textile equipment and the rest of our footwear are made. We select the partners that follow strict social requirements and collaborate with them to reach even higher standards of working conditions.

Being far away from the factories makes monitoring much harder. For achieving high results, we ensure that all actors in the production network are involved, from the designers in our headquarters to Quality Controllers and the factories themselves.

COLLABORATION IS KEY

78%

of our textile products come from monitored factories or low-risk countries

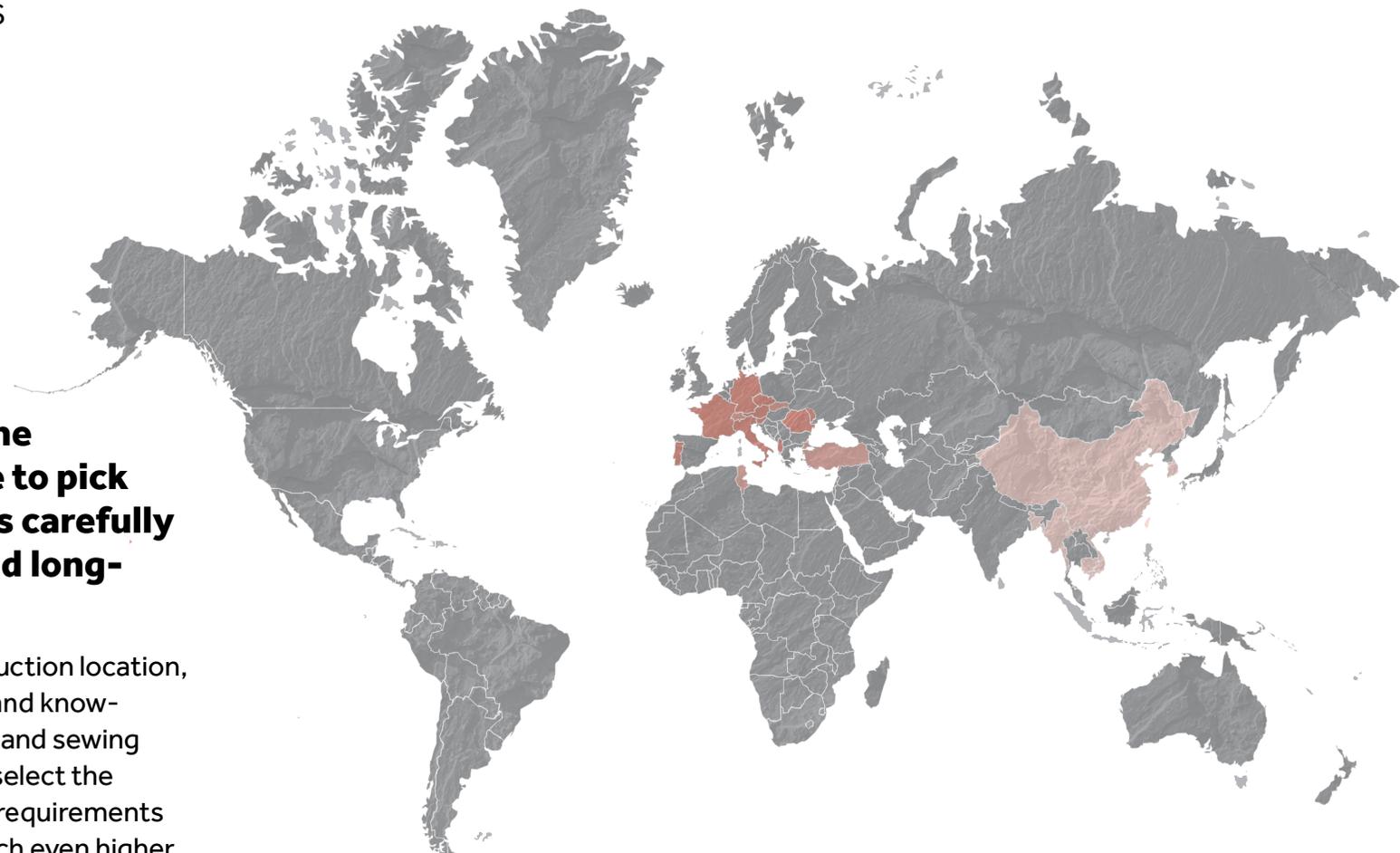
73%

of our production volume came from suppliers who have been our partners for more than five years

Where we do not own the factories, we make sure to pick our production partners carefully and to install fruitful and long-term partnerships.

We always look for the best production location, considering technical expertise and know-how. Many factories with cutting and sewing skills are located in Asia, and we select the partners that follow strict social requirements and collaborate with them to reach even higher standards of working conditions.

Being far away from the factories makes monitoring harder. For achieving high results, we ensure that all actors in the production network are involved, from the designers in our headquarters to Quality Controllers and the factories themselves.



Asia

Most of our apparel, textile equipment and the rest of our footwear are produced in Asia.

Africa & Middle East

Dynafit jeans are produced in Tunisia and Turkey.

Switzerland

Our ski-touring skins production for Pomoca.

Europe

Bindings, skis, ski boots, via ferrata sets, ropes and some apparel are produced in Italy, Germany, Moldova, Lithuania and Slovakia. Velotex: our mohair-velvet

production in Germany makes the main component of Pomoca skins. Droker: our Salewa "Mountain Trainer" production in Romania.

How we monitor working conditions

Collaboration and Transparency



BEFORE

Code of Conduct
First screening
Complaint mechanism



DURING



Audits
Worker interviews
Corrective action plan
Regular factory visits
Evaluation

Collaboration

We cooperate with other brands sourcing in the same factories, who share our values in the protection of workers' rights, by sharing workload and concentrating better on the solution of problems. Thus, we reduce audit fatigue (an excess of audits) and increase the possibilities of effecting change.

Transparency

Every year, we publish a detailed Social Report on what we have done to improve working conditions.

Factory training

Information is power. We set up training sessions in many of our factories that focus on labour rights, social dialogue between management and workers, or special issues like anti-harassment or age verification, depending on the needs in a certain country or factory.

First screening

All potential suppliers need to go through a human rights screening process and commit to our Code of Conduct.

Complaints mechanism

The Worker Information Sheet, listing workers' international rights, is posted in our factories, has an anonymous hotline number or an email address. They are used by workers to report issues and are managed by FWF. FWF forward complaints to us and we solve them directly with the factory. The content and resolution of complaints are public on FWF's website.

Audits

All suppliers must agree to audits from third parties at least every three years. These are conducted in the local language by expert teams of experts to carry out a comprehensive and in-depth evaluation: worker interviews, health and safety check and thorough document inspection (payrolls, safety certifications, time records). Afterwards, findings are shared with the factory and a report on the findings is shared with us.

Worker interviews

We want to make sure that workers can tell us how they are doing. As a part of audits, a team of independent local experts interview workers on factory conditions. This is done away from the premises to avoid biased feedback or retaliation against the interviewees. Workers know that their comments are anonymous so that they can speak freely.

New audit

At the end of each three-year period, we conduct a new audit on our factories. This builds on our previous findings and confirms progress.

Corrective action plan

The results from the audit become an action plan: a to-do list of specific findings that need to be improved, with concrete targets and a clear timeline. Problems like a missing emergency exit sign over the entrance must be corrected immediately, but solving issues of worker overtime related to production planning can be a longer-term goal. Together with our suppliers, we work out a plan on how to solve these problems and how we can support.

Follow up

We continue checking with each factory until an action plan is completed and problems have been solved.

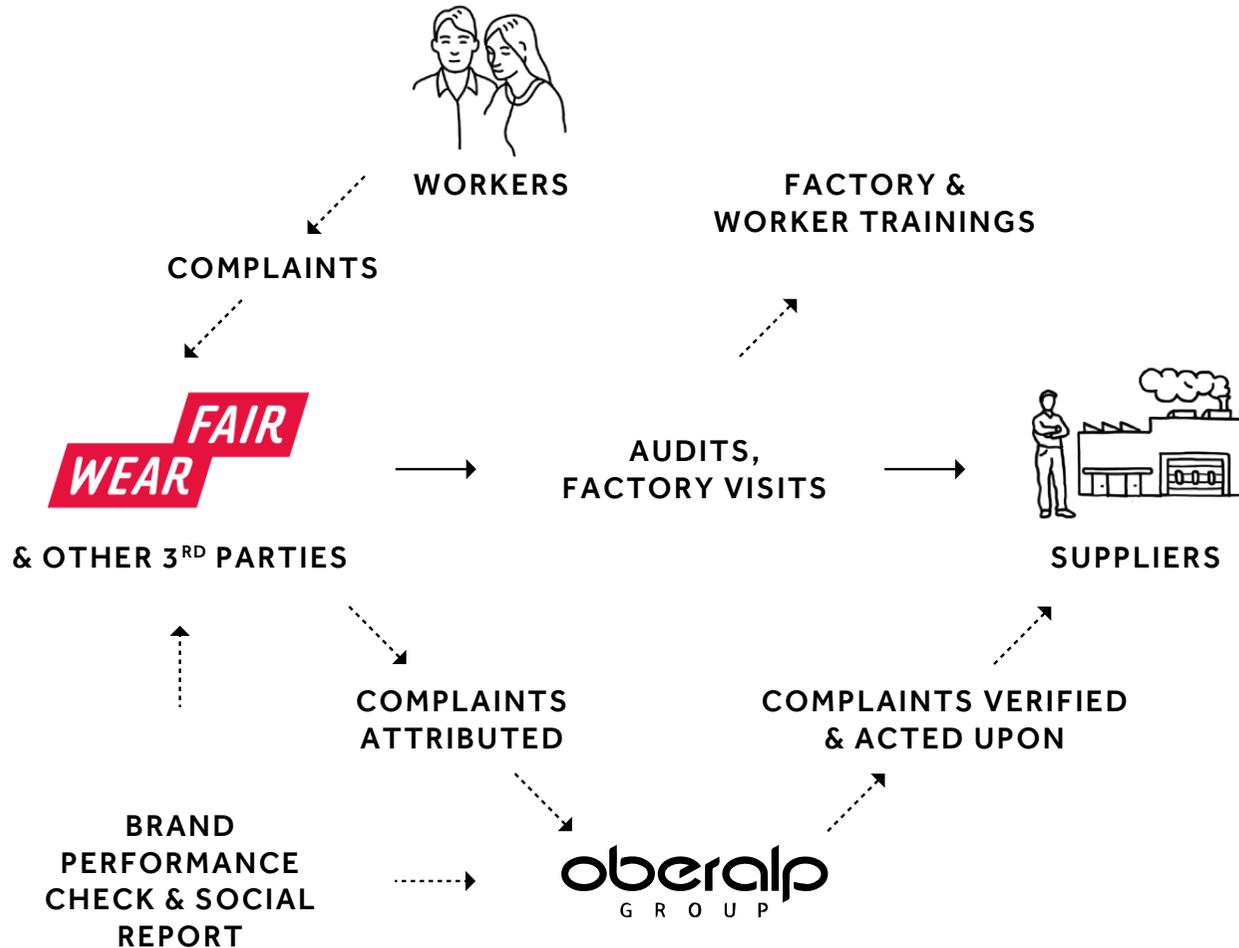
Regular factory visits

Our quality controllers regularly visit production sites. They are experts on our social compliance requirements – and our eyes on the ground, monitoring working conditions in person.

Evaluation

We evaluate each supplier with an internal tool. Rating and progress are based on the results of audits and follow-up of corrective action plans. Thanks to this tool, we can understand the most recurring findings and develop methods to address them consistently. It also helps us to see if our strategy is indeed improving working conditions in the factories.

How Fair Wear Foundation works



Fair Wear Foundation (FWF) is an independent, non-profit organization that aims to improve labour conditions in the textile industry.

It performs and shares research on workplace-related issues, provides a platform for open exchange of information with other brands and stakeholders, and has available local teams in production countries who carry out worker trainings, seminars, and audits. After each factory audit, a corrective action plan (CAP) is made and shared with management, and a timeline for improvements is set. Another important part of FWF's work is to help us handle worker complaints.

Partnering with FWF is a big commitment. Every year, it reviews our work to see whether we are implementing our code of conduct in an effective way. It assesses our internal organization and processes, our approach and handling of the year's main events, worker complaints and audits, and gives us a rating in a report which is published on their website.

FWF Leader 6 years in a row

Oberalp brands Salewa, Dynafit and Wild Country were awarded FWF “Leader Status” for the 6th year in a row. Newcomer brand LaMunt is keeping up with its 2nd year.



“COVID-19 continued to impact the member's supply chain. However, as it preponed the forecasting, leading to an extension of lead times by at least one to three months. By starting the forecasting much earlier, the member enables suppliers to spread orders and ensure material is bought well in advance. In cases where orders were delayed, these were accepted without negotiating discounts.

Despite the pandemic, the local quality controllers based in Bangladesh, China, Myanmar and Vietnam continued to visit production locations. This way, the member could continue monitoring its supply chain when audits were often impossible.

The company immediately started gathering information about local regulations when factories closed in Vietnam.

Positive is the continuation of the member's living wage work. The company uses a costing tool that calculates using labour minutes and the target wage, which SALEWA, DYNAFIT, Wild Country and LaMunt increased to 130% of the legal minimum wage in 2021.

SALEWA, DYNAFIT, Wild Country and LaMunt recognise the importance of social dialogue for enabling labour rights to be respected. The member started collecting information about the existence and functioning of worker representation at all its suppliers.”

FWF Brand Performance Check 2022
(about year 2021)

We share responsibilities



We do our planning, sourcing and purchasing in different divisions. Even though each division has its own internal structure, strategies and partners, they all integrate due diligence and social compliance in everything they do.

The Sustainability team regularly exchanges information with our sourcing and costing managers about local living costs, potential hazards and geographical risks, and actual working conditions. This means they can make informed decisions.

OUR PRODUCTION VOLUME

We work with the best factories, in countries that have production expertise. In 2022 we worked with 97 factories across 25 countries.

41%

EUROPE

Albania, Austria, Belarus, Czech Republic, France, Germany, Italy, Lithuania, Moldova, Portugal, Romania, Slovakia, Slovenia, Switzerland, Ukraine

57,4%

ASIA

Bangladesh, Cambodia, China, South Korea, Myanmar, Taiwan, Vietnam

1,6%

AFRICA & MIDDLE EAST

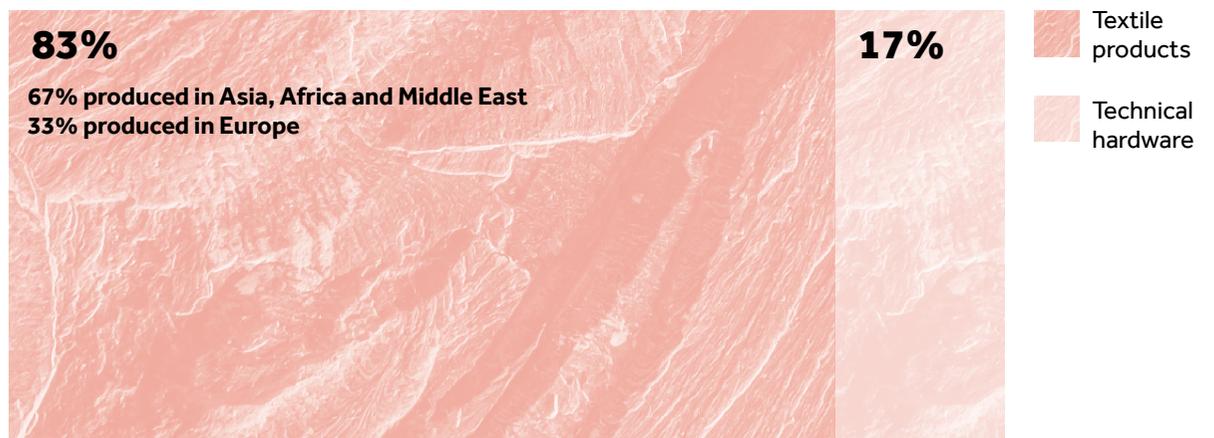
Tunisia, Turkey

We focus on textile products

Our monitoring of labor conditions focuses mainly on suppliers where items are cut and sewn. This is because most of our turnover comes from textile products*.

In 2022, textiles amounted to 83% of our turnover, and 67% of this total was made in Asia, Africa and Middle East. These regions are those that have a higher risk of poor labor conditions and where most regard is needed – it makes sense to monitor them more closely.

TURNOVER BY PRODUCT TYPE



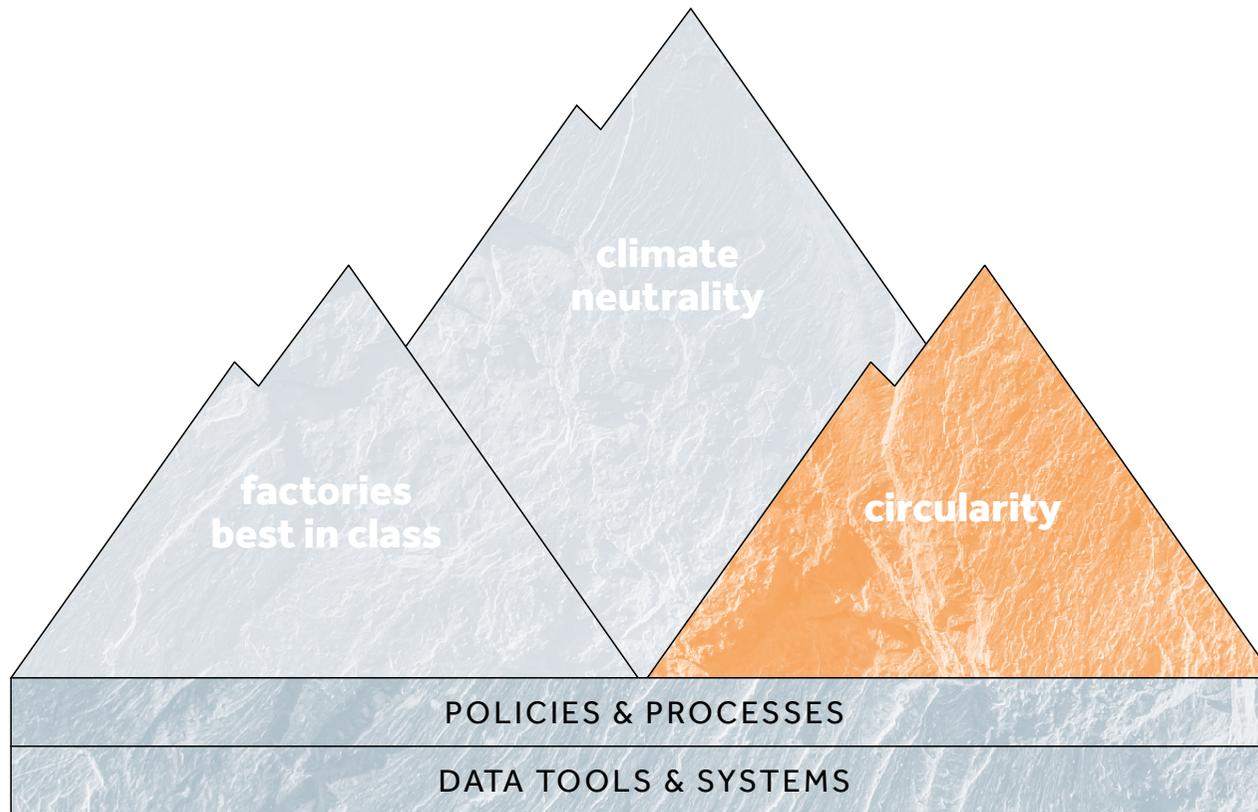
* Textile products include the following: *Apparel* (menswear, women's wear, accessories), *Footwear* and *Technical Equipment* (shoes and boots, tents, backpacks and bags, sleeping bags, cords, ropes, slings). For more information read our Social Report 2022.

THE ACCORD ON FIRE AND BUILDING SAFETY

On 24 April 2013, Rana Plaza, an eight-storey building that also contained a garment factory, collapsed. More than 1,000 people died and 2,500 were injured as a result of the structural failure. To prevent similar accidents from happening again, trade unions and brands have launched a legally binding agreement to build safer workplaces: the Accord on Fire and Building Safety. The agreement covers factories producing ready-made garments (RMG) for the signatory brands and is organised in four modules: factories' inspections, monitoring remediations, safety trainings and safety complaints resolutions.

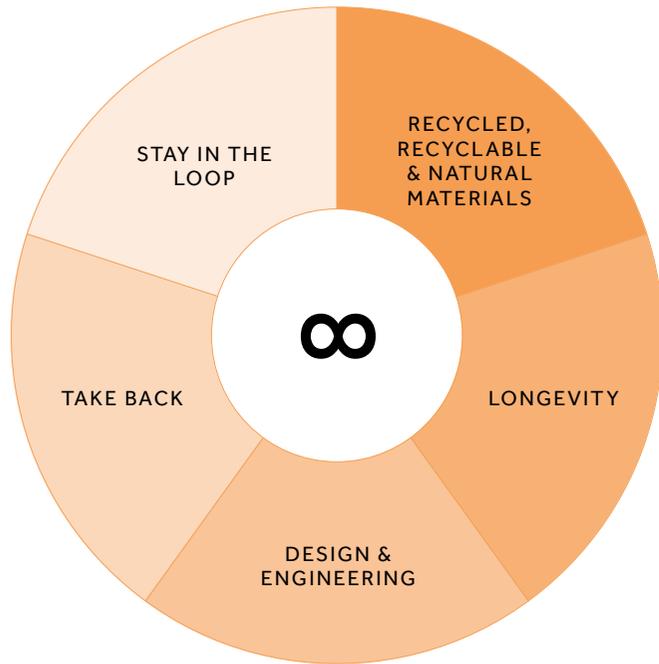
Since then, we have included the restriction in our Sourcing Policy to do business only with factories monitored by Accord. After the official extension of Accord, we decided to sign the new version and actively contribute to creating a working environment where no worker has to fear fire, building collapse or other accidents that could be avoided with reasonable health and safety measures.

We do not run around in circles



We contribute by investing in circular business models in our processes and products, driven by a stable and efficient infrastructure.

Thus we can continue to make leading mountain sports products with the use of high-quality material, while on one hand reducing virgin raw-material needed and on the other hand decreasing generated waste. This includes longevity, as well as reparability of products and improved service offers.



Up to now, we were all missing a piece in the puzzle: the impact we were generating through our products on the very place we love. And the only way to minimize it is by making circular products.

We love mountains, and like to believe that the products we make, enable people to enjoy them safely and comfortably. This has motivated us for decades to innovate on fabrics, construction and aesthetics, and collaboration with our suppliers, and the response from our customers has been key.

Easy said, easily done? Not quite. We need to turn things “a-round”: to start from the end.

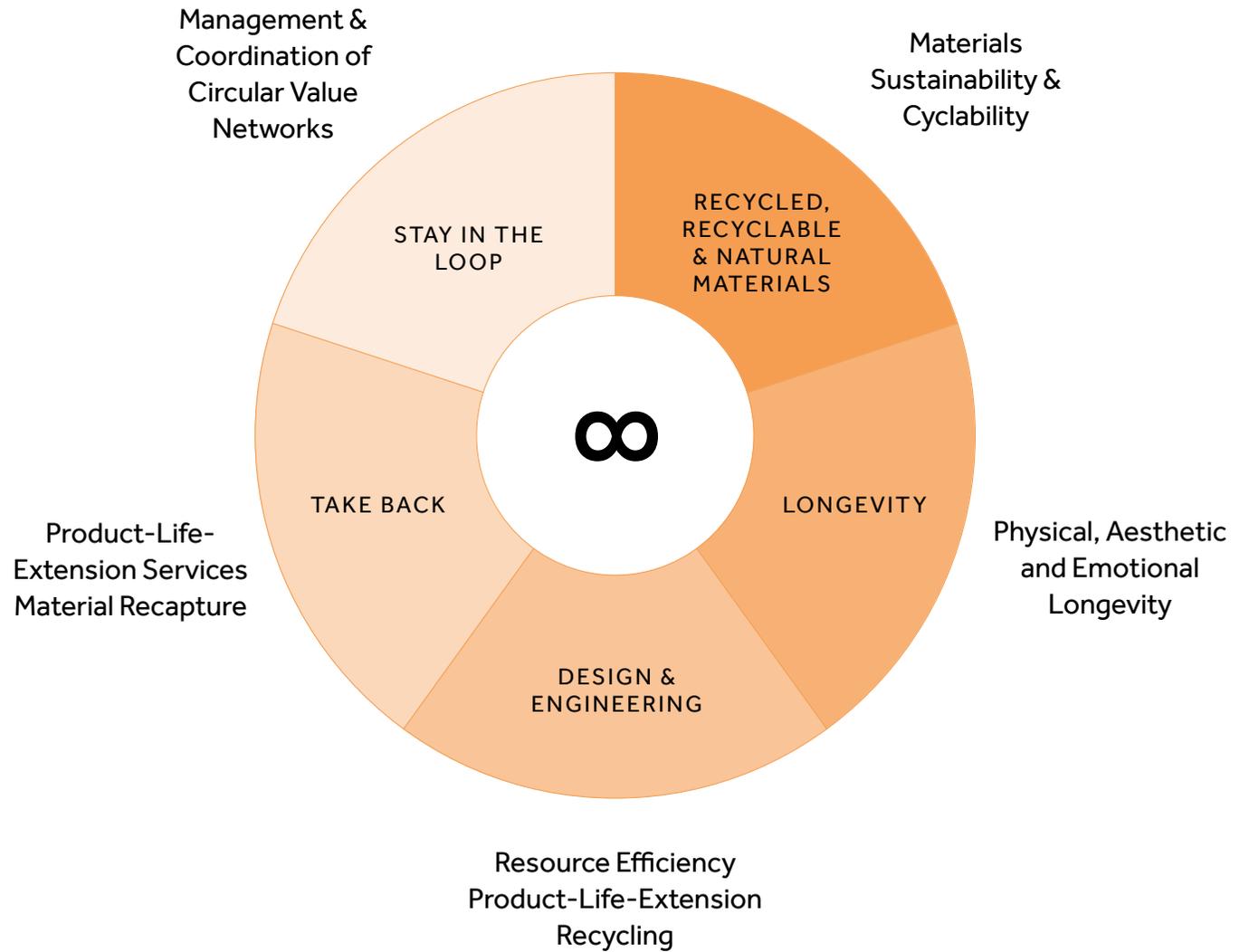
Use fabrics, not from pristine new materials, but from our own production waste, or from used textiles. Rethink our expectations on aesthetics. Rework our role on the supply chain: not just buying a fabric but participating in the creation of supply streams for it. Create products that are engineered for living longer. Convince our customers of taking care and using their products for as long as possible, repairing, sharing and disposing of them properly.

Circular Design Criteria

The design of our products is the key to reducing our climate impact.

An initial assessment showed that more than 3/4 of our total carbon footprint is generated by the production, upstream transportation and distribution of our products.

That is why we have developed a Circular Design Approach, which integrates the concepts of Circularity into our product development processes: Starting from design we aim to extend the lifetime of products and materials, delaying their dismantling for as long as possible to avoid the use of new resources.



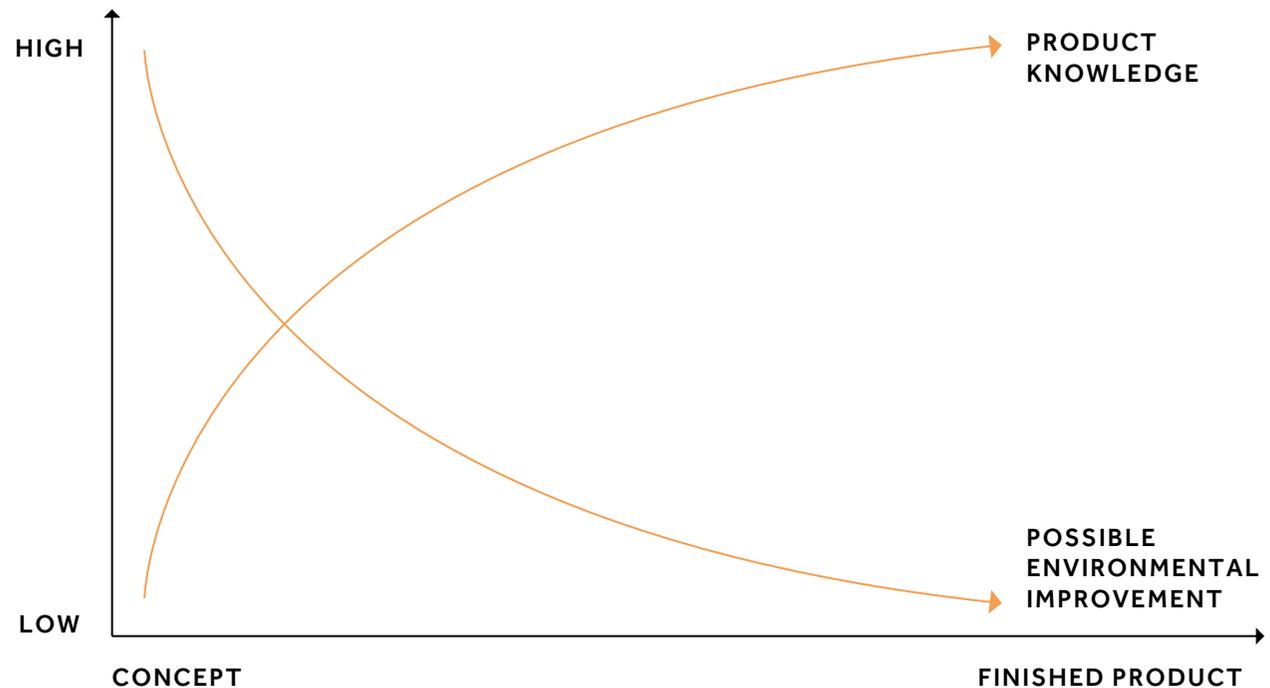
The Eco-Design Paradox

With high product knowledge comes low design freedom.

During the early stages of product development, designers and developers have low knowledge about the specifications of the final product while they enjoy high design freedom. Consequently, environmental assessments are subject to limitations due to that lack of knowledge. Decisions made during these early stages highly influence the environmental impacts related to the product, e.g. by specifying the material composition and construction of a product. As the product development process advances and the product design becomes more detailed, only few environmental improvements remain possible.

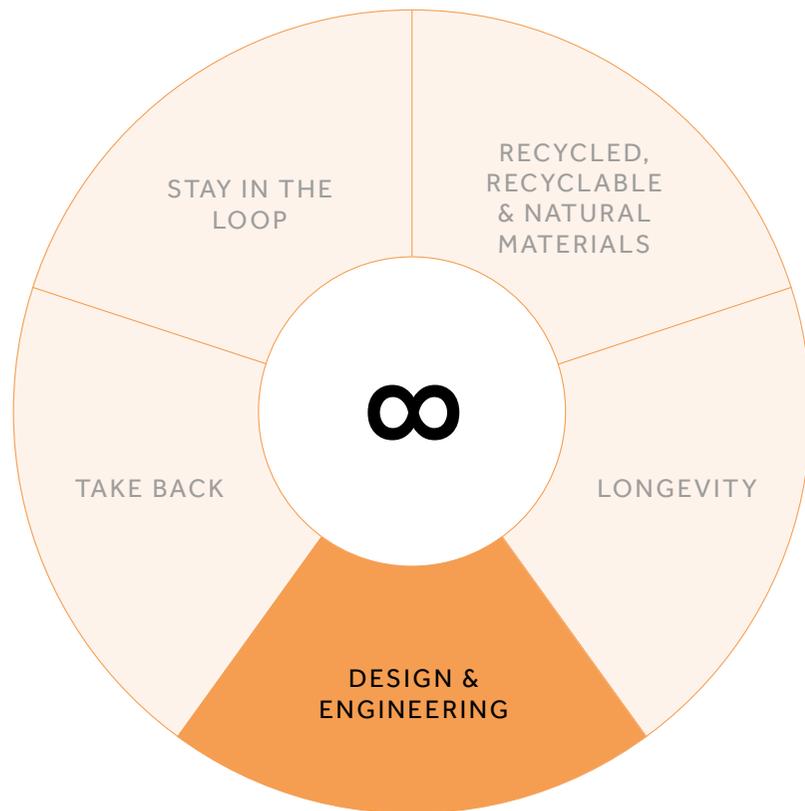
Therefore it is essential to have the right analysis and design tools at hand and we took the following actions:

- Use of Life Cycle Assessments (LCA) as a predictive tool in product development
- Introduction of a Circular Design Guide



Adapted from Chebaeva et al. (2021)

Design & Engineering



Contribute - by Design

It is all well to scale more sustainable materials and extend the lifetime of a product. All of this can not work, if it is not engineered for living longer – i.e. designed to be taken apart for repair, made with a fabric that can be refurbished easily, for repair or recycling, or made with – even if it requires effort and brings along change.

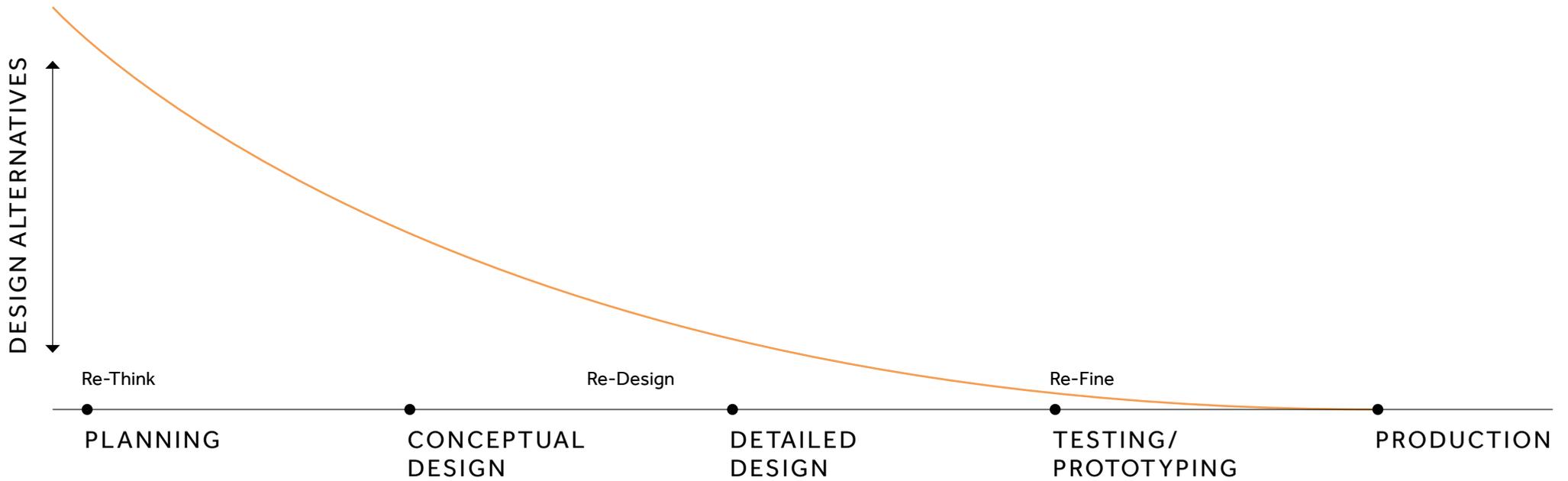


Circular Design Guide
as supporting tool in the
product development
process

+



LCA as an analysing tool
to explore a product's
environmental hotspots
& as predictive tool for new
product alternatives

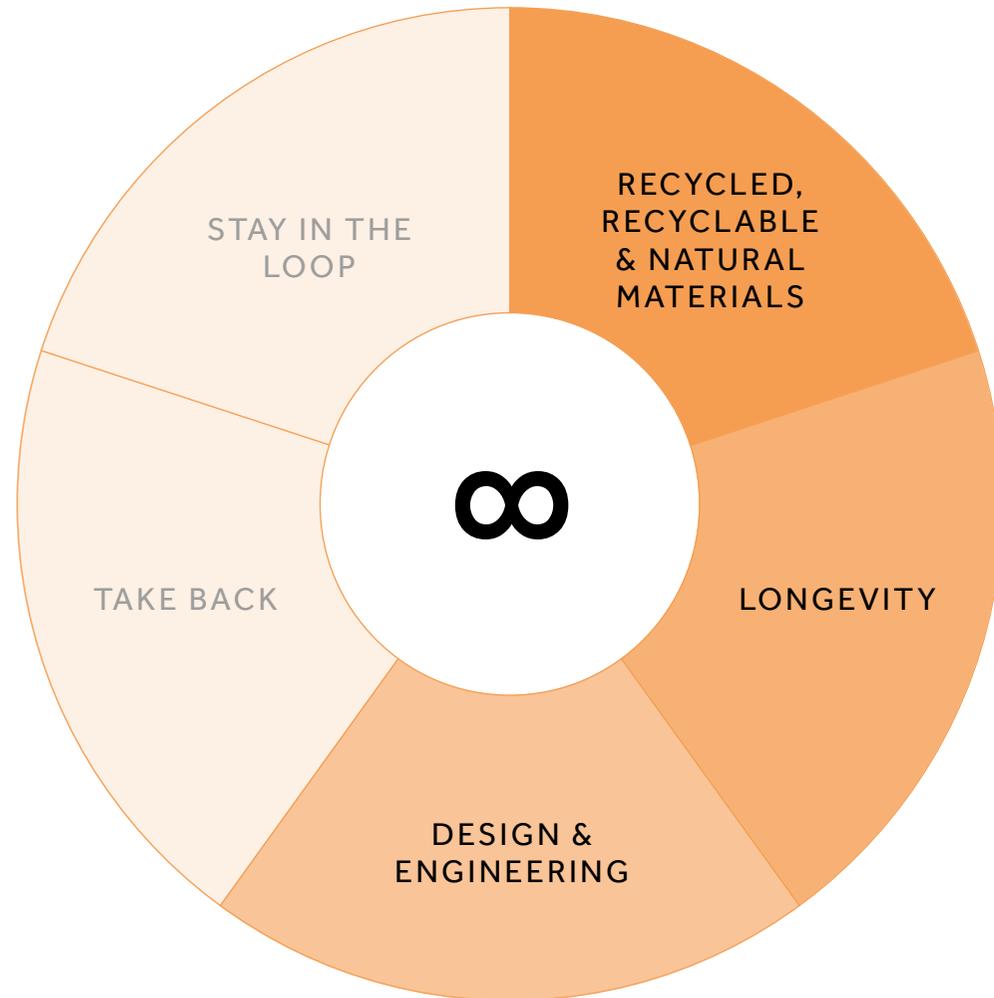


Circular Design Approach

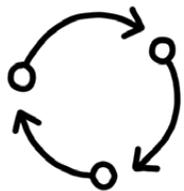
Circular Design Guide was developed specifically for our product development divisions.

It refers to our first three Circularity Criteria and encompasses:

- The selection of appropriate materials, focusing on recycled, recyclable and natural materials.
- The aim to create durable products that last in performance and style.
- The design of products that are easily repairable, recyclable and use fewer resources during the manufacturing stage.



Making Circularity measurable

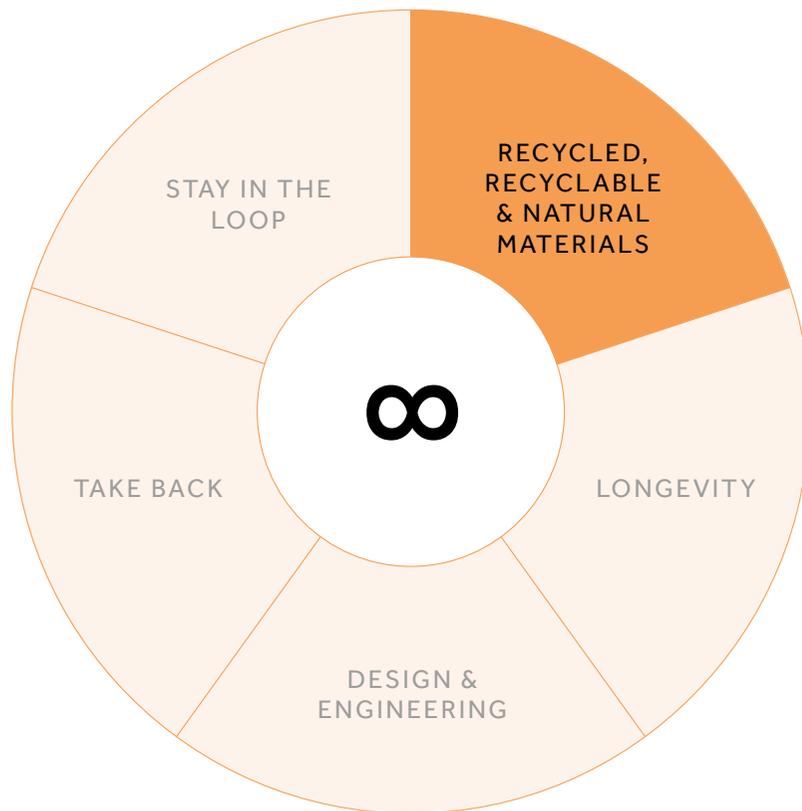


A Life Cycle Assessment (LCA) enables us to assess a product's environmental footprint over its entire lifecycle from "cradle to grave"

In addition to the Circular Design Guide, we evaluate the environmental impacts of materials, products and/or processes over their entire lifetime. This is called *Life Cycle Assessment*.

We apply this methodology within our Circular Design Approach as supporting tool in decision-making. By doing so, we can make sure to select the materials and product concepts with the lowest possible impact on the environment, without compromising on performance.

Recycled, Recyclable & Natural Materials



Let's use what is already there

We contribute to Circular Products by using raw materials that have less impact on our environment, because they either grow naturally (such as hemp, viscose or wool) or because they have been a raw material for a different product before and can be re- or upcycled. To close the loop, these materials should ideally also be able to be re-recycled again, when the product has reached its end of life.

Responsible - from goose to gear

We only use 100% Responsible Down Standard (RDS)- certified down.

We use exclusively RDS-certified down in our apparel since 2014, and our sleeping bags followed shortly after. RDS is currently the

most comprehensive animal welfare standard worldwide, guaranteeing that ducks and geese are treated well throughout their lives and all steps along the collector and industrial supply chains are checked and controlled. The standard is independent and based on regular checks and inspections that are conducted without warning.



RDS-certified down means:

- No live plucking
- No force-feeding of ducks and geese
- No slaughtering of animals only for down and feathers
- Yes to a fully audited supply chain by a professional, third-party certification body

COLLECTOR CHAIN



Households or small farms raise geese and ducks for personal consumption or sale in the local market.



Collectors move from town to town and collect the down and feathers that have been set aside.



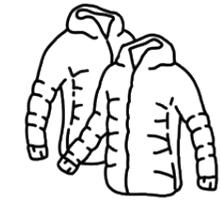
Larger collectors pool the down and feathers from the smaller collectors.



Pre-processor/Processors clean and sort based on quality and down/feather type.

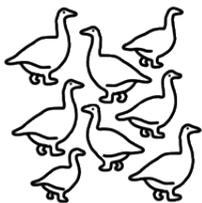


Manufacturer



Retail

INDUSTRIAL CHAIN



Industrial farms raise geese and ducks for their meat.



Farms deliver birds to the slaughterhouse on trucks.



Slaughter Houses process the birds for meat and feathers.

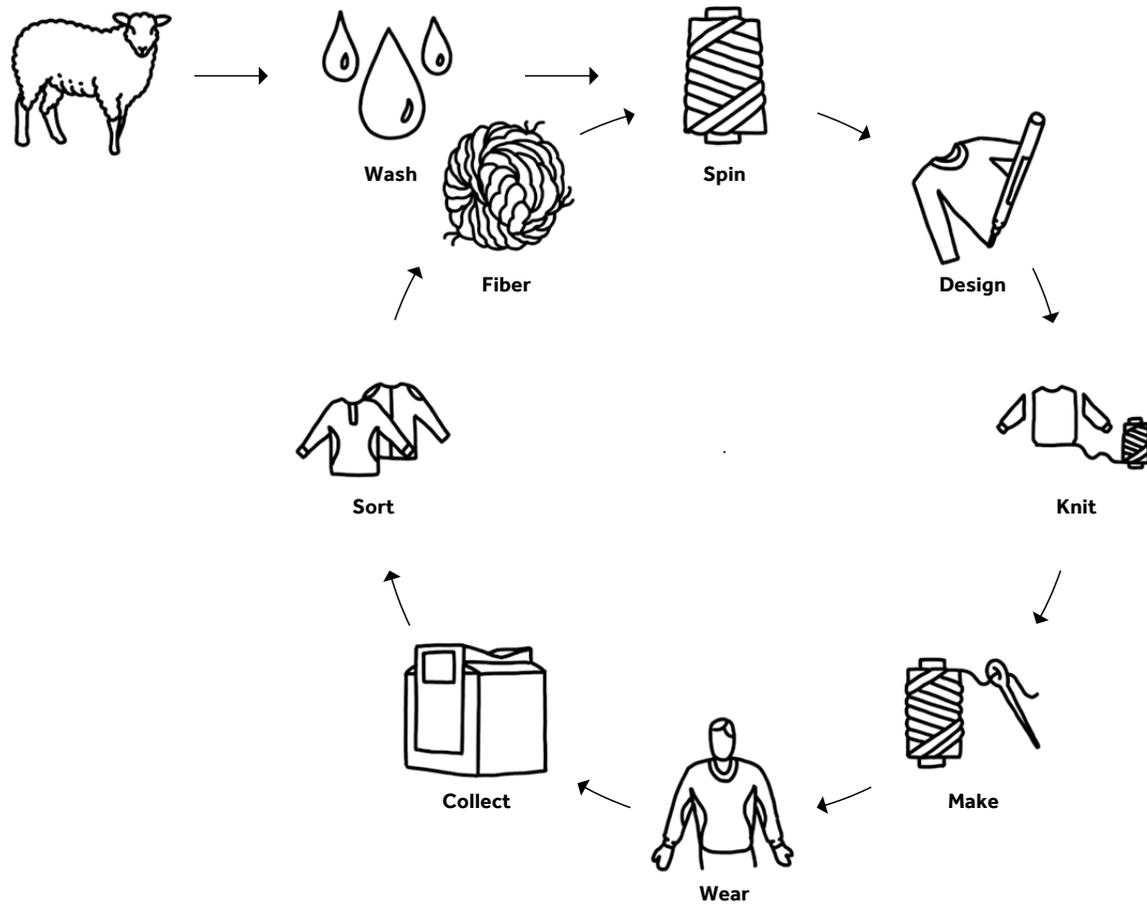
Not waste, but a circular resource

The Salewa circular manufacturing pilot study was set up to look at ways to recover, recycle and reuse wool from post-consumer sources and waste left over from our own Alpine Merino baselayer production.

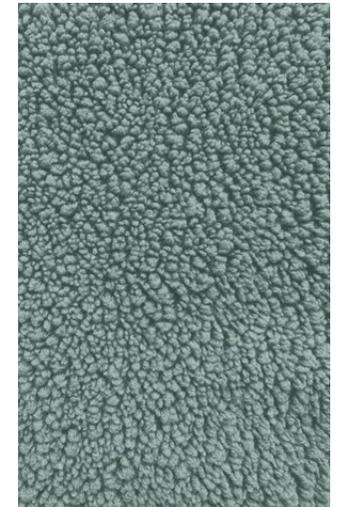
The resulting fibres are blended with recycled PET from plastic bottles. That way, we work only with pre- and post-consumer recycled matter. Although this project is still in an experimental phase, we would like it to become a full-scale project. We see concepts like this as the way forward.

- Wool fibre felt from post-consumer wool sweaters, reprocessed and made ready for their next life cycle in a new product by our partner for insulation in Italy.
- Soft, warm shearling and wool sweater knits made of yarn spun with post-production waste from our Zebra baselayer series.
- The project is part of a feasibility study on circularity of textiles, recycling post-industrial and post-consumer textiles).

CIRCULARITY: RECYCLED & NATURAL MATERIALS



Baselayer Zebra Medium
Seamless knit made in Italy
64% Virgin Wool 36%
Polyamide



"Teddy" fleece
40% recovered yarn from
Zebra
35% recycled Wool/15%
Polyamide blend
25% recycled Polyester

ReMOCA: new life for skin “waste”

The ReMOCA Pad is LaMunt’s unique in-house synthetic insulation fiberfill made from recycled skiing skins.

With outstanding technical performance and high thermal capacities, this light-weight insulation material is upcycled from the manufacturing off-cuts of POMOCA ski touring skins (60%), combined with post-consumer recycled polyester fibers (40%) for added durability and suppleness.



Re-MOCA Pad® steps:

1. Making of POMOCA skins base fabric
2. Collecting production waste from the weaving process
3. Unravelling – opening out and recovering the fibres
4. Blending of recycled fibres to produce the padding
5. Filling and creating LaMunt products





POMOCA tries to minimize waste wherever possible through optimized production technologies.

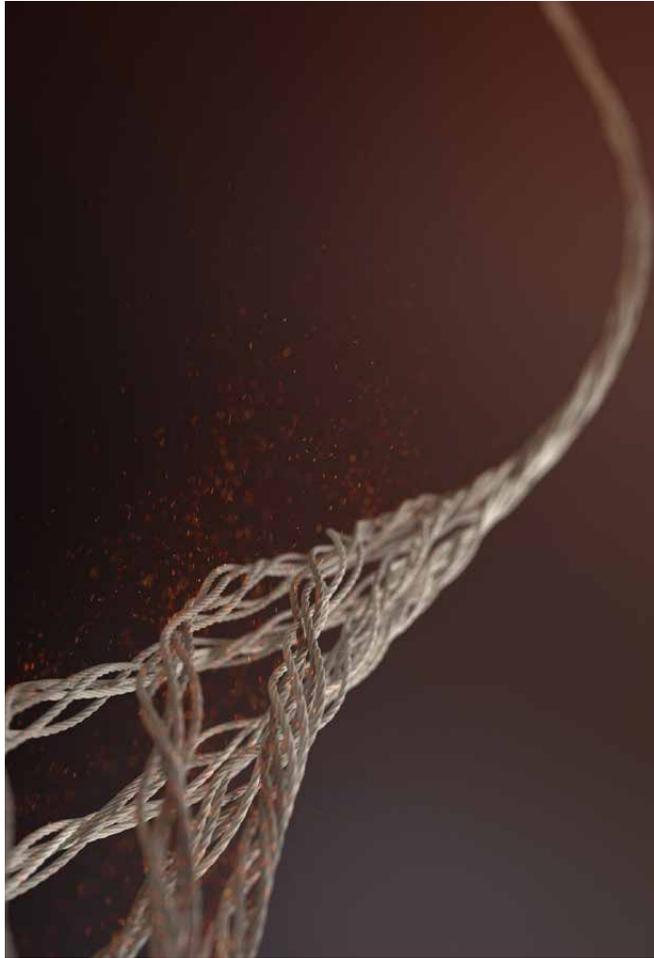
We reduce what we can and upcycle what we cannot reduce – giving a ‘second life’ to our excess trimmed material, for example in the reMOCA pad used in LaMunt’s jackets.

We have continued our partnership with Skinalp of the Aosta Valley, Italy. Skinalp produces unique and functional apparel accessories from the excess plush material of our skins.

Proceeds go to support the Sanonani House in Nepal.

POMOCA has also partnered with the innovative start-up Baabuk. An up-and-coming Swiss company who offers felted wool shoes inspired by old traditions. Together they upcycled the cuttings into durable and versatile bottoms for a limited series of fun, stylish and durable slippers.

Wool combined with technology



Wool is packed with benefits: excellent insulation, breathability, thermal regulation and outstanding warmth. It is also part of our DNA.

We have been using wool for years in its different forms: Recycled, virgin, boiled, as yarn and as a padding for our insulations.

All our suppliers of virgin wool guarantee to avoid mulesing, a cruel practice that causes pain to the sheep.

We have found ways of sourcing local wool, cooperating with the herders and various other partners, to use this traditional resource, and combine with an innovative technology. The result is TirolWool® Responsive.

RESPONSIVE



Made from Nature

Is a blend of 13 different natural thermo-reactive minerals.



Recycled Polyester

Responsive is blended with recycled polyester fibres, produced from post-consumer bottles.



Recycled Heat

Keeps you warm and dry longer, reflecting your body heat back to you.



Better Performance

The insulation allows for faster recovery by improving local blood circulation and promoting oxygen in your bloodstream.



Long-Term Durability

Wear it for years, put it in the washing machine, get it wet; it will continue to keep you warm.

Wool combined with tradition

TIROLWOOL®



From the Mountains for the Mountains
Sourced from Tyrolean mountain sheep.



Support local farmers
Farmers receive better money for their wool.



Traceability
We know exactly where our wool comes from and how animals are kept.



Animal Welfare
Farmers shear sheep twice a year in a humane manner to keep the animals healthy.



Responsible Chemical Treatment
The wool is washed with Oxy-Wash; a patented oxygen washing technique that does not use chlorine.

The “Undyed Sarner” is the continuation of the Tirolwool story.

We wanted to make the wool itself focus point of the product: therefore, we set aside colouring methods for the “Undyed Sarner” series.

Traditionally, the natural colour of the wool fibre of white and brown sheep is mixed, creating a melange. This is how natural shades of brown were created in the Alpine regions, spun into yarn and knit into the Sarner sweater.

The yarn for our new Undyed Sarner is made from 100% local wool, 25% stems from mountain sheep and 75% from the merino sheep.

We do not go through any process of colouring, so we can keep the wool fibre from our mountains absolutely natural.



Upcycling workshop with teenagers

Theresa Bader from the University of Bolzano, Eco-Social Design, used Salewa ropes and banners that had reached their end of life and gave them a new purpose.

In summer of 2022 at the Crazy Castle Festival in Bruneck, South Tyrol, Italy, Theresa held an upcycling workshop with teenagers. From old SALEWA banners (initially used for advertisement), they created seats and cushions for people to sit on and even a crash pad used to soften a fall when bouldering. The SALEWA Cube climbing gym in Bolzano, IT, provided discarded ropes, which cannot be used safely anymore. Theresa used the macramé technique, skilfully knotting the ropes together, and created beautiful hammocks – thus giving the ropes a second purpose.



Rediscovered and reworked: Hemp in South Tyrol

We collaborate in a cross-industry partnership to rediscover and use industrial hemp wholistically. The frugal plant can be used for food, cosmetics, textile-products, building materials as well as natural remedies.

Industrial hemp is not suitable to be smoked, however: it only contains minimal amounts of THC, the psych-activating cannabinoid. Part of the working group are Christoph Kirchler of Ecopassion (specialized in functional cosmetics, remedies and dietary supplements), Helmuth Profanter (natural bakery Profanter/ Brixen, Italy), Werner Schönthaler (stones, bricks and building material), Valentine Troi of Alpenhanf 360° and our own Christine Ladstaetter (Material Expert at SALEWA). Together, they have been promoting hemp and rediscovering lost competencies in the Alpine region for many years. Their goal is to make industrial hemp socially acceptable again in South Tyrol – and use the plant in its entirety, from stem to seed, as had been the case in the past.



Naturally strong

Soft, wearable, natural, stretchy, breathable, heat-regulating, comfortable – the Salewa Alpine Hemp collection.

We were initially attracted to hemp because of its natural comfort and heat-regulating capabilities, in addition to the fact that it has a low environmental impact. Compared to cotton, it's longer lasting, retains temperature, and is breathable, heat- and UV-resistant, and antibacterial. It can also absorb up to 30% moisture whilst continuing to keep you feeling dry. But the most important feature of hemp is that it's the most resistant, long-lasting natural fibre, making it ideal for climbing gear.

It's a pleasure to wear against the skin, similar to linen. Hemp can also be produced without the use of pesticides, synthetic fertilisers or GMO seeds. Unlike cotton, hemp requires little (or no) water, and, what's more, it improves the health of soil, replenishing it with vital nutrients and preventing erosion.



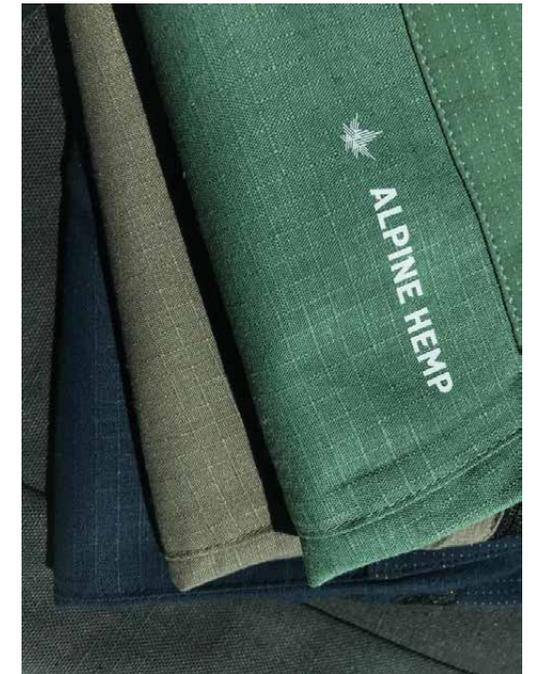
CIRCULARITY: RECYCLED & NATURAL MATERIALS

Alpine Hemp is a new type of fabric developed for our climbing collection. We know that you like to wear natural, comfortable and sustainable clothing. We know that you expect a certain level of temperature regulation for intense exercise. We also know that you need garments with stretch that don't limit your freedom of movement, even during your most dynamic motions.

Garments made of Alpine Hemp are our answer to these needs. Alpine Hemp is the result of a hybrid technology developed by Salewa in collaboration with its fabric suppliers. We employed complex weaving and knitting techniques to enhance the natural features of hemp, combining it with other fibres such

as recycled polyester, organic cotton and elastane. Specifically, we developed a new and exclusive scratch-resistant stretch fabric that incorporates hemp, recycled polyester and elastane.

Salewa has made a long-term commitment to support the Alpine economy and the use of natural resources. Ten per cent of the revenues generated from the sale of the Alpine Hemp collection will be invested in efforts to begin cultivating this fibre and producing and manufacturing hemp clothing in the Alpine region



Alpenhanf 360°

In 2020, our Chief Sales Officer Stefan and Valentine Troi from the Alpenhanf 360° project had an idea for a collaboration – in 2022, idea and product became reality.

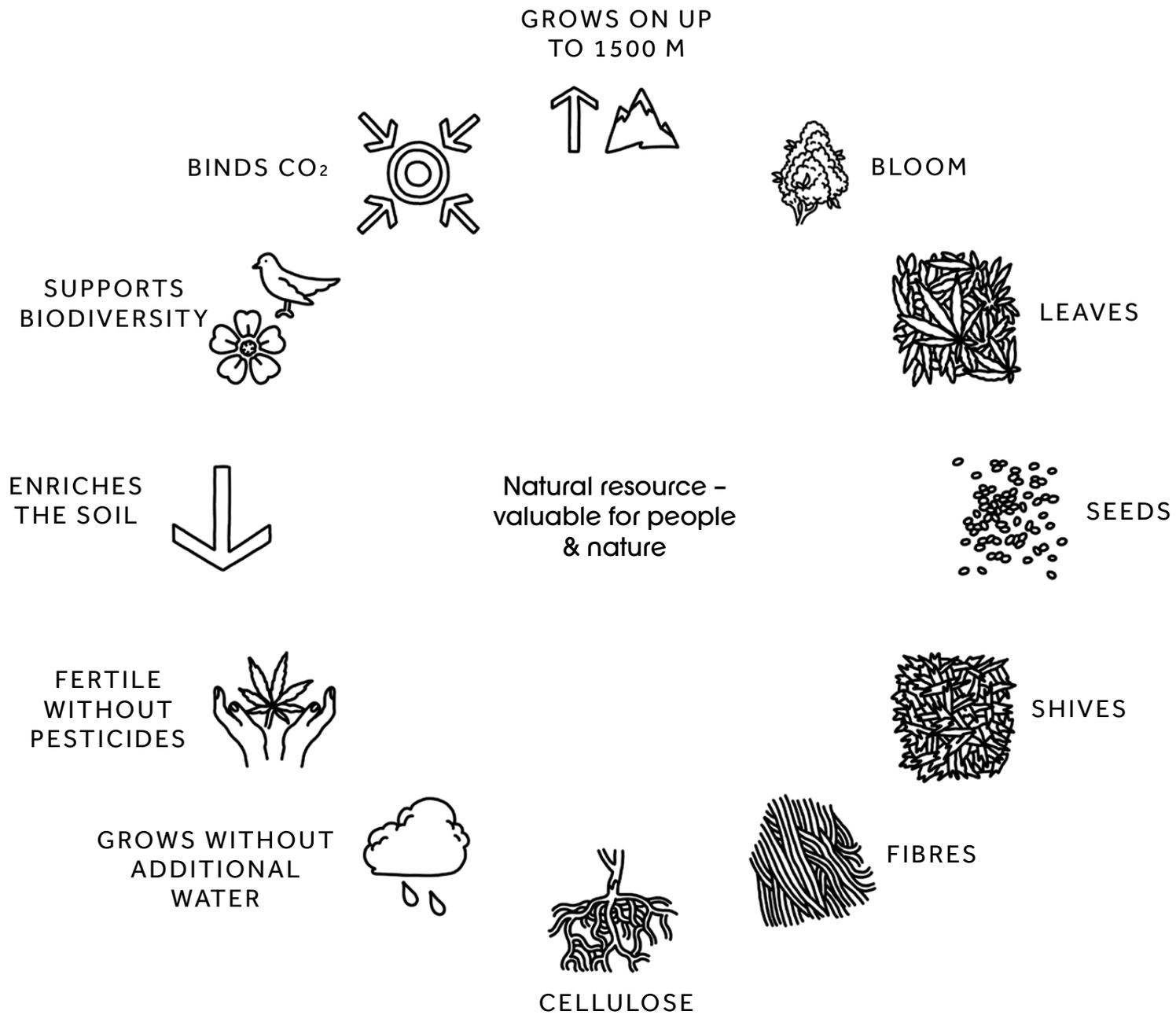
In the pilot project, hemp from Tyrol and South Tyrol, namely our very own field next to the Oberalp headquarters in Bolzano, was used to manufacture the prototype poles you can see in the picture.

In November 2022, the touring exhibition “Alpine Hemp in Alpine Regions” stopped in Innsbruck, AT, at the Alpine Fair. SALEWA prototypes and posters explained our collaborative projects:

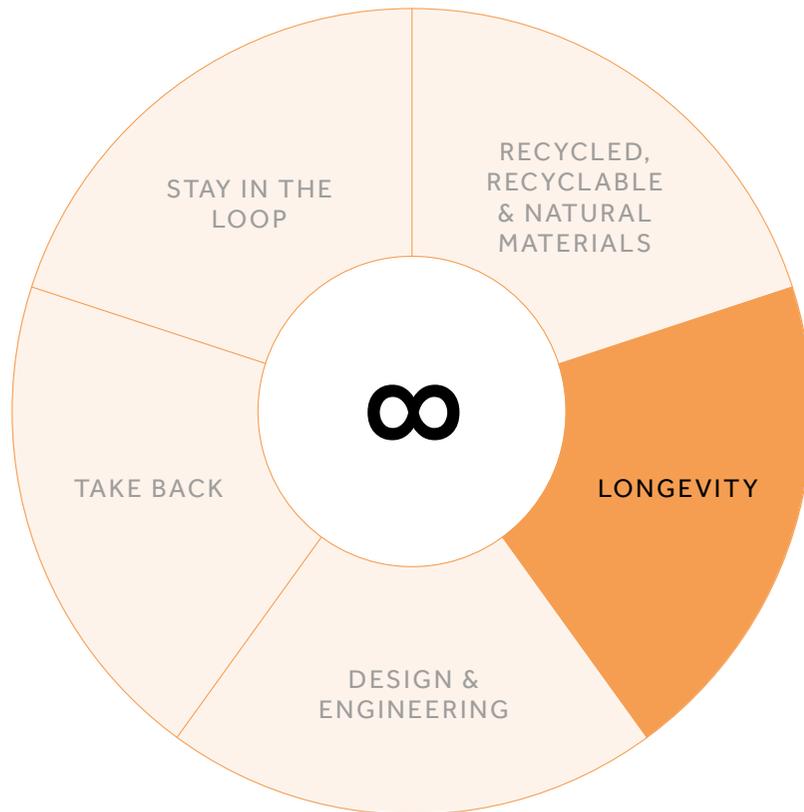
- Alpine Hemp climbing collection
- Alpine Hemp Jeans / European Hemp
- Study: The power of hemp insulation
- Study: Hemp cellulose for fibres/textiles

The exhibition showed once more the importance of the connection between different ideas and industry partners is, to use the whole potential of this sustainably growing resource.





Longevity



**“Buy less, choose it well,
make it last.”**

Vivienne Westwood

More than 4/5 of clothing ends up in landfills. It might not all be outdoor sport apparel, but this number is scary.

We want to encourage our consumers to have as many adventures with our products for as long as possible, have them repaired and either trade them or return them, when no longer needed.

Lifetime Guarantee



The restoration of the original product functional state for a period of 10 years. Because the most sustainable product is the one you have.

Longevity for Dynafit means: adapt the product architecture of the entire product assortment with a strong focus on the reparability.

We create high quality products and offer spare parts and repairs for your damaged items, so you can use them for longer. The LTG is available for Ski boots, Apparel, Bindings, Crampons and Skins.



Costs @ Dynafit	Costs @ Customer
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Product registration has to happen within 12 months after purchase

Without product registration

Costs @ Dynafit	Costs @ Customer
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How the next generation is changing the outdoor industry

We invited members of Gen Z to take over the stages at our Oberalp Summit in Zurich, CH, in October. Our own Giulia hosted the event skillfully – and we listened, and hopefully, we have learned something from them.

DANIELLE MARIE LISTER by now has forgotten how to spell "indoor": She's an avid mountaineer and outdoor content creator from Yukon, Canada. Her captivating channel *@danimarielester* earned her the title of "Canon Futures Creator". Danielle only leaves her house with a camera - and bear spray!

CARLA FERNANDEZ DEL CASTILLO is a pilgrim on the Camino de Santiago every summer. Last time, the 21-year-old Spaniard decided to take thousands of people with her on the journey - by making TikTok videos along the way. Anyone can follow her *@carooli.fernandez*.

PABLO RECCOURT is a cycling climber: Or climbing cyclist? On his bike, the young Belgian travels to the most spectacular climbing spots in Europe to raise his profile as a sustainable adventurer and filmmaker.

ELINE LE MENESTREL and GIORGIA GARNANCINI are co-founders of the "be outdoor humans" platform, which combines rebellious activism with extreme mountain sports. Being outdoors is not a form of escapism - but an opportunity to think about and address the world's problems. #whatmattersUpossible

GAZELLE VOLLHASE is a tech recruiter at Berlin's internet company idealo. She daily interviews Gen Z'ers, which prompted her to package her observations into amusing comparisons on TikTok *@gazelleishername*. SIMON SCHNETZER is an avid climber from Bavaria and a youth researcher. How will Gen Z revolutionize the outdoor industry? Simon is a keen observer, strategist, and an unmatched speaker with a clear vision (*simon-schnetzer.com*).



The Oberalp Board4Next

Gen Z – the generation who is between 18 and 28 years old today – is coming around, and they have something to say.

Digitalization, the climate movement, and the desire to change the world have created a generation that hikes, climbs and skis differently than we've known before.

In order to hear them loud and clear, we created the "Oberalp Board4Next", a group of eight people, who can help us set the pace for the coming years.

The advisory board will consult the company's management on strategic initiatives and develop business-relevant projects for the next two years, bringing their GenZ-perspective.

#future

#management

#transparent

#culture

#antientive

#engaging

#ethical

#responsible

#datadriven

#inclusive



From the left: Giulia, Elena, Davide, Alice, Zach, Claire, Jacopo, Matthias

POMOCA Service Center re-glue & repair

POMOCA recently implemented a service center program to facilitate the repair and re-gluing of ski-touring skins.

By offering repair and re-gluing services at 21 partners worldwide, POMOCA encourages users to prolong the lifespan of their ski-touring skins instead of replacing them with new ones. This reduces waste and emissions associated with producing new products and is ultimately a more efficient use of resources and a cost reduction point for our customers.

Picture by Nicolas Falquet



The People behind Yosemite Bum Resoling



Imagine your favourite pair of climbing shoes and all the memories you have created with them, the painful break in period, sending your hardest climbs, or putting mileage on them at the gym.

Getting your shoes resoled often means poorer quality, fit, and performance. However, Yosemite Bum Resoles in California operated at the Evolv HQ has been using state of the art resoling technology developed by Evolv for the past 20 years and is the largest resoler in North America with the highest quality.

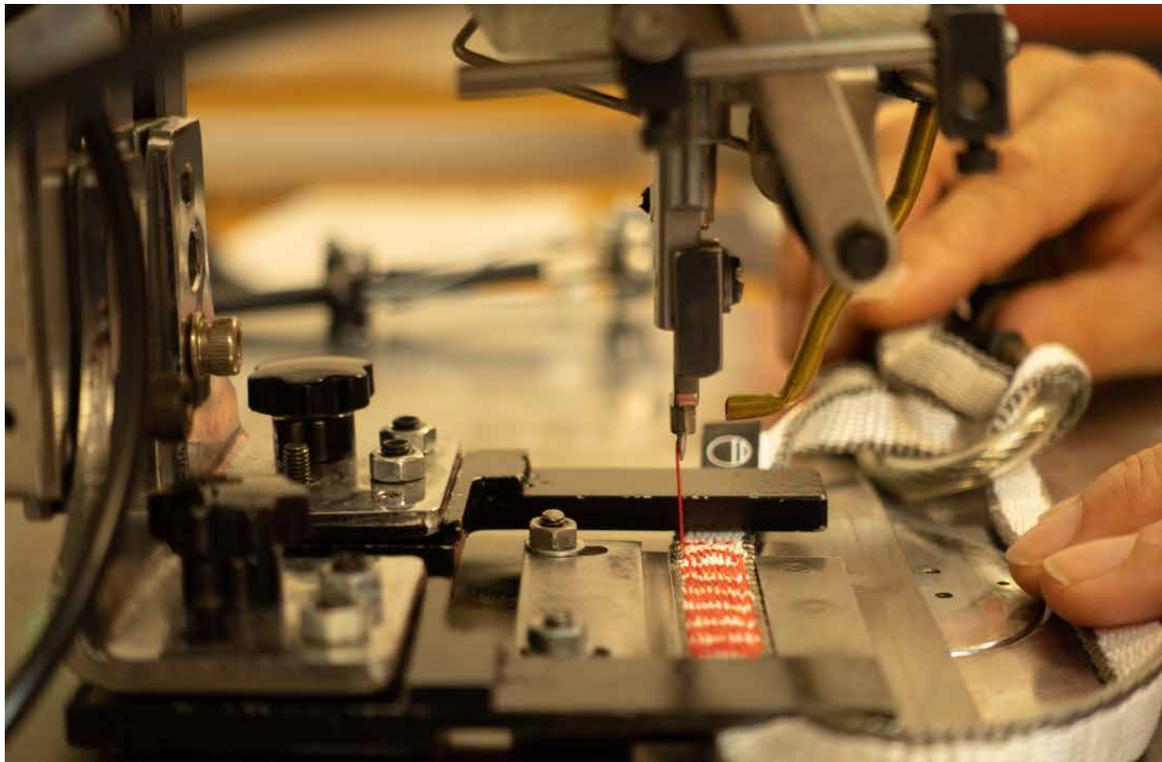
The reason for this success is not just because of the technology and equipment, it is due to dedicated team behind the company doing the work with repairs, operations, and customer service. Without the hard-working team, this success would not have been achievable. The team of 4 repair technicians (Heron, Silvestre, Lucio, & Bayron) have a combined experience in making and resoling shoes of almost 55 years, repairing almost 13,000 pairs annually. Their ability to repair and restore used shoes to top quality while maintaining the fit and improving performance is unparalleled and is the driving force behind the quality of the work.

The resole operations and customer service team (Lucas & David, led by Natalie) is responsible for receiving the orders, processing them and making sure that customers are informed of the progress of their shoes and satisfied with the end results.

Yosemite Bum strongly believes that the success of the company is achieved through passionate and dedicated team members and teamwork and appreciate their hard work.

Wild Country reslinging service

If your Friends' sling is damaged, send the Friend back to us, and we'll substitute the sling so you can keep on trusting your best Friends.



WHEN TO REPLACE THE EXTENDABLE SLING

Whilst the maximum lifespan of metal products has no defined time limit (continued use is subject to satisfactory user inspection), the textile sling has a maximum lifespan of 10 years from date of manufacture. Establish age of the sewn sling using the sling's serial number.

The extendable sling also needs replacement if it doesn't pass inspection:

- Are all bar tacks present?
- Are there loose/open stitching threads?
- Any cuts or abrasion?

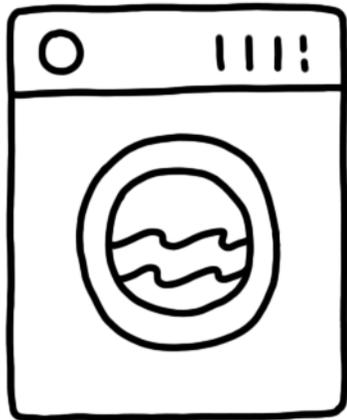
If your Friends are in good condition, but the sling is damaged, send the Friend back to us for Re-slinging.

If your triggers need replacing, we are providing Trigger Repair Kits.

re-sling@wildcountr.com

Munich clean & refurbish

Garments are part of our adventures and experiences. Taking care of them keeps them performing and long lasting.



We support this attitude with the aim that customers might use their garments as much and as long as possible, reducing the impact of the product and giving a contribution to sustainable behaviour.

Laundry has an important impact on the environment in terms of energy need, chemicals used in the detergents and released into wastewater. As a pilot project, Oberalp has installed a laundry machine in their Salewa Store in Munich. We give its customers the possibility to have their garments washed correctly and environmentally friendly.

The services are offered with a focus on down items and waterproof products, but also for regular sport textiles. Care instructions are shared with the customer, to educate and inform them on the right detergents, taking care of the washing machine and how products are handled and dried.

We collaborate with specialized partners to achieve the necessary knowledge transfer:

- E.g. Miele or others: for the appropriate use of the laundry technology
- Specialists for detergents to use / DWR – re-application
- Training by internal specialists

Customers used the service for:

- Cleaning their equipment such as sleeping bags
- Washing hard-shell jackets and pants
- Washing down-insulated jackets
- WASH-Treatments-Waterproofing
- Refurbishing durable water repellent treatments

Evolv

Evolv has taken steps towards designing and developing climbing shoes with a circularity mindset. Over the next few years, we consider more than technology and aesthetics for our brand ID.



A key focus for our product design was to consider a more eco-friendly and circular approach for creating products and caring about the end-of-life plan for our climbing shoes. We already lead the climbing shoe industry when it comes to utilizing and promoting resoling as an option to increase product life and reducing waste through our Yosemite Bum Resole services. But what else could we do to take this a step further?

We decided that the best way to move towards creating more circular products is to standardize the material that we use, to reduce the types of components, and to use material that could be recycled or repurposed.

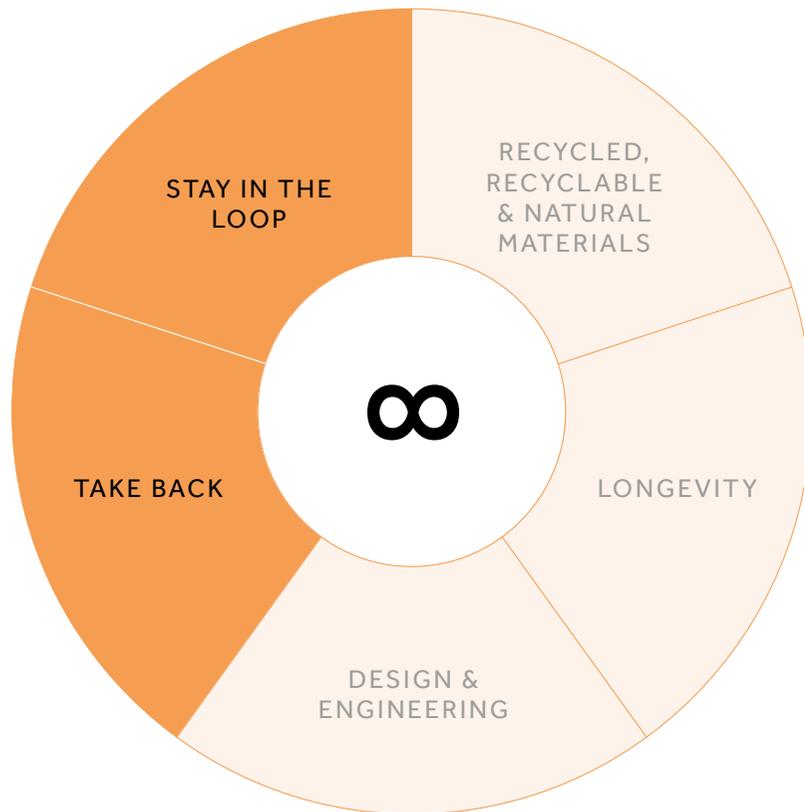
Standardizing key components will reduce waste at the factory level and make it easier to

partner with companies and organizations that recycle and process post-consumer products in an environmentally responsible way. In July of 2022, we were led through an “Eco-Design and Circularity Workshop” that educated us on the importance and future of circularity and what we can do – starting now. We also began communicating with the US-based company Recircled, who will evaluate our product as to how they could process our post-consumer climbing shoes through their operations.

Although a completely circular product is many years away in the future, we believe that incorporating circularity minded practices from the initial design phase and throughout our entire product line is the first important step in evolving into a more circular brand.



Take-back & Stay in the Loop



Let's change the way we dispose of our clothes.

We are testing ways to take back your products and repair, resell or dispose of them properly. This includes not only second life platforms but also refurbishing offers and renting services, so they are re-used many times.

And at their end of life they are not perceived as waste but may come back into the loop as new resources.

Accelerating Circularity

What does it mean to be committed to making this transition?

Building circular production models requires a shift in the way we deal with production processes, and interaction between companies – competitor brands, processors along the chain – and the people behind them.

We are cooperating within Accelerating Circularity, a non-profit platform that brings together the actors needed to build a textile circular supply chain: collectors of post-consumer textile waste, sorters, pre-processors, recycling facilities, yarn spinners, to “turn spent textiles into mainstream raw materials”.

The framework that ACPE is setting up is a “training field” which drives new ways of collaboration and commitment into circularity, leading to an economy built on the mindful use of resources.

What is our role in co-creating a circular supply chain? It is foremost, a need to rethink and turn around our way of buying and investment, risk and responsibility, the perception of products that reflect the brands’ purpose and are appealing; we need to establish new business models where we tap into or create take-back programmes, drive public policy for collection and reworking of textiles.

This involves all of us, and collaboration is essential.



Group Warranty Manager

A year ago, the position of Group Warranty Manager was created to improve existing services and built-up new connections and processes where needed. Here is what her first year was about.

KPIS SET IN 2021	PROGRESS 2022
Building new measurable processes in the chain of repairs for transparency & structure	Defining requirements of an improved process
Supporting development divisions for increased longevity	
Finding and building up new repair services and –partners for collaboration	Italy retail channel: Launched a pilot to save unused/ new products as shoes and apparel when slightly damaged*
Connecting and expanding existing service partners, relationships and being a competent point of contact	Reached out to several new repair shops for evaluation and to start collaboration
Re-defining our service level, optimizing internal and external repair services for quantifiability	e.g. 140 Shoes repaired and saved from land fill
Improving customer experience of the end-consumer, our retail partners and our own shops	Improving communication by being point of contact between customer service and external partners in case fo recalls

* Pilot Retail 2nd Choice
 Review period: July-December 2022
 Collected: ~250 items
 Sold: ~200 items
 Additional repair: 12 items

Take-back Warranty System

System

Digital, transparent, with easy access, for any claim or return.

Solution

If a consumer is not able to repair the product, enable return to Oberalp or sending to a third-party for disassembly and repair or recycling.

Support

tips: repair "HOW TOs" within brand site
tools: link to resources and spare parts
ties: virtual map of local repair facilities, crafts people and professionals (tailors, etc.)
trade: recommended vendor list for purchasing standard component parts

Savings

Communication of benefits in terms of emissions and climate impact.

Take my shoes for a walk: clothes swap event

Storytelling can be used as a tool to highlight value in clothing and enables people to think of the previous 'life' of second-hand clothing as a positive aspect.

Maiella, Mollie, Jakob and Chiara, University of Bolzano, Italy, (Ecosocial Design)

To help answer the question 'How can we shift value in clothing from ownership based to experience based?' design students from the University of Bolzano, tested out the idea of having a clothing exchange whereby instead of money being transferred, the only 'currency' was storytelling.

The participants, the Oberalp community at the headquarters in Bolzano, Italy, had to reflect on what the item of clothing meant to them, or recall on a memory attached to the garment and adorn it to the garment like a label. It resulted in people prioritising the story when making their choice, rather than the garment itself.

Much consideration went into the design of the space and materials used to portray a contemporary yet relaxed environment. The swap was held at the Oberalp Headquarters, in front of the Salewa World Concept Store, creating a jarring juxtaposition between a linear consumption norm and a utopic alternative.

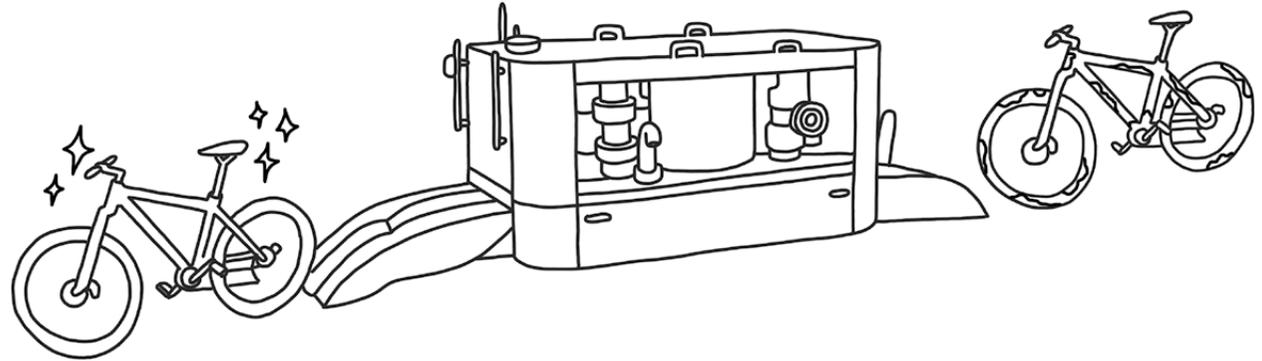


We love our bikes - clean

As of August 2022, our Bike Wash Station sits proudly next to our Salewa Bivac in Bolzano, Italy. Not only employees but anyone, who wanted their bike cleaned, could have it carefully and thoroughly washed free of charge.

We opened the self-service and fully automated bike wash station with closed water circuit to offer bicycle enthusiasts the possibility to wash bicycles or e-bikes quickly, environmentally friendly and professionally – and thus extend the life of the bikes through proper care.

Our president Heiner Oberrauch, himself a passionate recreational cyclist, had already installed a charging station for e-bikes at the opening of the Group's new headquarters in 2012 - at that time still a very rare investment. This facility has now been adapted to the new requirements.



The novel bike wash project was realized by "cycleWASH," a Cologne-based start-up and market leader in the field of self-service automated bike washing. At the push of a button, the bicycle is automatically cleaned from both sides, using rotating brushes; tires and high-quality carbon rims are treated particularly gently using patented ultrasonic cleaning. The system also features a patented drying system for bicycles and e-bikes. The entire cleaning process, with a peak output of just 2.4 kW during the washing process, is not

only energy- but also water efficient: in Eco mode, the bike washing system works with an internal tub of 210 litres of cold water and also without the addition of cleaning agents. Thanks to a closed water circuit with filter system, the water in the tub is constantly circulated and cleaned. The resulting dirty water is pumped out and disposed of properly.

The bike washing was offered free of charge for everyone who wanted to use it for the rest of 2022.

It's only waste if it's thrown away

Our packaging is split into two main categories: cardboard packaging and plastic packaging. We have been eliminating, what we can and recycle what we can not, working towards circularity.

Why do we use plastic-packaging?

So called polybags are still the best option in terms of quality and efficiency for protecting our single products, during shipment and storage.

The Single-Use-Plastics Project (SUPP)

The SUPP, lead by the European Outdoor Group (EOG), is a collaboration of more than 30 brands and retailers. We set competitions aside to look for ways to reduce the impact of our packaging. We all face the same problem – and work on a solution together.

What we have been up to

PROBLEM

Research scale of the problem & ecological impacts

SOLUTION

Alternative packaging materials

Recyclable plastic is the best option in terms of quality and efficiency and has a superior ecological performance than *e.g. paper*

PROBLEM

End-of-life of packaging is most problematic

SOLUTION

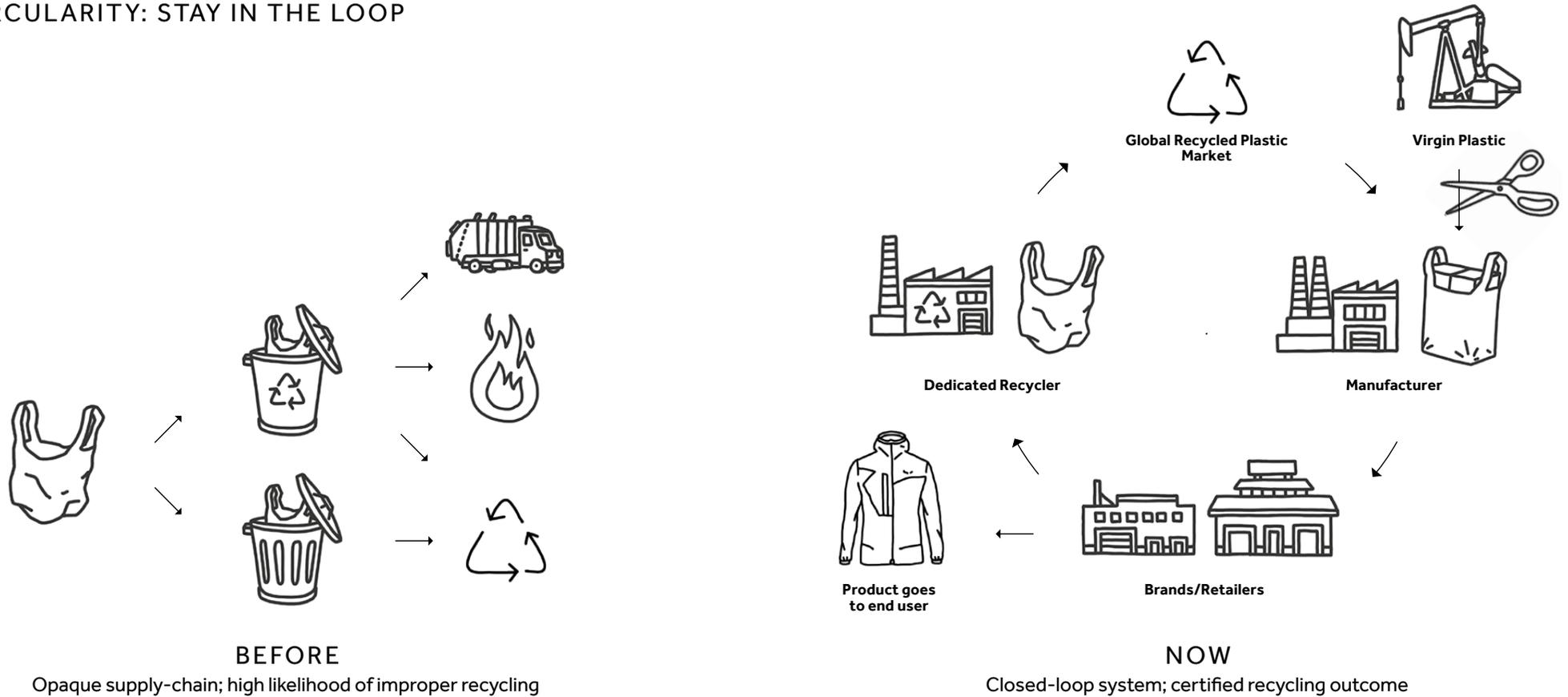
Create a system in which packaging is removed before it reaches the customer's homes

FED UP WITH SINGLE USE PLASTIC?

US TOO. ALL OF US.



CIRCULARITY: STAY IN THE LOOP



Our packaging guidelines

Oberalp operations are founded on a mindful use of resources and geared towards the circularity of products and materials. Because most packaging is intended for single use, and the possibilities of reuse and recycling are limited, we expect our product development and suppliers to reduce it to the bare minimum necessary for

guaranteeing the integrity of the product during transport, to reduce as much as possible the use of virgin material, and to make packaging that can be recycled into new products, retaining as much as possible their value and quality.

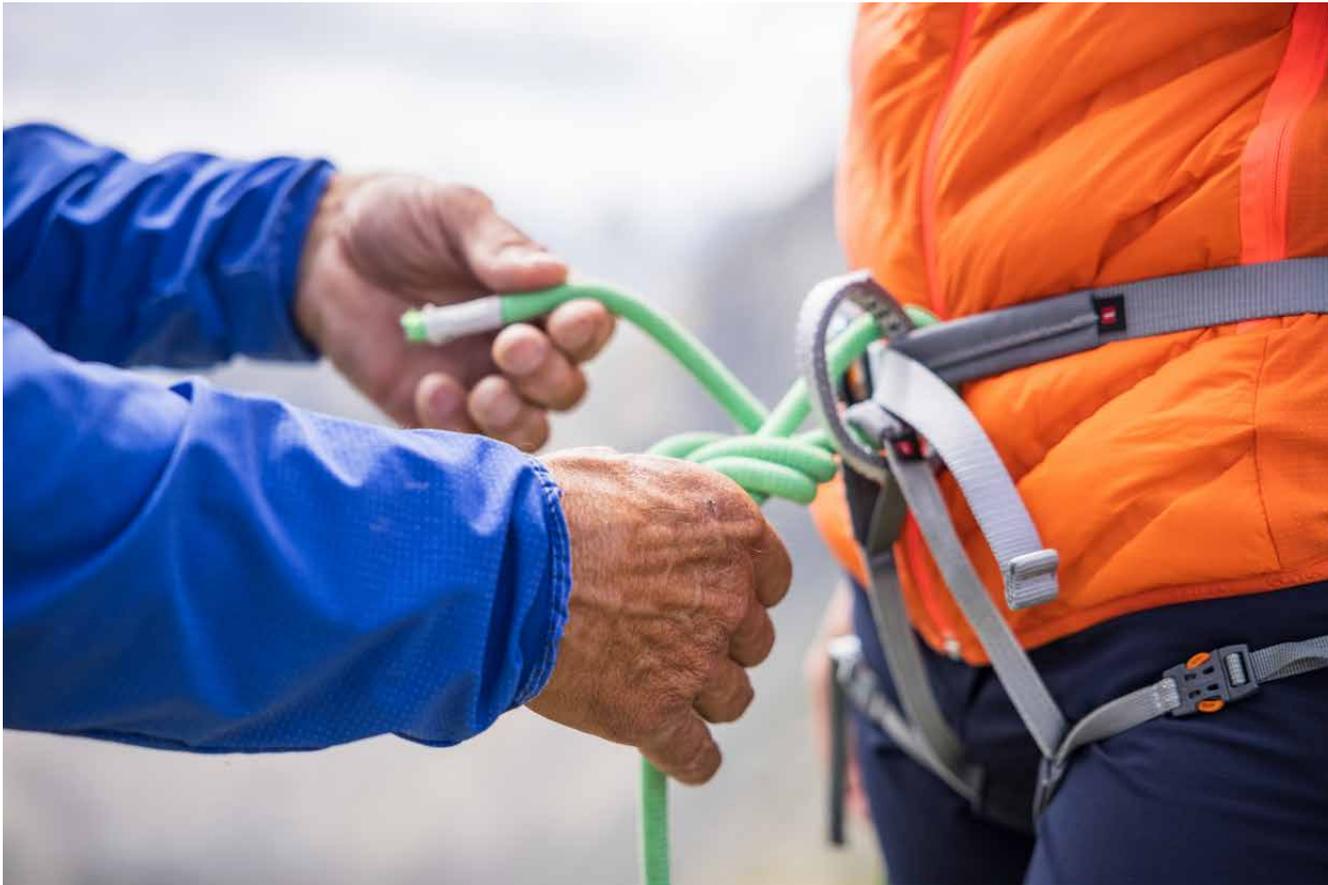
Our ambition

In our 2022 trial, we have collected over a ton of

mono-material polybags at our headquarters in Bolzano. Together with our recycler, we have re-introduced the bags into a new cycle of high-quality plastic products, thus closing the loop.

We have extended this success story to our stores and collaborate with other retail partners, to cover also German and Austrian markets.

We double check our chemicals



Our efforts and our responsibility is not limited to our sustainability strategy and our goals. As part of factories best in class, circularity and best in class policies and processes, the topic of chemicals falls under every one of those categories.

We do not produce chemically safe items because we are testing. They are safe because we have strict regulations in place that are upheld by all suppliers.

Sara's visits to Korea, Vietnam and Bangladesh

Our Chemical and Compliance Specialist Sara visited our suppliers and factories to check on the compliance of workers rights, safety and chemical compliance.

Sara has a PHD in Chemical Science and a vast background in quality assurance and chemical audits. Since almost two years, she puts her knowledge to use at the Oberalp group. With travel restrictions lifted post-covid, it was time to visit some of our suppliers.

We are in close contact with our suppliers, but naturally, a personal visit is always something different. Usually, we receive information via mail and rely on verification by external auditors,

particularly on social compliance. However, it is important for us to also check with a focus on chemical and product compliance and form an environmental point of view, and this is best done in person.

With her experience, Sara verifies the current situation and concludes next steps, updates and progress not only for the suppliers, but for our own policies, such as the newly conducted environmental policy (see more on page 94).

A chemical audit like this had never been carried out before in Korea and we wanted to get a first person impression.

Here, evolv produces footwear: Sara visited the whole supply chain (manufacturers, subcontractors and colouring facilities). Due to the small size of the factory, this chain is very short and the people work together like in a family business.

People tend to be a bit overwhelmed by faceless, digital questionnaires and proposals. During the visits, they opened up and began to understand that those proposals are a benefit for them. They can now use the suggestions to adapt culturally in general, to the factory in specific and, even more specific, to the individual processes. Ultimately, everyone strives for a good collaboration that all parties benefit from.



Outside the factory in Bangladesh: Man advertising hard shoes while sporting flip-flops and his colleague is barefooted.

Chemicals and Quality Control

Sustainability is not only visible in our products, it is integrated in our Operations, and supported by robust policies and processes. Suppliers that make products for Oberalp must adhere to and sign our Code of Conduct (read more on page 35) declare their conformity to our Chemical Requirements and follow our Quality Manual. Along with our in-house chemical management expertise, we work with industry best practice partners to ensure the highest chemical standards.



OBERALP CHEMICAL POLICY

Our Chemical Policy is a document that includes a formal process to ban, or limit, the presence and use of hazardous substances in our products and production processes to ensure safety and compliance.

Like our Code of Conduct, it is a condition of purchase.



RESTRICTED SUBSTANCES LIST

The policy includes our Product Restricted Substances List (PRSL), a list of chemicals that are excluded or limited from all our products. Our ambition is a best-practice standard, and we update it at least every two years to include the latest research and regulatory updates. All our brand's products conform with the policy. It is a central part of the Conditions of Purchase with our suppliers, and it is mandatory at every stage of the production and distribution process.

RIGOROUS TESTING

In 2020 we opened a lab for mechanical and performance tests in our office in Montebelluna, Italy. The lab is equipped with state-of-the-art machinery for analysing materials and finished products, ensuring compliance with the highest standards.

The in-house lab is used during the development of the items: it helps the R&D dept to select the right material and product construction. It provides the "green light" for the material and of the commercialization step and the final approval of the items.

Our goal is to control the entire lifecycle of our products – from raw material, through the production process, to the finished product.



QUALITY MANUAL

We created a quality manual that we share with our suppliers. It sets out the stringent requirements that we are aiming for, so that we are delivering best-practice in our sector. This also means clearly labelling chemical containers and bringing order to the storage room. On the next page is an example from one of our factories in Myanmar, taken during and after a visit of our Chemicals Specialist, Sara.

QUALITY TEAM

Our quality team has three quality managers and 14 quality controllers. They visit production sites regularly to inspect each production lot and work with suppliers to ensure our high level of quality..

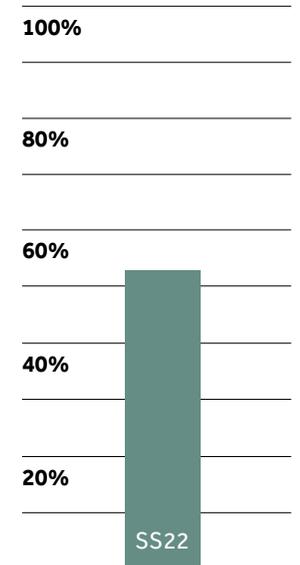
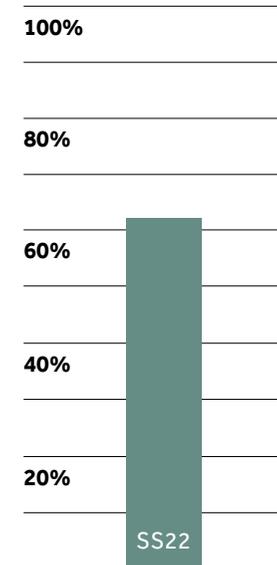
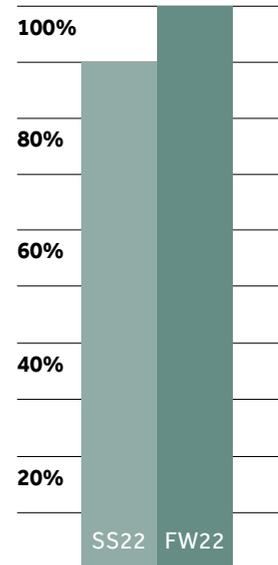
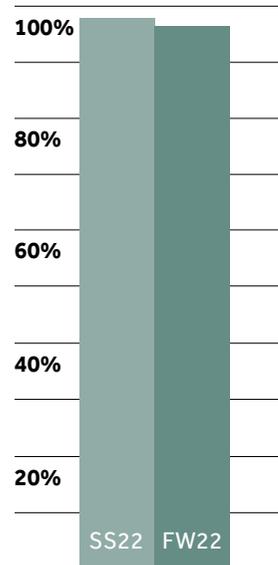
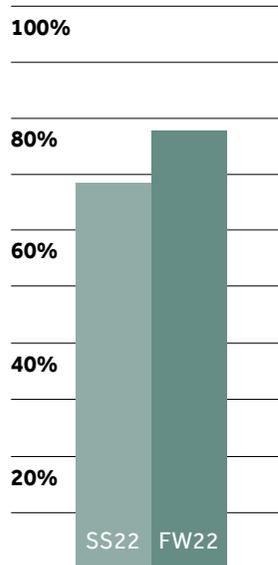
QUALITY GATE

We have a quality gate for every stage of our product development. Products have to fulfill certain requirements before they move onto the next stage of development, industrialization or production.

LISTEN AND IMPROVE

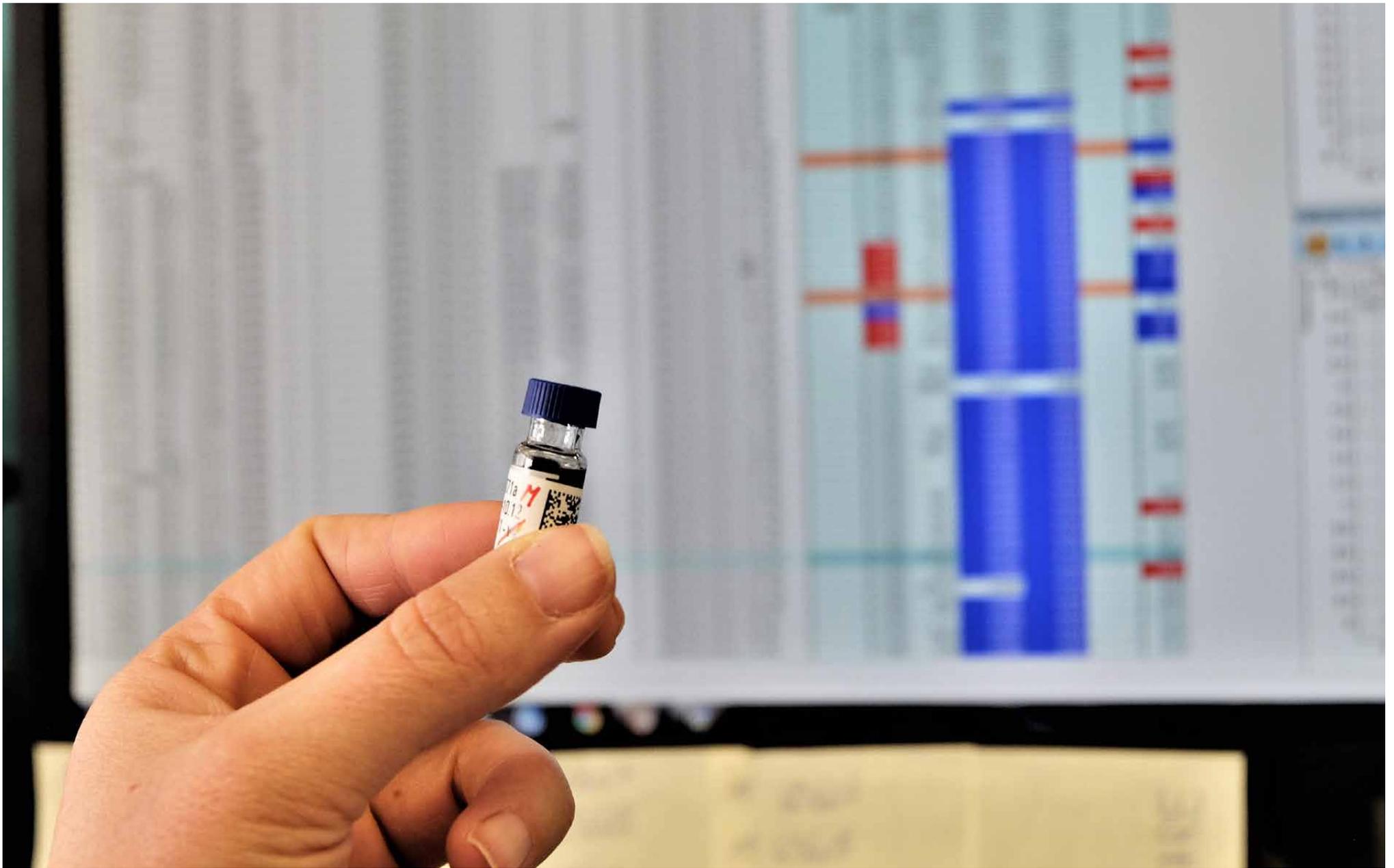
Our after-sales service sends consumer feedback to our technical team so that we can keep getting better. Field tests by employees and athletes also give us crucial feedback on our products' performance before they go to market.

How we monitor Chemical Compliance



Our suppliers must comply with the Oberalp Chemical Policy. "Chemicals verified" means that we have double checked their compliance, by asking a third party certification, such as bluesign®, or by performing chemical tests ourselves. In 2022 collections, 79% of the entire Oberalp apparel & footwear styles were chemically verified (compared to 64% the previous year).

* Wild Country and Evolv only have one collection per year (summer).



The Forever Chemicals - PFAS

To avoid confusion with greenhouse gases, we have decided to use the broader term PFAS (Per- or Polyfluoroalkyl Substances) instead of PFC.

WHY ARE THEY USED?

The PFAS family includes hundreds of chemicals – the tree shows an overview of its branches and sub-branches. They are used to make everyday products resistant to water, grease and stains.

Some of our technical products are still coated with them, to ensure water repellency and permeability.

WHY ARE THEY “FOREVER”?

PFAS are persistent, they do not easily degrade in nature and can also travel through water and wind. Their use has been criticized because they are linked to negative effects on humans and wildlife.

PFAS molecules look like a snake: different types have different lengths and heads. The longer the tail, the stronger their ability to repel water – but also the more persistent. All our brands have eliminated long-chain PFAS. On the next pages, you can see our progress.

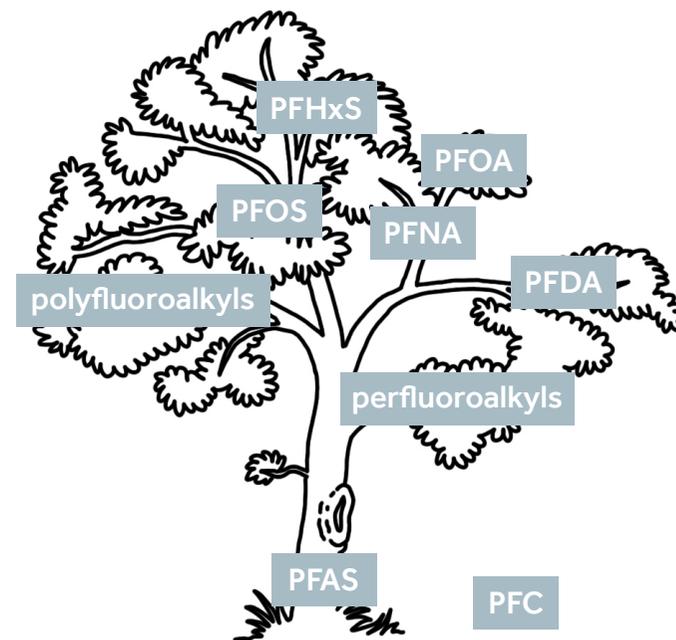


Figure 1. Family Tree of Per- and polyfluoroalkyl substances

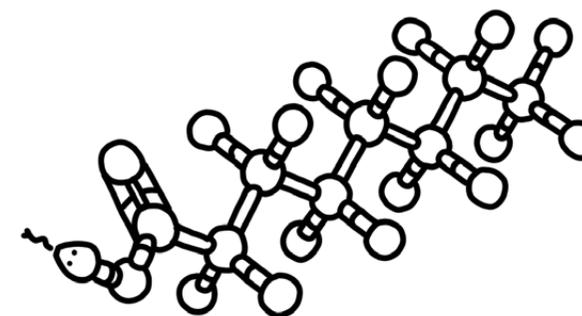


Figure 2. Perfluorooctanoic acid (PFOA), a polyfluoroalkyl substance

We are phasing out PFAS



APPAREL

All LaMunt water repellent styles have been manufactured without the use of any PFAS.



FOOTWEAR

Evolv does not use PFAS in the production of their shoes.

EQUIPMENT - CLIMBING ESSENTIALS

As of 2022, the durable water repellency treatment and thus, PFAS, were removed from all crashpads and chalkbags.



APPAREL

Wild Country does not have any water repellent apparel styles and thus uses no PFAS.

EQUIPMENT

In 2022, we eliminated PFAS from all our equipment: harnesses, chalk bags and bags now have PFAS-free DWR.



SKINS

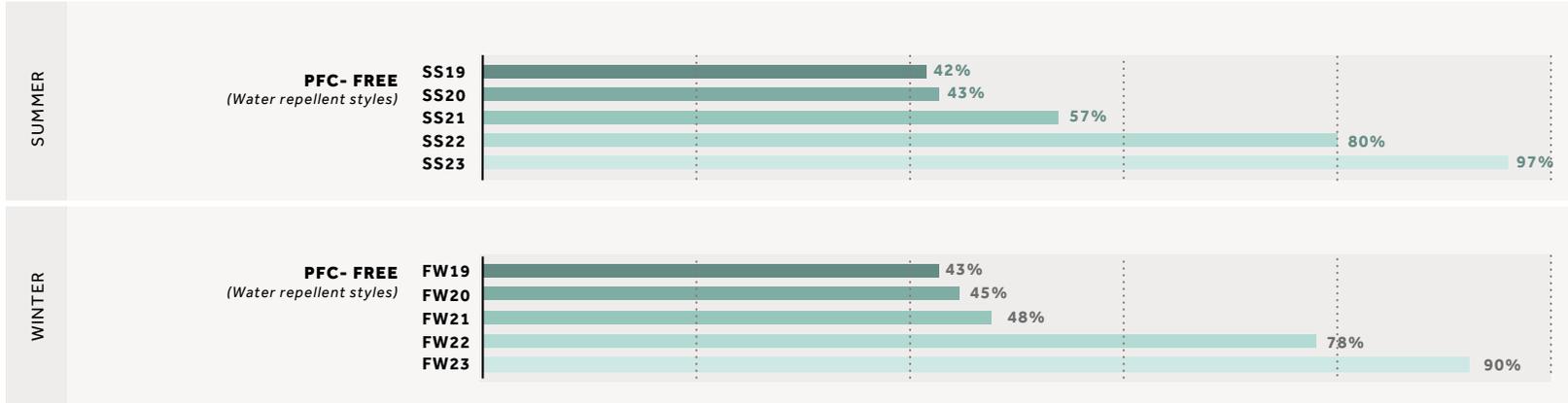
In 2015 POMOCA switched its entire production to PFAS-free skins. Wishing to push even further, POMOCA has now developed the first skin treatment completely free of all perfluoroalkyl substances. Thus, we have advanced beyond the most demanding national regulations on textile treatments and are leading the way towards eco-friendly skins.

THE PROCESS WE HAVE PUT IN PLACE CONSISTS OF 6 "R"S:

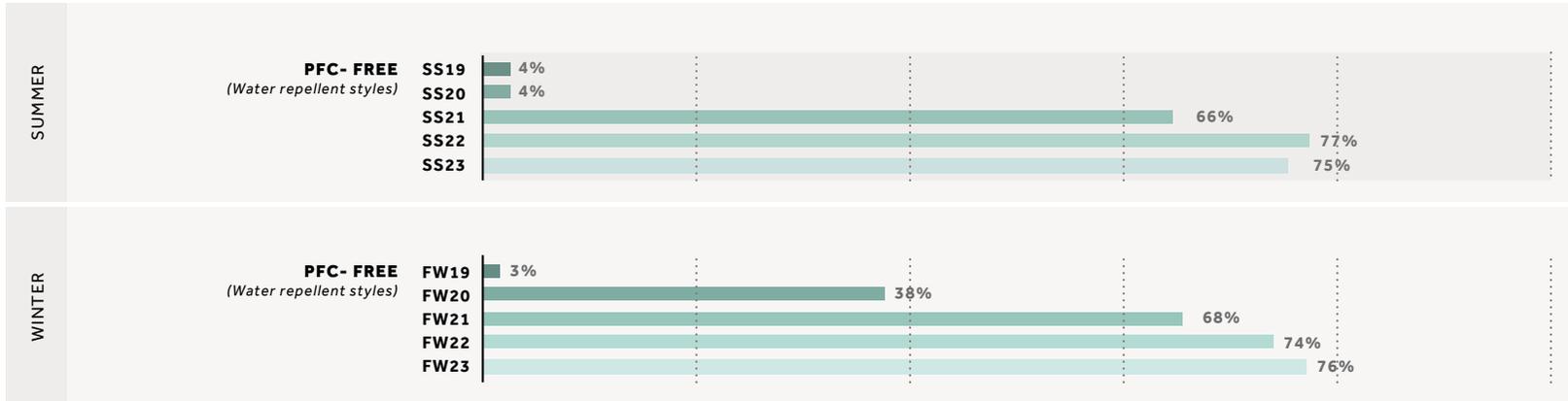
- 1 Rethink the need for water repellency treatments
- 2 Restrict the use of PFCs to certain short-chained ones in case of high performance required
- 3 Replace Where water repellency is needed, substitute PFC-based treatments with PFC-free or best available alternatives
- 4 Research and invest in our partners to advance in the development of PFC-free water repellency treatments
- 5 Reunite and participate in industry and expert stakeholder initiatives and research projects to find joint solutions
- 6 Report on the progress we make and the challenges we encounter along the way



APPAREL

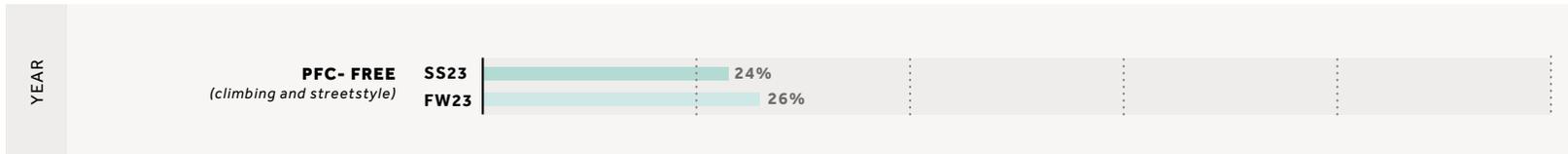


EQUIPMENT*



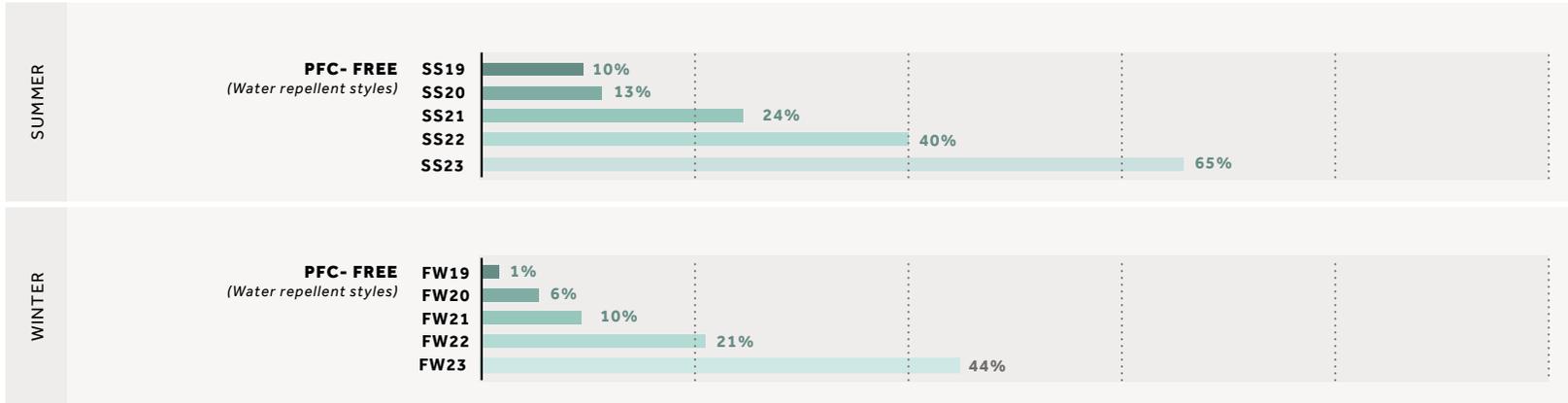
* Equipment includes: backpacks and sleeping bags

FOOTWEAR





APPAREL



EQUIPMENT*

* Equipment includes: skis, backpacks and accessories, poles, skins

We are happy to announce that as of SS/FW 2022, all our Dynafit backpacks and accessories (including skins) are made PFAS-free.

Applying our 6R strategy, we continuously increased the percentage from 0% in 2019, to 43% in FW20 and 77% SS21 collections.

FOOTWEAR



Environmental policy

Unlike Human Rights, which are largely standardized and regulated around the world, environmental rules vary significantly in content and enforcement, and our suppliers have very different standards: some have sophisticated water treatment plants in their facilities, and others have very basic systems in place.

So in 2022 we drafted an Environmental Policy, which will soon become mandatory for our suppliers (like our Chemical Policy or our Code of Conduct). Apart from setting the requirements, we want to provide guidance on how to get started, which areas to manage (air, water, ground), proper waste handling, responsible choice and management of energy, and management of chemicals in the production, with advice on how to establish "best practices". It also requires suppliers to start environmental management measure and set targets for improvement.

Even though our Environmental Policy is not applied yet, we are already making progress.

BEFORE



Here is an example from one of our factories in Myanmar, before and after a visit of our Chemicals Specialist, Sara.

AFTER



Chemical containers are now clearly stored and labelled

Leather Standard



We use leather mostly for our footwear, because of its unmatched qualities.

As with all other materials, we do not only look for performance, but want to ensure traceability, the safety of the chemicals used and the processes employed in its production (tanning), so their environmental impact is kept to a minimum.

A challenging task, as usually, brands do not select the leather directly, but through their garment and footwear suppliers, who are in contact with the tanneries. And tanneries buy it from traders or pre-processors, who can -at most- guarantee that the materials are a by-product of the meat industry (waste in slaughterhouses); but traceability to the farm where animals were bred is quite difficult. Until 2022, we did not have an "official" leather standard, as a requirement or working document with our partners, and we did not communicate about it either.

This year, we decided to delve into our leather supply chain and the possible issues, and looked at the different leather certifications available, to build a standard for the leather we use.

Our partner factories and their tanneries were cooperative and shared their processes and certifications. They also shared the audit reports from the Leather Working Group (LWG) where most of the facilities had obtained a "Gold" rating. We also concluded that the LWG certification is the most complete one.

The result of this process was a document that will enrich our Sourcing Policy from 2023 – the Oberalp Leather Standard. Suppliers who provide leather products to Oberalp will have to ensure that:

- It is a by-product of the food-industry.
- The tannery complies with our Chemical Policy.
- The tannery is audited by the Leather Working Group and rated Bronze, Silver or Gold.



BEYOND PRODUCT

Our Group

- Our presence
- Our people

Our Communities

- **Positive²**



We are a group of adventurers and dreamers. Mountaineers looking for their next peak. This is where we work and where we are present.

What we are proud of in 2022



Cornerstone ceremony Pomoca HQ



Cornerstone ceremony Dynafit HQ



Droker & Velotex joined the Group



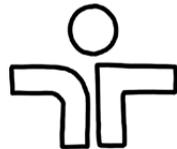
We were awarded "Leader" status by Fair Wear Foundation for the 6th year in a row for our exceptional work in improving working conditions in our factories



300 million sales milestone celebrated with the whole group



Donations toward Ukraine refugees, Poland Caritas



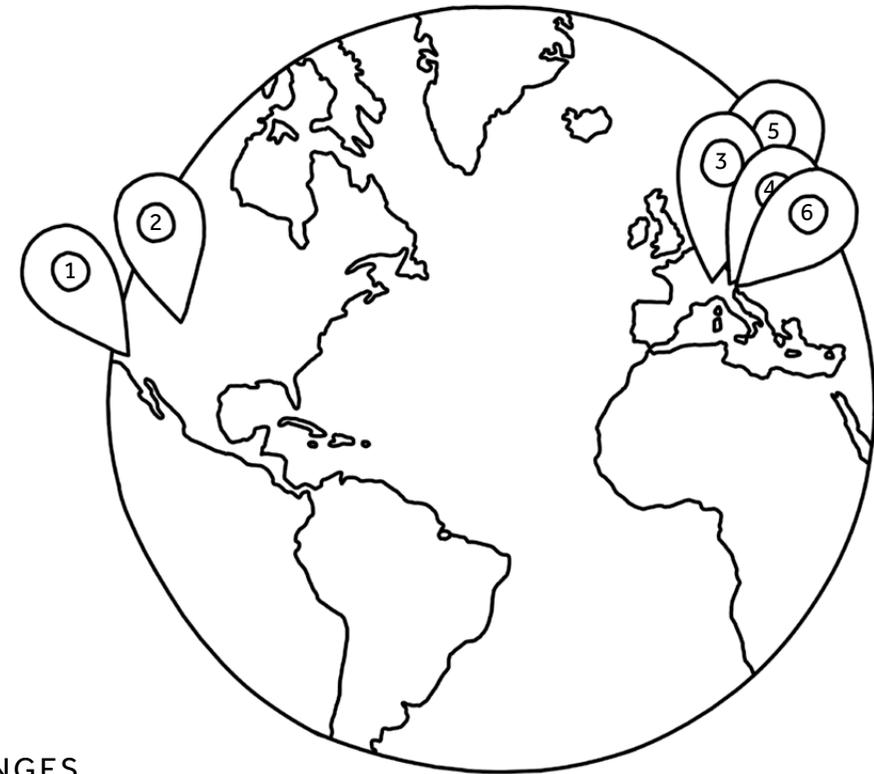
Family & work permanent audit certification



We have recycled more than 1000 kg of polybags at the HQ

Where we work

South Tyrol in Italy is our home. It is where our headquarters is based and most of our employees work. It is the home of the brands Salewa and LaMunt and base for Wild Country, as well as all our central functions. But our colleagues also sit in Austria, Spain, UK, France, Poland and Czech Republic.



① EVOLV, BUENA PARK, LOS ANGELES, US

② OBERALP NORTH AMERICA, BOULDER COLORADO, US

③ DYNAFIT HQ ASCHHEIM, GERMANY
The competence center for the engineering of our Dynafit bindings. It is also the head office of our biggest commercial unit, the Central Europe Region (Germany, Austria, Switzerland)

④ POMOCA HQ, DENGES, SWITZERLAND

⑤ BOLZANO, IT
OBERALP/SALEWA HQ
Home of sales & marketing, Central Functions, Administration & Controlling, Business Development, Sustainability, HR, IT, Legal, Logistics, Procurement, Process Management, Research & Innovation – work across all divisions and brands.

⑥ MONTEBELLUNA, IT
Historical hub of technical footwear development in Italy, our shoes and technical equipment are conceived, developed and tested here, home to our apparel technical development and Chemical Management.

How we reach our customers



STORES

Our 15 monobrand stores, as well as 20 outlets and 40 multibrand stores are a vital part of our business. They are our main contact point with end consumers – the place where we meet our users face-to-face, understand their needs and introduce them to our identity and values.



DEALERS

Our dealers are retailers that sell our own brands' products internationally. Through these partnerships, we strengthen our brands' awareness around the world. We have over 3,500 dealers in over 60 countries worldwide. Our distributors help us reach all the markets

where we don't have a direct presence. These operations are managed by our export team, located at our Bolzano headquarters.

A new HQ for POMOCA

Despite the pandemic, we have been able to secure our standing and are growing further, investing our mountain brands and in our people.

The strong growth of the ski touring market and therefore also of our brand Pomoca have made it an easy decision to relocate the brand's home further into the country side, to Chavornay, near Lake Geneva.

The architectural project of Dreier Frenzel Architecture has been entrusted with the project for the new Pomoca headquarters.

The construction site of the 14 meters high and 4.200 m² large building is will contain a production facility, offices for 50 employees, a repair and service center, a pallet warehouse, a fitness room for the employees, a canteen, a Pomoca museum, an apartment for employees visiting Switzerland and a chill lounge.



Dynafit HQ

“Every brand needs a home, and here we have found a home. It will be the home of the Snow Leopard, a think tank for innovative products. From here, the brand, the technology, the enthusiasm for athletic mountaineering will be carried out into the world. If you want to go high, you have to stay on the ground, and that's what we promise.”

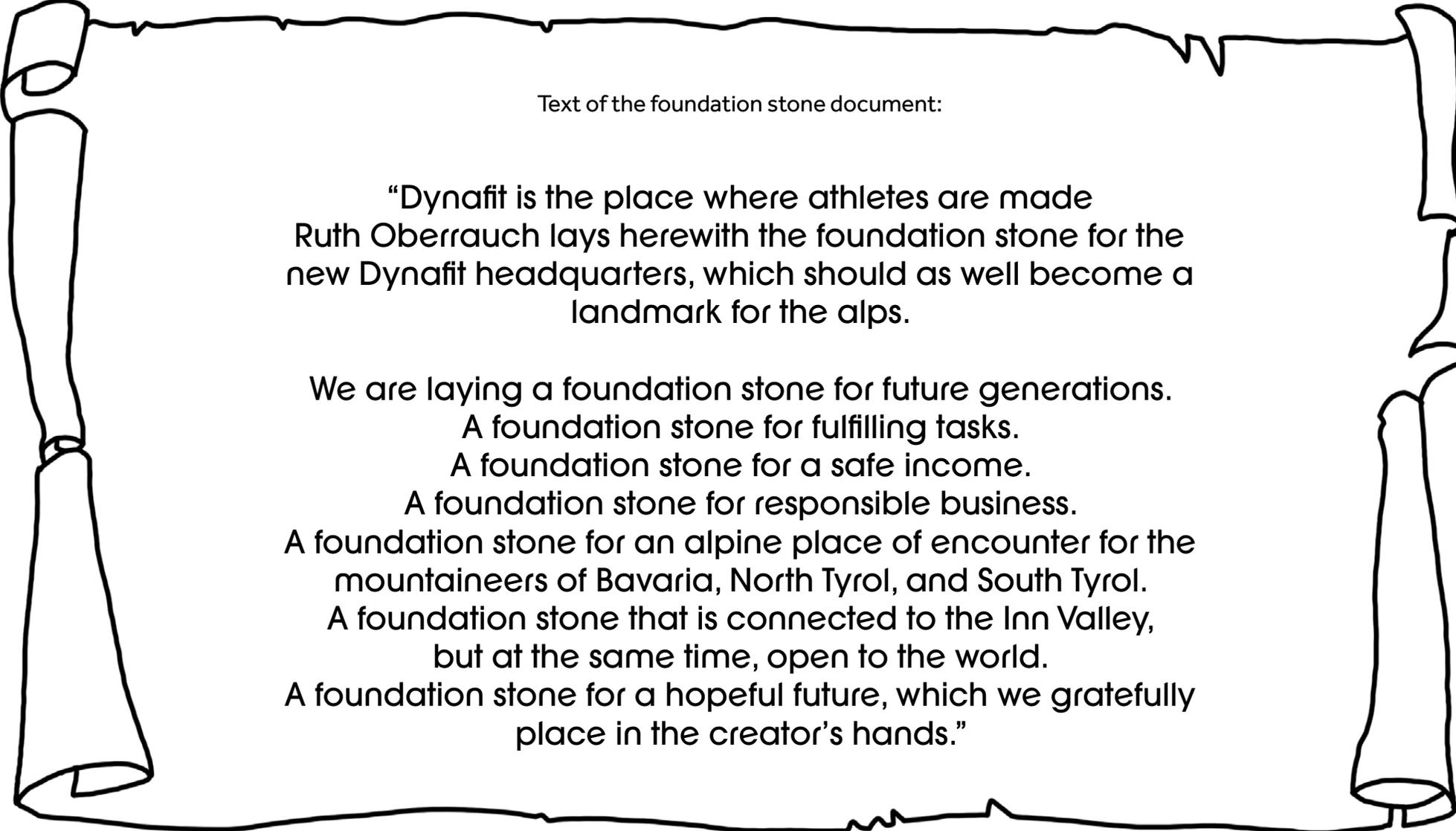
Heiner Oberrauch, *Group president*

In Kiefersfelden, Germany, we are building a new home for our ski touring and speed-hiking brand Dynafit. The modern architecture will be our northern gateway to the Alps: Two intertwined triangles, planned by the architectural studio "Barozzi-Veiga" from Barcelona.

The (due to the pandemic) long awaited groundbreaking ceremony took place with avalanche shovels in hand and celebratory speeches. The foundation stone was placed two months later and contains Dynafit ski bindings and boots.

The new offices, built 32m high and 6700m², and according to the strictest climate-protection standards, will hold more than 100 employees, and offer a daycare center, a bouldering room for employees, a brand store, a ski factory and, of course, a DYNAFIT BIVAC, which was designed in the style of the Garda Limonaia.





Text of the foundation stone document:

“Dynafit is the place where athletes are made
Ruth Oberrauch lays herewith the foundation stone for the
new Dynafit headquarters, which should as well become a
landmark for the alps.

We are laying a foundation stone for future generations.

A foundation stone for fulfilling tasks.

A foundation stone for a safe income.

A foundation stone for responsible business.

A foundation stone for an alpine place of encounter for the
mountaineers of Bavaria, North Tyrol, and South Tyrol.

A foundation stone that is connected to the Inn Valley,
but at the same time, open to the world.

A foundation stone for a hopeful future, which we gratefully
place in the creator’s hands.”

Our People

We want all our employees to help us bring about positive change. And we believe the best way to achieve that is to empower them, making them responsible for their actions. Because, at the end of the day, we're all passionate about the same thing: the mountains and sports. And that won't change.

Positive thinking is a skill anyone can learn and a choice that anyone can make

MARCH 2020

I was halfway through my second maternity leave when Italy declared lockdown. God had blessed us with such a good health in that period of time, that my lockdown months went about very smoothly... I zoomed with family and friends like I have never done before, I enjoyed my kids, my husband, my mom and the outdoors.

It wasn't hard for me to think positive back then. Italians used to say "andrà tutto bene".

MARCH 2021

I was about to move to Zurich for an Amazing Wonderful Superlative job that would have turned my life around a 180° degrees from what it was back then. After four months of

exhausting interviews and a toxic work-life unbalance that I wanted to leave behind asap, I didn't make the cut at the very last loop. Was it harder for me to think positive that day? No way. When a window closes, a door opens. It was time for My Great Reset.

MARCH 2022

Two years have gone by since the pandemic broke down and it hasn't become easier. We're now facing the risk of a III World War. Nonetheless, **I'm still positive because positive thinking has always paid me more than negative narratives.**

In fact, I define myself as a positive person. Not optimistic, positive. There's a difference. Optimists make an assumption about the

world. They assume that everything will work out alright in the end. Positive thinkers, instead, put confidence in their self-ability to act and respond in effective ways to any circumstances that will present along the way.

People like me who choose positive thinking are not naive to assume all the odds will be in our favour. We acknowledge the challenges and obstacles and work intensively towards solutions. This is why everything turns out OK for us positive people.

Italians got it right: "Andrà tutto bene" - if you choose to think and act positively.

In fact, today, I'm in a positive workplace surrounded by positive people. Their motto is: Positive attracts Positive. This motto resonates a lot with me.

So, in these dark times I thought it was a good idea to share with you that motto, to urge you to cultivate positive thoughts, and to act consequently, because what our world needs right now is positive leaders that employ positive thinking, so that more positive results derive from it.

Choose to Be a Positive Leader. Positive thinking is a skill anyone can learn and a choice that anyone can make.

What our world needs right now is positive leaders that employ positive thinking, so that more positive results derive from it.

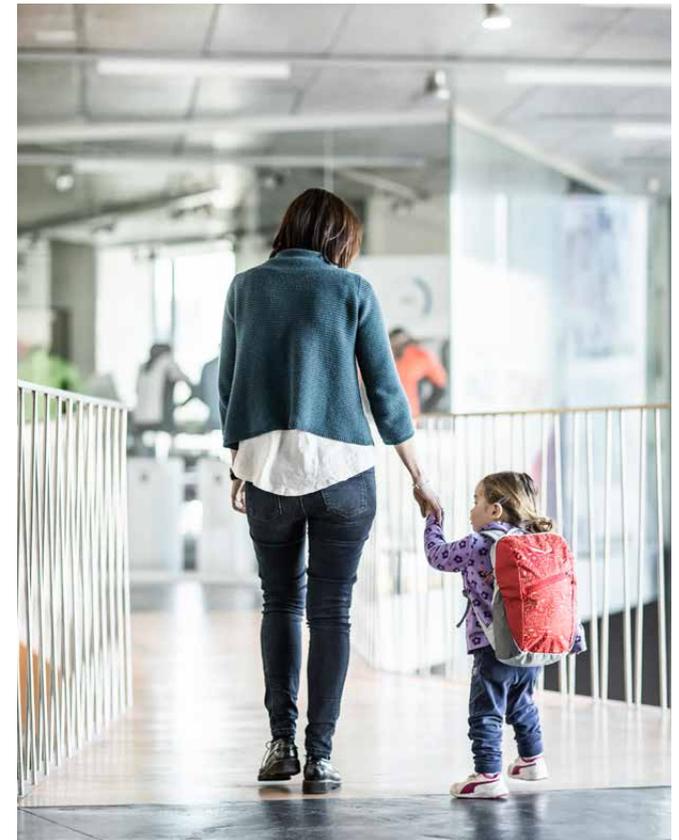
Our 360-degree HR Approach

From recruiting process and workforce planning to onboarding, integration and training and performance management – we are taking our employees development very seriously.

We are a group of “outdoor people” and love the sport that our brands stand for – we are our own brand ambassadors. Our Recruiting Referral Policy rewards colleagues, who help us hire new talents, as we are looking for cultural affinity in our candidates and we are interested in knowing who people are outside of the professional sphere. Aside from soft skills, we are taking technical abilities into account – and once someone joins our group, we make sure to help them grow through learning and trainings.

Onboarding is the process of orienting, instructing and evaluating new employees in their first months. Our “New Hire Package” includes induction meetings with all relevant departments and a “Monthly Coffee” with our CEO Christoph Engl and board member Ruth Oberrauch.

An annual performance review helps everyone to grow. Together with their managers, employees review what they have achieved during the year and suggest areas of improvement, specific trainings or courses to further develop technical and soft skills.



How we shape up across the group

OUR EMPLOYEES

1225



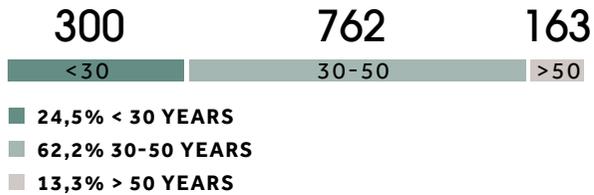
575
women



650
men

31 Interns in BZ & MTB | 11 Students in BZ | 16 Interns DACH

DISTRIBUTION OF OUR EMPLOYEES BY AGE



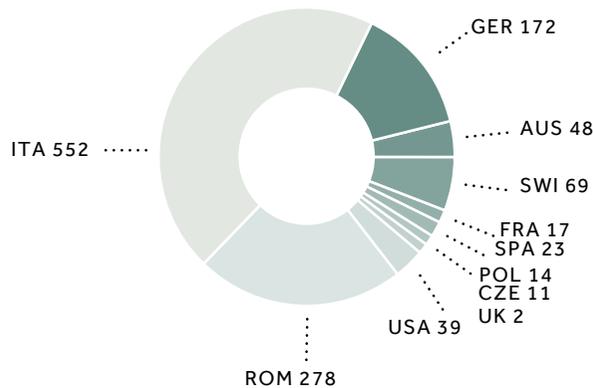
NEW HIRES

199



26% Hiring Rate | Turnover Rate 34.7%

96% STAFF BASED IN EUROPE



DISTRIBUTION OF OUR EMPLOYEES

689



Office based

245



Retail

291



Factory (Velotex & Droker)

We reward our best

We believe that positive attitudes bring change and innovation. Therefore, we give special awards to employees for their exceptional motivation and execution and reward specific projects that stand out.



CREATIVITY & INNOVATION

- **DYNAFIT Marketing Team**
for the DYNAFIT Athlete Center
- **Gaia Vettori and Team**
for implementing a new Distribution Brands showroom concept



RISK

- **Ortles 3.9**
for resetting & redefining ERP project



EXCELLENT EXECUTION & PROCESS IMPROVEMENT

- **Pomoca Team and US Team**
for growing to #1 brand in US & doubling production capacity to make this happen



SUSTAINABILITY

- no award this year. That does not mean that there are no stories to tell



DIGITIZATION

- **Paolo Zucal**
for data interpretation and reporting by using digital tools like Power BI



DIRECT TO CUSTOMER (NEW AWARD)

- **Salewa Bivac Management Team**
for transforming a normal bistro into a "place to be"!

We improve ourselves

4707 training hours in 2022, which equals 4 hours per person.

The HR department organized several group trainings on soft skills, such as time management, public speaking, communication and languages; technical skills, such as Excel, Adobe Illustrator or project management; as well as role-specific trainings on core competences.

Retail Academy

Mountain Shop colleagues attended a two-day training on brand positioning, marketing, sales strategies, products and technologies and Contribute projects.

Training on the job programs

Both our Sales and Customer Service colleagues worked in our direct and wholesale shops for a few days.

Chemical Compliance Training

Given the increasing sensitivity of customers to environmental issues and the demand for “certified materials”, Chemical Compliance Specialist Sara Riato, PhD, held trainings for Customer Service employees and Product Developers. This provided participants with tools to respond to customer requests and to give an understanding about different certifications and supplier demands.

Individual Coaching Programs

Several individual coaching programs were organized. Firstly, to support team leaders and managers to develop their managerial responsibilities and to build effective relationships by listening, giving feedback and motivating people. Secondly, to work on different aspects of effective communication, from public speaking to preparing product videos to relational aspects of communication.

Customer Service Training

A training for our colleagues in the Customer

Service Department who are in contact with the end-customer. The participants worked on their communication skills and their relationship with others.

ITIL Certification for the IT Department

All people in the Business Processes & IT Group were offered to take the ITIL course and to obtain the certification, the most widely recognized framework regarding guidance for optimal IT service delivery.

Process Change

In 2022 the HR department has also invested energy in revising the training process. Starting in January 2023, there will be interviews between managers, HR Training and HRBP before the Annual Appraisal meetings, wherein the individual team's training needs are discussed. Structured development plans, consistent with the team's development idea, are then proposed to the employees during the Annual Appraisal interviews. This allows to better anticipate trainings and to draw up continuous, coherent and targeted development plans. Additionally, a new Learning Management System was implemented, which enables personal training management, offering every employee access to courses.

Family & Work

Permanent Re-audit Certification "FamilyandWork (dialogue)"

10 years after we started this journey, we have received the permanent certificate by the Audit Council in mid June.

With the 'family-work' audit, the Family Institute of the Province of Bolzano promotes a sustainable personnel policy for companies, thereby facilitating the reconciliation of family and working life.

This initiative started 10 years ago and was divided into several phases: in each of these phases, we have defined and implemented measures aimed to combine work and private life. After each phase, an audit was conducted by an external auditor.

We are proud to have received this important award, which testifies our daily commitment to enhance the work-life balance within the company.

We would like to thank all colleagues who have contributed over the years to the different phases of the project and helped us in obtaining the long-awaited permanent certification.



PARENTAL LEAVE RULES IN ITALY

Paternity leave for birth:
10 days paid by the company.

Mandatory maternity leave:
max 5 months
(by law 80% paid by INPS, 20% paid by company)

Optional parental leave:
max 9 months between both parents
(up to 6 months each; 1st month paid 80% by INPS; from 2nd to 6th month paid 30% by INPS, company adds 20% (tot. 50%))

Oberalp Group offers extended parental leave until the child is one year old, where the company pays 50%.

In 2022, 29 employees took parental leave in Italy.

Employee benefits



ACCESS TO A HOLIDAY HOME
at the coast of Gargano in
Southern Italy



**REGULAR COMPANY ACTIVITIES
AND TRAINING CAMPS**
ski touring or sledding in the winter,
trekking in the summer, alpine campus



SALEWA GARDEN
Employees in Bolzano can take home
fresh produce from the Salewa
Garden – or grow their own in the
office backyard



SALEWA KITAS
Nursery at the headquarters for
children under the age of three



**POSITIVE2 -
40 HOURS TO DO GOOD**
one week of paid absence to
participate in a social project of
choice



PLANT BASED LUNCH
offers in collaboration with Bolzano
food delivery Rockin Beets – in
addition to fresh seasonal organic
food offered in all canteens in our
larger offices

Our Communities

We are present in many countries and what affects our regions affects us. Additionally, our brands, offices and colleagues have one or the other affair of the heart that they support.

Here, we are illustrating some of them.

Oberalp United States

BOULDER HELPS ITS NEIGHBOURS

Shortly after Christmas, fires had broken out over 24 square kilometers in the Colorado region in the middle of winter, which, fuelled by strong winds, spread to the neighbouring communities of Boulder. We have our Oberalp US office there - and many employees live in neighbouring communities. Some of them had to be evacuated from their homes and apartments as 34,000 residents of Louisville and Superior had to be brought to safety. About 1,000 homes burned down - fortunately, those of our employees were spared. A drought in the region that had been going on for months had helped the fires spread, the cause of which is not yet fully clarified. Our U.S. branch provided immediate aid of \$5,000 to ensure that many families in the devastated homes were able to obtain the basic necessities for basic living. In addition, 20% of the earnings of our US sales on our internet platforms of the week (14th to 21st of January) have been made available to the relief fund for the affected region.

SHEJUMPS SCHOLARSHIP PROGRAM

Our marketing department has worked on a partnership with SheJumps, a non-profit organization that provides opportunities to women to participate in outdoor activities for the first time and to provide new and more advanced opportunities for active female members of the outdoor community.

"In the Rocky Mountains of Colorado, Dynafit and Pomoca supported 12 avalanche education scholarships through Colorado Mountain School in 2022. Both [brands] have been pivotal in progressing the ski mountaineering world, with many of their female athletes shattering endurance records in the mountains."

– Emma, SheJumps



SOS OUTREACH CAREER DEVELOPMENT PARTNERSHIP

SOS Outreach is a non-profit organization that provides on-snow and outdoor recreation experiences for underserved youth. For the second year in a row, we hosted a summer intern as part of their career development program.

We hosted a bright young lady named Breeze Kelly for a very successful summer job helping us in our customer service, sales and marketing departments.

Oberalp for Ukraine

When Russia attacked Ukraine, there was great horror about this aggression. We never imagined that there could be another war in Europe - although there are plenty of them around the world. There was great consternation among all of us - and today, it almost looks like this event has become routine in the news.

As the Oberalp Group, we have decided to stop supplying our distributor in Russia until we see clear signs of an emerging peace. Although our partner cannot be held responsible for the aggression of its political leadership, we want to send a clear signal that European companies want to isolate such a state.

In addition to various spontaneous initiatives all around the Group, all Oberalp employees had the opportunity to donate their working days to CARITAS Ukraine.

It was made possible for everyone to donate their workdays. Colleagues donated their days (i.e. did not get paid that day) and thus collected 67.000€. The Oberalp Group doubled this, adding up to 134.000€ in total.



OUR GROUP: OUR COMMUNITIES

BOLZANO

The war continued and more and more people fled from the regions of Ukraine towards Europe and also to South Tyrol. The Oberrauch family has provided three apartments for fugitives from Ukraine in Bolzano, Italy, colleagues from all brands provided furnishings, from cutlery to beds to electronic devices.

One of these apartments was given to 19-year-old student Nikol and her 61-year-old grandmother Galyna. Nikol studied in Kharkiv and is pursuing her studies online. Both women have found work and are taking Italian courses. The rest of the family is still in Ukraine, where the two women would like to return as soon as possible.

Thank you Jasmin, for coordinating the project and for supporting them in any organisational need they still have. Also thank you Manuel, Sebastian, and Wolfi for helping and tackling the furnishing!

POLAND AND CZECH REPUBLIC

We supported Polar Sport, Poland, with Salewa thermos bottles, rescue blankets and first aid kits.

Our customer service senior specialist Inna is originally from Ukraine. Her family had to escape from their homeland and came to the Czech Republic. Team Czech collected money, bought some appliances and furniture and help them to organize a new home.

DACH

The willingness to help was and still is very high. Colleagues from Germany, Austria and Switzerland opened their private homes to refugees, donated clothing and food and helped where they could.

The Dynafit headquarters in Aschheim collected products to donate to the Ukraine, such as apparel, footwear, sleeping bags and other utility items.

A special affair of our hearts

ZEBRA

The Bolzano branch of OEW (Organization for a World in Solidarity) publishes a monthly street newspaper called "zebra". The vendors are mainly migrants from Africa and the social project currently enables 60 people who are in precarious

life situations to pursue a dignified task, until they manage to enter the world of work.

The vendors have been equipped with Salewa jackets three years ago, which they have been wearing almost every day. This year, Oberalp arranged for the jackets to be repaired and donated some new jackets.



On the left: OEW managing director Stephanie Unterthiner, Zebra salesman Tudebi Iweriebor and our president Heiner. On the right: Salewa Garden Crew

SALEWA GARDEN

First opened in May 2017, the Salewa Garden is a 3.000m² plot of land next to our headquarters in Bolzano, Italy. It is also a social project that serves as a home port and gives a perspective to refugees.

We plant and care for about 40 different kinds of vegetables, fruits, berries and herbs that become seasonal dishes and garnishes in the Bivac, directly next to the garden – the term zero kilometers can be taken quite literally and goes in line with our motto: The garden is the recipe.



OUR GROUP: OUR COMMUNITIES



PROTECT OUR WINTERS!

We are proud of the partnership with Protect Our Winters Switzerland (POW). Since 2017, POW mobilizes the outdoor community for climate protection. POW leads a community of athletes, activists and forward-thinking business leaders to affect systemic solutions to climate change.



SAIMAA SEALS

In collaboration with EOCA and the Finnish Association of Nature Conservation, we are supporting the protection of the Saimaa Ringed Seal in Lake Saimaa, Finland.



EQUAL OPPORTUNITY EMPLOYER

We cooperate with 3 workshops for people with disabilities in Switzerland, France and Spain for assembling processes giving work to an equivalent of 3 full-time jobs.

The “Brillenschaf”

German for “spectacled sheep”, is the oldest sheep breed in South Tyrol. Their felt is white, their ears halfway black, and around the eyes they wear dark circles, like spectacles, hence the name. Until a couple of years ago, the breed was almost extinct. The people of Val di Funes, IT, however, fought with great passion for the protection of their four-legged neighbours. At Salewa, we have been purchasing the precious wool of the spectacled sheep for the TirolWool product line. Apart from the excellent quality of the wool, we put a lot of importance into the relationship with the local breeders. We got to know the breeders, learned about high mountain farming and witnessed the shearing of the sheep. A trusted relationship grew. The collaboration led to Salewa’s active engagement, so that the traditional breeding of South Tyrol’s oldest sheep breed can continue.



The shepherd's hut



Between May and September, the sheep live in the high mountain regions. They are skilful climbers and graze on the alpine pastures, without disturbing the sensitive balance of the alpine flora.

Over the last decades, the main alp of the valley, the Kofel Alm, fell more and more into ruin. Yet, the shepherds and voluntary helpers have put it on themselves, to build a new and more modern mountain hut.

We have been sponsoring the project with financial donations and donations in time (helping the set-up and the dismantling of the fences to protect the sheep from wolves). The plans have now been finalized and are awaiting approval from the region's administrative.

The story of a few becomes the goal of many

Dolomiti Open, amateur sports Association – BRENTA OPEN 2022

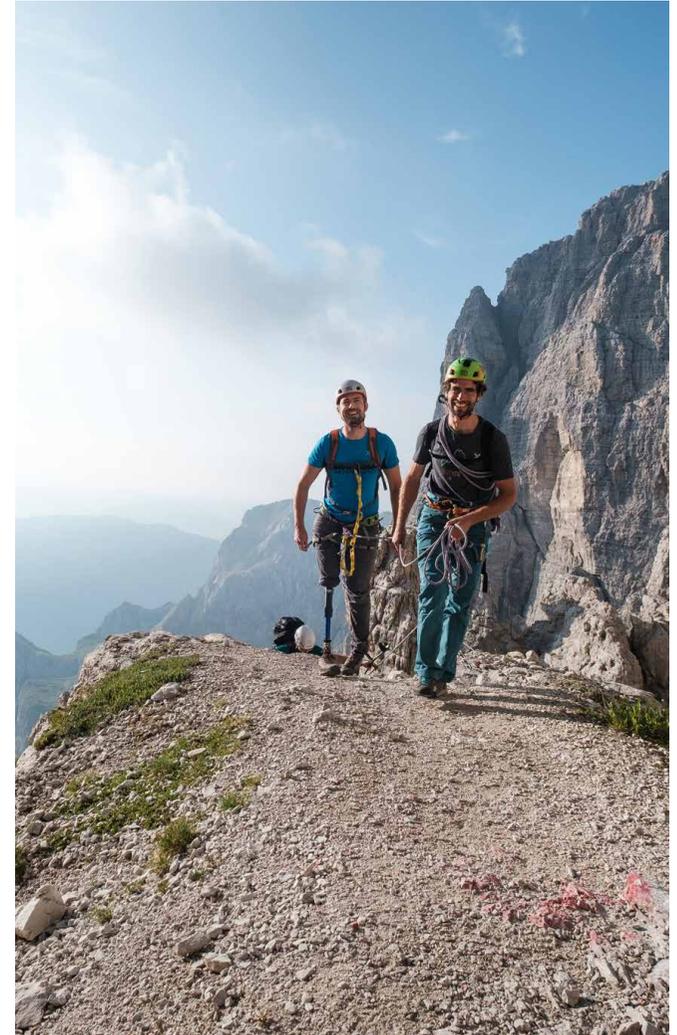
By Simone Elmi, President of Dolomiti Open, representing all staff and volunteers of the association

The most inclusive event in the Dolomites in 2022 was Nicolle Boroni, a mountaineer with a hand amputation, climbing to the top of the mountain Brenta.

At the same time, Gianluigi Rosa, an athlete with leg amputation, and the Mountain Guides of Dolomiti Open climbed the nearby peak of Campanile Alto.

From the two peaks, they sang the "Ode to Joy", by Beethoven, played by the musicians Michele Selva and Michele Pavesi: a tune that joined everyone in a big inclusive hug.

This year Brian, product manager of Evolv, accompanied the group in the heart of Brenta Dolomites, taking his personal view and commitment to support the athletes with amputation, using the adaptive equipment created and made available by Evolv. The technical staff of Brenta Open association work with Evolv on the development of a protective glove for Nicolle's stump and we are heading towards the 9th edition of Brenta Open that will take place in early July 2023 at Refuge XII Apostoli in Brenta Dolomites. The key words of our project heading towards its 10th anniversary are "sharing", "inclusion", and "community", values put into practice thanks to the strong bond that only the mountains can give. We want to go far, go a long way, and we want to do it with the best company possible.



Mediterranean Hope and the “Flamingo Loophole”

Arrampica terapeutica
External contribution by Niccolo & Lea
from Mediterranean Hope

“Flamingo Loophole” is a therapeutic climbing gym in Biha, Bosnia. It is run by Mediterranean Hope, Migrant and Refugee Programme of the Federation of Protestant Churches in Italy. Wild Country donated 52 pairs of shoes and equipment to the project.

The Flamingo Loophole opened in June 2022. Entrance fees are paid on donation basis, to cover the essential costs. The materials provided by Wild Country were indispensable to allow everyone to try and/or practice climbing and proved to be fundamental for the gym’s activities. During the first six months, we could offer climbing and “therapy climbing” to people of all ages from the city of Bihać, a group of girls living in an orphanage, adolescents from a residential school, kids from the local Roma community and soon also migrants, who are restrained to the camps surrounding the city. The local community’s appreciation manifests in a sense of ownership towards the gym and its activities. Flamingo Loophole’s activity is only possible thanks to the engagement of the volunteers who keep it open.



Supporting girls in Bolivia

In an effort to reduce educational gender gaps in remote mountain villages of Bolivia, LaMunt has teamed up with Keller Sport and the charity Caritas South Tyrol.

10% of all sales made through our online shop in December 2022 were donated to the "ABC: Learning for a better future" project providing education to young girls. We collected 4.000€ and doubled the amount, donating 8.000€ in total.

In the mountain villages of Bolivia, girls often face a future without education, which means they will never enjoy full independence. In these remote areas, scarce economic options mean that parents often have to make the difficult decision of prioritising the education of sons. While there are primary schools in the main indigenous communities, middle schools or high schools are only in the provincial capitals. With the arrival of the coronavirus, schools and educational institutions also slipped to the bottom of the government's priority list, further widening the rural-urban gap.



Our spirit animal

SNOW LEOPARD DAY

Every year for 14 years, ski touring hikers from all around the world meet to go touring together. During the event in March, 1.647 participants collected 2.031.686 altitude meters. Every meter is worth one cent, and thus, we have collected 10.322€. Dynafit rounded up to 20.000€ in total, which went towards the Snow Leopard Trust.

DYNAFIT WHITE FRIDAY

Instead of a black Friday, we held a „white Friday“ in November, with a special collection for the snow leopard. 10% of turnover went towards its protection. Another 10% of turnover from „white Friday“ went towards the WWF snow leopard fund. Additionally, Dynafit sponsored WWF employees such as rangers, which Dynafit equipment worth 10.000€.

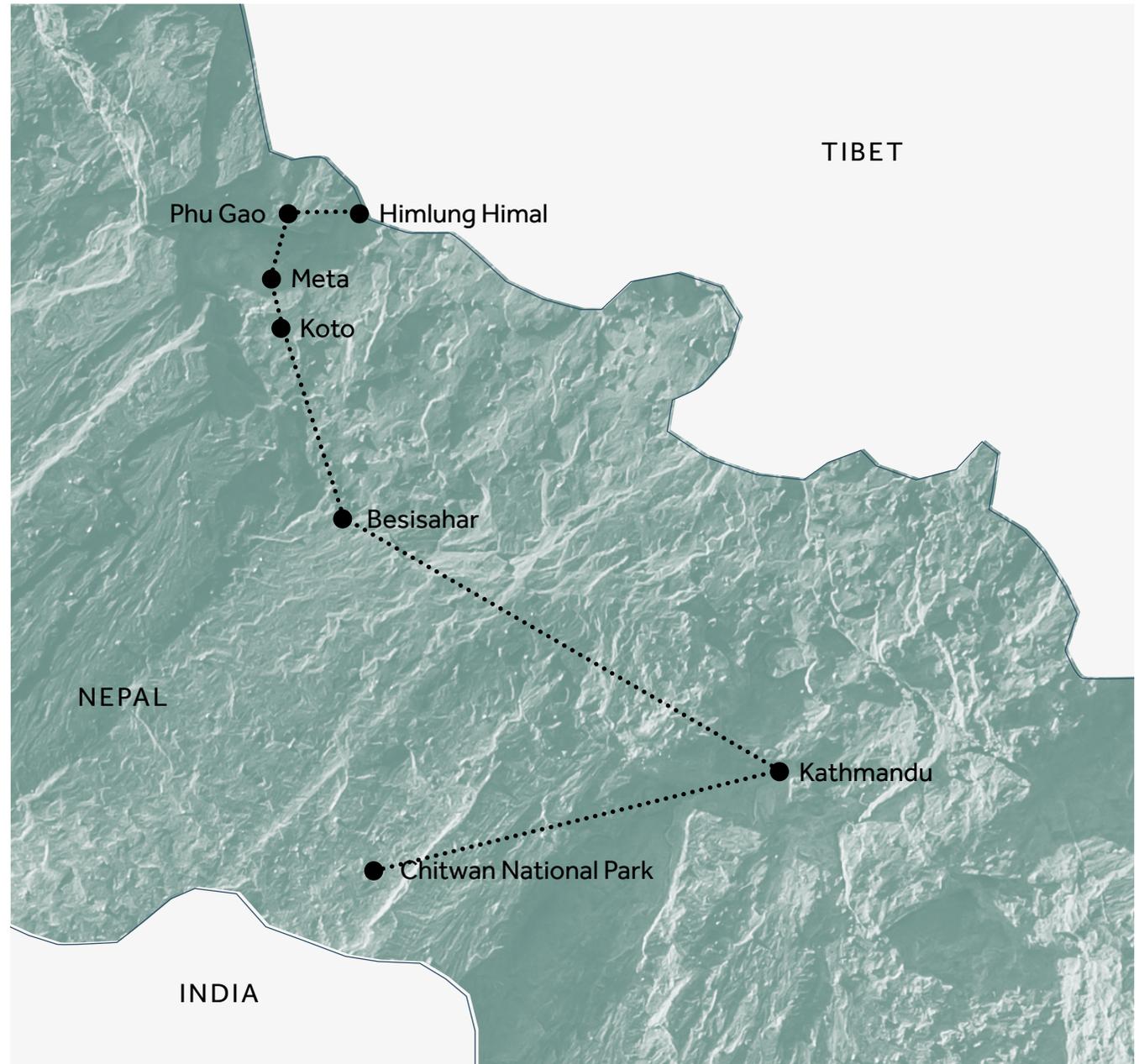
The habitat of the snow leopard is decreasing rapidly. An estimated 3.500-6.500 animals live in the wild. The Snow Leopard Trust is engaged in the protection of habitat and mountain cats, which includes supporting families, who would otherwise hunt them or who have lost their kettle and thus, their livelihood, to the leopard.



Dynafit Brand Manager Beni and the expedition Himalaya

End of August 2022, Beni set out to Nepal, not only to ascend the Himalaya mountain Himlung Himal (7.126m) in record time. In his role as WWF ambassador, Beni also draws focus on the environment and on endangered species.

Prakash Sherpa, Nepalese Mountain Guide and Arnulf Köhncke, PhD, WWF species protection expert, recollect the most memorable parts of the journey.





From protecting endangered animals such as the tiger or the rhino, to working together with the Nepalese people, the **WWF around Dr. Arnulf Köhncke** is working tirelessly to improve living conditions – in harmony with the wild animals also living here.

With his private initiative “**helping band**” and together with Dynafit, Beni supports the WWF in their tasks to preserve nature with all its inhabitants.

Many people follow call of the majestic Himalayan mountains – and what is left of the rapidly melting glaciers. Unfortunately, some travellers also leave mountains of waste, leftovers of bags, beverages or even tents.

Prakash Sherpa has seen everything and together with Beni collected more than 6.000kg of trash from camp I and II. #cleanerthanbefore They show that contributing to a environmentally friendly while record-breaking mountain ascend are two things that are not mutually exclusive.

In the “forest of the leopard”

In August 2022, WWF was happy to welcome Benedikt Böhm, WWF Germany’s Eastern Himalaya goodwill ambassador, and his climbing partner Prakash Sherpa for a project visit.

After some inspired discussions around WWF’s conservation work on Nepal, also with WWF-Nepal’s Country Representative Dr. Ghana Gurung, we headed directly for the plains of southernmost Nepal. We were set to visit the Terai Arc Landscape between India and Nepal that, among other things, holds over 1000 tigers. We visited the UNESCO World Heritage site of Chitwan National Park, and especially the surrounding communities – people who often live in direct contact with the park’s wildlife. At first glance, we were amazed by the density of the jungle shortly after the summer monsoons, but also by the amazing wildlife sightings. The image of a mother and calf one-horned rhino slowly swimming through the

broad river that borders the park will stay with all of us for a long time.

In time, we were even more amazed by the resilience of the people that we spoke to, their positive attitude towards the wildlife that they co-exist with, and the benefits they receive from joint interventions with conservation.

One example is the use of micro-biogas units as a source of cooking fuel, rather than spending many hours daily in search of firewood in the forest. Not only does this reduce risks of being attacked by animals such as tigers or bears, who share the forest, but it also frees up valuable time that can be used for other tasks and development.

It became apparent in the many conversations with local community groups that successful nature conservation is only possible because people are at the centre of these approaches and because, this way, everyone can work together for the benefit of nature and people. We were grateful to have Benedikt with us in the field as he is a strong voice for conservation

and a tireless ambassador for an intact and clean environment, benefiting people and nature. His effort to clean up the basecamp towards his speed climb was impressive. WWF is really grateful about the financial support of Oberalp group to WWF Nepal’s Snow Leopard programme, the emblem of Dynafit outdoor sports company – to ensure a better co-existence between these big cats and communities in the very remote areas.



@copyright_alexdemilia_mountainfilmcrew

Adventure Race Himlung Himal

You started your mountain career at a very young age. Your grandparents and parents were your first teachers – what was the most important lesson you have learned from them?

I started my career in the mountaineering industry from an early age where I got my initial training from my grandparents, father and uncle who were prominent guides at the time so I was inspired by them to be involved in mountaineering. When I first climb Mera Peak I met many international climbers and I got inspired by them too. I realised that I can have a better life than my grandparents had. Also, it was hard for me to go in school as it was 7 hours walking away from my home so I mostly decided alone for my life and not my parents decided for me. Today I'm happy for all I've achieved.

What did you learn meanwhile, in your years as mountain guide, not only in Nepal but in other regions of the world?

From my personal experience as a mountain guide, I have worked with many people with different skills and personalities. I have learnt how to handle myself and the others with patience. Also, I realised how important is to do what you love, for me that's guiding!

You have been up many of the highest mountains in the world, from Asia to Europe. Looking at pictures of Mt Makalu 8463m or Mt Dhaulagiri 8167m, they seem similar: majestic mountains, rocky cliffs, crystal snowy tops. Can you feel a difference, culturally or spiritually, when visiting those places?

Every time when I climb a mountain it feels different to me. They may look same with rocky cliffs and snow but they hide much more than that. Firstly, I feel proud to be there and share the majestic experience with the other people. It's unique moment for me personally as well, as I am guiding from a young age every time, I feel the difference.

Via Kathmandu, on muddy roads and through uninhabited forests, your starting point for the record-breaking ascend was Himlung Himal. The mountains you encountered were not always made of rocks and ice – but of trash, left there by previous adventurers. How can we become more conscious about the fact that whatever we brought, we need to take back again?

Unfortunately, year by year the trash is increasing in the mountains cause more people climb. In my opinion, it is important to carry less things in the mountain to avoid the trash, you have to carry only the necessary things with you to be able to carry them back. I've seen many companies bringing up to 6000m and 7000m unnecessary and luxurious things and they are unable to bring back all of them, sometimes due to a bad weather or just because they are not conscious enough.

There is garbage management system from the government and every company has to deposit



an amount before they issue the permit. We have to fill up a form with all of the things that we carry up and in case that we don't have all of them they keep the deposit amount. After the expedition they check if we have brought back all of the garbage and we have to fill up a form again, that we brought all the trash back, but unfortunately not every company follows this system. We, Alpinist Climber Expeditions, mostly organize alpine style expeditions and we carry only necessary things. We treat

mountains with respect. We don't leave trash after climbing and together with our clients we raise awareness to other climbers to keep every place in the world cleaner than before.

Do you have the feeling that mountaineers have become better prepared technically and physically?

Mountaineering has been promoted in recent years as a simple activity that can attract more people to attempt the highest peaks on the world. It makes sense that there are now even more people who don't have the necessary physical condition and technical experience. However, some climbers gradually build up from nothing and, with the right preparation, reach a very high level both technically and physically. When someone approaches climbing without any experience, I advise that they first get into good physical condition and then train on lower peaks and use of equipment so that they are prepared and learn how their body responds to high altitude. Climbing Mount Everest is not impossible but it requires a good preparation and a skilled guide too.

Have the goals of people changed that come to you? Do they want to challenge themselves and the mountains by climbing them, or has it become a "bucket list", something they use to get over a midlife crisis or to gain more followers?

I usually work with experienced climbers who's the main goal is to challenge themselves and they are focused on it but I've seen climbers who only focus on social media too and their intention is to promote themselves through that. Somebody who wants to climb just for Instagram and to complete their check list is not possible to do it. Only someone who is conscious about climbing can do it properly.

Are you proud that within the international mountain climber community there are more and more Nepalese climbers, such as record-holder Nims Purja, who holds quite a few records?

For me, as a Nepali climber and mountain guide, it is important that Nims Purja and many other Nepalese climbers hold records cause I've seen from my personal experience the huge effort that we put to make it possible for other climbers to achieve their goals.

OUR GROUP: OUR COMMUNITIES

A big achievement requires determination and hard work so I believe every person who holds a record deserves that, of course and I'm proud when a Nepali climber do that. It is also beneficial for the tourism industry in Nepal.

Might it be possible that record holders like him, or now Beni and you, make it look really easy to go up those mountains – so in a way, you are promoting tourism to these places and indirectly contribute to more mountains of trash?

Every mountain is difficult especially when it comes to a record. For a skilled climber like Beni and me it is challenging too, even we make it look easy. We both have experience of many years in the mountains, we were ready for this record so it wasn't a way to promote tourism in these remote places. During our climb unfortunately we saw a lot of trash left from previous expeditions and we only had one choice, to pick up all of them and carry back in Kathmandu. As we both have a big audience, we try to raise awareness to the other people regarding the environment and how we can leave the mountains clean after our activities. Our goal is not just to reach the top of the

mountain but to promote our philosophy to the other people.

A friend of mine, who is a huge Nepal and mountain enthusiast, asked me to ask you if you knew that you are living and working in the most beautiful mountain range in the world? Or are you so used to it that you forget its beauty?

Thank you for your question. For sure and I recognise the beauty of the Himalayan Mountain range. Even I've been several times in the same region, every time the mountains look beautiful to me. Also, guiding brings me satisfaction, I am able to share this feeling with people who are passionate about mountaineering and adventure. Every hiker or climber should visit Himalayas once in their lifetime.

A couple of questions that have reached me from within the Oberalp team:

• best way to keep toes warm?

Always wearing warm boots and wool socks. keep moving the toes to help the blood circulation and avoid the freezing from cold temperature.

• favourite mountain snack?

My favourite mountain snack is boiled potatoes with chilli! This is my after-summit snack.

• How to keep your tent-mate from snoring?

I've not found a way to get rid of my tent-mate snoring. It happens and just trying to sleep with that.

Thank you, Prakash, for taking the time for this interview!

#cleanerthanbefore

The secret language of nature – Salewa Mountain artist series by Mirijam Heiler

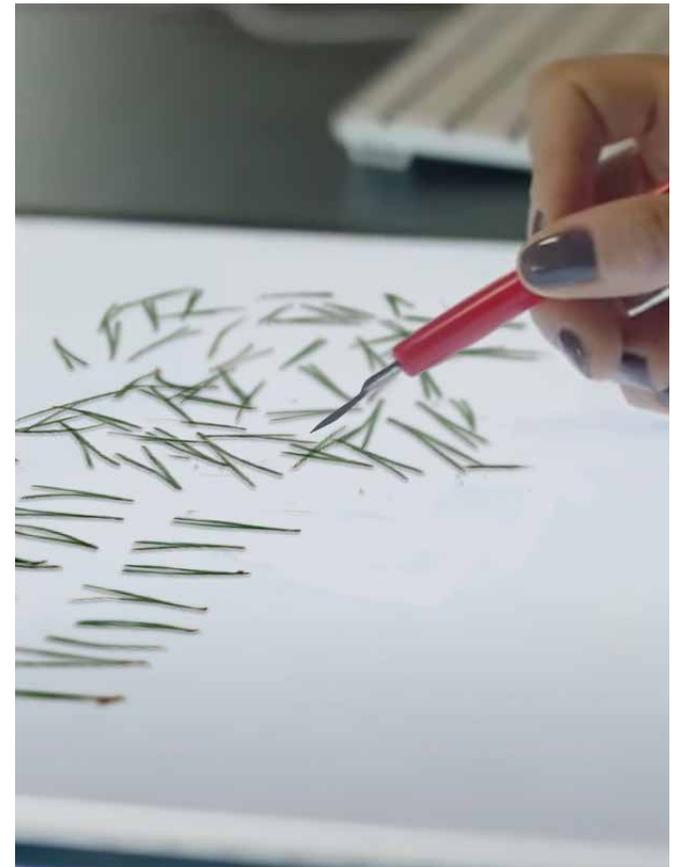
The Salewa-SKB art award by Salewa and the South Tyrolean artists coalition harmonizes locale contemporary art and technical, functional mountain gear. It was awarded for the first time in 2022 to Mirijam Heiler, from Bolzano, Italy.

The Mountain Artist Series gives voice to the nature through a secret poem printed on labels. Get into the mystery words, get in contact with yourself.

Man is stuck in an ethical and ecological dead end, in a "point of no return" where the digital world is overarching life denying the ability to stop, to observe, to connect with nature. Parallely, people have to be aware that is no longer man who is superior and who manages nature. We are one single entity; we are part of it. However, we still have the chance to rethink

reality. We can familiarize ourselves with the language of nature and learn to observe, to read and to understand it going back to our origin. The artist Mirijam Heiler uses 20 needles like letters of a secret alphabet.

She is fascinated by the constructed simplicity, order and clarity, attempting to visualize "The mountain experience" without illustrating the mountains. For her, "Pure Mountain" indicates that reduction, the pureness, the simplicity that characterize the mountain. On the mountain, people are radically reduced to their originality and simplicity. The mountain asks people to approach it without everything that is superfluous – to shed weight and engage in digital detox. For the artist, the mountain experience is not cute or even easy, but of a rough and combative nature. Can we do it? Humbly engaging in this experience of nature is rewarded with such awe which can be mind-altering. So slow down and get in contact with nature and yourself.



A sprout of hope at Wild Country, by Sara Quatela

It is a creative project that seeks to shed light on the role, relevance and fineness of natural biodiversity, as well as to make us aware of the natural richness that surrounds us, of which we should all take care.

*herbarium is a sprout: a sprout of hope for a future that is more sensitive to the plant world around us.

The illustrative support of *herbarium are varied, ranging from paper sheets to city walls that bloom with delicate chalk lines and tell the story of local species.

For the artist, Wild Country's designer Sara, art and nature are two closely interlinked things. She savours the beauty of nature on a daily basis, and art is her own way of giving it a voice and expressing what she lives with and in it. Every species has a story that somehow always involves ours, and this is the * herbarium way of telling it!

*herbarium



Positive²

40 hours to do good

From November 2021, all Oberalp Group employees received an extra week of paid holiday, to participate in charitable activities. We have collectively spent 1400 hours so far - here is some of what we did.

Ludwig & Uplift e.V.

Ludwig, sales Rep Dynafit & Pomoca, spent a week in South Africa, together with the German organisation ÒUplift e.V.Ó, which supports development projects in Africa.



He got in contact with the organisation through a former university colleague, who presides the organisation.

In a Township of Port Elisabeth, SA, Ludwig helped out in a soup kitchen. The kitchen is lead by Nwabisa, who runs it on her own property and lives in a tiny tin shack nearby, without running water or sanitary facilities. The township itself is shaped by poverty, unemployment and pollution through plastic waste. Everyday, almost 80 children come together from all around the neighbourhood in the Soup Kitchen. Here, they can get a meal, meet other children and play, do sports or even art projects.

During his time there, Ludwig helped Nwabisa with cooking and handing out meals, or supported various projects: In a garden, they grew fresh produce and informed people on the correct care. Many children live on a sugary diet consisting of coke and fries – food and nutrition are very relevant topics.

Next to Nwabisa’s hut, she has a separate room for the children to play in. Until then, there was no proper floor, which made the air dusty and stained the children’s lungs. Together with Nwasiba’s husband and other volunteers, they constructed a proper concrete floor to reduce dust pollution in the play-area.

“The week in Port Elisabeth was a very exciting and instructive one. It was good to be needed and the light-heartedness and vitality of the children can only put a smile on one’s face.” – Ludwig

Luca & Raph expanding climbing routes



Our Online Customer Service Specialist Luca and our New Business Development Manager Raph spent a summer week expanding the Elio Bonfante Craig in the most western mountains of Italy together with four friends.

This included various facility works, such as laying fixed ropes and removing unsafe boulders and stones, as well as cleaning up the nearby Bivacco and its surroundings. This not only consisted of plastic waste and trash, but also “body waste”, which were not adequately removed or concealed.

Luca and Raph would like to thank Tom, Miriam, Peter and Ben for their engagement; the Alpenverein Südtirol for material support; Locanda Mistral and Renato Botte for overnight stays and logistic support; Valle Maira Tourist Consortium and Giovanni for administrative help; the municipality of Prazzo for permits; Locanda La Tano del Grich for help with the transport of the material and Danilo for his valuable advice.

Deris volunteering at Donne Nissa

17 years ago, our Group IT director Deris was a an immigrant like them: Milian, Noshee, Esther, Juliet, Marwata, Derin, are in need of all the support they can get, in order to be able to build a new life in Italy and to forget the horrible things that made them flee their countries in the first place.

Deris volunteered for Donne Nissa, an organisation supporting women. It taught her that one should never ask details about someone's past, but that some patterns are rather constant: prostitution trafficking, religious or minority persecution, and war. "I'm very thankful to the Oberalp Group for the opportunity to donate 40h of my working time to a social endeavour.

Lifting women to be more successful in life is one of my dearest goals. I've done it with Lean In for several years now, and individually for specific meaningful people / projects. Yesterday I added a new item to my bulk list, paying forward the help I got when I first arrived in this country."

Leadership is about making others better as a result of your presence, and making sure that impact lasts in your absence.
– Harvard Business School definition of leadership



The end of the world

Maria-Sophie, Martina, Hanna, and Simon (grandson of our founder Heiner Oberrauch), had a music project in 4th grade, where they could choose a song and write the lyrics themselves. Let's take a moment at the end of this report to see the world through their eyes – and be scared. There is time to change and there is time to contribute towards change. If not for ourselves, then for the #nextgeneration.

1
It's already been years
Our world is very ill
We're not taking care
Full of ashes and spill
I am wondering why it is the way it is
Why are we destroying our planet
We could help but we don't
Because it's easier like that

Refrain:

A wave of destruction
Our planet is in ruins
How long do we want to tolerate
It's all in our hands
Please stop sleeping
And wake up from this horrible dream
If we do not act and change
Our planet is going to scream

2
Maybe we're lucky
And it is not too late
We have to act differently
To really make a change
We could recycle more
and go our ways on foot
could recycle our plastic
this would be really good
Our world collapses but we do not even care
And faster than we think
Promises are broken – we can't save our world
like that
Be afraid for it, maybe it is already too late

Refrain.

German text by Maria-Sophie, Simon, Martina,
Hanna, 4th grade

1. Strophe:

*Es geht schon ein paar Jahre
unsere Welt geht kaputt
Passen einfach nicht auf
alles Asche und Schutt
Ich frage mich warum das wohl so ist
Warum zerstören wir einfach unsere Welt
Wir können helfen doch wir machen es nicht
Weil es für uns einfacher ist*

Refrain:

*Eine Welle der Zerstörung
unser, Erde ist am Ende
wie lang sollen wir das noch dulden
es liegt allen in unseren Händen
Hört jetzt auf damit zu schlafen
und wacht endlich alle auf
wenn wir jetzt nicht bald was ändern
dann geht unsere Erde drauf!*

2. Strophe:

*Vielleicht haben wir ja Glück
und es ist noch nicht zu spät
müssen jetzt anders handeln
damit's noch weiter geht
Wir können mehr recyceln
und gehen Lieber zu Fuß
auf Plastik verzichten.
Das wäre richtig gut!
Die Welt geht unter doch wir merken es nicht
Und es geht viel Schneller als man denkt
Denn niemand hält was er verspricht
So retten wir die Erde nicht
Hab Angst um sie, den es ist vielleicht dann schon
zu spät.*

(Eine Welle der Zerstörung ... Refrain)

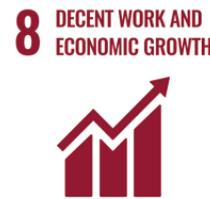
What we care about

Sustainable Development Goals

The 17 Goals have been adopted by UN member states as a universal call to action to end poverty, protect the planet and ensure that all people enjoy peace and prosperity by 2030.

We identified 13 out of the 17 goals, where we have an impact as a company. Here is an overview of those SDGs. As communicated in last year's report, they are underlying our holistic strategy for the next years.

A more detailed correlation between the SDGs and our Plan of Action on the next pages.



Relevant target	Description	Comment
 <p>1 NO POVERTY</p>	<p>End poverty in all its forms everywhere</p> <ul style="list-style-type: none"> - beyond product: our team, our communities - factories best in class 	<p>As an employer and producer, we are responsible for paying our workers a living wage.</p> <ul style="list-style-type: none"> > supply chain countries: close collaboration, "living wage calculator"; working together with Fair Wear Foundation; Quality Control team checks > own employees: affordable canteen; additional parental support (IT); fixed contracts 89%
 <p>3 GOOD HEALTH AND WELL-BEING</p>	<p>Ensure healthy lives and promote well-being for all at all ages.</p> <ul style="list-style-type: none"> - beyond product: our team, our communities - factories best in class - Climate Neutrality 	<ul style="list-style-type: none"> > mental & physical health promotion at our HQs; canteen; ... > we produce gear for people to enjoy and experience the outdoors in active recreation > secure working conditions; health & safety checks at our suppliers; CoC compliance > reducing GHG emissions, reducing waste & wastewater and becoming CO2 neutral contributes to a cleaner planet and ultimately, better health for all beings
 <p>4 QUALITY EDUCATION</p>	<p>Access to education for all and increase the number of youth and adults with relevant skills for employment.</p> <ul style="list-style-type: none"> - beyond product: our team, our communities - factories best in class 	<ul style="list-style-type: none"> > ongoing trainings & courses for professional development of our employees; childcare centers at the HQs > supporting community educational causes (e.g. LaMunt Bolivia girls) > continuous improvement at our suppliers also means workshops & trainings for workers and management there, on culture, health & safety and anti-harassment
 <p>5 GENDER EQUALITY</p>	<p>End all forms of discrimination and violence against women and ensure their full integration.</p> <ul style="list-style-type: none"> - beyond product: our team, our communities - factories best in class 	<ul style="list-style-type: none"> > women's equal participation in workforce; child-care facilities at the HQs; extended paternity leave (IT) > CoC demands equal rights and opportunities at our suppliers; anti-harassment trainings
 <p>6 CLEAN WATER AND SANITATION</p>	<p>Ensure products and production processes do not use harmful chemicals and materials.</p> <ul style="list-style-type: none"> - Chemicals - Quality Control 	<p>efficient water management and reducing waste-water through</p> <ul style="list-style-type: none"> > RSL compliance checked by Quality Controls and audits > data transparency in the supply chain through bluesign system partnership and HIGG index participation



Relevant target

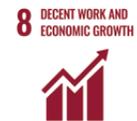
Description

Comment

Increase the share of renewable energy in the global energy mix.

- Climate Neutrality
- beyond product: our team, our communities
- factories best in class

Our HQs in Italy, Germany and Switzerland are built in a way that they do not need air conditioning, they have an advanced heating system and produce energy through solar panels.
 > for our employers: greener mobility concept
 > extend renewable energy to suppliers and partners; HIGG index involvement



Ensure a safe work environment and assist in the economic development of local communities. Protect human working conditions in our supply chain and promote safe and secure working environments for all workers.

- beyond product: our team, our communities
- factories best in class
- Products & Processes geared towards Circularity

> making sure our team grows together with us; we share our passion and give back to our communities; flexible office time, part-time jobs & childcare at the HQs create a balance between professional and private life
 > implementation of social and environmental standards at our suppliers (CoC as precondition of purchase); external audits and our quality control team make sure of it
 > sustainable growth: renting system, longevity, repair services; we want to make sure our products do not promote overconsumption but invite our costumers to rent & share



Help suppliers upgrade infrastructure and increase resource-use efficiency by adopting clean and environmentally sound technologies and industrial innovation.

- beyond product: our team, our communities
- factories best in class
- Products & Processes geared towards Circularity

> set a local example into waste solutionn (e.g. SUPP), energy efficiency and general employee satisfaction
 > promoting renewable energies at our suppliers; HIGG Index involvement
 > offering more sustainable products, scaling recycled or natural/regrowing content (e.g. Salewa Committed; LaMunt cares); investing in new technologies to reduce and use left-over material



Contribute to addressing income inequality by addressing wage and social protection issues in developing countries.

- beyond product: our team, our communities
- factories best in class

> no matter where the HQs of our brands are: all employees, regardless of gender, skin colour, ethnicity or lifestyle, have the same opportunities
 > addressing and decreasing inequalities at our suppliers (e.g. cultural trainings are part of corrective action plans; recruitment, wages, career prospects or protection against unjust dismissal; all workers have the rights to complain and the possibilities to make their voices heard), close collaboration with FWF

Relevant target	Description	Comment
 <p>Achieve the sustainable management of natural resources and the environmentally sound management of chemicals throughout the lifecycle of our products. Ensure that customers have access to relevant information and are aware of sustainable development. Reduce waste generation through prevention, reduction, recycling and reuse.</p>	<ul style="list-style-type: none"> - Chemicals - Quality Control - Products & Processes geared towards Circularity - Climate Neutrality 	<ul style="list-style-type: none"> > social responsibility through CoC, in collaboration with FWF; environmental responsibility through HIGG partners; Quality guidelines are shared with our suppliers > our Sustainability Strategy contributes, firstly, towards more sustainable and circular products & processes (natural & recycled materials, extending warranties and end-of-life solutions; rental and give-back systems); secondly, towards ensuring information flow internally and externally; and thirdly, towards reduced and more ecological packaging (Oberalp packaging guidelines; SUPP) > ultimately, our goal is to become climate neutral in line with the Paris agreement in 2030; reducing wherever possible, reusing and re-creating resources efficiently; finally compensating what we cannot reduce
 <p>Take urgent action to combat climate change and its impacts</p>	<ul style="list-style-type: none"> - Climate Neutrality 	<p>we are engaging in carbon footprint analysis for our products, processes, infrastructure and buildings.</p> <ul style="list-style-type: none"> > from this assessment, we can implement a profound energy and emission-reduction concept > unavoidable emissions will be compensated > green mobility concepts, car-free to work employee engagements and vegan offerings in our canteen promotes employee awareness
 <p>Prevent and reduce marine pollution, in particular from plastics and microplastics.</p>	<ul style="list-style-type: none"> - Chemicals - Quality Control 	<p>RSL compliance is mandatory for all our suppliers. Indirect impact through production: engage in partnerships & working groups to investigate causes of pollution and its prevention (Microfibre Consortium)</p>
 <p>Ensure the conservation and sustainable use of ecosystems, in particular mountain ecosystems.</p>	<ul style="list-style-type: none"> - Chemicals - Quality Control 	<p>RSL compliance is mandatory for all our suppliers. Indirect impact through production: engage in partnerships & working groups to investigate causes of pollution and its prevention (Microfibre Consortium)</p>

Reporting

We work with a wealth of different organizations to report on our sustainability efforts.

Why are there so many?

Because we believe that being held accountable – and revealing how we are doing – is a vital part of our responsibility as a transparent organization.

Moreover, we know that collaboration is key to making real progress and significant changes towards the reduction of our environmental impact. Which is why we put brand rivalries aside and join forces with competitors who share our values and concerns, to exchange ideas and solutions and to tackle those challenges together.

Memberships in external initiatives

- European Outdoor Group Outdoor
- Industry Association Fair Wear Foundation
- Bluesign System Partners
- Responsible Down Standard
- Economia Alto Adige
- EOCA (only POMOCA)
- SOS Kinderdörfer (only in Germany, Austria, Switzerland)
- Caritas Werkstätten (only in Germany, Austria, Switzerland)
- Suedtirol Netzwerk fuer Nachhaltigkeit / Rete dell'Alto Adige per la sostenibilità

Memberships of associations

- Assoimprenditori Alto Adige
- ASSOSPORT
- CVCI (Chamber of Commerce of Vaud region, only POMOCA)
- Protect Our Winters (POW, CH, only POMOCA)
- International Ski Mountaineering Federation (ISMF) (only POMOCA)
- Thinksport (Sport lobby in CH, only POMOCA)
- Bundesverband der deutschen Sportartikelindustrie (BSI)

Methodology for calculations

Our 2022 Sustainability Report is an important milestone in our journey towards a transparent and structured reporting process. It gives details on our sustainability performance and the industry's key indicators. And it provides information on issues that affect our stakeholders.

Sustainability reporting standards

We prepared this document in accordance with the GRI Sustainability Reporting Standards issued in 2016 by the GRI – Global Reporting Initiative. The breadth and detail with which we cover issues in the Sustainability Report reflect the materiality analysis carried out according to the approach described in the chapter “Strategy: Our Plan of Action”.

This report has been prepared in accordance with the GRI Standards: Core option.

Scope of reporting

The reported information and data refer to 2022 (from 1 January 2022 to 31 December 2022), unless otherwise noted. Any data referring to previous years is presented for comparative purposes only, to allow an assessment of the evolution of our operations over time.

The performance indicators were collected on an annual basis and the reporting frequency will be annual.

Calculation criteria

Several of our operating departments were involved in the process of data gathering and report drafting, in order to shape this report. One of our ultimate objectives through the report is to strengthen our reporting system, and enhance the accuracy and reliability of the information and data we provide.

Our headquarters are in

Via Waltraud-Gebert-Deeg Str. 4, 39100, Bolzano, Italy

Materiality topic correlation

The following table presents the correlation between the material topics (mapped in the materiality matrix on page 23 & the SDGs on page 138) and the GRI Standard aspects, together with an explanation of the material topics and their boundaries.

MATERIAL TOPIC	DEFINITION	GRI INDICATOR	BOUNDARY – WHERE THE IMPACT OCCURS
<i>Product Responsibility</i>			
Product quality and durability	Always strive to increase the quality of products, ensure maximum safety standards and design products to have a longer life-time	n.a.	Inside, Outside (Suppliers)
Chemicals management	Avoid the use of dangerous chemicals in our products, find alternatives to harmful chemicals and test products	n.a.	Inside, Outside (Suppliers)
R & D and innovation	Push for innovation and new technologies, participate in industry research projects, find new opportunities for brand differentiation and expansion	n.a.	Inside, Outside (Science, Education)
<i>Environmental Responsibility</i>			
Sustainable product design	Use environmentally and socially friendly materials to design products that have minimal negative impact	Training and Education	Inside, Outside (Suppliers)

MATERIAL TOPIC	DEFINITION	GRI INDICATOR	BOUNDARY – WHERE THE IMPACT OCCURS
<i>Social Responsibility</i>			
Human rights in the supply chain	Make sure all factory workers are respected and face fair working conditions	Human Rights Assessment; Supplier Social Assessment	Outside (Suppliers)
Community development	Organise activities and initiatives, for example to support the local region, help refugee integration and support mountain communities	Local communities	Inside
Promote sports and alpine lifestyle	Promote an outdoor and healthy lifestyle and promote the brand's mountaineering spirit	n.a.	Inside, Outside (athletes, consumers, local community)
<i>Economic Governance</i>			
Market competitiveness	Work to find innovative measures to increase the competitiveness of the company within the market	Economic performance	Inside, Outside (Dealers, NGOs, Consumers, Media, Authorities & Regulations)
Customer service	Continuous improvement of our customer service to meet client needs, for example through product repair services	n.a.	Inside, Outside (Dealers)

GRI content table

This report has been prepared in accordance with the GRI standards: Core option

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-1	Name of the organization	7	
GRI 102-2	Activities, brands, products and services	8-15	
GRI 102-3	Location of headquarters	21	
GRI 102-4	Location of operations	99	
GRI 102-5	Ownership and legal form	10	
GRI 102-6	Markets served	100	
GRI 102-7	Scale of organisation	12	
GRI 102-8	Information on employees and other workers	107	

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 102: General Disclosures</i>			
GRI 102-9	Supply chain	36-43	Oberalp applies the Precautionary Principle to cope with possible risks and to protect the environment.
GRI 102-10	Significant changes to the organisation and its supply chain	42	
GRI 102-11	Precautionary Principle or Approach	35, 84, 86-95	
GRI 102-12	External initiatives	112-135	
GRI 102-13	Membership of Associations	142	
GRI 102-14	Statement from senior decision-maker	4,5	
GRI 102-16	Values, principles, standards, and norms of behaviour	10, 20-23	
GRI 102-18	Governance structure	n.a.	
GRI 102-40	List of stakeholder groups	12	
GRI 102-41	Collective bargaining agreements	n.a.	
GRI 102-42	Identifying and selecting stakeholders	14	

GRI STANDARD	DISCLOSURE	PAGE REF.	COMMENTS
<i>GRI 400: Social – Employment</i>			
GRI 401-1	New employee hires and turnover	107	
GRI 401-2	Employee benefits	111	
GRI 401-3	Parental leave	110	
<i>GRI 400: Social – Training and Education</i>			
GRI 404-1	Average hours of training per year per employee	109	
GRI 404-3	Percentage of employees receiving regular performance and career development reviews	106	
<i>GRI 400: Social – Human Rights Assessment</i>			
GRI 412-1	Operations that have been subject to human rights reviews of impact assessments	36-43	
GRI 413-1	Operations with local community engagement, impact assessments, and development programs	112-135	
GRI 414-1	New suppliers that were screened using social criteria	36-43	
GRI 417-2	Incidents of non-compliance concerning product and service information and labelling	n.a.	No incidents of non-compliance have been reported during 2022
GRI 419-1	Non-compliance with laws and regulations in the social and economic area	n.a.	No incidents of non-compliance have been reported during 2022

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Illustrations by Francesco Pavignano

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Get in touch if you have
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